Helping Clients Meet the Need for Remote Connection

Given the current state of the world, it’s no surprise that Audio Visual Bend has had a booming year of business, a situation that CEO Tony Sprando calls bittersweet.

“Audio Visual Bend is doing amazingly well! We have some of the best people working for us, and we were able to pivot our products and services this year to best fit the needs of our community,” says Sprando. Early in 2020, he says there was a hold on all the projects they had scheduled, but as the need for remote meetings exploded, his team shifted gears to accommodate the overwhelming demand.

“There are customers we would never have helped if not for the shut-downs, so it feels bittersweet when I say we did well financially, but we did get a bit blindsided by the whole thing.”

Audio Visual Bend offers a range of services, including commercial and church systems, and equipment for classrooms, meetings and nonprofits. “With more than 60 years of combined experience in the audio-video industry, we have the knowledge to give clients exactly what they need with speed and efficiency,” says Sprando. “We specialize in customizing audio-video equipment to meet individual needs and constraints without sacrifice to quality. Investment in integrated multimedia capabilities changes the way you work, providing complete control over communication with your clients.”

Sprando and his wife formed AV Bend after moving to the region in 2000. “My wife and I moved to Bend with the desire to start a business here and raise our three sons in a good environment,” says Sprando. “This has proven to be just that place.” Sprando and his wife, Christine, who is owner and CFO of AV Bend, both have experience in retail management and commercial audio visual, so he says he reached out to some people in this area and learned that there was no one servicing commercial audio-visual needs here. There was only home theater servicing, which AV Bend does not provide. “Over the past 20 years, we have touched just about every municipality of new businesses being formed and created within the industry, and the employment growth with both the new and existing businesses,” says Damon Runberg, an Oregon Employment Department economist serving the East Cascades region.

Aviation Spotlight — Pages 16-21

KrowdFit Launches Free App, Pays Cash Rewards for Tracking Daily Health & Wellness Habits

KrowdFit, the only cash-back wellness incentive program in the U.S. and Canada, has announced that its proven enterprise rewards program is now available to individuals. Unlike traditional incentivized wellness programs that focus strictly on granting prize money for weight loss, KrowdFit rewards its members with cash every Monday for engaging in daily wellness activities, such as mindfulness, healthy sleep, steps, food logging and physical activity.

By using the latest wearable devices, smartphones and popular diet, fitness, sleep and mindfulness apps, KrowdFit members’ sleep, steps, mindfulness and fitness activities are automatically logged into the KrowdFit app. Each time an activity is logged, members automatically earn an entry into one of five different cash giveaways, making them eligible to receive weekly, monthly and quarterly cash incentives of up to $5,000 each or more per winner.

“Research has shown that monetary incentives enhance the effectiveness of attaining fitness and wellness goals of all sorts, especially when tied to a social network,” said Jim Miller, CEO and founder of KrowdFit. “There is no silver bullet — change occurs over time, step by step, which is why we’re committed to rewarding our members for the effort they make to consistently engage in healthy activities regardless of how much they weigh or how fit they are.”

KrowdFit’s wellness incentive program and behavior modification methodology are founded on research and proven science by The

Aviation in Central Oregon: A Comeback Story

The aviation industry has been a strong player over the years in Central Oregon, but its success here has been up and down. “The pace of growth has been stunning; the amount of gains we’ve seen in the last ten years has been astounding, both in terms of expansion by RONNI WILDE — CBN Reporter

KrowdFit's wellness incentive program and behavior modification methodology are founded on research and proven science by The

by AMANDA COHEN

KrowdFit launches a free app that pays cash rewards for tracking daily health and wellness habits. KrowdFit uses the latest wearable devices, smartphones and popular apps to automatically log your sleep, steps, mindfulness and fitness activities. Each time you log an activity, you earn an entry into a cash giveaway, making you eligible to receive weekly, monthly and quarterly cash incentives of up to $5,000 each or more per winner.

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GOT TOP PROJECTS?

Along with providing a comprehensive list of Central Oregon Commercial Contractors, Cascade Business News will feature TOP PROJECTS COMPLETED in 2020 in our December 16 issue!

LAST CALL
DEADLINE TO SUBMIT TOP PROJECTS IS DECEMBER 4

Contact Jeff Martin at 541-388-5665 or jeff@cascadebusnews.com
Mid Oregon Opens New Sisters Branch

Mid Oregon Credit Union is excited to announce its new branch building in Sisters. Conveniently located off Highway 20 at 650 N Arrowleaf Trail (next to McDonald’s), this full-service branch offers drive-up lanes with ATM and video teller services, as well as a wide array of loan and transaction services inside. It will also include a self-service coin machine.

Planning for this 3,500-square-foot building first began in January 2019 with building partners Sunwest Builders, Taylor Northwest and Steele Associates Architects.

“We are excited to open a full-service branch to better serve our growing membership in Sisters Country,” says Kyle Frick, VP of Marketing at Mid Oregon. “We believe our new location will provide improved access for the local residents who shop and work nearby.”

The Mid Oregon Sisters branch showcases the creativity of Sisters artisans and the beauty of the local landscape. Outside the branch’s front entrance are metal representations of the three Sisters mountains (Faith, Hope and Charity) designed by Ponderosa Forge and Ironworks. They also developed a mountain chandelier representing the beauty of this region, as well as new community amenities and landscape features,” said Gary Patterson, owner/managing partner of The Bend Factory Stores. “We invite folks to come see our progress and enjoy our festive holiday decor while holiday shopping at The Bend Factory Stores this season." 

“We are excited about the changes we believe our new location will provide improved access for the local residents who shop and work nearby.”

Mid Oregon Credit Union
650 N Arrowleaf Trail
Sisters, OR

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Mid Oregon Credit Union
650 N Arrowleaf Trail
Sisters, OR
The commission will:
• Provide input to the City Council on City goals and policies using people and communities in Bend have equal access to city programs and services, representation in City decision-making and a venue to raise concerns and complaints about discrimination. The commission will:
  • Provide provide opportunities for people seeking resolution and assistance regarding complaints of discrimination in Bend, including potential violations of the City’s Equal Rights Ordinance.
  • Membership of the committee is intended to reflect a diverse spectrum of people and communities in Bend that have been and historically marginalized, underrepresented in public governance and policy-making, and/or underrepresented by public programs and services.
  • Initial members of the commission will have staggered two- and four-year terms. Those interested in serving on the commission must complete an application to be considered.
  • Applications for the Human Rights and Equity Commission are available online at bendoregon.gov/government/council/criteria. Applications are due by 5pm on January 4, 2021. Instructions for completing the application in Spanish and other languages are available with the online application.
  • City Council’s 2019-21 Goals include embedding diversity, equity and inclusion (DEI) within the City of Bend. The strategy included training for Council and staff, hiring a consultant to conduct an organizational assessment, establishing a short term task force to help identify needs and priorities of historically marginalized communities and establishing a permanent advisory commission or committee. The Human Rights and Equity Commission is the permanent advisory commission Council envisioned in its 2019-21 Goals.
  • To learn more about the Human Rights and Equity Commission, visit bendoregon.gov/HREC.

Accommodation Information for People with Disabilities
To obtain this information in an alternate format such as Braille, large print, electronic formats, etc. please contact Joshua Romero at jromero@bendoregon.gov or 541-693-2185.

The City of Bend’s new Online Permit Center will launch on Monday, December 14, 2020. The Online Permit Center will be the service center for business registrations, building and engineering permits, land use applications, special event and use permits, code complaints, room tax remittance and other specialty licenses.

The Online Permit Center is part of a multi-year project to modernize outdated software and systems at the City of Bend and provide customers with a convenient, user-friendly online experience. In the current COVID-19 environment, the Online Permit Center also provides customers with a safe option for contactless payments, submissions and tracking.

Customers can expect to see a number of benefits in the new online system, including streamlined online submittals, payments, reviews and inspection scheduling and the ability to find project status information faster and easier.

To help the City transition to the new system, Permit Center activities will be limited through December 11, 2020:
- Inspections will continue and delays are likely. Inspections will follow the existing request process until December 14, 2020. As of December 14, all inspection requests will need to be made in the new Online Permit Center.
- Code Complaints will follow the existing complaint process until December 14, 2020. As of December 14, all code complaints will need to be made in the new Online Permit Center.
Go behind the scenes with author, speaker, financial planner and world traveler; David Rosell, as he shares the latest investment and planning strategies and helps you create greater certainty in the uncertainty of retirement.

Securities offered through ValMark Securities, Inc. Member FINRA, SIPC. 130 Springside Drive, Suite 300, Akron, OH 44333 800.765.5201 Investment Advisory Services offered through ValMark Advisers, Inc., a SEC registered investment advisor. Rosell Wealth Management is a separate entity from ValMark Securities, Inc. and ValMark Advisers, Inc.
schools, churches, hotels and hundreds of local businesses...throughout Central Oregon," he says. "Our primary offering is designing and installing audio-visual equipment for commercial spaces; secondary is installing acoustical panels into spaces to quiet them down; and lastly, we rent out projectors, TVs, screens, cameras and sound systems for local events." The most common rental this year, he says, is live-streaming packages for weddings.

Over the past year, AV Bend has had to flex with the times, and Sprando says his team is now equipped to handle any shape or size of remote collaboration solutions, including but not limited to Zoom Rooms, Skype Business Solutions, Microsoft Team Certified Meeting Spaces and Google Workspace Rooms. They have also added some new products to their inventory, such as touchless or single-touch control systems and germ-resistant big screens. "Believe it or not, this is a thing," says Sprando. "Schools, businesses and retail stores are going this direction now."

A recent AV Bend client was Mount Bachelor Sports Education Foundation (MBSEF). "Cliff was incredibly easy to work with. We are a nonprofit, and built a brand new building," says Kristie A. Wild, controller for MBSEF, who worked closely with Cliff Kunkel, project manager of AV Bend. "I'm not techy. They made everything simple to understand, didn't oversell our needs and provided exactly what we needed in a timely manner. The training they offered was simple to follow, and I have no doubts they will assist with any questions in the future. Highly recommend Audio Visual Bend." Sprando says that MBSEF was so pleased with AV Bend's services that they recommended the business directly to Jeff Robberson, owner of Robberson Ford, who just signed a deal to install two Zoom Rooms. "Kristie is our biggest cheerleader," says Sprando. Other AV Bend clients include:

- Living Hope Church, Madras
- Bend-Redmond Habitat for Humanities
- Grace Lutheran Church, Bend
- Sage School of Massage, Bend
- Episcopal Church, Prineville
- SOLV, Bend
- Redmond Community Presbyterian Church

An ever-increasing number of Americans already have a smartphone, a wearable device or a fitness app of some sort. So, why not connect them to KrowdFit for free and be rewarded for the effort you make to eat, sleep, walk and meditate? It really is that simple," said Miller. KrowdFit automatically logs member activity by connecting directly with popular fitness tracking apps and devices, including Fitbit, AppleWatch, Garmin Connect and Misfit. KrowdFit also connects with Google Fit and Apple Health Kit, through which users can sync their data from additional connected wellness apps, including Calm, Headspace, MyFitnessPal.

With each activity entry logged on KrowdFit, members become eligible for one of the five cash giveaways listed below. Winners are randomly selected, and rewards are split monthly or quarterly to split a $2,000 cash prize at $250 each. Members can earn entry per five minutes of mindfulness, with a maximum of two entries per day.

- **$600 Bi-Monthly Mindfulness Cash Giveaway:** Six winners are selected twice a month to split a $300 cash prize at $50 each. Members can earn one entry per five minutes of mindfulness, with a maximum of two entries per day.

- **$1,500 Weekly Meal Logging Cash Giveaway:** 12 winners are selected weekly to split a $1,500 cash prize at $125 each. Members can earn one entry per meal logged, with a maximum of five entries per day.

- **$2,000 Monthly Sleep Cash Giveaway:** Eight winners are selected monthly to split a $2,000 cash prize at $250 each. Members can earn up to three entries per day for eight hours of sleep.

- **$5,000 Quarterly Steps Cash Giveaway:** Two winners are selected quarterly to split a $5,000 cash prize at $2,500 each. Members can earn one entry for 5,000 steps or four entries per day.

- **$20,000 Quarterly Physical Activity Giveaway:** Four winners are selected quarterly to split a $20,000 cash prize at $5,000 each. Members can earn one entry for 30 minutes of activity or a maximum of four entries per day.

KrowdFit is the only cash-back wellness incentive program to pay out cash rewards from its own unlimited cash rewards pool, which means members are not required to contribute any cash to be eligible to receive a reward. The rewards pool increases as new members join, allowing KrowdFit to pay out more people every week. There is no limit to how much cash members can win. In fact, members can win KrowdFit's rewards over and over again; they just can't win the same reward in back-to-back periods.

KrowdFit is free to use, however, members can choose to subscribe for Premium Membership for $1.99/mo. or $17.99/yr, providing members the ability to Level-Up and receive automatic bonus "Amp'd" entries to maximize their chances of winning.

Members can choose to experience the KrowdFit app as a website or install the app for a familiar mobile experience. To install the KrowdFit app and learn more, visit krowdfit.com.
Engel & Völkers has announced the opening of its newest real estate shop location in Bend, led by license partners Paul Benson and Sam Real. Benson is the current license partner and owner of 32 Engel & Völkers shop locations in Utah, California, Arizona, Nevada and now, Oregon. Real has more than 12 years of real estate experience, the last eight of which he spent leading a successful team of 20 agents as part of the Sam Real Team at Engel & Völkers Beverly Hills, under the leadership of Benson, a license partner of Engel & Völkers Beverly Hills. While there, Real grew his average annual sales volume from $70 million to more than $137 million dollars in 2020. Benson and Real now bring their collective expertise to the Bend real estate market, where the newly established Engel & Völkers Bend will service home buyers and sellers in the markets of Bend, Sisters, Redmond, Madras, Sunriver, Tumalo, Prineville and Black Butte.

"An influx of residents moving to this unique and beautiful city has caused a massive boom in the real estate market," said Anthony Hitt, president and CEO, Engel & Völkers Americas. "In fact, Bend is the third-fastest growing secondary city in the U.S. Given both Paul's and Sam's collective real estate acumen, penchant for delivering top-notch client experiences and proven track records of success, I couldn't think of two better leaders to oversee the opening and growth of the brand's second shop location in the great state of Oregon."

To facilitate the business here, Real recently relocated to Bend. "I have already moved to Bend full time. I have a team in L.A. that is managing my business there, as my primary focus at this time is building the Engel & Völkers shop here," he said.

Though there are already many real estate companies in Central Oregon, Real said the team at Engel & Völkers believes in providing luxury service to all clients no matter the price point. "For the majority of people, a home purchase is the most important investment they will ever make. We pride ourselves on making sure those people have an enjoyable experience while making a sound investment in their future."

While Engel & Völkers has an acute focus on the local community and clients, Real said the team has had a large amount of referral business out of state from the Engel & Völkers network, which has been a wonderful benefit of the brand.

"With the growth that Bend has experienced over the past decade, the decision to open a shop here was a natural progression in Engel & Völkers' expansion across the Americas," added Benson. "Our focus consistently remains on delivering personalized client service with unmatched expertise and attention to detail, backed by the best marketing, branding and technology tools. Having witnessed his success in California first-hand, I know that Sam is just the real estate professional to lead Engel & Völkers' presence in Central Oregon."

Engel & Völkers Bend is located in the heart of downtown, across from the historic Tower Theater on Wall Street. "Bend's recent growth and wealth of opportunity make it the perfect time to introduce Engel & Völkers' fresh approach to modern luxury to the area real estate market," said Real.

Real said the Bend shop is currently under construction, and will be finished by the end of 2020. "Due to the current condition with COVID-19, we will hold our grand opening in the beginning of the spring or summer of 2021."

Engel & Völkers operates a global network of more than 12,000 real estate professionals in more than 30 countries. For more information, visit bend.evrealestate.com.

Visit us at CascadeBusNews.com
Strengthening Your Resiliency Muscles

by ANN GOLDEN EGLÉ, MCC

Of all the skills leaders have been forced to enhance this year of 2020, resiliency ranks close to the top. Never in your career have you been faced with as many surprises, emotions, changes and challenges. With things changing so quickly and inconsistent information coming at you from all directions with rapid speed, it has been difficult to know who or what to trust. At times it has been incomprehensible for you and your people. Hence, you became a more resilient leader.

Resiliency is defined by most as the ability to recover from setbacks, adapt well to change and move forward in the face of adversity. Does this describe you to a tee? Out of necessity, you have become more resilient with each day and each new challenge and decision. Sometimes, resiliency shows up simply in your willingness to start your day with optimism and an open mind, letting go of yesterday’s challenges.

This year, leaders have needed to recognize that some of their long-honed leadership styles no longer serve them. Instead, you have learned new skills, developed new tools and found new sources of support. You’ve likely been more honest and vulnerable with your teams and those all around you.

So, how do you continue to build your resiliency muscles moving into 2021? Here are some ideas to end 2020 on the highest note possible.

Relationships. Continue to enhance your team of trusted advisors who support you. We learned a tremendous amount about the people in our world this year — who handles stress, who spreads positivity or negativity, who grows through adversity and who became stronger and more creative. Relationships play a vital role in your success in the good times, but even more so in challenging times. Continue to add to or adjust your team of supporters and advisors. Release anyone who drains your energy.

Reflection. Create time to reflect upon all that you have learned through your toughest challenges this year. What did you learn from the choices and necessary changes you made? From the often-wild emotions you experienced as a leader and as a human? From the consequences (positive or negative) of your choices? What actions or judgments would you make again? Which would you avoid next time around? Never let a great opportunity to learn about your strengths pass you by. Acknowledge yourself for making strong decisions while drinking from a firehose of fluctuating rules, data and statistics.

Values. The resilient leader relies upon their core values to guide them, especially with a shifting status quo. Acknowledge the role your values played in how you handled pandemic-related challenges. How was this evident? Perhaps in how you interpreted and communicated information... with integrity, honesty, determination, compassion, passion or work ethic to name a few.

Stress brings out the best and worst of us, especially those at the top. Where did you excel and where might you have let yourself and others down through not homing in on and honoring your unique set of values this year? What actions will you take to keep your values front and center as you enter a brand new year?

Release. Resiliency involves the art of letting go, which is difficult for all of us. As you envision the tremendous success that you will create in 2021, consider releasing anything that will no longer serve you — unhealthy relationships or pandemic habits and outdated practices and strategies. Release harsh judgments about yourself and others. Nothing was status quo this year. People were on edge, which brought out their true colors.

In this respect, I encourage my clients to honor the Maya Angelou quote: “When someone shows you who they are, believe them the first time. People know themselves much better than you do. That is why it’s important to stop expecting them to be something other than who they are.” Release unrealistic expectations. Accept people for whom they are.

Optimism. Resilient leaders tend to be more positive and optimistic. They bring more creative and constructive solutions to challenges. Through an optimistic view of the future, you are better able to regulate your and other people's emotions, along with their actions. You will continue to maintain optimism through the most trying circumstances. By reducing the sense of helplessness that tends to set in when things seem out of control, optimism helps to motivate people to take constructive action.

Gratitude. The resilient leader easily demonstrates gratitude openly and often. It is difficult to feel stress or regret at the same time you are feeling grateful for the words or actions of others. Your team has performed for you in extraordinary circumstances this year. As you enter a brand new year, build continuity into your practice by showing them your gratitude.

The benefits of you continuing to build your resiliency muscles are many. Your team will continue to be better at handling new and surprising challenges. Teamwork and communication are enhanced. Burnout and pessimism are reduced. You will create stronger relationships amongst colleagues and increased acceptance of the ever-changing status quo.

As you close out 2020 in preparation for a dynamic 2021, I challenge you to be resilient. Most people focus solely on how challenging this year has been. Also, consider the great aspects of how you have grown in so many ways. I also challenge you to enjoy the vast benefits of being resilient. Use the above strategies to build your resiliency muscles, while encouraging others to do the same. Happy Holidays!

Executive & Leadership Coach Ann Golden Eglé, MCC, has steered successful individuals to greater levels of success since 1998. Ann is president of Golden Visions & Associates, LLC, and can be reached at 541-385-8887, ann@gvasuccess.com or GVAsuccess.com. Subscribe to Ann's internationally acclaimed “Success Thoughts” e-zine on her website.

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Solar Energy Part 2
Impact of Recent Advancements

In last month’s article, we gave an overview on the current state of solar energy. This included a brief overview on solar energy, why it’s a viable option in our economy and how it has been used in the automotive industry. In this article, we will take a deeper look at the impact new advancements are making, and some of the emerging applications for solar energy.

Generating Solar Energy

In recent years, new technologies for generating solar energy have skyrocketed. 2016 was a big year for solar enthusiasts as Tesla revealed its new product, the Tesla Solar Roof Tiles. This ground-breaking invention promised a discrete, compact and economical solution for your home. Since then, we have seen improvements with Tesla’s third iteration of the Solar Tile roof with increased durability and lower costs than previous versions. In November 2020, Mississippi Power announced plans to incorporate Tesla Solar Roof Tiles in a new neighborhood development project called Enzor Place in Lauderdale County. Construction on 150 homes will start in early 2021 and will also include smart home devices.

One example of the mass production of solar energy from rooftop solar is the Tesla giga factories, which manufacture Tesla vehicles. One of the newest factories includes 200,000 solar panels and will have the largest rooftop solar array in the world. Excess energy is stored in batteries for use during nighttime operations.

Roofing is not the only place solar generation can be implemented. New paint additives allow paint to generate power from sunlight. There are three types of solar paint under development. One is a spray-on solar paint using Perovskite crystals, which can be applied while in a liquid state and is a spray-on solar paint using Perovskite crystals, which can be applied while in a liquid state and creates a solar energy-generating layer. The second is a photovoltaic paint loaded with nanoscale semiconductors, which generate electricity (known as “quantum dots”). The oddest one is a solar paint that uses an exotic new substance, synthetic molybdenum sulfide, to absorb moisture in the air, and a common paint additive, titanium oxide, which breaks down the water into hydrogen and oxygen. The hydrogen can then be recovered and used to generate power: to wit, solar power creating hydrogen-based power.

Similar additives give the same ability to window-tinting films, which can turn glass office buildings into massive solar power plants.

Storing Solar Energy

Solar energy is not without its flaws. Batteries are needed to store solar-generated power in order to use it during nighttime. On a residential scale, various companies such as Tesla have found solutions to this problem. The Tesla Powerwall stores up to 13.5kWh of power in a compact solution. This makes it ideal for a residential application. On a commercial scale, things get more complicated. Instead of a single household, storage is needed for possibly hundreds or thousands of homes and businesses. This opens the opportunity for more inventive solutions that require more batteries, physical space and stronger connections to the power grid. Utility-scale solar energy storage facilities are springing up all around the globe and are replacing natural gas power plants, which are typically turned on and used to handle peak power loads. Technologies such as pumped-storage hydropower (PSH) and power-to-everything (P2X) provide much greater storage.

PSH is a form of storage that converts electrical energy into potential energy. This is done by using excess energy to pump water up into a reservoir and, when energy is needed, that water is sent back down to power a generator converting the potential energy back into electrical energy.

P2X transfers electrical energy into various other forms of power. A popular one is power-to-gas. These gases include syngas, methane or hydrogen. Hydrogen gas is a commonly used for energy storage due to its power density and its versatility. At peak solar generation times, excess solar energy can be converted to hydrogen through an electrolyzer, which breaks the water into hydrogen and oxygen. The hydrogen can then be stored in salt caves where it can be retrieved and converted back to energy using hydrogen fuel cells as fuel for hydrogen-based vehicles.

Using Solar Energy

Solar energy can be used in a variety of ways, many of which we’ve covered, and you are no doubt familiar with. Some other lesser-known uses include powering remote locations such as ranger stations, providing power for firefighters and smoke-jumpers in the field and farming far from power outlets. Firefighters are routinely off the grid for days and weeks at a time fighting wildfires, but now they can set up solar panels and battery storage to create mini-power plants for their remote camps. Helicopters can be used to deliver solar panels and battery storage units wherever power is needed without requiring road access.

Farms have been using solar power since they...

Energy efficiency — which led U.S. energy-sector job growth in 2019, growing to employ nearly 2.4 million Americans before the pandemic-fueled crisis — is a best bet to drive the energy sector’s recovery in 2021, according to a new analysis released today by E4TheFuture and the national, nonpartisan business group Environmental Entrepreneurs (E2). Energy efficiency employed 28 percent of all U.S. energy workers in 2019.

2020 Energy Efficiency Jobs in America found energy efficiency jobs grew 2.3 percent in 2019 — about twice the rate of nationwide employment growth (1.2 percent). Among the states, nine saw efficiency jobs increase by over 4 percent, led by New Mexico (8.2 percent), Nevada (7.5 percent), Colorado (5.1 percent), Louisiana (5.0 percent) and New Jersey (4.9 percent). California led efficiency employment with 323,500 jobs, followed by Texas (169,400), New York (126,700), Florida (123,600) and Illinois (91,000).

Americans worked in energy efficiency than in fossil fuels in 2019. The energy sector could quickly recover these jobs and reap even bigger growth with federal leadership. According to a separate stimulus analysis from E4TheFuture and E2 that is highlighted in the new report, energy efficiency could create over 700,000 jobs per year for five years from $61 billion in federal stimulus targeting energy efficiency priorities.

Energy efficiency jobs aren’t limited by geography or political persuasion. Energy efficiency jobs include positions in manufacturing, such as making Energy Star appliances, efficient windows and doors and LED lighting systems. They include jobs in construction, such as retrofitting buildings, offices and schools, to make them more efficient. And they include jobs at heating, ventilation and air conditioning companies that upgrade outdated inefficient HVAC systems, boilers, ductwork and other equipment.

Energy efficiency jobs aren’t limited by geography or political persuasion. Energy efficiency jobs are as much about local infrastructure as clean manufacturing. They include jobs at construction companies that use energy efficiency to increase home and building value. They include jobs at HVAC contractors that make homes and office buildings more comfortable. They include jobs at solar energy companies that design and build solar arrays, which could save billions of dollars this century. However, recycling is a very complex process, requiring disassembly of the panels, sorting the parts for reuse if economically extracted.

A global mandate should be enacted to require the efficient recycling of solar panels. With some states in the U.S. already currently targeting energy efficiency priorities.

Recycling of Solar Panels

Solar Energy Part 2

Oregon Solar Car’s Use of Solar Energy

The Oregon Solar Car Team is a great example of the use of solar energy. This group researches, designs and builds technology in an effort to achieve a car that is as efficient as possible. They are fortunate enough to have new panels donated to them with the latest solar cell technology. Because of this, they’re breaking their own record in efficiency with these panels, capturing around 20 percent of usable light from the sun. Another example of how the solar car team optimizes efficiency is the battery storage system. Their solar array does not always produce a constant amount of energy, which requires the team to design the car to adapt using a pack of batteries. If the clouds cover the sun while the car is in use, there is still enough stored energy in the batteries to maintain power.

Next Up: Part 3 — The Future of Solar Energy

In our next article, we’ll delve into the minds of tech futurists to get a glimpse of what the world will look like with increasing adoption of solar energy, which is expected to be a major source of energy in the future. The planet’s biosphere is incredibly damaged already, and there is a possibility solar power can recover some of the damage caused by fossil fuels.

Some of her passions include composing poetry and exploring new places. Oregonsolarcarteam.org; bit.ly/Audi-and-Apollo-Power; bit.ly/Save-Cars

About the Authors

Max Cordell has been part of the Oregon Solar Car Team since 2017 and is currently Team Captain. He specializes in programming and electrical systems. In his free time, Max likes exploring the world with Katelyn. Katelyn Mawdsley is the Financial and Social Media Captain on the Oregon Solar Car Team. Katelyn plans to become a veterinarian and open her own practice. Some of her passions include composing poetry and exploring new places.

Preston Callcott is a “tech-humanist,” advocating for embedding the best of human ideals into all systems we create, especially those driven by Artificial Intelligence. He wants humans to control AI, not the other way around.

Energy efficiency includes positions in manufacturing, such as making Energy Star appliances, efficient windows and doors and LED lighting systems. They include jobs in construction, such as retrofitting buildings, offices and schools, to make them more efficient. And they include jobs at heating, ventilation and air conditioning companies that upgrade outdated inefficient HVAC systems, boilers, ductwork and other equipment.

Energy efficiency jobs aren’t limited by geography or political persuasion. Energy efficiency jobs are as much about local infrastructure as clean manufacturing. They include jobs at construction companies that use energy efficiency to increase home and building value. They include jobs at HVAC contractors that make homes and office buildings more comfortable. They include jobs at solar energy companies that design and build solar arrays, which could save billions of dollars this century. However, recycling is a very complex process, requiring disassembly of the panels, sorting the parts for reuse if economically extracted.
The talk of the multifamily community these days is the apartment building boom. Central Oregon has experienced a housing shortage for the last several years. The city of Bend is encouraging more multifamily housing. Historically, roughly 60 percent of all residential units constructed in Bend are single-family, and 40 percent are multifamily. Public officials want to reverse this trend, with a strong focus on increasing density to allow for more multifamily units.

One concern of owners and developers is the potential for oversupply leading to vacancies and downward pressure on rental rates. So far, this has not been the case. Absorption remains strong, with new units being leased as soon as they become available. There are few concessions being offered in the market and rent growth continues modestly.

According to a 2018 HUD study, the Bend-Redmond MSA would require about 600 new multifamily units per year from 2018 through 2021. The COVID-19 pandemic has created an even greater demand for housing due to the increased number of people moving from urban areas, aggravating the housing shortage. It seems likely that the 600 new units per year will not be enough to meet demand.

How many multifamily units are being built?

In the city of Bend, 482 new multifamily units have come online in the past two years. There are currently 813 units under construction, which totals 1,295 units, an average of 431 units per year between 2019-2021. There are 1,486 units in the pipeline, which could be delivered in the next two to three years. Not all the pipeline projects will be built.

Redmond has seen explosive growth in the multifamily space, with several hundred units being planned, but so far, the City of Redmond has only issued permits for 127 multifamily units in 2020. Even though there are several larger projects in the planning process in Redmond, it is unlikely they will be able to deliver product before 2022.

Some of the most notable recent deliveries in Bend include the 203 premium units at The Hixon at Westside, 120 units at the Reserve at Brookwood and 67 Units at The Nest. Currently under construction are 240 affordable housing units at Stillwater Crossing in South Bend, 141 units at 171 SW Shevlin Hixon Drive and 130 units at Outpost 44 on Boyd Acres Rd. In Redmond, 144 units at Triple Ridge is near completion, and 90 units at Ridgeview Heights were recently delivered and fully leased.

What does this all mean?

The housing crunch will likely remain as demand will still exceed supply, assuming the population influx continues.

While there have been substantial rent decreases in high-cost West Coast cities, that has not been the case in Central Oregon. So long as people keep moving in, multifamily construction will be in high demand. The real threat facing multifamily development over the next decade in Central Oregon is the lack of high-density land supply available for development. While any market can experience short-term spikes in vacancies due to a large number of unit deliverables in a given year, the lack of development land and increasing product demand will keep multifamily vacancies low for years to come.

As always, if we can be of any assistance with buying or selling multifamily properties, or just being a source of information for you, please do not hesitate to contact Ron Ross, CCIM at 541-322-1230, Terry O’Neil, CCIM at 541-848-4060 or Dan Kemp, CCIM at 541-550-8413.

compasscommercial.com
## Central Oregon Law Firms (Listed Alphabetically)

<table>
<thead>
<tr>
<th>Company / Address</th>
<th>Phone</th>
<th>Fax</th>
<th>WebSITE/Email</th>
<th>Contact</th>
<th>Staff</th>
<th>CO Year Est.</th>
<th>Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ambrose Law Group LLC</td>
<td>541-617-9737</td>
<td>N/C</td>
<td><a href="http://www.ambrosegropolglaw.com">www.ambrosegropolglaw.com</a></td>
<td>Christopher Ambrose</td>
<td>10</td>
<td>1993</td>
<td>Legal services.</td>
</tr>
<tr>
<td>Brix Law</td>
<td>541-317-1389</td>
<td>N/C</td>
<td><a href="http://www.brixlaw.com">www.brixlaw.com</a></td>
<td>Holly Gallaston</td>
<td>3</td>
<td>2015</td>
<td>Real estate, bad debts, corporate law, including acquisitions, sales, mergers, software license agreements, business law, employment law.</td>
</tr>
<tr>
<td>Bryant Ehlerson, LLP</td>
<td>541-546-1185</td>
<td></td>
<td><a href="http://www.ehlersonlaw.com">www.ehlersonlaw.com</a></td>
<td>Nevia H. Bryant, Alison M. Emerson</td>
<td>20</td>
<td>1985</td>
<td>Bankruptcy, business, civil litigation, construction law, business law, corporate, civil, civil litigation, commercial, commercial litigation, personal injury, estate planning, business planning, health, real estate, personal injury.</td>
</tr>
<tr>
<td>Clifton Cannabis Law, LLC</td>
<td>541-396-4441</td>
<td></td>
<td><a href="http://www.cliftoncannabislaw.com">www.cliftoncannabislaw.com</a></td>
<td>Jennifer J. Clifton</td>
<td>2</td>
<td>2017</td>
<td>Entity selection, formation, real estate, land use, real estate, business law, business, corporate, civil, civil litigation, real estate, land use, real estate, business law.</td>
</tr>
<tr>
<td>D'Amore Law Group</td>
<td>800-905-4675</td>
<td>N/C</td>
<td><a href="mailto:info@damorelaw.com">info@damorelaw.com</a></td>
<td>Tom D'Arienno</td>
<td>13</td>
<td>1994</td>
<td>Represent clients in complex business, personal injury claims.</td>
</tr>
<tr>
<td>De Alcaini Law Group, LLC</td>
<td>541-390-8061</td>
<td></td>
<td><a href="http://www.dealcainnlaw.com">www.dealcainnlaw.com</a></td>
<td>Troy De Alcaini</td>
<td>2</td>
<td>2011</td>
<td>Estate planning, trusts, sales, real estate, probate, personal injury, business law, family law.</td>
</tr>
</tbody>
</table>

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503.741.2310 | 75 SE Yamhill St. Suite 202 | PORTLAND
Karnopp Petersen LLP announces that for the 11th year, the firm has ranked as a Best Law Firm by U.S. News & World Report — Best Lawyers.

Firms included in the 2021 Edition of U.S. News & World Report — Best Lawyers Best Law Firms are recognized for professional excellence with consistently impressive ratings from clients and peers.

Ranked firms, presented in three tiers, are recognized on a national and regional-based scale. Firms that receive a tier designation reflect the highest level of respect a firm can earn from among other leading lawyers and clients from the same communities and practice areas.

Karnopp Petersen LLP is regionally ranked in four practice areas, achieving tier one ranking in Commercial Litigation, Employment Law, Land Use & Zoning Law and Trusts & Estates Law. Achievement of a tiered ranking signals a unique combination of quality law practice and breadth of legal expertise.

For firms to be eligible for the ranking, they must first have a lawyer recognized in The Best Lawyers in America, which recognizes the top five percent of private practicing lawyers in the United States.


The Best Law Firms list encompasses a diverse group of firms across the nation, making it a valuable research tool for the legal community and clients searching for legal counsel. Ranked firms undergo a rigorous evaluation process that consists of the collection of client and lawyer evaluations, peer reviews from leading attorneys in their field and assessment of additional information provided by law firms as part of the formal submission process.

National and metropolitan tier one firm rankings are featured in the physical edition of U.S. News – Best Lawyers Best Law Firms, and is distributed to more than 30,000 in-house counsel.

View the 2021 Best Law Firm rankings in their entirety at bestlawfirms.usnews.com.

karnopp.com
<table>
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<tr>
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<th>Phone</th>
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</thead>
<tbody>
<tr>
<td>Eggez Law PC</td>
<td>541-325-9726</td>
<td>N/A</td>
<td><a href="http://www.eggezlaw.com">www.eggezlaw.com</a></td>
<td>Jeff Eggez</td>
<td>3</td>
<td>2015</td>
<td>Helping business owners deal with legal issues so they can focus on what they do best.</td>
</tr>
<tr>
<td>James L. Geith, LLC</td>
<td>541-380-0804</td>
<td>541-380-0803</td>
<td><a href="mailto:jamie@geithco.com">jamie@geithco.com</a></td>
<td>Jamie Geith</td>
<td>1</td>
<td>1999</td>
<td>Criminal defense.</td>
</tr>
<tr>
<td>Jordan Barlow PC</td>
<td>541-539-7000</td>
<td>539-588-7575</td>
<td><a href="http://www.jordanbarlow.com">www.jordanbarlow.com</a></td>
<td>Dave Smith</td>
<td>5</td>
<td>2018</td>
<td>Boutique intellectual property firm specializing in all aspects of trademark representation including brand counseling, clearance, prosecution &amp; enforcement.</td>
</tr>
<tr>
<td>Northwest Law Group</td>
<td>541-389-6964</td>
<td>541-389-6969</td>
<td><a href="mailto:jamie@gerlitzlaw.com">jamie@gerlitzlaw.com</a></td>
<td>Jamie Gerlitz</td>
<td>1</td>
<td>2009</td>
<td>Criminal defense.</td>
</tr>
<tr>
<td>Olinski &amp; Dunbar, Attorneys at Law</td>
<td>541-323-9726</td>
<td>N/A</td>
<td><a href="http://www.hurley-re.com">www.hurley-re.com</a></td>
<td>Steve Mensing, Joel J. Kent, Eric Taylor, Jeff Eager, Jennifer Stephens, Patrick Widmer</td>
<td>6</td>
<td>2013</td>
<td>Civil litigation, estate planning, business, real estate, land use &amp; development, employment &amp; labor, tax, nonprofits, estate planning &amp; probate administration, medicaid &amp; estate planning.</td>
</tr>
<tr>
<td>Patrick F. Summer</td>
<td>541-475-7327</td>
<td>541-475-2057</td>
<td>N/A</td>
<td>Paul F. Summer</td>
<td>1</td>
<td>1979</td>
<td>General practice, land use, real property, land development, commercial law, employment, corporate &amp; securities.</td>
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</table>

CBN has made every effort to ensure that all information is accurate and up-to-date. We cannot, however, guarantee it. Please contact us immediately if you know that certain information is not correct or you would like to be added to a list. 541-388-5665 or email cbn@cascadebusnews.com.
Are My Employees Required to Quarantine for Two Weeks if They Travel for the Holidays?

by CHRIS MORGAN & JULIE PRECIADO — Barran Liebman LLP

On November 13, 2020, Oregon Governor Kate Brown issued a travel advisory urging visitors entering the state, or returning home from travel outside of the state, to self-quarantine for 14 days upon return. As a result, employers are wondering how to handle requests or disclosures from employees who plan to travel.

Does the Governor’s travel advisory create a state-mandated requirement?

No. Despite urging residents to stay local, the state’s travel advisory is just that — advisory. The currently operative version of the travel advisory does not require an employer to force an employee to quarantine for 14 days before returning to the physical worksite.

Even if it is not a legal requirement, can I create a policy mandating self-quarantine?

Yes. So long as employers are applying the policy consistently, they may create a policy which requires employees to self-isolate in the event that they choose to travel out of state for the holidays. The policy may also require that employees disclose their intent to travel. A written travel policy should address the scenarios in which an employee may be required to self-isolate and for how long. A clear policy will let employees know if their planned trip would be implicated, and detail what they can expect upon return.

Aside from the state’s travel advisory, are there any other laws or regulations which might require quarantine?

Yes. For example, the Temporary Oregon OSHA rule that went into effect on November 16, 2020, mandates “medical removal.” This means that an employer must direct a worker to self-isolate whenever the Oregon Health Authority or other local public health agency recommends that a worker quarantine or isolate, e.g. due to an exposure identified through contact tracing. During this medical removal quarantine, the employer must allow the employee to work from home if suitable work is available and the employee’s condition does not prevent it.

Importantly, the employer cannot fill that position with another employee and thereby make it unavailable to the affected employee, who is entitled to return to their previous job duties following their quarantine. The job restoration rights for employees who take this emergency leave are the same as under FMLA.

If an employee requests to self-quarantine upon returning from travel, do I have to allow it?

Likely, yes. The Governor’s order implicates the Families First Coronavirus Response Act (FFCRA), which would allow the employee up to 80 hours of paid leave if the employee is quarantining subject to a state or local isolation order. The Governor’s recommendations qualify as a state isolation order, and will serve as a qualifying reason for an employee to take paid leave under the FFCRA if they have not exhausted such leave already. Generally, the FFCRA states that covered employers must provide all employees with two weeks (up to 80 hours) of paid sick leave at the employee’s regular rate of pay where the employee is unable to work because the employee is quarantined (pursuant to Federal, State, or local government order or advice of a health care provider), and/or experiencing COVID-19 symptoms and seeking a medical diagnosis. Note that paid leave under the FFCRA is not available to employees who are otherwise able to work remotely.

If I require an employee to self-quarantine, do I have to pay them while they stay home?

As stated above, in the event that an employee is unable to work remotely, and has not yet exhausted their paid leave allotment under the FFCRA, their 14-day period likely qualifies under the FFCRA, and they should be paid for that time.

In the event that an employee is unable to work remotely, and has exhausted their paid leave allotment under the FFCRA, employers may require non-exempt employees to use vacation, sick time or other paid time off (PTO) if FFCRA leave is unavailable to them. If an employee has no accrued PTO, they may need to take unpaid leave. In this case, the employee may be eligible for unemployment insurance benefits, Pandemic Unemployment Assistance (PUA) programs or Oregon’s COVID-19 Temporary Paid Leave Program.

Peterkin Burgess congratulates Megan K. Burgess on her transition to being the firm owner. Megan specializes in real property and construction litigation; commercial, real estate and contract disputes, and all aspects of representing contractors and homeowners. Michael W. Peterkin will remain a member of the legal team as Senior Counsel. Over her 16 years year in practice, Megan has cemented her reputation as a highly skilled and effective advocate. She has helped hundreds of clients successfully resolve disputes in mediation, arbitration, litigation, and on appeal. Peterkin Burgess has been a part of the community for over thirty years, and we look forward to serving Central Oregon for years to come. PETERKINBURGESS.COM
## Central Oregon Aviation-Related Companies (Not including local airports.)

<table>
<thead>
<tr>
<th>Company / Address</th>
<th>Phone</th>
<th>Fax</th>
<th>WebSite/Email</th>
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<tbody>
<tr>
<td>Advanced Flight Dynamics of Redmond</td>
<td>541-694-2233</td>
<td>N/A</td>
<td><a href="mailto:info@FLD4D.com">info@FLD4D.com</a></td>
<td>Dennis Helmer</td>
<td>4</td>
<td>2015</td>
<td>Specialized flight school, training in prevention &amp; recovery training (UPRT), stall/spin, aerobatics &amp; formation training.</td>
</tr>
<tr>
<td>Aircraft Rubber Manufacturing (ARM USA)</td>
<td>800-635-6204</td>
<td>N/A</td>
<td><a href="mailto:sales@advancedaviationinc.com">sales@advancedaviationinc.com</a></td>
<td>William Hess</td>
<td>30</td>
<td>1986</td>
<td>Overhead &amp; floor equipment, aircraft, industrial, welding, fabrication.</td>
</tr>
<tr>
<td>Big Mountain Hill Tours</td>
<td>541-680-7078</td>
<td>N/A</td>
<td><a href="http://www.flycascades.com">www.flycascades.com</a></td>
<td>Brian Douglas</td>
<td>20</td>
<td>2016</td>
<td>Bend Oregon’s premier helicopter tour company.</td>
</tr>
<tr>
<td>Business Air</td>
<td>541-323-5904</td>
<td>N/A</td>
<td><a href="mailto:scott.philiben@ciescorp.com">scott.philiben@ciescorp.com</a></td>
<td>Scott Philiben</td>
<td>14</td>
<td>2010</td>
<td>Digital fuel, oil &amp; glycol senders for aircraft &amp; other high value applications.</td>
</tr>
<tr>
<td>Composite Approach</td>
<td>541-356-7150</td>
<td>N/A</td>
<td><a href="mailto:info@compositeapproach.com">info@compositeapproach.com</a></td>
<td>Brian Harris, Holly Harris</td>
<td>52</td>
<td>2008</td>
<td>Aircraft composites.</td>
</tr>
<tr>
<td>CV International</td>
<td>541-285-0195</td>
<td>541-638-4025</td>
<td><a href="mailto:sales@epicaircraft.com">sales@epicaircraft.com</a></td>
<td>Doug King</td>
<td>250</td>
<td>2014</td>
<td>High performance, all carbon fiber, single engine turbo prop aircraft.</td>
</tr>
<tr>
<td>Epic Aircraft</td>
<td>541-362-5125</td>
<td>N/A</td>
<td><a href="mailto:info@epicaircraft.com">info@epicaircraft.com</a></td>
<td>Doug King</td>
<td>250</td>
<td>2014</td>
<td>High performance, all carbon fiber, single engine turbo prop aircraft.</td>
</tr>
</tbody>
</table>

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541.383.8825 | www.FlyBend.com
Central Oregon Home to Bustling Aviation Community

Central Oregon is home to a bustling General Aviation (GA) community comprised of aircraft manufacturers, component fabricators, systems designers, firefighting operators, medical transport, a world-class warbird aircraft museum and sophisticated flight training facilities. The GA industry across Central Oregon employs over 1,000 individuals (Oregon Aviation Assn.) As a rule, this group is well-educated, fun-loving, adventurous, safety-minded and eager to share their passion. Ironically, almost all Central Oregon aviation businesses are located on- premise at local airports making them lessor known to many Central Oregonians. Over the past twenty years, I’ve been asked by many long-time residents about the location of various GA airports.

Since the onset of COVID-19, commercial air travel has become complicated but segments of general aviation have flourished as people seek a flexible and safer means of transportation. “The personal and leisure side of our business is nearly back to pre-COVID levels and new interest in private aviation is up like nothing I have ever seen,” said Patrick Gallagher, president of sales and marketing at NetJets — NetJets insights July 2020 (netjets.com).

Oregon has 98 public use airports and another ~100 private airports but only eight airports offer commercial airline service. Therefore, having access to GA directly connects Central Oregonians to family, friends, clients and employment opportunities located elsewhere while saving time and maximizing productivity. At the Bend airport, locally based real estate developers, home builders, corporate executives, entrepreneurs and a wide variety of small- to medium-sized business owners utilize general aviation to conduct business on a daily basis.

A modest single-engine GA aircraft can propel you to Boise, Idaho in 1.5hrs. Reno, Nevada in 2.0hrs. San Francisco, California in 2.5hrs. Seattle, Washington in 1.5hrs or Newport, Oregon in 1.0hr. If you want to make a faster trip, take a look at locally produced aircraft like the Epic E1000GX (epicaircraft.com/epic-certified-e1000) or RDD Enterprises LX7 (rddent.com/lx7.html). Keep an eye on Redmond-based Stratos Aircraft (stratossaircraft.com); they are developing a single-engine six-seat jet aircraft with plans to pursue FAA certification within the next couple of years.

Options for GA travel include aircraft rental, private aircraft ownership, fractional ownership or chartering aircraft from a FAA Part 135 on-demand operator such as Bend Air Taxi (bendairtaxi.com). Additionally, the FAA authorizes sharing of pro rata flight expenses between pilots and passengers (Federal Aviation Reg. 61.17). So, you can legally “hop a ride!” with a pilot friend in their personal or rented aircraft. Bend Aircraft Mechanics (bendaircraft.com) and Leading Edge Flight Academy (flybend.com) offer the largest fleets of local rental aircraft.

Central Oregon offers a wide variety of flight training options:

For aviation-minded college students, Central Oregon Community College (COCC) offers a Professional Pilot Program (cocc.edu/programs/aviation). Here, fixed-wing, helicopter, Unmanned Aerial Systems (UAS) certification can be pursued along with an Associate Degree. Ground training is conducted at the COCC campus and flight training is provided by Leading Edge Flight Training Academy at the Bend airport. Note, COCC classes can be attended individually for those looking to explore or brush-up on various GA subject matter.

If you are thinking about adding GA to your lifestyle, take a look at Bend Aircraft Mechanics or Leading Edge Flight Academy Apex (flybend.com/aviation-lifestyle-pilot). Both facilities offer highly structured (FAA Part 141) or a “Go at Your Own Pace” (FAA Part 61) curriculums from Student Pilot to Airline Transport Pilot certificates. Leading Edge offers Technically Advanced Aircraft (TAA) training operating as a Cirrus Training Center. As a flight instructor, I recommend students begin ground-based training during the fall/winter months so they are well-prepared to fly the following spring. Commonly, it requires four-six months to complete the flight training portion of Private Pilot certification; being able to fly often helps shorten that timeline. “One should expect to invest $8,000-$10,000 toward a Private Pilot Certificate,” Hayden Vardaman Bend Aircraft Mechanics in-house CFI/FAA Designated Pilot Examiner. Other useful offerings include “Rusty Pilot” and “Flying Companion” courses from each facility. I will attest that flying is more fun when your spouse comes along to enjoy the ride!

Stratos Aircraft (stratossaircraft.com); they are developing a single-engine six-seat jet aircraft with plans to pursue FAA certification within the next couple of years.

For youngsters, check out Outlaw Aviation at Sisters airport (outlaw-aviation.com). Outlaw has collaborated with Sisters High School to offer a Flight Science Program. The Experimental Aircraft Association (EAA) offers a Young Eagles program for children ages 8-17.
<table>
<thead>
<tr>
<th>Company / Address</th>
<th>Phone</th>
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<th>CO Year Est.</th>
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<tr>
<td>PulsedLight, Inc.</td>
<td>541-538-5466</td>
<td>N/A</td>
<td><a href="http://www.pulsedlightinc.com">www.pulsedlightinc.com</a></td>
<td>John Stensrud</td>
<td>5</td>
<td>2011</td>
<td>Develops the most highly efficient &amp; effective air conditioning systems available for the light aircraft industry.</td>
</tr>
<tr>
<td>Garmin — Bend (Pulsedlight, Inc.)</td>
<td>541-639-8842</td>
<td>N/A</td>
<td><a href="http://www.pulsedlightinc.com">www.pulsedlightinc.com</a></td>
<td>N/A</td>
<td>50</td>
<td>2011</td>
<td>Uses patented, optical proximity &amp; distance measurement technology that can be quickly &amp; inexpensively adapted to a variety of applications, from single point distance measurement to line scanning &amp; complex 3-D imaging. Technology can yield a tenfold improvement in size, cost or performance over competitive non-contact sensors.</td>
</tr>
<tr>
<td>Flight Line Air Conditioning, Inc.</td>
<td>541-538-5466</td>
<td>N/A</td>
<td>flightlineaircond.com</td>
<td>John Stensrud</td>
<td>5</td>
<td>2011</td>
<td>Develops the most highly efficient &amp; effective air conditioning systems available for the light aircraft industry.</td>
</tr>
<tr>
<td>Innover LLC</td>
<td>541-719-1797</td>
<td>N/A</td>
<td><a href="http://www.innoverinc.com">www.innoverinc.com</a></td>
<td>Steve Marion</td>
<td>12</td>
<td>2014</td>
<td>Aircraft certification, engineering, fabrication, quality &amp; integration services.</td>
</tr>
<tr>
<td>Pacific Flight, Inc</td>
<td>541-383-8625</td>
<td>N/A</td>
<td><a href="http://www.pacificflightinc.com">www.pacificflightinc.com</a></td>
<td>Brad Salt, Tim Harvey, Nona Saltos</td>
<td>80</td>
<td>1988</td>
<td>Largest flight school in Central Oregon utilizing a growing fleet of Robinson R22s &amp; R44s as well as Bell 407 helicopters for helicopter training, &amp; Robinson R44s in Bend, Redmond &amp; Prineville for primary, instrument, and professional flight training.</td>
</tr>
<tr>
<td>Precise Flight</td>
<td>541-385-9051</td>
<td>541-385-9051</td>
<td><a href="http://www.preciseflight.com">www.preciseflight.com</a></td>
<td>Brad LeBoeuf</td>
<td>24</td>
<td>1993</td>
<td>Supplier of advanced technology to the aviation industry including lighting, oxygen &amp; electromechanical technologies.</td>
</tr>
<tr>
<td>Princell Aerials</td>
<td>541-487-1118</td>
<td>N/A</td>
<td><a href="mailto:prcainl@princellnet.com">prcainl@princellnet.com</a></td>
<td>Ellen Largo, Peggy Nimmo</td>
<td>2</td>
<td>1994</td>
<td>Aircraft maintenance, flight instruction.</td>
</tr>
<tr>
<td>R2D Enterprises</td>
<td>541-508-8005</td>
<td>N/A</td>
<td><a href="http://www.r2dinc.com">www.r2dinc.com</a></td>
<td>David McCullough</td>
<td>18</td>
<td>2008</td>
<td>The LHX Conversion is R2D’s flagship product. The LHX provides greater payload capability with smaller change in size or performance over competitive competitors. The LHX also offers custom aircraft parts, aircraft interiors, composite manufacturing, custom designs &amp; aircraft maintenance for improving high-performance aircraft systems.</td>
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<tr>
<td>Trimark</td>
<td>541-370-1107</td>
<td>N/A</td>
<td><a href="http://www.trimark.com">www.trimark.com</a></td>
<td>Mike Snow</td>
<td>10</td>
<td>1990</td>
<td>Produces auxiliary power systems for aircraft &amp; ground vehicles &amp; provides great speed &amp; useful load capability with modern aerodynamic systems.</td>
</tr>
<tr>
<td>Snowline Manufacturing</td>
<td>541-617-1118</td>
<td>N/A</td>
<td><a href="http://www.mewsonaircraft.com">www.mewsonaircraft.com</a></td>
<td>Mike Snow</td>
<td>10</td>
<td>1990</td>
<td>Manufacturer of hang gliders &amp; paragliders.</td>
</tr>
<tr>
<td>Precision Aerials</td>
<td>541-382-1056</td>
<td>N/A</td>
<td><a href="http://www.precisionaircraft.com">www.precisionaircraft.com</a></td>
<td>Don Sugden, Kevin Jordan</td>
<td>17</td>
<td>2013</td>
<td>The M130 is a V-Tail Light Personal Jet (VLP).</td>
</tr>
<tr>
<td>N/A</td>
<td>541-719-1797</td>
<td>N/A</td>
<td><a href="http://www.innoverinc.com">www.innoverinc.com</a></td>
<td>Steve Marion</td>
<td>12</td>
<td>2014</td>
<td>Aircraft certification, engineering, fabrication, quality &amp; integration services.</td>
</tr>
<tr>
<td>Leading Edge Jet Center</td>
<td>541-504-0305</td>
<td>N/A</td>
<td><a href="http://www.rddent.com">www.rddent.com</a></td>
<td>Ona Conard</td>
<td>2</td>
<td>1998</td>
<td>Aircraft maintenance, flight instruction.</td>
</tr>
<tr>
<td>Leading Edge Jet Center</td>
<td>541-504-0305</td>
<td>N/A</td>
<td><a href="http://www.rddent.com">www.rddent.com</a></td>
<td>Ona Conard</td>
<td>2</td>
<td>1998</td>
<td>Aircraft maintenance, flight instruction.</td>
</tr>
</tbody>
</table>
Personal Aviation in a Pandemic Environment

by DAVID MCREA, Partner — RDD Enterprises, Inc.

Change. It is the inevitable process that many times goes unnoticed in the background of life. There are moments of reflection where change is apparent. But we have not recognized its relentless influence on our daily lives along the way. A sudden and unpredicted change upsets that paradigm and forces us to quickly deal with a new reality, and everything, it seems, is interrupted.

The associated responses to the COVID-19 virus from individuals, families, communities and governments around the world have all contributed to a graphically accelerated change of lifestyle. All of us have experienced these effects and none of us can deny that our ability to work through change is critical to succeed at even the most basic functions of life.

The ability to control exposure to the virus while traveling is certainly a concern in the current and post-COVID world. As commercial airline travel becomes increasingly oppressive and unenjoyable, the role of personal aircraft has become more important than ever. Flying via personal aircraft offers the flexibility to travel for the purposes of both business and pleasure, while providing a safe, protected environment in the air, as well as on the ground; limiting contact with potential sources of illness of any type.

Public transportation by air requires gathering with others in lines for security, boarding, taking a seat, etc. Even with masks, social distancing and other precautions in place, you are ultimately required to share a small space with many other strangers for the duration of the flight. For some this may be an acceptable method of travel, but each individual must weigh the risk of exposure for their own personal situation. The alternative for many is to simply avoid air travel altogether, but each individual must weigh the risk of exposure for their own personal situation. The alternative for many is to simply avoid air travel altogether, which can damage business and personal relationships, as well as eliminate opportunities for rest and relaxation.

Personal aircraft, on the other hand, provide a method of travel similar to driving when it comes to flexibility and limiting exposure to others. Thanks to increased fuel capacity and efficiency, intermediate stops may not even be necessary when traveling by personal aircraft, limiting the exposure to strangers along the way.

In most cases, the travelers accompanying the pilot are well-known and generally of the same cohort. This makes the risk of exposure to COVID (or any other health risk disease) minimal and within the precautions already being used in the “normal” course of the day. Time is also managed well as the flight can land very near the ultimate destination while avoiding crowded terminal environments. All of this equates to convenience and time savings for the travelers making the personal aircraft a very effective resource.

For example, with today’s personal aircraft, it is entirely possible to travel from Bend or Redmond, Oregon to Prescott, Arizona in about two hours and 30 minutes without waiting in line for a single minute. These amazing machines can also make the trip from Central Oregon to ski destinations in Colorado in less than three hours, again landing at the airport most convenient to the slopes and skipping crowds and long ground transportation rides on I-70.

Personal aircraft travel offers even more in the way of convenience. The traditional commercial transit system is not generally amenable to the passenger as the schedules for the departures and arrivals, not to mention the intermediate stops, are all determined by the airline operator to optimize schedules for their own purposes.

The personal aircraft switches the focus from the airline company’s schedule to that of the operator and passengers of the airplane. Departures and arrival times can be optimized around your personal schedule. Multiple cities can be visited in a single day with a return home for the evening — something that would not be possible without the freedom of choosing when and where to travel for each destination.

Safety in personal aircraft is always a primary concern and an increasingly important part of the decision-making process regarding travel. Modern aircraft designs focus attention on the handling of the airplane in all phases of flight, from slower speeds near the ground to higher speeds when enroute.

Advanced design enables not just high-speed cruise flight, but the ability to use smaller spaces (shorter runways) for take-off and landing, opening up a larger number of airports at which to safely operate. While this is convenient and helpful for scheduling, a slower-flying airplane near the ground is also a big safety advantage. Some designs also incorporate a whole aircraft parachute system that will lower the aircraft to the ground safely in a dire emergency situation. Other modern safety designs include standard features such as airbags, airframe ice protection systems and autopilots with automated pilot assistance.

Finally, owning and operating a personal aircraft adds significant credibility to the business traveler. Understanding the requirements to safely travel from place to place sends a distinctive underlying message of capability and competence. Pilots are recognized as those who are not willing to settle for the way travel has always been done. They typically make extra effort to overcome hurdles with the onset of sudden change in an attempt to progress toward a “new normal.” Whether growing a business or visiting family at distances where driving a car is not practical, owning and operating a personal aircraft provides an undeniable advantage in adjusting to an ever-changing world.

A variety of aviation-related businesses in Central Oregon provide ample opportunities to own and operate a personal aircraft that can steer you through the current pandemic. Or whatever exciting changes come our way in the 2020s.
The aviation industry has been a strong player over the years in Central Oregon, but its success here has been up and down. "The pace of growth has been shocking; the amount of gains we’ve seen in the last ten years has been astounding, both in terms of expansion of new businesses being formed and created within the industry, and the employment growth with both the new and existing businesses," says Damon Runberg, an Oregon Employment Department economist serving the East Cascades region.

Unfortunately, COVID has eroded most of those gains, but Runberg believes this is a temporary situation. "It’s too early to tell the long-term impact. It’s terrible that people have lost jobs, but we think these are temporary layoffs. Obviously, aviation and aerospace have been hit hard by COVID, but there is a lot of confidence that the growth we’ve seen in last ten years is indicative of what will happen going forward." He adds, "We believe the erosion of losses will be recouped quickly; maybe not another 40 percent expansion, but we think the growth trajectory is still in play."

Part of the optimism surrounding the aviation industry is that most of the 2020 losses are COVID restrictions-based, according to Runberg. "For example, companies like Epic Aircraft, which manufactures personal aircraft, tend to not do well during recessions. However, this has been a recession that has not been too damaging to higher-income workers. The fear over luxury spending is not really in place like it was before. The stock market has done okay. The models that are typically vulnerable don’t seem to be vulnerable this time around."

Roger Lee, CEO of EDCO, says that the aviation industry here represents a diverse group of companies. "There are 20-30 companies, so it’s a smaller industry sector, but there are big players in it, and bigger employers. We see some of these, like CV International (cvintl.com) or Kawak Aviation (kawakaviation.com) growing," he says. "Kawak has a global distribution, and CV is pursuing some military options that are pretty exciting. These are examples of companies that will outperform the national industry in terms of jobs. 2021 looks bright for these companies. The progression of Epic Aircraft from experimental to certified aircraft has also been a boost to the local aviation industry, he says.

"Since 2008-2009, we saw the unmanned aircraft industry as a way to diversify here, but it has been really difficult recruiting due to regulations and competition from other states offering incentives," says Lee. "There are fits and starts and fewer companies in this sector. In general, aviation is like auto manufacturing. There are so many related pieces and parts that go into this industry that it can support a much larger job base than the actual employers themselves. The implications of having a company do well, like Epic, really has a ripple effect for the other suppliers. Aviation can be like that holy grail when it comes to the multiplier effect of jobs and activity."

"When you go back further than 2009, historically, aviation has been a very important sector," adds Runberg. "It was devastated during the Great Recession. We had companies like Cessna here. But it’s encouraging to see this sector resurging, and to see a lost industry come back from the grave. It’s good to see new businesses latching on. We thought we’d lost it after the Great Recession, but it’s re-emerging. It’s a happy story."

Aviation in Central Oregon: A Comeback Story

by RONNI WILDE — CBN Reporter


<table>
<thead>
<tr>
<th>Central Oregon Employment</th>
<th>2009</th>
<th>60,550</th>
<th>2019</th>
<th>86,400</th>
</tr>
</thead>
<tbody>
<tr>
<td>Change</td>
<td>180</td>
<td>25,850</td>
<td>Percent Change</td>
<td>39.1%</td>
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</table>

Central Oregon’s Aviation and Aerospace grew at nearly the same pace as the broader economy over the past decade

Aviation and Aerospace: 39.1% Total Private Employment: 42.7%


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<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>2009</td>
<td>25</td>
<td>430</td>
<td>$25,769,203</td>
<td>$59,928</td>
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<tr>
<td>2019</td>
<td>38</td>
<td>640</td>
<td>$37,743,426</td>
<td>$58,974</td>
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<tr>
<td>Q2 2020</td>
<td>30</td>
<td>471</td>
<td>NA</td>
<td>NA</td>
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Qualityinfo.org, EDCOinfo.com
Central Oregon Community College’s (COCC) unmanned aerial systems program is now part of a new federal initiative designed to train students seeking a career in drone technology. COCC recently signed an agreement with the Federal Aviation Administration (FAA) to provide students the most up-to-date curriculum and practices.

The Unmanned Aircraft Systems Collegiate Training Initiative (UAS-CTI) is the FAA’s recently unveiled program that partners with higher education institutions to best prepare students seeking careers in the rapidly developing field of drones, while ensuring that the training meets the requirements of the National Airspace System.

“Our participation in this national unmanned aircraft education program will help support the continuing effort to offer our students training that is most relevant to the industry,” said Karl Baldessari, director of COCC’s aviation program. “For our students, this means achieving the skills and standards that will allow them to stand out in the workforce.”

As part of the agreement, COCC will meet all program standards, maintain a current knowledge of UAS laws and regulations, respond to FAA data requests and provide all information to students generated from the UAS-CTI program. Additionally, as a UAS-CTI partner, COCC joins the agency’s consortium of unmanned aircraft training institutions, a body of educators invited to convene for annual meetings and collaborate on developing best practices. The college will be listed on the FAA website as an approved UAS-CTI program.

Launched in 2014, the college’s unmanned aerial systems associate degree program was the first of its kind east of the Cascades in Oregon. The program provides instruction in operating and maintaining UAS platforms, including unmanned aerial vehicles, ground control stations and ground support equipment.

For more information, contact COCC’s Director of Communications, Jenn Kovitz, at 206-227-9991 or jkovitz@cocc.edu.

cocc.edu
## Central Oregon Security Services (Listed Alphabetically)

<table>
<thead>
<tr>
<th>Company / Address</th>
<th>Phone</th>
<th>Fax</th>
<th>WebSite/Email</th>
<th>Contact</th>
<th>Staff</th>
<th>CO Year Est.</th>
<th>Services</th>
</tr>
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<tr>
<td>Bend Patrolled Services</td>
<td>541-617-9999</td>
<td>N/A</td>
<td><a href="http://www.patrolservices.org">www.patrolservices.org</a></td>
<td>Suzanne Bowers,</td>
<td>30</td>
<td>2005</td>
<td>Full-service security patrol &amp; special events.</td>
</tr>
<tr>
<td>Bend Security</td>
<td>541-706-1900</td>
<td>N/A</td>
<td><a href="mailto:protectingbend@gmail.com">protectingbend@gmail.com</a></td>
<td>Chuck Hahn</td>
<td>2</td>
<td>2007</td>
<td>Security patrol, on site guards &amp; alarm response.</td>
</tr>
<tr>
<td>Innovative Security for Life</td>
<td>800-996-8109</td>
<td>N/A</td>
<td><a href="http://www.innovatesfl.com">www.innovatesfl.com</a></td>
<td>Graham Hoasler</td>
<td>5</td>
<td>2020</td>
<td>Easy &amp; comprehensive professional-grade home &amp; business security systems. DIY.</td>
</tr>
<tr>
<td>Security One</td>
<td>541-312-2266</td>
<td>N/A</td>
<td><a href="http://www.bendsecuritysystems.com">www.bendsecuritysystems.com</a></td>
<td>Karly Leming</td>
<td>2</td>
<td>1989</td>
<td>Residential &amp; commercial security system design &amp; installation with UL-Certified Monitoring</td>
</tr>
<tr>
<td>Syscor Protection Services, LLC</td>
<td>541-728-0301</td>
<td>844-342-7428</td>
<td><a href="http://www.syscorprotection.com">www.syscorprotection.com</a></td>
<td>Kory Friedman</td>
<td>3</td>
<td>2008</td>
<td>Residential &amp; commercial security system design &amp; installation, fire alarm systems, fire alarm system testing, fire &amp; security alarm system monitoring (optional wireless monitoring via radio), video surveillance systems, access control systems, telephone entry systems.</td>
</tr>
</tbody>
</table>

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

One point, we caught eyes. I gave him a thumbs up and he responded with a wink. 

At one point, we caught eyes. I gave him a thumbs up and he responded with a wink. 

I had learned so much about this man who, during his early tenure, had brought relative peace and 

Significant success in battling AIDS. There he was right in front of me. At one point, we caught eyes. I gave him a thumbs up and he responded with a wink. 

New Archbishop of Uganda was being sworn in and church leaders from around 

Catholic leaders arrived. As a journalist, I was appointed to cover the events. At one point, we caught eyes. I gave him a thumbs up and he responded with a wink. 

The press box, I assumed that the soldier thought I was part of Reuters or AP News 

I walked around the city, I eventually found myself at the base of 

I’m going to take us on a road trip through Africa, where I had an opportunity to 

African dust rose and the cars jostled with one another. A soldier said, “This is not an ordinary journey.” 

I’m going to take us on a road trip through Africa, where I had an opportunity to 

they forgot there was even an election and they revert back to some form of normalcy. This may surprise you, but take a look at the historical facts. One way to try to factor in the impact of elections is to 

Lessons from Africa 

The Four Most Expensive Words in the English Language 

A 

Money & Investment 

December 2, 2020 • Cascade Business News • 23 

The chart tracks the S&P 500 since 1980 to the present. It illustrates how the markets ended 30 of the past 40 years in positive territory, or 75 percent of the time. However, it also illustrates the intra-year lows in any given year. For example, 

The chart tracks the S&P 500 since 1980 to the present. It illustrates how the markets ended 30 of the past 40 years in positive territory, or 75 percent of the time. However, it also illustrates the intra-year lows in any given year. For example, 

The markets always seem to do a little dance during the election, and 

The markets always seem to do a little dance during the election, and 

The markets always seem to do a little dance during the election, and
OSU to Pilot Smartphone-Based COVID-19 Exposure Notifications System

by MICHELE KLMPE — Oregon State University

O regon State University (OSU) has recently teamed up with the Oregon Health Authority to test a smartphone-based system that notifies users about possible exposure to COVID-19.

OSU, faculty, staff and students can participate exclusively in the Oregon Exposure Notifications pilot program before it is available to cellphone users throughout Oregon. The system, which was developed by Google and Apple and uses the Bluetooth capability of smartphones, is already being tested in several other states, including California, Colorado, Washington and Virginia.

Use of the system is completely optional and users can turn it off or deactivates the app at any time. The system does not collect, track or store users’ location information or personal information.

“We appreciate the opportunity to collaborate with Oregon Health Authority to test this system at Oregon State. It is another important tool in our efforts to protect one another and to slow the spread of COVID-19 in our community,” said Steve Clark, vice president for university relations and marketing at OSU. “Our students, faculty and staff have been at the forefront of the public health efforts throughout the pandemic and their participating in this pilot program is another way they can make a positive impact.”

The exposure notifications system quickly alerts users when they may have been in close proximity to another participant who has tested positive for COVID-19. Participants also can quickly and anonymously alert other users if they test positive.

The Exposure Notifications system is embedded in Apple devices using iOS 13.7 or higher and requires an app for Android-based phones. The technology was designed to protect user privacy and no personal information is exchanged between users’ devices.

If a user receives an alert about potential exposure, they follow the Oregon Health Authority’s guidance to take health steps to take next. Participants in the Oregon State pilot program who receive an exposure notification will be invited to get a free follow-up COVID-19 test through TRACE-OSU, the university’s COVID-19 testing program.

Since the exposure notifications system became available to OSU students, faculty and staff in early November, nearly 5,000 people have installed it; about 3,000 using Apple iOS systems and about 1,000 using Android devices.

The pilot program is expected to last four to six weeks. It is intended to help officials understand how the exposure notification system can best support the health of Oregonians. If the system is found to be helpful for public health efforts, continued work toward statewide implementation is planned.

For more information about the pilot program, visit: beav.es/enx.

oregonstate.edu
KÖR COMMUNITY LAND TRUST
Affordable housing remains a challenge for the Bend community, but a powerful partnership between a local nonprofit organization and an esteemed commercial real estate business has brought the two organizations together to add to Bend’s affordable housing base, according to Amy Warren, executive director of the Bend-based KÖR Community Land Trust.

During a visit to KÖR’s new five-unit project in southeast Bend, Warren worked closely with the general contractor, Building Solutions, to see how the project from Building Solutions, a building material supply company that serves Central Oregon from its facility in north-east Bend. KÖR’s current project, called KÖrakon, will provide five new affordable units, each with two bedrooms and two baths. Construction work at the site off of 27th Street SE is well underway, and the five cottages will be available for occupancy in early 2021. Buyers for all five units have been selected and the project is currently in the process carried out by KÖR.

Funding for the construction of KÖrakon has come from a number of sources, including the City of Bend’s Affordable Housing Program and major grants from the State of Oregon and the federal government. A number of generous individuals and local companies have also supported the project, but in this category Building Solutions stands out for the scale of its support.

To date, Building Solutions has brought over $40,000 of additional value to the KÖrakon project. This sum includes $25,000 in discounts for framing lumber and siding and another $15,000 in in-kind contributions for labor and materials. Two licenses in-kind, Building Solutions reached out to its own suppliers, including International Wood Products, Ridgeline Metal and JELD-WEN.

DUTCH BROS
Dutch Bros Central Oregon joined customers on Veteran’s Day to raise $16,570 for Honor Flight of Central Oregon. Proceeds from sales on November 11 were donated to the Honor Flight veteran program.

The organization transports veterans to Washington D.C. to view memorials dedicated to those who sacrificed their lives.

The Honor Flight Network is currently serving veterans who served in any era of service.

FAMILY ACCESS NETWORK
The Family Access Network (FAN) received a $5,000 grant from Les Schwab for FAN advocate services in Crook and Deschutes Counties. Funds from Les Schwab will be divided evenly to FAN advocate services in each county, allowing advocates to get vital resources to vulnerable families who are dealing with stressors such as job loss and food insecurity.

WINDEMMERE REAL ESTATE
Just in time for winter, real estate brokers throughout Oregon and Southwest Washington are gearing up for Windermere Real Estate’s annual Share the Warmth in 2021. Windermere brokers are hosting a virtual fundraiser to help local charities purchase winter necessities for community members in need. In the Bend area, the donations will benefit Bethlehem Inn and Grandma’s House.

Share the Warmth is an annual tradition that has benefited local neighborhoods through donations of coats, blankets and other items for nearly two decades. Though the COVID-19 pandemic and recent wildfires have restricted physical collection of donations, this new virtual adaptation is needed now more than ever.

To make a donation to Bethlehem Inn or to Grandma’s House, visit ShareTheWarmth.com to help others this holiday season, and to learn how to support more than 60 local charities who are dealing with stressors such as job loss and food insecurity.

The result? Within a few weeks, a deal was signed between the Boys & Girls Club and Journey Church, looking for a second location to accommodate their growing congregation and the social distancing requirements put in place due to the Coronavirus pandemic. It was a win-win deal for everyone. Dinah Green joined Northwest Key in September of 2019 and achieved her commercial real estate license in May of 2020. She quickly jumped in and began providing value under the mentorship of Amy Cecil, the firm’s owner and principal broker. The Boys & Girls Club lease was one of Dinah’s first accomplishments as a broker. She represented the executive director of the Club, Julianna Williams, and Jon Welter, the executive pastor at Journey Church, to execute the lease.

BETHELHEM INN
Cardinal Services, Inc., along with three of their clients — Specialty Service & Repair, High Desert Auto Supply (NAPA) and Stop & Go Shell — have combined their charitable efforts resulting in a $1,800 donation to the Bethlehem Inn emergency shelter to ensure those in need have a proper Thanksgiving meal.

Cardinal Services is a locally owned and family operated professional employment services firm founded on the idea of “family first,” a principle embodied by the commitment of the Cardinal’s Bend staff who have organized the fourth annual Turkey Drive.

COLUMBIA BANK
Columbia Bank has announced the official launch of its sixth annual Warm Hearts Winter Drive to benefit families and individuals struggling with homelessness in the Northwest.

Columbia has raised more than $1 million in combined donations since the program was initiated in 2015. This season, Columbia plans to raise $250,000 and collect thousands of new warm winter clothing items to support more than 60 local shelters and aid organizations throughout Washington, Oregon and Idaho.

Employees at all of Columbia Bank’s over 140 branches are actively engaged in securing cash donations and new warm clothing from clients and community members. One hundred percent of the clothing and funds collected during the Warm Hearts Winter Drive are donated directly to shelters and relief organizations in the communities where the collections originated.

Among the list of benefiting organizations are the Portland Rescue Mission, Mary’s Place of Seattle, Tacoma Rescue Mission, Northwest Housing Alternatives, Eugene Mission, Bonner Homeless Transitions in Idaho and Women and Children’s Alliance.

The Warm Hearts Winter Drive accepts cash donations in addition to new winter clothes. Donations can be made at WarmHeartsWinterDrive.com, and both cash and new warm winter clothing can be donated at every Columbia Bank branch across the Northwest.

LATINO COMMUNITY ASSOCIATION
The Latino Community Association (LCA) will use $21,892 in CARES Act funding to support its assistance to families and individuals in Bend who lose income or need help to quarantine due to the pandemic. In late July, the City of Bend allocated $500,000 to United Way of Central Oregon to assist vulnerable populations in the Bend community and LCA received a portion of the funding.

The Latino Community Association (LCA) will use $21,892 in CARES Act funding to support its assistance to families and individuals in Bend who lose income or need help to quarantine due to the pandemic. In late July, the City of Bend allocated $500,000 to United Way of Central Oregon to assist vulnerable populations in the Bend community and LCA received a portion of the funding.

The funding came from state-directed Coronavirus Relief Funds, which were part of the federal CARES Act.

The CARES Act funding can only be used to pay for COVID-19-related expenses between March and December of 2020 that were not anticipated or budgeted.

EYEMART EXPRESS
In keeping with the spirit of gratitude and helping others this holiday season, Eyemart Express, a national optical retailer with a store in Bend, values giving back year-round by supporting a variety of nonprofits. The company is getting local customers involved in its philanthropic efforts by donating a portion of its sales from key collections to nonprofits that support several causes.

• Jonas Paul Eyewear: Childhood blindness prevention
• PeaceLove: Mental health wellness
• Petfinder Foundation: Pet adoptions and euthanasia prevention
• Stand Up To Cancer (SU2C): Cancer research support

“With Eyemart Express, we improve lives while helping people see better. We are committed to supporting our local communities and we’re proud to offer a variety of programs that help to improve the lives of those in our communities,” said Michael Bender, Eyemart Express CEO. “We have developed strong partnerships with an array of nonprofit organizations to further support these important philanthropies. Our hope is that our customers find a cause that resonates with them while they shop with us and will engage with our giving efforts.”

Local stores are celebrating the company’s seventh annual Let’s Give Back campaign, which supports giving at a grassroots level. All stores select a local charity and work closely with the organization to identify items of need. Store teams then create impressive in-store donation centers to collect contributions from employees, customers, and members of the community who want to help.

NORTHWEST KEY COMMERCIAL REAL ESTATE & PROPERTY MANAGEMENT
It’s not every day that a commercial real estate firm will waive its brokerage fee for a good cause. But that’s just what Northwest Key Commercial Real Estate & Property Management did for Dinah Green, their licensed broker, when she took on representing the Boys & Girls Club of Bend, as they went out of her way to laud the generous in-kind contributions to the project from Building Solutions, a building material supply company that serves Central Oregon from its facility in north-east Bend.

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Our hope is that our customers find a cause that resonates with them while they shop with us and will engage with our giving efforts.”

Local stores are celebrating the company’s seventh annual Let’s Give Back campaign, which supports giving at a grassroots level. All stores select a local charity and work closely with the organization to identify items of need. Store teams then create impressive in-store donation centers to collect contributions from employees, customers, and members of the community who want to help.

 businesses serving community
Along with providing a comprehensive list of Central Oregon Commercial Contractors, Cascade Business News will feature **TOP PROJECTS COMPLETED in 2020** in our December 16 issue!

Contact Jeff Martin at 541-388-5665 or jeff@cascadebusnews.com

**LAST CALL**

**DEADLINE TO SUBMIT TOP PROJECTS IS DEC. 4**
BrightSide Adds Recycling Collection Point on Bend’s West Side

BrightSide has added a second recycling collection point in Bend, on the west side at the Bend Pavilion skating rink. You’ll find our collection container in the parking lot on the west side of the rink, at the corner of Shevlin-Hixon Drive and Columbia Street.

So gather up your return-deposit bottles and cans and drop them off to benefit the homeless pets at BrightSide. And come find your perfect pet at BrightSide’s shelter, at 1355 NE Hemlock Ave., Tuesday-Saturday, 10am-4pm.

The animals thank you!

brightsideanimals.org

District Seeks Applicants for Bond Oversight Committee

The Redmond School District seeks engaged members of the Redmond community who would like to serve on its Bond Oversight Committee.

The Bond Oversight Committee is a crucial part of the district’s bond program. The committee is designed to be a volunteer, independent, citizen-led body in charge of monitoring the planned improvements, progress, schedule and costs of the bond program. This is an important role and participation will improve the process of implementing the $35 million bond program.

The committee will actively monitor the bond program to:

• Ensure bond revenues are used only for the purposes consistent with the voter-approved 2020 bond program and consistent with state law.
• Communicate key bond-related information to all stakeholders.
• Review bond program performance and financial audits; and may inspect school facilities and grounds related to bond activities accompanied by district staff.
• Review quarterly reports produced by the district each year the bond proceeds are being spent in order to assess general compliance with the bond program approved by voters.

The committee, composed of between seven and 11 members, meets quarterly or as needed to review progress on Redmond School District Bond Measure 9-140. Committee members monitor spending, check on schedules and review project improvements, as well as consider and recommend any project modifications if inflationary increases in construction costs exceed current budget estimates. The committee will serve through January 1, 2024 or until it issues a final report when all projects have been completed.

The Redmond School District Board of Directors will appoint interested volunteers to serve on its Bond Oversight Committee at the December 16, 2020 board meeting.

Additional information about the committee can be found at redmondschoolbond.org/bond-oversight-committee.

Anyone interested can find an application at the above link. Applications are due by 5pm, December 12, 2020. Please email completed applications to gina.blanchette@redmondschools.org or deliver in person at 145 SE Salmon Dr. in Redmond.

redmondschools.org
Gov. Brown Announces Launch of ‘Give the Gift of Oregon’ Campaign to Support Local Businesses

Oregon Retailers Prepared for Oregonians to Shop Safe, Shop Local

Governor Kate Brown recently announced the launch of the “Give the Gift of Oregon” campaign as part of a comprehensive effort to support local businesses statewide. Shopping local is more important than ever due to the significant economic hardships that COVID-19 has created for Oregon businesses across the state. As Oregonians do their part individually to contain the spread of the virus, businesses are implementing necessary health and safety measures to protect customers and employees so they can get back to business and stay open.

“Oregon’s businesses are the backbone of our communities and our economy, and I am encouraging all Oregonians to shop locally this holiday season,” said Gov. Brown. “Strengthening our economy starts here at home. One way Oregonians can help is to spend locally to keep dollars with our hometown businesses that are run by our neighbors, family, and friends. Many local retailers are offering online, curbside pickup, and ‘take-out’ shopping options, making it easy for Oregonians to shop safely.”

Travel Oregon and Business Oregon, the state’s tourism and economic development agencies, are collaborating to carry out this consumer campaign, which runs now through December 31. The project aims to inspire Oregonians to keep it local and support their favorite businesses as they check off holiday gift lists. There are many ways to shop locally online, and through safe retail operations.

Travel Oregon is also appealing to Oregonians to help offset a nearly 60 percent reduction in direct travel spending, including shopping and restaurant business, that has affected the entire state.

Oregonians will be able to find featured businesses across the state, along with gift ideas on traveloregon.com/giftsoforegon. The campaign also highlights the Oregon Wine Board’s The Giving Season efforts, as well as the Built Oregon Marketplace, an online platform that provides consumers with an opportunity to discover products from Oregon makers.

Oregon’s local businesses are the bedrock of the state’s tourism economy — boutique Oregon accommodations, restaurants, coffee shops, breweries, wineries, attractions, tour operators and retail shops that promote and sell Oregon-made products comprise the fabric of tourism in Oregon,” said Todd Davidson, CEO of Travel Oregon. “COVID-19 continues to have a devastating impact on these businesses and, now more than ever, they need support. We encourage Oregonians to shop local this holiday season and to share hope by giving the gift of Oregon.”

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“The spending power of all of us this season can make a big difference,” said Business Oregon Director Chris Cummings. “We continue to push out as many resources as we can, through funds from the CARES Act and our existing programs, and this promotion is just another way we can help. This also provides a great opportunity to discover incredible local products throughout Oregon.”

There are many “buy local” campaigns happening throughout Oregon, and this statewide promotion will highlight many of these during the season on social media with #GiveWithOregon hashtag. Oregonians are encouraged to share their support on social media by sharing their purchases or favorite local businesses and using the hashtag. Oregon businesses and communities can learn more about participating in the campaign by visiting Travel Oregon’s website: industry.traveloregon.com.

Here is a list of participating Central Oregon retailers:
• Lepain Lizards Toy Co.
• Roundabout Books
• Deschutes Gift Baskets
• Tumbleweed Tackle
• Deschutes Canyon Fly Shop
• Sunriver Books and Music
• LeMo Designs
• Bend Sauce
• The Northwest Store
• Pine Mountain Sports

industry.traveloregon.com

Concussions Remain a Concern in Central Oregon

Concussions have become a big focus in the world of sports. In fact, concussions are sometimes referred to as “the injury of the 21st century.” Part of the reason is that people have become a lot more aware of the dangers of concussions. The National Center for Catastrophic Sports Injury Research says there have been over 50,000 concussions reported in contact sports since COVID-19 restrictions began in March. Travel restrictions have forced many to recreate locally, and despite limitations on team-based contact sports, individual outdoor sports continue to contribute substantially to head injuries and concussions in the region.

“I had my bell rung but was always able to bounce back,” said Kurt. “Because I always bounced back, I never knew I needed to seek care for this.”

Kurt is referring to the latest concussion he experienced while mountain biking. With the push of his wife, Kurt sought help for his unrelenting symptoms. He began seeing Laura Ahmed, PT, DPT, for rehabilitation. Laura was able to identify his problems, which included focusing issues at work, constant headaches, dizziness and an inability to exercise. She prescribed a treatment program that quickly helped him feel better and get back to doing the things he loved, albeit with a little more caution.

“When evaluating someone with a concussion, I perform tests across multiple domains to help rule in and out problems,” said Laura. “Often, I find that when people have a concussion, they pull back from activities, which aligns with the old school of thought that you completely rest until concussion symptoms go away,” said Laura.

Fear prevents action.
“A total restriction of activity is not usually recommended,” said Laura. “Working with these patients to help them incorporate safe activities is critical for recovery.”

Delaying treatment for a concussion can lead to quality of life issues and can lengthen recovery duration. Laura’s recommendation: if your symptoms continue beyond 7-14 days, it is time to be evaluated by a concussion specialist.

“Start the process,” said Laura. “There is a pretty quick turnaround if you identify what needs to be treated.”

But even if it has been years since the concussion occurred, if symptoms persist, recovery is possible. It is okay to get tested to determine if symptoms are related to the concussion or something else. Some insurances require a referral, while others don’t.

The treatment boils down to identifying what issues remain and the goals of the patient. That’s why concussion experts like Laura screen for post-concussive problems and evaluate patients for general health and wellness issues. Sometimes the symptoms are related to something entirely different, and getting to the bottom of the problem will put a person on the road to recovery and a better quality of life.

Physical therapists often don’t treat concussion patients alone. Depending on the needs of the patient, other experts are often brought in to help. In addition to a person’s Physician, this may include, but is not limited to, speech therapy, Neuropsychotometry and vision therapy and Psychology, all of whom are important for an interdisciplinary approach. And while COVID has caused some issues with access to some providers, treatment is still available in other areas.

“Even amid a pandemic, the interdisciplinary team is working together to get patients better,” said Laura. “And that is enough to start.”

stephandspine.com/bend
Welcome back! Here at Elk Ridge Chiropractic & Wellness Center, we're concluding our three-week series on therapeutic massage with a look at a few modalities (or massage types) that you may or may not be familiar with.

Two issues ago, we talked about the difference between spa massage and therapeutic massage, and in the last issue, we went over some of the common modalities that you might find when visiting your massage therapist. Now, we'll be wrapping things up with an inside look on three additional modalities you may or may not have heard of, or perhaps not. Either way, we're going to take a closer look. So without further ado…

Swedish Massage

Probably the most well-known modality in the spa massage depo, we talked about this technique in our first article titled Therapeutic Massage Vs. Spa Massage. However, you may not be aware that this modality is also an acceptable choice when receiving therapeutic care from a licensed massage therapist. Moreover, the kind of therapy this modality provides may not be what you think.

Heathline tells us that "Swedish massage is gentler than deep tissue massage and better suited for people interested in relaxation and tension relief." This modality is thus categorized as a soft tissue massage that focuses on providing relief to the surface of the body rather than the underlying tissue. But what is this "tension relief" that Heathline is referring to?

Elk Ridge's Licensed Massage Therapist, Justin Hodai, tells us, “Swedish massage provides less of a physical release so much as an emotional release. As this is a soft-touch treatment, long-term physical improvements are minimal. It's the psychological act of touch that provides the emotional support and stress relief that the patient is looking for.” In other words, this modality focuses on relieving pain brought on by emotional trauma such as stress from a job, the act of moving to a new place, personal relationships, or, say, the holidays. All of these create a source of tension in the mind that needs to be expelled. That's where Swedish massage comes in, and as a result, it's become a very effective stress-relief technique used by massage therapists. So the next time Uncle Carl dups too heavily into the eggnog and ruins your perfectly good distant Christmas party, you'll know just what to do to relieve yourself of that inevitable headache.

Shiatsu Massage

Shi-who-what? The heck, is this massage? It's true, shiatsu may sound like one of those words you need to wash your mouth out with soap after uttering, but we promise it's nothing like that. Elk Ridge's Licensed Chiropractic Assistant, Monica Stefanac, defines shiatsu as "a form of Japanese body work, translated as 'finger pressure,' with roots in Chinese medicine through the use of 'chi' (energy meridians) throughout the body."

Acupuncture Massage College has a similar definition, telling us, "Shiatsu massage therapy relies on the use the fingers, thumbs and palm to apply pressure to various areas of the body's surface to help heal common ailments and conditions, and correct imbalances in the body. Pressure applied to points on the body promotes energy flow and corrects disharmonies throughout the patient's body. As a result, it's become a deeply relaxing experience. Shiatsu helps relieve stress, treat pain and illness, and contributes to a patient's overall health and wellbeing."

Am College goes on to list poor posture, sciatica, sprains, arthritis, sinusitis, bronchitis and chronic neck and back pain as some examples that can be treated with shiatsu.

Monica takes us one step further, saying, "Shiatsu is a wonderful way for giver and receiver to bond through breathing. The technique requires the giver to find alignment with the client's breathing as they press or rub into the acupuncture points of the patient's body." Because whoever said 'Just breathe' isn't a suitable remedy for all ailments? With shiatsu, it's just the ticket.

Thai Massage

Medical News Today describes Thai massage as, "an ancient healing practice that originated in India," that "uses gentle pressure and stretching techniques to relax the whole body." What does this look like? They explain further, saying, "Unlike Swedish or shiatsu massage techniques, in which a person passively lies on a bed, the client lies on the floor and participates more actively in the massage." Sounds… fun. "Queue nervous laughter!"

Monica Stefanac has her own interpretation of this modality, saying, "Thai massage is just as much about the therapist as it is the client. It's a beautiful dance between giver and receiver through relaxing and stretching the soft tissues of the body. I tell people that it's like a combination of yoga and massage. You're basically doing yoga to someone! But it's also a blend of art and science wrapped into a massage modality."

That being said, what are the intended benefits of this rather unconventional-sounding modality? Medical News Today lists a variety of improvements one can find when receiving this type of massage, including lowered stress, boosts in energy, headache relief, stimulated circulation, improved range of motion and greater athletic performance. Sounds pretty great for lying on the floor, eh?

So there you have it! Three additional modalities of massage therapy, partnered with the last issue’s five listed modalities that you can receive when visiting your massage therapist. And like last issue’s list, you can receive the modalities we listed today as well when booking your massage at Elk Ridge Chiropractic & Wellness Center. Simply give us a call at 541-388-3588 or go online at thebendchiropractor.com.

Three Types of Therapeutic Massage You May Not Be Familiar With

by ABIGAIL MORSE — Elk Ridge Chiropractic & Wellness
Lessons from Africa

Continued from page 23

in 2009, the S&P 500 reacted to some negative news and at one point in the year they were down 28 percent, and yet they finished the year up 23 percent! In March of this year, the same index was down 34 percent, and as of this writing, it is up almost 10 percent YTD. Please remember that it’s not about timing the markets, but time in the markets.

I believe the four most expensive words in the English language are “This time is different.” Do you remember October 19, 1987? It was that ominous date known as Black Monday. After that day people would say: “You don’t understand — never before have the markets plunged almost 23 percent in one morning, making it the largest one-day percentage decline in stock market history. “This time is different.” Who would have ever known at the time that the markets would end that year at an all-time high. In 2008, when the markets experienced their worst decline in history, I heard people say: “You don’t understand — never before have the largest financial firms in all financial sectors declared bankruptcy or no longer exist. This time is different.” So many people got out of the markets due to fear. Today, the markets are up over 400 percent from lows in March of 2009. Today, the conversations continue — “Never before have we had a global pandemic in our lifetimes; this time is different.” Hmm. . . . a repetitive story for sure.

Whether you live in Kampala, Uganda or Bend — life is certainly not straightforward and trouble-free. But things have a way of working out. They just do. We’ve made it through continual financial downturns including the Great Depression and the Great Recession, and we’ll make it out of this current recession and pandemic. We’ve also made it through the never-ending changes in government parties and policies. The list of challenges goes on and on. In the end, it’s important to recognize that difficult times often bring out the best in us as it enables us to develop resiliency. Even during what seems to be a dark time in our country, it’s imperative to remember that winter always precedes spring. As I look out the window here in Bend, snow continues to fall. During all this chaos, it is important to appreciate the fact that the snow insulates the ground so that things will grow and bloom in the spring. Maybe that’s what’s happening in general with our country right now. James Baldwin said: “Not everything that is faced can be changed. But nothing can be changed until it is faced.” This is where we are. The spring will not be here for months, but it will come. We just need to make sure to face our challenges and do the right thing until then.

David Rosell is President of Rosell Wealth Management in Bend. He is the creator of Recession-Proof Your Retirement Podcast and author of Failure is Not an Option — Creating Certainty in the Uncertainty of Retirement and Keep Climbing — A Millenial’s Guide to Financial Planning. Find David’s books on Audible and Books as well as Amazon.com.

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2020 EDITORIAL CALENDAR

ISSUE DATE

December 16

Deadline Dec 9

January 2021

Deadline Dec 2

2021 EDITORIAL CALENDAR

ISSUE DATE

January 20

Deadline Jan 13

SPECIAL SECTIONS

Top Commercial Projects/Construction Review

Book of Lists

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December 2
5-6pm COCC Nursing Program Virtual Info Session. To receive Zoom link, email full name, phone number and the session you want to attend to selectiveadmissions@cocc.edu.

December 3
11:45am-1pm Latino Community Association Empowering Families Virtual Luncheon. Tickets at latinocommunityassociation.org.

December 3
5:30-8:30pm City of Bend Southeast Area Plan Advisory Committee Virtual Meeting. Information posted on the SE Area Plan webpage.

December 4
8:30am Redmond Chamber Virtual Coffee Clatter. Facebook Live.

December 4
9-10am COCC Nursing Program Virtual Info Session. To receive Zoom link, email full name, phone number and the session you want to attend to selectiveadmissions@cocc.edu.

December 5

December 9

December 9

December 11
8:30am Redmond Chamber Virtual Coffee Clatter. Facebook Live.

December 18
8:30am Redmond Chamber Virtual Coffee Clatter. Facebook Live.

Building Permits

COMMERCIAL PERMITS WEEK ENDING 11-13-2020

City of Redmond

$11,000.00 - Commercial Alteration (Les Schwab) at 845 NW 6th St. Redmond 97756 OR Owner: LS Propdrop, LLC PO Box 5350 Bend, OR 977085350
Builder: Sunwest One, Inc. 541-548-7341 Permit # 711-20-001152-STR

Deschutes Co.

$62,597.00 - Commercial Alteration at 62875 Johnson Ranch Rd. Bend 97701 OR Owner: Stephanie Lyn and Geraldo Morales 62875 Johnson Ranch Rd. Bend, OR 97701 541-977-7899 Permit # 247-20-006607-STR

$27,055.00 - Commercial Alteration (Personalized Nutrients) at 68994 N Pine St. Sisters 97759 OR Owner: DDA Realty, LLC PO Box 2436 Sisters, OR 97759
Builder: Sunwest One, Inc. 541-548-7341 Permit # 247-20-007091-STR

COMMERCIAL PERMITS WEEK ENDING 11-20-2020

City of Bend

Builder: Fortress Group, Inc. 541-419-6406 Permit # 20-2949

$218,841.00 - Commercial Alteration (Bend Surgical Center) at 1303 NE Cushing Dr. Bend 97701 OR Owner: Bend Surgical Specialists, LLC 1303 NE Cushing Dr. #300 Bend, OR 97701
Builder: Batten & Shaw, Inc. 541-292-2400 Permit # 20-3734

$100,000.00 - Commercial Alteration (Hotworx) 15,058 sf. at 1462 NE Cushing Dr. Ste. 105 Bend 97701 OR Owner: JKC Neff, LLC PO Box 25822 Eugene, OR 97402
Builder: CS Construction 541-617-9190 Permit # 20-4448

$63,000.00 - Commercial Alteration (Natural Grocers) 17,965 sf. at 3188 NE Hwy 97 Ste. 115 Bend 97703 OR Owner: RPP Bend LLC 1801 S La Cienega Blvd. #301 Los Angeles, CA 90035
Builder: James E John Construction Co. 360-696-0837 Permit # 20-3140

$20,000.00 - Commercial Alteration (Bend Rapids Portland) at 1215 NW Portland Ave. Bend 97703 OR Owner: Bend Rapids Portland, LLC PO Box 785 Cardiff, CA 92037
Builder: Rustic Built, LLC 541-362-6183 Permit # 20-6769

Deschutes Co.

$189,242.00 - Commercial (Chevron) 1,976 sf. at 52530 Hwy 97 La Pine 97739 OR Owner: Cowan Mini Mart, LLC 60978 Woods Valley Pl. Bend, OR 97702
Builder: Del J Inc. 541-476-1387 Permit # 247-20-007500-STR

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