



Helping Clients Meet the Need for Remote Connection



by **RONNI WILDE — CBN Reporter**

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:

PAGE 6

Aviation in Central Oregon: A Comeback Story

by **RONNI WILDE — CBN Reporter**

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.

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PHOTO | COURTESY OF EPIC AIRCRAFT

Aviation Spotlight — Pages 16-21

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

by **AMANDA COHEN**

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



A \$2,500 WINNER | PHOTO COURTESY OF AMANDA COHEN (MAX BORGES AGENCY)

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*

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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



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404 NE Norton, Bend, Oregon 97701

541-388-5665

www.cascadebusnews.com

Send press releases/photos to cbn@cascadebusnews.com

CONTRIBUTORS

AMANDA COHEN	1
ANN GOLDEN EGLÉ.....	8
MAX CORDELL & KATELYN MAWDSLEY & PRESTON CALLICOTT	9
RON ROSS.....	11
CHRIS MORGAN & JULIE PRECIADO.....	15
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The Producers

Founder.....	Pamela Hulse Andrews
President/CEO.....	Jeff Martin
Editor/Production Director/ Feature Writer	Marcie Hillman Moeggenberg
Production Artist/Design/ Online Communications	Natalie Nieman
Assistant Editor/Reporter.....	Ronni Wilde
Feature Writer.....	Kenneth Marunowski, Ph.D.
Feature Writer.....	Simon Mather
Feature Writer.....	Alec Martin
Feature Writer.....	Kari Mauser
Feature Writer.....	Kristine Thomas
Distribution	David Hill

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RECENT TRANSACTIONS

Compass Commercial Real Estate Services broker **Howard Friedman, CCIM** represented the tenant, **Hale Men’s Clinic, LLC**, in the lease of a 3,000 SF retail suite located at 40 SW Century Drive in Bend.

Broker **Joel Thomas, CCIM** with **Compass Commercial Real Estate Services** along with broker **Caroline McDonald, RPA®** and broker **Timmy Regan** with **Compass Commercial Asset & Property Management** represented both the landlord, **Basaltic, LLC**, and the tenant, **Introstem**, in the lease of a 1,475 SF retail suite located at 809 NW Wall Street in Bend.

Full Exterior Renovation Underway at The Bend Factory Stores

The Bend Factory Stores, a Central Oregon shopping destination since 1992, has embarked on a full exterior remodel, featuring contemporary Northwest industrial style. The outdoor outlet mall’s renovations are taking place in phases with an expected completion date of spring 2021. All stores are open during construction and will be welcoming shoppers from around the region throughout the holiday season. “Highlights of this renovation include a fresh, new look for the building exteriors, with materials and patterns that reflect the natural beauty of this region, as well as new



RENDERING | COURTESY OF BEND FACTORY STORES

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

Continued on Page 30 ►

OnPoint Community Credit Union to Open 20 Fred Meyer Branches in 2021

OnPoint Community Credit Union recently announced it will open 20 new branches located within Fred Meyer stores across Oregon and Southwest Washington in 2021. This is the largest branch expansion in OnPoint’s history, and the news reinforces the credit union’s commitment to its members and the Northwest region. As Oregon’s largest credit union, OnPoint currently operates 36 branches, with four locations having opened in 2020 alone, and serves more than 415,000 members. “As part of our unwavering commitment to Oregon and SW Washington, we are always looking for new ways to expand our services and grow our presence to better assist our members,” said Rob Stuart, president and chief executive officer at OnPoint Community Credit Union. “Fred Meyer

serves as a community staple across the region, and when an opportunity arose to work with this local company while at the same time be more accessible to our members, we were thrilled to embark upon this new partnership.” OnPoint’s new in-store branches will open on a rolling basis throughout the first half of 2021, with construction set to begin in January. Each branch will offer members a complete suite of financial services, including membership enrollment, consumer and commercial lending, mortgages, financial planning, ATMs and notarization. “We are honored to be selected as Fred Meyer’s community credit union partner,” said Tory McVay, OnPoint’s

Continued on Page 30 ►

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 with Z Glass Art in the branch’s lobby. This branch is the seventh free-standing branch location for Mid Oregon Credit Union. Its business hours are Monday through Thursday 9am to 5pm and Friday 9am to 6pm. The prior Sisters branch first opened in March 2017 and had operated from leased space across from the Sisters Post Office. midoregon.com



PHOTO | COURTESY OF MID OREGON CREDIT UNION



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\$1,125,000
51385 Hwy 97, La Pine
Well Established 9 unit motel in high traffic area of Hwy 97 in La Pine. Family owned and run since 1968. Separate living quarters for owner/manager.

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541.350.0987

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\$1.15/SF/Month
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Three spaces are available for lease in downtown Redmond! Space A includes a conference room and multiple private offices. Spaces C & D are ready for tenant specific improvements. Dedicated private parking lot included!

Contact Meg Watkins
541.530.1620

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\$7507.50/Month
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Contact Bill Pon
541.815.4140

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Two spaces available for retail or office use. First floor is 1479 SF and second floor is 1554 SF. 24 on site parking spaces. Building remodel complete. Ready to show and lease.

Contact Paula Van Vleck
541.280.7774



Al Eastwood
541.350.0987
eastwood@bendnet.com



Paula Van Vleck
541.280.7774
paulavanvleck@cbbain.com



Bill Pon
541.815.4140
billpon@cbbain.com



Meg Watkins
541.530.1620
meg@megwatkinsre.com

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BEND

◆ From now until January 4, 2021, the City of Bend will be accepting applications to fill a maximum of 13 seats on the new Human Rights and Equity Commission. Applications are due by 5pm on January 4, 2021.

The commission will ensure historically marginalized and underrepresented 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 input to the City Council on City goals and policies using a diversity, equity and inclusion lens and perspective, including recommending effective strategies to increase engagement with historically marginalized and underrepresented communities.
- Create an action plan to guide the work of the commission, and advise the City Council on implementation, progress and updates to the plan.
- Work with the Bend community, interested groups, staff and elected officials to make recommendations that embrace the City's commitment to building a more inclusive community, where all can be treated with compassion and respect, regardless of race, ethnicity, place of origin, immigration status or any other perceived or self-identified class or status.
- 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 historically marginalized, underrepresented in public governance and policy-making, and/or underserved 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/committees/human-rights-and-equity-commission and 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 a commitment to 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 underrepresented 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 fire 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.

- Public comment periods for active planning applications already in the review process will continue throughout the conversion period. Please contact the Planning Division if you have questions.
- From now through December 11, 2020, the Permit Center will not be accepting new applications or payments, no permits will be issued and no plan reviews will be conducted.

Permit Center customers may experience delays in service and response time over the next few weeks while City staff attend training and transition current projects to the new system. The City appreciates the community's patience as staff work to make this transition as easy as possible and provide more customers with convenient online services.

For more information and updates on the new Online Permit Center, visit the project webpage at bendoregon.gov/permitcenter.

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SALEM

◆ Oregon lacks a senior official responsible for managing data privacy, which increases the risk that private, personally identifiable information is not appropriately safeguarded, according to an audit recently released by the Secretary of State. The findings are outlined in the report entitled: The State Does Not Have A Privacy Program to Manage Enterprise Privacy Risk.

State agencies collect and store personally identifiable information from virtually all Oregonians. This data includes health information, driving records, education data and more. However, auditors found there is no statewide official charged with assessing

the risks associated with processing that information and ensuring appropriate response strategies are in place.

As a result, the state has not established a privacy program to assess and respond to risk. The state has also not established guidance on incident response roles when security incidents arise that involve personally identifiable information.

"Oregon has an ethical responsibility to safeguard the privacy of its citizens' data," said Secretary of State Beu Clarno. "It is important that a senior official is charged with ensuring risks to data privacy are understood and addressed throughout the state."

Read the full audit at sos.oregon.gov/audits/Documents/2020-37.pdf.

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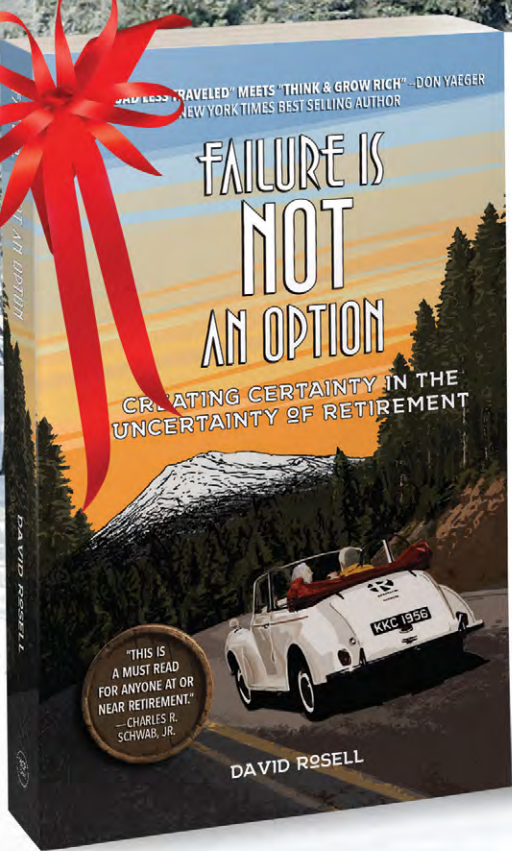
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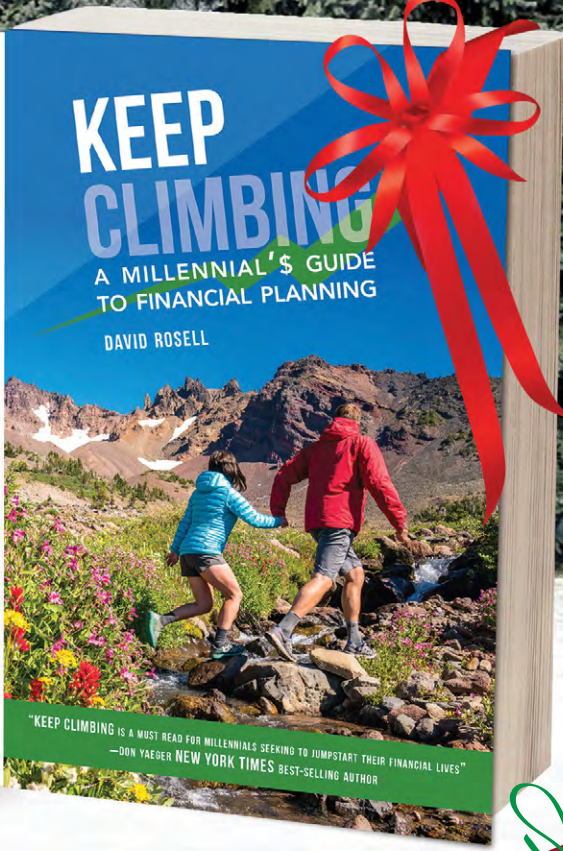
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Remote Connection

Continued from page 1

schools, churches, hotels and hundreds of 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. I 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



AV BEND PROVIDES HABITAT FOR HUMANITY WITH REMOTE CONFERENCING CAPABILITY | PHOTO COURTESY OF AUDIO VISUAL BEND

- Hayden Homes’ main office
- Central Oregon Association of REALTORS
- Jefferson County Commissioners
- City of Madras
- City of Sisters

In conducting business, Audio Visual Bend follows the ten best practices standards of excellence developed in collaboration with industry experts. Those include: complete solutions, informed advice, best value, ongoing technical support, systems compatibility, scalability, clear scope of work, appropriate documentation, expert technical staff and staff training support.

Part of AV Bend’s success in 2020, Sprando says, is his company’s quick pivot to accommodate the shifting needs of clients. “Our customers and clients are doing just fine. We are navigating this season with them, though some have gone silent. I trust they feel we will be there in a pinch or help them determine a best plan as we move out of this season and into another,” he says. “We are not going anywhere, and plan to weather any storm that comes our way, as we hope they will too.”

This philosophy has apparently served Audio Visual Bend well: The company has received the highest number of Google five-star reviews this year to date. “We are the local pros in remote conferencing, training and collaboration,” he says. “We are grateful!”

avbend.com

KrowdFit

Continued from page 1

Journal of the American Medical Association and the Mayo Clinic. Through operant conditioning, KrowdFit reinforces and rewards small, achievable goals that lead to long-term behavioral change.

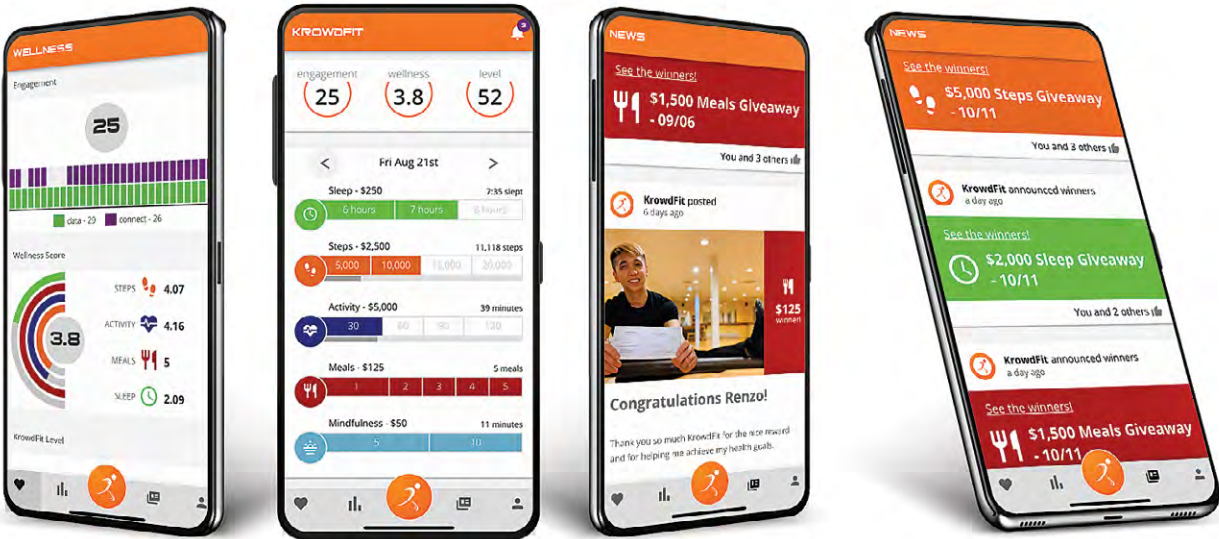
Over the past several years, KrowdFit has paid out more than \$2 million in cash rewards through its employee wellness program, with the average member winning \$450 a year. KrowdFit members are seeing results: 62 percent of active members report walking and moving more; 67 percent report improved eating and sleeping habits and 53 percent report weight loss.

“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, Peloton and 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 not based on activity results or performance.

- **\$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



A \$2,500 WINNER | PHOTO COURTESY OF AMANDA COHEN (MAX BORGES AGENCY)

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.

krowdfit.com

Engel & Völkers Continues Americas Expansion with Entrance into Bend

CBN Staff Report

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.”



Sam Real

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. “I am an ardent believer in the power of the Engel & Völkers brand, having led a successful team in Beverly Hills for nearly a decade. Furthermore, I am well-versed in using the network’s tools and global reach to help my clients to achieve their dream homes. I look forward to introducing Bend’s residents and real estate professionals to the market expertise, white-glove service and bespoke experience that is completely unique to Engel & Völkers.”

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.evrealstate.com.

evrealstate.com

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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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Energy Efficiency Led U.S. Energy Job Growth in 2019 & is a Best Bet to Lead Sector’s Recovery in 2021

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).

From 2016 to 2019, energy efficiency added nearly 200,000 new jobs, and the sector was projected to add another 71,000 in 2020. But the COVID-19 crisis derailed those gains, and close to 321,900 energy efficiency workers — about 13.5 percent of the workforce — remain jobless as of October. The industry 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.

EE Employed Almost 2.4 Million Americans in 2019; 321,900 Now Out of Work

- 28% of energy sector workers are in energy efficiency, 2X more than fossil fuels
- Entry-level wages in all sectors well exceed the national average
- 700,000 new jobs per year for 5 years could be created by \$61 billion targeted stimulus

Efficiency businesses added 54,000 net new jobs in 2019, accounting for 42 percent of all net jobs added by America’s energy sector (151,700). The sector also employed about twice the number of workers in 2019 as all fossil fuel industries combined (1.2 million). In fact, in 41 states and the District of Columbia, more Americans worked in energy efficiency than in fossil fuels in 2019.

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. Efficiency pros work in every state and virtually every county in America, the report shows.

“Greatly expanding energy efficiency efforts benefits America’s business, labor and environmental interests alike,” said Pat Stanton, policy director for E4TheFuture. “It saves companies and families money, creates local jobs at a rate no other segment of the energy sector can match and is essential to achieving President-elect Biden’s goal of a 100 percent clean electric grid by 2035. Energy efficiency is perfectly positioned to rebuild our economy quickly while also improving our environment.”

“COVID-19 has taken a heavy toll on our economy,” said Sandra Purohit, director of Federal Advocacy of E2. “We need action now to support recovery and growth. Energy efficiency is a bipartisan issue and it benefits every state in the country. Help get the more than 300,00 unemployed energy efficiency workers back on the job and in return they’ll help get our economy back on track.”

More detailed findings of energy efficiency jobs for all 50 states and the District of Columbia – including job totals for every congressional and legislative district, industry and technology breakdowns and maps of every state’s top counties — are at ee.e4thefuture.org. A set of FAQs about the report is at ee.e4thefuture.org/wp-content/uploads/2020/11/FAQs_EEJobsinAmerica-2020.pdf.

By the numbers:

- 29 percent of energy efficiency workers are Hispanic or Latino, Asian or Black.
- 87 percent of energy efficiency workers are under 55
- Entry-level wages in all sectors of energy efficiency well exceed the national average
- 17 states employ more than 50,000 workers and 30 states are home to at least 20,000 energy efficiency workers
- Construction and manufacturing make up about 70 percent of U.S. energy efficiency jobs
- More than one in every six U.S. construction workers spends 50 percent or more of their time on energy efficiency (1.3 million workers)
- 325,300 energy efficiency jobs are in manufacturing

Additional Resources:

- Build Back Better, Faster: How a federal stimulus focusing on clean energy can create millions of jobs and restart America’s economy | July 2020
- Clean Energy & COVID-19 Economic Crisis | October 2020 Impact Analysis
- U.S. Energy and Employment Report (USEER)
- Clean Jobs America 2020 (E2)

Previous Energy Efficiency Jobs in America Reports

- Energy Efficiency Jobs in America 2017 | E4TheFuture + E2
- Energy Efficiency Jobs in America 2018 | E4TheFuture + E2
- Energy Efficiency Jobs in America 2019 | E4TheFuture + E2

E4TheFuture.org • e2.org

Solar Energy Part 2

Continued from page 9

became economically viable, to do such tasks as heating water and stalls for animals in the winter, powering temporary work camps and providing a green source of power in the summer.

New fully autonomous container ships hitting the high seas over the next few years will be covered in solar panels and outfitted with batteries and electrical engines to navigate the seas.

Recycling of Solar Panels

A common problem faced when using solar energy is the difficulty of recycling the panels. A solar panel’s average life span is only about 25 years, which is surprisingly short considering they are intended as a long-term solution. If not disposed of properly, solar panels can leak tin and lead into the ecosystem, creating a major impact on the environment. The planet’s biosphere is incredibly damaged already, and there is a possibility solar power could do some harm to our ecosystem until recycling technologies improve. Nonetheless, the total environmental impact is a fraction of that of fossil fuels.

A global mandate should be enacted to require the efficient recycling of 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 and extracting silicon, precious metals and rare-earth minerals. Fortunately, countries in Europe are taking the lead with this as they have already built a market around recycling solar panels. With some states in the U.S. already recognizing the importance of repurposing these panels, solar panel recycling will begin in earnest in the near future on our shores. Photovoltaic cells within solar panels contain valuable resources such as silver and nickel, which can be reused if economically extracted.

Oregon Solar Car Team’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 were 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 and a world where most of our energy is derived from the sun and not from fossil fuels.

Find Out More

Oregonsolarcarteam.org; bit.ly/2020-Solar-Cars; bit.ly/Audi-and-Apollo-Power; bit.ly/Solar-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 new technologies and tinkering with electronics.

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 Callicott 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.

Multifamily Building Boom

Are We Keeping Up with Demand?

by **RON ROSS, CCIM** — **Compass Commercial Real Estate Services**

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.

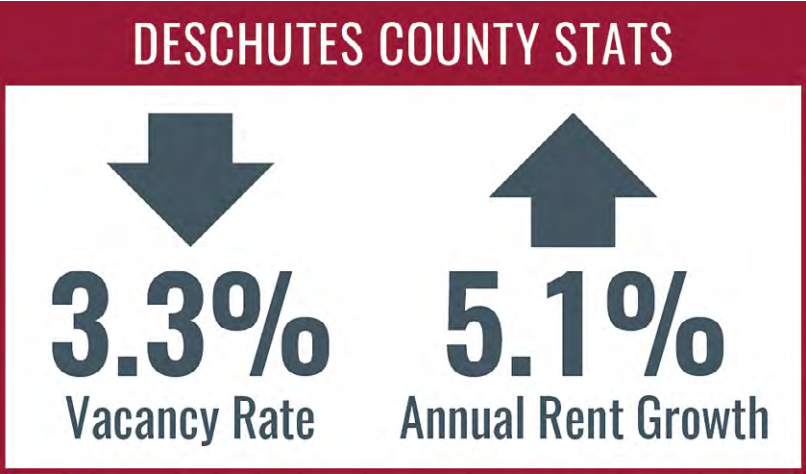
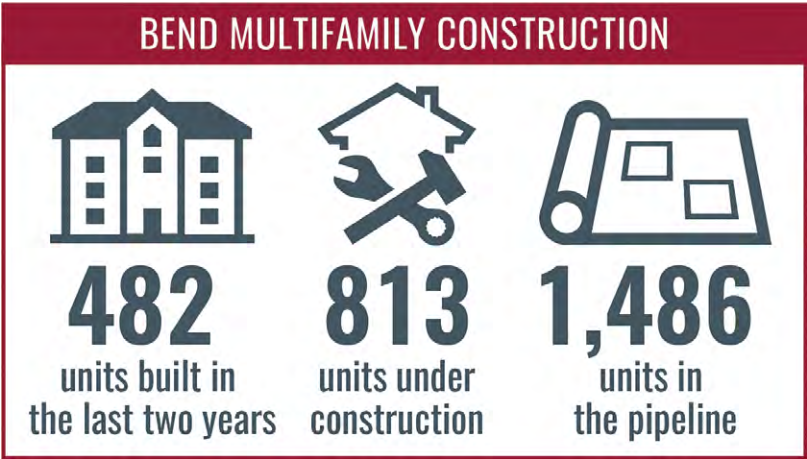
How many multifamily units are being built?

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.



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.



GRAPHICS | COURTESY OF COMPASS COMMERCIAL

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

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

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Albertazzi Law Firm 296 SW Columbia St., Ste. B Bend, OR 97702	541-317-0231	541-385-3106	www.albertazzilaw.com info@albertazzilaw.com	Anthony Albertazzi	7	1996	Consumer bankruptcy, business bankruptcy, family law, criminal law, estate planning, civil litigation, landlord/tenant, asset protection & debt negotiation.
Ambrose Law Group LLC 2900 NW Clearwater Dr., Ste. 320 Bend, OR 97703	541-617-0707	N/A	www.realestateandmortgagelaw.com	Christopher Ambrose	10	1993	Legal services.
Brinich & Bertalan LLP 250 NW Franklin Ave., Ste. 101 Bend, OR 97703	541-382-4980	541-382-9060	www.bboregonlaw.com	Ken Brinich, Kristie Hornbeck	6	1988	Business, real estate, civil, patent law, land use, corporate law, wills, probate & consumer law.
Brix Law 15 SW Colorado Ave., Ste. 3 Bend, OR 97702	541-617-1309	N/A	www.brixlaw.com hollygullickson@brixlaw.com	Holly Gullickson	5	2015	Real estate, land use & corporate law, including acquisitions, leasing, equity investment negotiations, financing, construction & design, zoning & permitting, employment & more.
Bryant Emerson, LLP 888 SW Evergreen Ave. PO Box 457 Redmond, OR 97756	541-548-2151	541-548-1895	www.redmond-lawyers.com be@redmond-lawyers.com	Steven D. Bryant, Alison M. Emerson	20	1905	Bankruptcy, business, civil litigation, conservatorships & guardianships, corporate, criminal, debt collection, employment law, estate planning & probate, family law, foreclosure, land use, landlord/tenant, municipal, personal injury, real estate, trust administration & workers' compensation.
Bryant, Lovlien & Jarvis, PC 591 SW Mill View Way Bend, OR 97702	541-382-4331	541-389-3386	www.bljlawyers.com bljadmin@bljlawyers.com	Melissa Lande	25	1915	General civil trial & appellate litigation, business, corporate, taxation, real estate, land use, water, municipal law, estate planning & family law.
Clifton Cannabis Law, LLC 1735 SW Chandler Ave., Ste. 1 Bend, OR 97702	541-306-4441	541-797-9995	www.cliftoncannabislaw.com info@cliftoncannabislaw.com	Jennifer J. Clifton	2	2017	Entity selection & formation, real estate law & land use regulation, cannabis commercial leases, OLCC recreational licensing, OLCC & OHA testing requirements, compliance with OLCC regulations, stock option plans, equity & debt financing, employees & independent contractors, trademarks, mergers & acquisitions, contracts & IP licensing, website compliance.
Cosgrave Vergeer Kester LLP 747 SW Mill View Way Bend, OR 97702	541-585-1035	541-585-1036	www.cosgravelaw.com info@cosgravelaw.com	Melisa Thompson, Jay Richardson, Deanna Franco	56	1934	Business, estate planning & taxation.
Crabtree & Rahmsdorff Defense Services, Inc. 215 NW Greenwood Ave., Ste. 200 Bend, OR 97703	541-389-7723	541-383-7177	info@crlaw.org	Thomas J. Crabtree	25	1981	Criminal, juvenile.
D'Amore Law Group 750 NW Charbonneau St., Ste. 201 Bend, OR 97701	800-905-4676	N/A	www.damorelaw.com help@damorelaw.com	Tom D'Amore	13	1994	Represents clients in catastrophic injury, wrongful death & complex litigation claims.
De Alicante Law Group, LLC 19570 Amber Meadow Dr., Ste. 140 Bend, OR 97702	541-390-8961	N/A	www.dealicante.com hello@dealicante.com	Tony De Alicante	1	2013	Estate planning, trusts, wills, living trusts, revocable living trusts, power of attorney, living wills, probate & business law.
Donn Harms, Registered Patent Attorney 20475 Outback Ct. Bend, OR 97702	541-678-5209	N/A	www.patentpending.com dharms@patentpending.com	Donn Harms	5	1998	Patents, trademarks, patent searches & trademark searches.
Dwyer Williams Dretke Attorneys, PC 1051 NW Bond St., Ste. 310 Bend, OR 97703	541-617-0555	541-617-0984	www.roydwyer.com info@rdwyer.com	Roy Dwyer	19	1982	Personal injury litigation.

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Karnopp Petersen LLP Earns 2021 “Best Law Firm” Ranking by *U.S. News & World Report — Best Lawyers*

Karnopp Petersen LLP announced 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.

Karnopp Petersen has five lawyers listed in *The Best Lawyers in America* — Josh Newton, Kurt E. Barker, Ellen H. Grover, Howard G. Arnett and Thomas J. Sayeg.

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.

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.

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Karnopp Petersen LLP is pleased to announce that for the 11th year, our firm has ranked in "Best Law Firms" by *U.S. News – Best Lawyers®* in the practice areas of Commercial Litigation, Employment Law, Land Use & Zoning Law, and Trusts & Estates Law.

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Law Firms

▶ CONTINUED FROM PAGE 12

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EagerLaw PC 62910 OB Riley Rd., Ste. 130 Bend, OR 97703	541-323-9726	N/A	www.eagerlawpc.com jeff@eagerlawpc.com	Jeff Eager, Eric Taylor, Jennifer Stephens	3	2015	Helping business owners clear legal hurdles so they can focus on their goals.
Fitch Law Group 210 SW Fifth St., Ste. 2 Redmond, OR 97756	541-316-1588	541-316-1943	www.fitchlawgroup.com info@fitchlawgroup.com	Ed Fitch	7	2013	Civil litigation, estate planning, business, real estate, family law, bankruptcy, immigration, wills & trusts, probate, land-use & landlord/tenant.
Francis Hansen & Martin LLP 1148 NW Hill St. Bend, OR 97701	541-389-5010	N/A	www.francishansen.com info@francishansen.com	Theresa Trudeau	17	1993	Business & commercial law, construction, real estate, employment law, wills, trusts & probate.
Hart Wagner LLP 439 SW Umatilla Ave. Redmond, OR 97756	541-548-6044	541-548-6034	www.hartwagner.com glw@hartwagner.com	Gordon Welborn	10	1998	Business & commercial litigation, appellate law, employment litigation, general & product liability, health law, insurance coverage, licensing, board matters & regulatory agencies, medical malpractice defense, municipal defense & consultation, personal injury & wrongful death, professional liability defense.
Hawn & Walsh LLC 965 SW Emkay Dr. Bend, OR 97702	541-241-6991	541-382-3328	www.brotherslaw.com	Jennifer L. Coughlin	4	1980	Personal injury, automobile accidents, insurance claims, medical malpractice, insurance coverage/claims.
Holley & Menker, PA 115 NW Oregon Ave., Ste. 12 Bend, OR 97703	720-289-2300	N/A	www.holleymenker.com dsmith@holleymenker.com	Drew Smith	5	2018	Boutique intellectual property firm specializing in all aspects of trademark representation including brand counseling, clearance, prosecution & enforcement.
Hughes Law & The Hughes Companies 747 SW Mill View Way Bend, OR 97702	541-408-9884	541-408-9894	www.mrhugheslaw.com contact@mrhugheslaw.com	Michael Hughes	1	2013	Consulting & legal services specializing in the cannabis & hemp industries. Representing businesses & investors. Business formation & structuring. Licensing & compliance. Land use & zoning. Expert opinion for legal cases. Criminal defense (State & Federal).
Hurley Re, P.C. 747 SW Mill View Way Bend, OR 97702	541-317-5505	541-317-5507	www.hurley-re.com info@hurley-re.com	Michele Huntington-Palmer	8	1994	Wills & Trusts, probate, trust administration, guardianships & conservatorships, long term & Medicare/Medicaid planning, tax planning, estate tax returns, gift tax returns, family law mediation, litigation & real estate
Jamie L. Gerlitz 155 NW Hawthorne Ave., Ste. 3 Bend, OR 97703	541-389-6964	541-389-6969	jamie@gerlitzlaw.com	Jamie Gerlitz	1	2009	Criminal defense.
Jordan Ramis PC, Attorneys at Law 360 SW Bond St., Ste. 510 Bend, OR 97702	541-550-7900	503-598-7373	www.jordanramis.com steve.shropshire@jordanramis.com	Steve Shropshire	4	1963	Dirt law (real estate, land use, construction, water law, environmental & natural resources). Business law (employment, labor & ERISA, formation & governance, mergers & acquisitions, contracts, creditor's rights & bankruptcy), litigation & dispute resolution.
Karnopp Petersen LLP 360 SW Bond St., Ste. 400 Bend, OR 97702	541-382-3011	541-388-5410	www.karnopp.com kwk@karnopp.com	Krista Kendall	30	1935	Business law, corporate finance & securities, creditor's rights, employment law, franchise law, Indian law, intellectual property & licensing, land use, litigation & appellate practice, mediation & arbitration, mergers & acquisitions, natural resources & water law, probate & trust administration, real estate & construction, taxation, trusts & estates. (15 attorneys.)
Kollie Law Group PC 40 NW Greenwood Ave., Ste. 100 Bend, OR 97703	541-388-1660	541-383-0610	www.kollielaw.com info@kollielaw.com	Shawn Kollie	8	1992	Criminal Defense, DUII, Gun Rights & Personal Injury
Krider Law Office 203 N Main St. Prineville, OR 97754	541-447-1830	541-447-1833	www.kriderlaw.com frontdesk@kriderlaw.com	Ellen Krider	3	2011	General practice including domestic relations, real estate litigation, business & estate planning
Larsson Immigration Group, P.C. 243 SW Scalehouse Lp., Ste. 2B Bend, OR 97702	541-749-2102	541-749-2103	www.america-immigration.com drlarsson@america-immigration.com	Dan R. Larsson	3	1999	Business & family immigration & deportation defense, employer compliance, citizenship & criminal defense consulting
Lynch Conger McLane, LLP 1567 SW Chandler Ave., Ste. 204 Bend, OR 97702	541-383-5857	541-383-3968	www.lynchconger.com info@lynchconger.com	Kaci Price	13	2016	Legal services.
McCord & Hemphill LLC 65 NW Greeley Bend, OR 97703	541-388-4434	541-550-2007	www.ourbendlawyer.com staff@ourbendlawyer.com	Michael B. McCord, Brian T. Hemphill	3	2005	Estate planning, probate & trust administration, small business, bankruptcy.
Merrill O'Sullivan, LLP 805 SW Industrial Way, Ste. 5 Bend, OR 97702	541-389-1770	541-389-1777	www.mosattorneys.com lawfirm@mosattorneys.com	Louanne MacKenzie	18	1974	Provides counsel & representation in business transactions, commercial litigation, land use, taxation, real estate transactions, employment law, estate planning, probate administration, family law & appeals & adoption.
Oliver & Duncan, Attorneys at Law 2622 SW Glacier Pl., Ste. 130 PO Box 1471 Redmond, OR 97756	541-504-8250	541-504-8287	www.oliverandduncanlaw.com	Donald E. Oliver	2	1997	Domestic relations, wills & trusts, business, civil litigation, personal injury.
Oregon Legacy Law LLC 438 NE Irving Ave. Bend, OR 97701	541-241-6655	N/A	www.eldercounsel.com linda@oregonlegacy.com	Linda Ratcliffe	2	2014	Elder law, Medicaid, estate planning, probate.
Paul F. Sumner, PC 185 SW B St. PO Box 16 Madras, OR 97741	541-475-7277	541-475-2857	N/A	Paul F. Sumner	1	1979	General practice, land use, real property, land development, criminal law, adoption, estate planning & trusts.
Peterkin Burgess 222 NW Irving Ave. Bend, OR 97703	541-389-2572	541-389-6298	www.peterkinburgess.com trisha@peterkinburgess.com	Megan K. Burgess	5	1989	Real estate, commercial litigation, construction & water law.
Schmid Malone LLC 937 NW Newport Ave., Ste. 220 Bend, OR 97703	541-388-1107	541-388-7370	www.schmidmalone.com	Kyle Schmid, Christian Malone	3	2010	Represents individuals & businesses in the areas of civil litigation, criminal defense, real estate, land use, business transactions, employment, tax, nonprofits, estate planning & probate.
Schwabe, Williamson & Wyatt 360 Bond St., Ste. 500 Bend, OR 97702	541-749-4044	541-330-1153	www.schwabe.com tlewis@schwabe.com	Tia Lewis	12	1997	Real estate, land use, condemnation, environmental, forest products, water & agriculture, employment & labor, business formation & transaction, construction, business & commercial litigation, intellectual property, estate planning & tax, immigration.
Stahancyk, Kent, & Hook PC. 158 NE Greenwood Ave. Bend, OR 97701	541-318-9115	541-318-9116	www.centraloregondivorce.com shana.sellers@stahancyk.com	Joel J. Kent, Jody Stahancyk	26	1998	Family law & estate planning.
Van Vactor Law LLC 960 SW Disk Dr., Ste. 101 Bend, OR 97702	541-640-7780	N/A	www.vanvactorlaw.com will@vanvactorlaw.com	Will Van Vactor	2	2016	Land use, real estate, mediation.
Widmer Mensing Law Group, LLP 339 SW Century Dr., Ste. 201 Bend, OR 97702	541-318-3330	541-382-1030	www.bendlawgroup.com cynthia@bendlawgroup.com	Steve Mensing, Jeffrey Traylor, Patrick Widmer	5	1996	Business transactions & litigation, contracts, collections, bankruptcy, employment, family law & estate planning.
Will Dennis, Attorney at Law 438 NE Irving Ave. Bend, OR 97701	541-388-3877	541-388-3878	www.willdennislaw.com wd@willdennislaw.com	Will Dennis	2	2006	Elder care, medicaid, VA aid & attendance, estate planning, asset protection. Licensed in Oregon & California.

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.



Chris Morgan



Julie Preciado

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.

Chris Morgan and Julie Preciado are employment attorneys at Barran Liebman LLP. For answers to additional COVID-19-related questions, contact them at 503-228-0500, or at cmorgan@barran.com or jpreciado@barran.com.

barran.com

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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.)*

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Products/Services
Advanced Aviation Inc. 63336 Powell Butte Hwy. Bend, OR 97701	541-330-5817	541-318-4776	www.advancedaviationinc.com aaron@advancedaviationinc.com	Aaron Brook	2	1994	Experimental aircraft builders assist shop.
Advanced Flight Dynamics of Redmond 701 SE Salmon Ave. Redmond, OR 97756	541-604-2331	N/A	www.advancedflightdynamics.com info@FlyAFD.com	Dani Hebner	4	2015	Specialized flight school teaching upset prevention & recovery training (UPRT), stall/spin, aerobatics & formation training.
Aircraft Rubber Manufacturing (ARM-USA) 1550 NE Kingwood Ave. Redmond, OR 97756	800-433-6524	541-923-6015	www.fuelsafe.com sales@fuelsafe.com	William Hare	30	1988	Fuel cells for race cars, planes & boats. Armored tanks, industrial tanks. Welding & fabrication.
Big Mountain Heli Tours 63132 Powell Butte Rd. Bend, OR 97701	541-668-7670	N/A	www.flycascades.com staff@flycascades.com	Patric Douglas	20	2016	Bend Oregon's premier helicopter tour company. Join us for helicopter wine tastings, weddings, helicopter home search, corporate & golfing events & amazing scenic helicopter flights throughout Central Oregon & beyond. Now with direct FBO charter flight support from Bend & Redmond to major resort hotels in Central Oregon.
Business Air 376 SW Bluff Dr., Ste. 7 Bend, OR 97702	541-323-5494	N/A	www.business-air.com charterbfi@business-air.com	Ginger Peterson	50	2001	Full-service, private aviation company located in Dallas/Fort Worth, Seattle & Bend. We pride ourselves in giving both leisure & business travelers the most convenient place to charter a jet, stop for fuel or hangar an aircraft. All charter aircraft, from our King Airs to medium-sized jets are meticulously maintained & fully equipped & wired with the latest technology.
CIES, Inc. 1375 SE Wilson Ave., Ste. 150 Bend, OR 97702	541-977-1043	N/A	www.ciescorp.net scott.philiben@ciescorp.com	Scott Philiben	14	2010	Digital fuel, oil & glycol senders for aircraft & other high value applications.
Composite Approach 1475 NE Jackpine Ave., Ste. 300 Redmond, OR 97756	541-316-7161	N/A	www.compositeapproach.com info@compositeapproach.com	Brian Harris, Holly Harris	52	2008	Aircraft composites.
CV International 20680 & 20676 Carmen Loop Bend, OR 97702	541-205-0195	541-639-4633	www.cvintl.com info@cvintl.com	Dan Warden	26	1981	50 innovative solutions ranging from nitrogen generators, contaminated fuel detection systems, cryogenic sampling kits, nitrogen servicing carts, jacking systems to custom designed aviation maintenance platforms.
Epic Aircraft 22590 Nelson Rd. Bend, OR 97701	541-318-8849	541-382-5125	www.epicaircraft.com info@epicaircraft.com	Doug King	250	2004	High performance, all carbon fiber, single-engine turboprop aircraft.

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Central Oregon Home to Bustling Aviation Community

by **CLAY TRENZ, AAMS, Branch Manager & Independent Financial Advisor — Acuity Wealth Advisors — Certified Flight Instructor (CFII)/Airline Transport Pilot (ATP)**

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 less 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



THE TRENZ'S FLYING OVER EAGLE CAP WILDERNESS | PHOTO COURTESY OF CLAY TRENZ

(chapters.eaa.org/eea1345/ongoing-activities/young-eagles). The Young Eagles program provides children an opportunity to go flying in a GA aircraft and has flown over two million children since 1992.

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!



PHOTO | COURTESY OF STRATOS AIRCRAFT

Stratos Aircraft (stratosaircraft.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. 61.113). 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 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



PHOTO | COURTESY OF EPIC AIRCRAFT

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Central Oregon Aviation-Related Companies *(Not including local airports.)*

▶ CONTINUED FROM PAGE 16

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Products/Services
Erickson Aero Tanker (Aero Air) 2322 NW Berg Dr. Madras, OR 97741	N/A	N/A	www.aeroair.com	Kevin McCullough	60	1956	Aerial firefighting
Flight Line Air Conditioning, Inc. 1842 SE First St., Unit B Redmond, OR 97756	541-330-5466	N/A	www.flightlineac.com	John Stream	3	2000	Develops the most highly efficient & effective air conditioning systems available for the light aircraft industry.
Garmin — Bend (PulsedLight, Inc.) Bend, OR 97701	541-639-8842	N/A	www.pulsedlight3d.com sensors@pulsedlight3d.com	N/A	50	2011	Developed a patented, optical proximity & distance measurement technology that can be quickly & inexpensively adapted to a variety of applications, from single beam distance measurement to line scanning & complex 3-D imaging. Technology can yield a tenfold improvement in cost, size or performance over competitive non-contact sensors.
Innoviator LLC 15820 Barclay Dr. Sisters, OR 97759	541-719-1797	N/A	www.innoviator.com sales@innoviator.com	Steve Marsan	12	2014	Aircraft certification, engineering, fabrication, quality & integration services.
Kawak Aviation Technologies 20690 Carmen Lp., Ste. 102 Bend, OR 97702	541-385-5051	541-617-9857	www.kawakaviation.com andrew@kawakaviation.com	Steven Sawyer, Andrew Sawyer, Mike Reightley	34	1993	Aviation company that manufactures & fully supports many mission equipment product lines & is known as an industry leading mission equipment supplier in helicopter firefighting systems, aerial agri-culture, propulsion systems, motion control, flight control products, auxiliary power & precision agricul-ture power systems. Produces auxiliary power systems for aircraft & ground vehicle support including hydraulic & custom electric motor solutions. Complete aerial firefighting systems & product lines for wildfire support & suppression. Aircraft engine control quadrants. Air cargo freighter door control sys-tems & components. Offers a full spectrum of products & disciplines from specialized product lines & engineering services to production & fast track development programs in a global market.
Leading Edge Aviation, Inc. 63048 Powell Butte Rd. Bend, OR 97701	541-383-8825	N/A	www.flyleadingedge.com info@flybend.com	Brad Fraley, Travis Warthen, Noma Nelson	80	1989	Largest flight school in Central Oregon utilizing a growing fleet of Robinson R22s & R44s as well as Bell helicopters for helicopter training & Cessna 172s & Beechcraft Bonanzas & Barons for airplane training. Flight provider for the COCC associates degree program in applied science for aviation & train students from other countries under the M1 visa where they can receive their FAA ratings. Certified Robinson Helicopter sales, service, maintenance & overhaul facility, authorized distributors for most major avionics manufacturers as well as contract work for the forest service & film industry. Operates a USFS & DOI approved charter division assisting with wildland firefighting activities as well as oil & gas exploration & other utility-based helicopter flying including tours. Parent company to Leading Edge Jet Center, the leading Fixed Base Operator & fuel provider in Central Oregon, located at Redmond's Roberts Field Airport, servicing all commercial airlines & transient aircraft.
Mountain High Equipment & Supply/ Aerospace Instrumentation Research 2244 SE Airport Way, Ste. 100 Redmond, OR 97756	541-923-4100	541-923-4141	www.mhoxigen.com sales@mhoxigen.com	Patrick McLaughlin, Eric Western, Brad Stankey	15	1985	Specialized inventory of custom built-in & carry on aviation oxygen systems & support accessories for private pilots, hang gliders, saulplanes & high-altitude adventurers around the globe. Research, design & manufacturer of patented state-of-the-art digital aviation oxygen equipment.
PCC Schlosser 345 NE Hemlock Ave. Redmond, OR 97756	541-548-0766	N/A	www.pcstructural.com	Keith Colvin	465	1989	A subsidiary of PCC Structural, Inc., headquartered in Portland. They manufacture complex titanium castings for use in the aero-space industry & for the U.S. Military.
Precise Flight, Inc. 63354 Powell Butte Rd. PO Box 7168 Bend, OR 97708	541-382-8684	541-388-1105	www.preciseflight.com karen.conard@preciseflight.com	Brad LeHuquet	24	1980	Supplier of advanced technology to the aviation industry including lighting, oxygen & electromechanical technologies.
Prineville Aviation 4597 SW Airport Rd. Prineville, OR 97754	541-447-1118	N/A	pvavia@prinetime.net	Eldon Nimmo, Peggy Nimmo	2	1998	Aircraft maintenance, flight instruction.
RDD Enterprises 2244 Airport Way, Ste. 130 Redmond, OR 97756	541-504-0305	N/A	www.rddent.com info@rddent.com	David McRae	18	2006	The LX7 Conversion is RDD's flagship product. The LX7 provides great speed & useful load capability with modern aerody-namics & handling. RDD also offers custom aircraft paint, aircraft interiors, composite manufacturing, avionics installations & aircraft maintenance for discerning high-performance aircraft owners. Follow us on FaceBook @RDDEnterprises.
Samson Sky 915 SW Rimrock Way, Ste. 201-134 Redmond, OR 97756	855-772-6766	N/A	www.samsonsky.com marthab@samsonsky.com	Sam Bousfield	9	2010	Flying sports car, Kit Aircraft; builder assist center.
Snowline Manufacturing 63360 Powell Butte Hwy. Bend, OR 97701	541-617-1107	N/A	www.snowlinemfg.com mikes@snowlinemfg.com	Mike Snow	10	1990	Precision welding & machinery providing a wide variety of struc-tural & non-structural components
Stratos Aircraft 253 SE Franklin St. Redmond, OR 97756	541-330-0714	N/A	www.stratosaircraft.com info@stratosaircraft.com	Carsten Sundin, Kevin Jordan	17	2013	The Stratos 714 is a Very Light Personal Jet (VLPJ).
Tiger Tugs 2895 SW 13th St., Ste. A Redmond, OR 97756	541-585-4041	N/A	www.tigertugs.com info@tigertugs.com	Scott Mills	4	2009	Helicopter transport system.
Windward Performance LLC 63008 Powell Butte Hwy. Bend, OR 97701	541-382-1056	N/A	www.windward-performance.com info@windward-performance.com	Greg Cole	28	1999	Aerospace products, glider & sailplane design & manufacturing.

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Personal Aviation in a Pandemic Environment

by DAVID M^cRAE, 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 is becoming 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, 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.



SOME PERSONAL AIRCRAFT, LIKE RDD'S LX7, ARE NOW ABLE TO TRAVEL MORE THAN 1,000 MILES IN LESS THAN FIVE HOURS WITHOUT STOPPING TO REFUEL | PHOTOS BY NATE ELLIS PHOTOGRAPHY



LIKE MANY OF TODAY'S PERSONAL AIRCRAFT, RDD'S LX7 PROVIDES A PROTECTED SANCTUARY FOR FOUR WITH HEATED LEATHER SEATS AND AIR CONDITIONING

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.

Personal aircraft enable a trip to happen on the schedule of the airplane's owner/pilot. In the case of a trip for business, work can be continued right up to the time of departure and can also take place during the flight, making optimum use 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.

rddent.com

Aviation in Central Oregon: A Comeback Story

by **RONNI WILDE** — CBN Reporter

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 recovered 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 Cvi 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

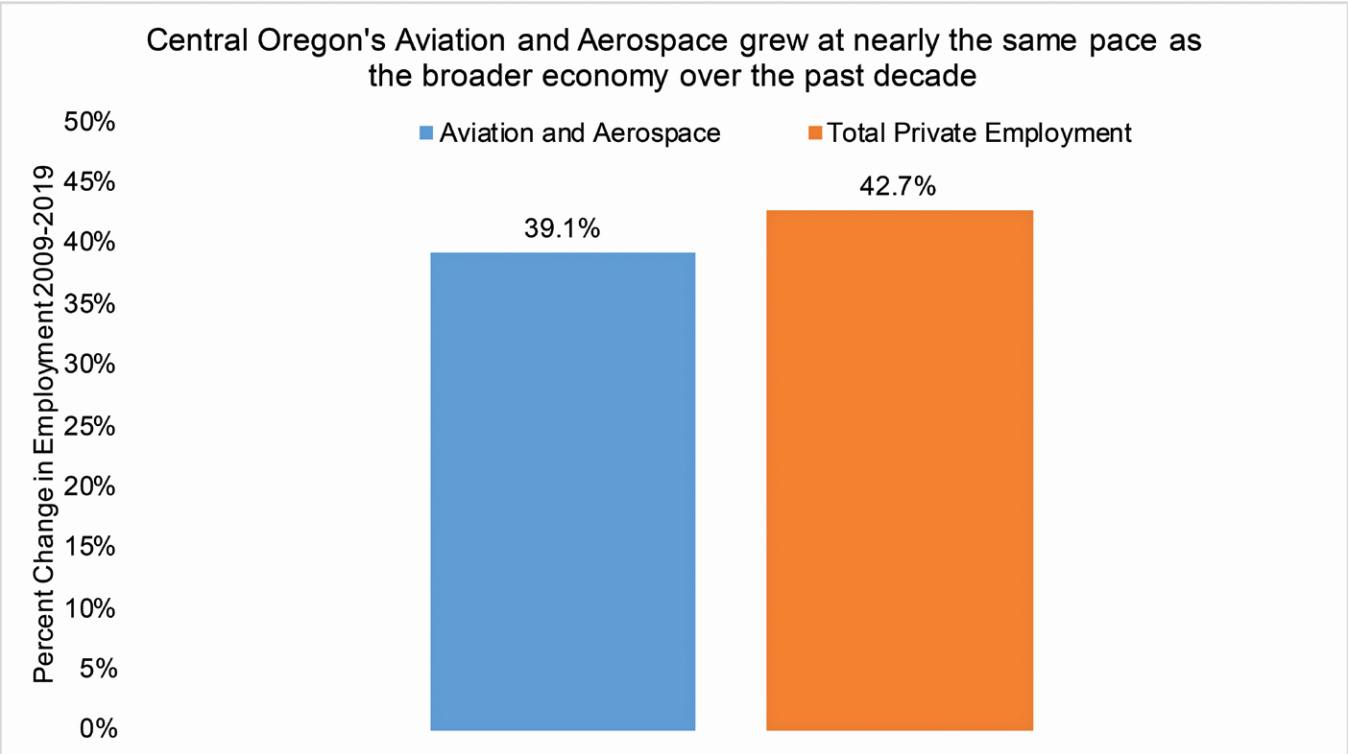
competition from other states offering incentives,” says Lee. “There are fits and starts and fewer companies in this sector. In general, aviation is like auto manufacturing. There are so many related pieces and parts that go into this industry that it can support a much larger job base than the actual 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’s it’s re-emerging. It’s a happy story.”

qualityinfo.org • edcoinfo.com

Central Oregon Employment

	Aviation and Aerospace	Total Private Employment
2009	460	60,550
2019	640	86,400
Change	180	25,850
Percent Change	39.1%	42.7%



Employment and payroll data of the Central Oregon aerospace and aviation industry for 2009 and 2019, and preliminary data for Q2 2020.

Central Oregon Aviation and Aerospace Employment and Payroll

	Establishments	Employment	Total Payroll (in 2019 dollars)	Average Annual Wage (in 2019 dollars)
2009	25	430	\$25,769,203	\$59,928
2019	38	640	\$37,743,426	\$58,974
Q2 2020	30	471	NA	NA

Data includes establishments in the following industries: Navigational, Measuring, Electromedical, and Control Instruments Manufacturing; Aerospace product and Parts Manufacturing, nonscheduled Air Transportation; Support Activities for Air Transportation; and Flight Schools

COCC Joins Federal Initiative to Train Students in Drone Technology

by MARK RUSSELL JOHNSON — COCC

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,



PHOTO | COURTESY OF COCC

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

Aviation Community

Continued from page 17



CANYONLANDS, SAN RAFAEL REEF AREA, SOUTH CENTRAL UTAH | PHOTO COURTESY OF CLAY TRENZ



PHOTO | COURTESY OF SPECIALIZED AERO WORKS

For those looking for a very exciting airplane ride or aviators looking to “Take Things Up a Notch,” check out Specialized Aero Works (specializedaeroworks.com) at the Bend airport. They offer aerobatic adventure flights, aerobatic, Upset Recovery & Prevention and backcountry flight training. This group offers the ultimate general aviation experience in Central Oregon. Especially, if you like to see remote locations or the world upside down!

For those who prefer to stay on the ground but enjoy being in the presence of history-making world-class aircraft, stop by Madras airport to see the Erikson Aircraft Collection (ericksoncollection.com). This is one of the finest warbird collections in the world.

When you fly, you are not just logging flight time. You are also logging memories that will last a lifetime. Along the way, you will likely discover and visit places of which you have never heard.

Clay Trenz is a certified flight instructor (CFII)/Airline Transport Pilot (ATP).



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Central Oregon Security Services *(Listed Alphabetically)*

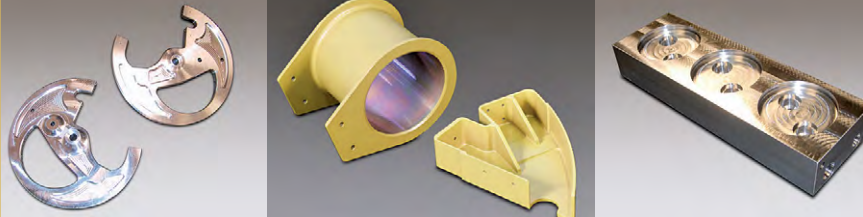
Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Services
Atlas Security & Alarm Service LLC 745 NW Mt. Washington Dr., Ste. 109 Bend, OR 97703	541-382-7777	N/A	www.atlassmarthomes.com info@atlasbend.com	Graham Hausler	6	2000	Security, low voltage electrical, security monitoring, home automation, CCTV.
Bend Patrol Services PO Box 1374 Bend, OR 97709	541-617-9999	N/A	www.patrolservices.org bendpatrolservices@yahoo.com	Suzanne Bowers, Nick Thompson	30	2005	Full service security patrol & special events.
Bend Security PO Box 8034 Bend, OR 97708	541-706-1900	N/A	protectingbend@gmail.com	Chuck Hahn	2	2007	Security patrol, on site guards & alarm response.
East Cascade Security 410 SW Columbia St., Ste. 120 Bend, OR 97702	541-389-0015	541-389-0715	www.ecssecurity.com lindsaym@ecssecurity.com	N/A	9	1969	Home security, business security, fire alarm, video surveillance, access control, cyber security, home theater, custom audio, central vacuum, local security monitoring.
Innovate Security for Life 17 NW Irving Bend, OR 97703	800-996-8109	N/A	www.innovatesfl.com ghousler@innovatesfl.com	Graham Housler	5	2020	Easy & comprehensive professional-grade home & business security systems. DIY.
North Pacific Security Inc. 960 SW Disk Dr., Ste. 103 Bend, OR 97701	541-617-7491	541-617-3895	Weguardit.com jsmith@weguardit.com	Joshua Smith	45	1980	Posted security officers, patrol service, commercial, industrial, government & medical.
Security One 60899 Parrell Rd. Bend, OR 97702	541-312-2266	N/A	www.bendsecuritysystems.com centraloregon@outlook.com	Kathy Leming	2	1989	Residential & commercial security system design & installation with UL Certified Monitoring Services. CCB# 74101
SecurityPros Inc. 61533 American Ln., Ste. 12 Bend, OR 97702	541-548-1992	N/A	www.securityprosbend.com info@securityprosbend.com	Brian Shawver	35	1994	Commercial security services, posted on-site security officers, nightly mobile patrol checks in Bend & Redmond, verified alarm response, construction watch security, security consulting & state-wide security training through SecurityPros University.
Syscor Protection Services, LLC PO Box 6687 Bend, OR 97708	541-728-0301	844-342-7428	www.syscorprotection.com koryfriedman@syscorprotection.com	Kory Friedman	3	2008	Residential & commercial security system design & installation, fire alarm systems, fire alarm system testing, fire & security alarm system monitoring (optional wireless monitoring via radio), video surveillance systems, access control systems, telephone entry systems.

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

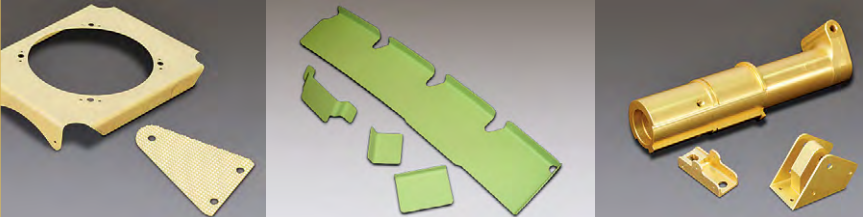


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Lessons from Africa

The Four Most Expensive Words in the English Language

by DAVID ROSELL — Rosell Wealth Management

As a lifelong traveler to other countries, I have witnessed firsthand the consequences of governments that oppress their people, where there is not a vote for every person. As hard as this election has been, in the U.S. we are very privileged to participate in the political process that shapes our future. Sure, our systems are anything but perfect. They're broken in many ways. And yet...show me a system that works better.

It was a long November for everyone as we awaited the results of the presidential election and now, we gear up for a tricky transition. There are many of you who are overjoyed by the results, and others who feel deflated. For months leading up to the election, I heard clients and people on the streets talk about the possible repercussions to the markets depending upon who would prevail: *"What happens if there's a blue wave and Biden takes control? The markets will tank!"* Others feel the markets were in for a COVID rollercoaster if the incumbent were to stay in office. I'm going to share with you how the markets truly feel about these presidential elections. This might surprise you — as well as benefit you — by removing some of the fears and emotions that so many people seem to experience every four years. Before I get into the details, I'm going to take us on a road trip through Africa, where I had an opportunity to meet a prominent and now notorious president on what was a serendipitous day.

Africa

My entire world opened up when I spent the second semester of my junior year of college traveling through Europe by Eurail. I was astonished to enter buildings many times older than the United States' mere *two-and-a-half-century* history. I would cross borders into countries that were similar in size to states back home, and discover different languages, currencies and cultures. As a 20-year-old, I found this thrilling. My first taste of travel expanded my sense of possibilities and I knew I just had to see as much of the globe in this lifetime as possible. I had caught that infectious condition called the travel bug, so after graduating from college, I continued working my driveway-sealing business and then traveled in the off-season. Since I could only work during the months where the temperatures climbed to the mid-50s and above, that meant that the world was mine to savor for six months out of each year. There were so many people to meet, sights to see and flavors to taste. I started my travel stints in trouble-free countries where English was the language of choice and the United States government was not an adversary — places like Australia, New Zealand and Fiji. By my second winter, I had built up enough courage to visit more adventurous places, such as Southeast Asia. 1994 marked my fifth winter season, and 30 countries under my belt. I finally felt I had enough solo world-traveler experience — and enough guts, or so I hoped — to spend six months meandering down the world's largest continent traveling by thumb, bus and train. My journey through Africa would take me from Nairobi, Kenya to the Cape of Good Hope, which is the southern tip of Africa where the Atlantic and Indian Oceans meet. This was not going to be an ordinary journey, to say the least.

I have always found that the most oppressed countries often have some of the kindest people. Uganda was no exception; however, I felt an unsettled nervous tension as machine gun-toting soldiers greeted me with late-night stares as my bus from Nairobi finally arrived into the capital city of Kampala. I was one of only a few Mzungus in sight. *Mzungu* is a common expression dating back to the 18th century, when Europeans began to explore the continent. It translates to "someone who roams around aimlessly." Today, it refers in a non-derogatory way to someone with white skin. The next day, adorable children ran over to greet me in the streets as I exited my guesthouse. "Hello Mzungu! What is your name? Where are you from?" As I walked around the city, I eventually found myself at the base of what we would call a butte here in Central Oregon; a small mountainous outcrop not far from the city center. It was surrounded by armored tanks and soldiers with the ubiquitous AK47's in hand. No one without permission was going to get past the ropes and up the sinuous road that led to Namirembe Cathedral.

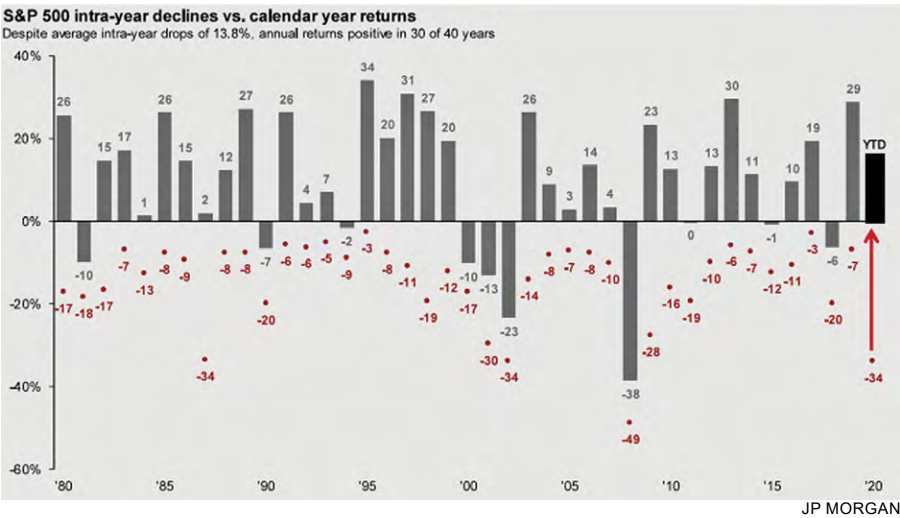
Dumbfounded is an understatement when suddenly, a soldier noticed me and without saying anything lifted up the rope and used his hand gestures for me to follow him. Minutes later, he escorted me to the very front of this beautiful cathedral that dates back to 1890. It was filled with 4,000 guests. By the time I realized I was in the press box, I assumed that the soldier thought I was part of Reuters or AP News because I was a mzungu with a camera around my neck — even though it was just an inexpensive point and shoot. A real member of the press informed me that the new Archbishop of Uganda was being sworn in and church leaders from around the world had gathered, including Uganda's eminent President Yoweri Museveni, most famous for overthrowing one of the cruelest dictators in world history, Idi Amin, in the late 1970's before capturing power in 1986. I was upfront, under the stage and facing the enormous audience. President Museveni, who was perched on his ornamental deacon's chair just 15 feet away, was facing me! I had learned so much about this man who, during his early tenure, had brought relative peace and significant success in battling AIDS to Uganda. 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. I love the unexpected, good happenings that occur when you travel the world solo! Today, Museveni is the longest-sitting president of his country, and sadly he is accused of human rights violations, voter fraud, a lack of freedom of speech and oppressive inflation rates.

As bad as we may feel things are here at home in the United States, I am grateful to be an American and proud that we have an election system in place for a peaceful transfer of power with eight-year term limits. Even though this most recent election may have felt unique, we have sort of been here before. The 2000 presidential election between George W. Bush and Al Gore was too close to call when the polls closed on election day. The winner wasn't declared until six weeks later — following a recount in Florida that was ultimately settled by the Supreme Court. During this election limbo, uncertainty increased market volatility as the S&P 500 index fell by more than 6 percent within two weeks following election day. This time around, the markets shot up to hit all-time highs since the election.

Earlier I mentioned rhetoric of where investors thought the market was going to go based on which party took the presidency. Here's what I have to say to this: It's nonsense! The markets always seem to do a little dance during the election, and



yet before long, they forget 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 consider which party controls not only the White House, but also Congress. JP Morgan has shown that historically, the best backdrop for stocks has always been a split government whereby the President's party does not have majorities in both the Senate and the House. Basically, investors seem to prefer the checks and balances of even a highly partisan sharing of power versus an unchecked one-party situation. JP Morgan has plotted how the markets have performed in every combination regarding which political party controls the Presidency and Congress. The years when there has been a democratic President with a split congress, the markets have average over 16 percent per year. The results are slightly lower when there's been a republican President with a split congress. The markets are more resilient that we may think over the long-term, and I believe it would have been a big mistake to have created a short-term investment strategy on a plan that necessitates accurately predicting who will be in the Oval Office come January 20.



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,

Continued on Page 30 ►

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who's who who's who who's who who's who who's who who's who



The **Redmond School District** announced it has selected **Sheila Miller** to serve as its new public information officer.

Miller is a longtime Central Oregon journalist. Most recently, she served as the managing editor of Statehood Media, a magazine group based in Bend that puts out titles including *1859 Oregon's Magazine*. Previously, she worked at *The Bulletin* daily newspaper in Bend for nearly ten years, first as a reporter and then as the city editor. Miller is an award-winning journalist with a master's degree in journalism from Columbia University.

"The Redmond School District is excited to welcome Sheila Miller onto our team as our new Public Information Officer," Superintendent Charan Cline said. "Sheila comes to us with many years of experience as a journalist in Central Oregon, during which she had a focus on education and community life. We anticipate Ms. Miller will continue to create clear communication channels with the community we serve."

Miller replaces Kelly Jenkins, who twice served the district as the Communications Coordinator and PIO for approximately five years.

"I'm thrilled to be a part of the Redmond School District and help the district share information and make sure the public knows all the important work it's doing," Miller said. "I am passionate about public education and children's issues, and I hope to help the district as it strives to provide a great education to all students."

Miller started in her new role on November 16.

Scott Johnson, PT, OCS, CF-L1, has joined the staff of **Rebound Physical Therapy's** Bend East Clinic.

Johnson grew up just outside of Flint, Michigan and received his bachelors of science in exercise science from Grand Valley State University (Township, Michigan). He went on to earn a masters in physical therapy from Winston-Salem State University in North Carolina. Johnson previously owned an orthopedic PT practice in Montana, that focused on cervical and lumbar spine management for strength sports such as Olympic weightlifting, powerlifting and Crossfit. Johnson specializes in the treatment of neck and back pain, non-operative shoulder and post-operative knee problems and training of elite Crossfit athletes. Outside of work, Johnson enjoys snowboarding, hiking, roasting coffee and spending time with his dog, Frank.



Todd Montgomery, who runs the hospitality management program at **Oregon State University - Cascades**, is the host of a new television program show exploring the intersection of technology in the hospitality industry.

The debut episode takes Montgomery to Tokyo and aired December 1 on Oregon Public Broadcasting and will be streamed beginning in mid-December on Amazon Prime Video. In the episode, he explores cutting-edge automation technology already in use by the hospitality industry. He also looks at the impact of automation on the workforce.

Montgomery developed the show through a course he teaches. In 2019, he attended a hospitality technology conference in Europe. As a way to engage his students at OSU-Cascades, he filmed interviews with conference participants, and filmed his own experiences with robots and other automation technology. Students responded positively to the videos, which led him and a partner based in Saipan to develop a TV show.

"With traditional textbooks unable to keep students up-to-date on the technology advancements reshaping the travel and hospitality industries, the next best option is to bring real world examples into the classroom through video and *Tech Trek*," said Montgomery. "Consumers are also going to one day see these incredible technologies when they begin to travel again, so it makes

sense to share this knowledge with the public through television."

Future episodes of *Tech Trek* will focus on the future of travel and what a post-COVID-19 recovery may look like around the globe.

Montgomery served as a corporate director for Starwood Hotels and as a senior consultant for PROS Pricing, both in the Asia Pacific market. He joined OSU-Cascades as an executive-in-residence and instructor in 2013 and helped launch the hospitality management degree program in 2015. He is the Robin and Curt Baney professor for teaching excellence in Hospitality Management.

Seminal contributions in barley breeding, soil nitrogen cycling and computer modeling for how fluids move through sediments and other porous materials have placed three **Oregon State University** professors among 489 researchers selected this year as American Association for the Advancement of Science fellows.

OSU's **Patrick Hayes** and **David Myrold** were chosen in the category of agriculture, food and renewable resources, and **Malgorzata Peszynska** was honored in mathematics.



Patrick Hayes



David Myrold

Fellows are elected each year by their peers on the Council of AAAS, the organization's member-run governing body, based on their scientifically or socially distinguished efforts to advance science or its applications.

Hayes, professor of crop and soil science in the College of Agricultural Sciences, received the distinction of fellow for his work in the field of plant breeding, "with particular reference to barley in the areas of low-temperature physiology, disease resistance, malting quality and variety development," according to the AAAS's announcement of this year's fellows.

Myrold, also a professor of crop and soil sciences, was chosen for "distinguished contributions to the field of soil science, particularly for advancing the understanding of soil nitrogen cycling and the functioning of soil microbial communities."



Malgorzata Peszynska

Myrold and Hayes bring to ten the number of College of Agricultural Sciences researchers to become AAAS fellows.

Peszynska, professor of mathematics, was selected "for outstanding contributions to multidisciplinary mathematical and computational modeling of flow and transport in porous media." Peszynska becomes the 18th member of the OSU College of Science to earn the rank of AAAS fellow and the fifth in the last three years.

New fellows are typically recognized at the AAAS annual meeting but this year will be inducted virtually on February 13, 2021. The full list of new fellows appeared in the November 27 issue of *Science*.

Mathematics and agriculture/food/renewable resources are two of the 24 sections the AAAS uses for nomination and selection purposes. Association members can be considered for the rank of fellow if nominated by the steering group of their respective section, by three fellows or by the association's chief executive officer.

AAAS fellows are chosen "in honor of their invaluable contributions to science and technology," according to the association. Pioneering research, leadership within a given field, teaching and mentoring, fostering collaborations and advancing public understanding of science are among the criteria for election.

The tradition of electing AAAS fellows began in 1874. Since then, the recognition has gone to thousands of distinguished scientists, including astronomer Maria Mitchell, elected in 1875; inventor Thomas Edison (1878); anthropologist Margaret Mead (1934); computer scientist Grace Hopper (1963) and popular science author Jared Diamond (2000).

Founded in 1848, the American Association for the Advancement of Science is the world's largest general scientific society and publishes *Science* and multiple other journals.

OSU to Pilot Smartphone-Based COVID-19 Exposure Notifications System

by MICHELLE KLAMPE — Oregon State University

Oregon 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 or used in many other states, including California, Colorado, Washington and Virginia.

Use of the system is completely optional and users can turn it off or deactivate 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 demonstrated their commitment to 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, through day-to-day interactions, to someone who might have exposed them to COVID-19. The system does not replace traditional contact tracing efforts.

System users will receive confidential alerts if they were in contact for a sustained period of time with 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 also will receive information about important 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 3,800 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 notifications 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

Businesses Serving Community

KÔR COMMUNITY LAND TRUST

Affordable housing remains a challenge for the Bend community, but a powerful partnership between a local nonprofit organization and an exceptionally generous private 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 Kôr Community Land Trust.

During a visit to Kôr's new five-unit project in southeast Bend, Warren 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.

Kôr's current project, called Kôrazon, 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 through a lottery process carried out by Kôr.

Funding for the construction of Kôrazon 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 Kôrazon project. This sum includes \$25,000 in discounts for framing lumber and siding and another \$15,000 in in-kind contributions for windows, doors and specialty wood products. To obtain these in-kind contributions, 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 visit memorials dedicated to those who sacrificed their lives.

The Honor Flight Network is currently serving veterans who served during World War II, the Korean War, in Vietnam and terminally ill veterans from 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.

WINDERMERE 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 campaign. Now through December 21, 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 the Share the Warmth website at helpsharethewarmth.com to view the full list of all participating Windermere offices and their local beneficiaries.

NORTHWEST KEY COMMERCIAL REAL ESTATE & PROPERTY MANAGEMENT

It's not every day that a commercial real estate firm will wave 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 worked to lease their gym on a conditional basis.

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.

BETHLEHEM INN

Cardinal Services, Inc., along with three of their clients — Specialty Automotive 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 65 local homeless 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. 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

"At Eyemart Express, we improve lives while helping people see better. We recognize the importance of helping others, which is why compassion is a key element of our corporate culture," 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.



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!

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



PHOTO | COURTESY OF BRIGHTSIDE ANIMAL CENTER

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

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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 homegrown 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/giftforegon. 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.”

“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 the #GivetheGiftofOregon 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:

- Leapin' Lizards Toy Co.
- Roundabout Books
- Deschutes Gift Baskets
- Tumbleweed Toys
- Deschutes Canyon Fly Shop
- Sunriver Books and Music
- LeeMo Designs
- Bend Sauce
- The Northwest Store
- Pine Mountain Sports

industry.traveloregon.com

Concussions Remain a Concern in Central Oregon

Central Oregon has not seen a decline in the number of concussion cases 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. "Doing so allows me to individualize my treatment plan to the therapies that will be most beneficial."

"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.

"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, NeuroOptometry 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.

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MONDAY-FRIDAY NOON-3
MONDAY-FRIDAY 8-10PM


MARK LEVIN
MONDAY-FRIDAY 3-6PM

Three Types of Therapeutic Massage You May Not Be Familiar With

by ABIGAIL MORSE — Elk Ridge Chiropractic & Wellness

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’re wrapping things up with an inside look on three additional modalities you may have heard or, 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.

Healthline 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 Healthline 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 dips too heavily into the eggnog and ruins your perfectly good social distanced 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. In addition to being 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, joint problems, 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 acupressure 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



PHOTO | BY ALE ROMO PHOTOGRAPHY

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.

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Bend Factory Stores

Continued from page 3

taking place at The Bend Factory Stores and the sleek new look it will have," says Letty Lees, owner of Learning Express Toys, a popular shop within the mall. "We chose to open our store here because we saw the explosive growth happening on the south end of Bend, and we believe this beautiful new renovation will draw even more new businesses and patrons."

The updated design was created by Bend-based BLRB Architects, while construction is overseen by local general contractor SunWest Builders.

With the approaching holiday season, The Bend Factory Stores is planning a variety of festive promotions and COVID-safe activities for shoppers, including warm beverage and food vendors, holiday decor, charitable drives, giveaways and more. The mall is open Monday through Saturday 10am-8pm and Sundays 11am-6pm. COVID-related safety measures are currently in place, including curbside pickup.

A full calendar of holiday promotions, including specials and any extended hours, is available online.
bendfactorystores.com

OnPoint

Continued from page 3

senior vice president and chief retail officer. "Co-locating with a major regional supermarket will provide our growing membership and the communities we serve with convenient one-stop access to essential financial services. We are proud to not only help our members achieve their financial goals, but to also invest more deeply in our region and provide up to 200 new jobs to members of our community."

OnPoint's expansion comes on the heels of the credit union adding 15 counties to its charter in June 2020, increasing the total to 28 across Oregon and two in Southwest Washington. With

this charter expansion, more than four million Oregonians are now eligible for OnPoint membership. The 15 counties added to OnPoint's charter are Clatsop, Coos, Curry, Douglas, Gilliam, Hood River, Jackson, Josephine, Klamath, Lincoln, Morrow, Sherman, Tillamook, Wasco and Wheeler.

"We are excited to welcome OnPoint Community Credit Union into our stores," stated Jeffery Temple, director of Corporate Affairs for Fred Meyer Stores, Inc. "Our customers rely on Fred Meyer to provide one-stop-shopping, so we look forward to offering a trusted community credit union to fulfill our customers' financial needs."

Additional details regarding the new Fred Meyer in-store branches will be shared in January 2021.
onpointcu.com • fredmeyer.com

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 Millennial's Guide to Financial Planning. Find David's books on Audible and iBooks as well as Amazon.com.

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INDUSTRY LISTS

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Central Oregon Business Calendar

Email Your Upcoming Business Events to CBN@CascadeBusNews.com

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
6:30pm St. Charles Foundation Live-Stream Virtual Hospice Christmas Auction. Registration encouraged at <https://foundation.stcharleshealthcare.org/hospice-auction>.

December 9
9-11am City of Bend Audit Committee Virtual Meeting. Zoom Online Meeting Link: <https://bendoregon-gov.zoom.us/j/95350175113?pwd=bWFoSXRHVdHkxhVzRycjJsYjBhQhQUT09>. Call-in phone number: 1-669-900-9128, webinar ID: 953 5017 5113, passcode: 044124.

December 9
Noon-1pm Heart of Oregon Corps 20th Anniversary Virtual Celebration. Information and RSVP at <https://heartoforegon.org/news-events/20th-anniversary.html>.

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

\$311,200.00 - Commercial Addition (Ward Grover & Ash) 2,312 sf. at 354 NE Irving Ave. Bend 97701 OR Owner: Ward Grover Properties, LLC 354 NE Irving Ave. Bend, OR 97701
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. 615-292-2400 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 N Hwy 97 Ste. 115 Bend 97703 OR Owner: RPP Bend I, 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 92007
Builder: Rustic Built, LLC 541-362-6183 Permit # 20-4709

Deschutes Co.

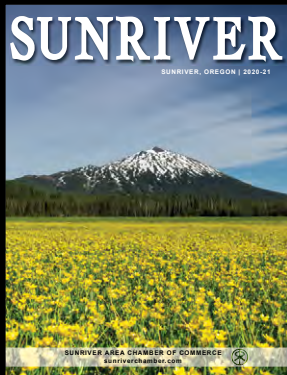
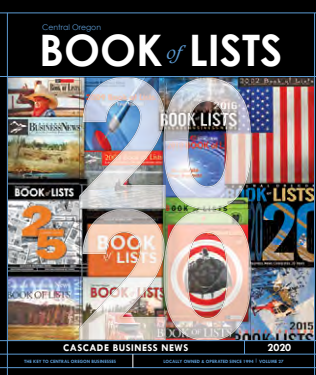
\$189,242.00 - Commercial (Chevron) 1,976 sf. at 52530 Hwy 97 La Pine 97739 OR Owner: Cowan Mini Mart, LLC 60978 Woods Valley Pl. Bend, OR 97702
Builder: Del J Inc. 541-476-1387 Permit # 247-20-007500-STR

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