Escalating Lumber Prices Add $36,000 to Cost of New Single-Family Home

In the world of home building and remodeling, one of the biggest topics of conversation at the moment is the cost of lumber. According to the National Association of Home Builders, the escalating cost of lumber is now adding about $36,000 to the cost of a new single-family home. Random Lengths, a Eugene-based wood products tracking firm that produces an industry newsletter and has been providing benchmark lumber pricing for professionals for 77 years, reports that lumber prices are up 340 percent from a year ago.

“The industry got behind with the onset of the pandemic, and it cut back significantly in anticipation of a much more dramatic downturn in demand, but that downturn proved to be short-lived,” says Shawn Church, chief editor of Random Lengths newsletter. “Within a short amount of time, however, the construction industry was declared an essential business, so it was able to continue on with building. The other thing that happened is that people were locked down and not able to travel, so they took their savings from not traveling, and from the money the government doled out, and put that money into their homes. It ignited what was an unprecedented demand for lumber at the home level.”

Church says that the lumber pricing situation is widespread. “No one state operates in a vacuum in terms of the lumber market; it’s the same all over the country. It’s a situation where we have seen demand catapult to a level that the industry, coming out of the Great Recession, is not equipped to supply at this time. It’s trying to increase capacity and production, but demand is very strong in various segments, especially with new housing construction and remodeling.”

Last year at this time, professionals in the home building industry were concerned that they were headed toward a recession, as COVID had shut down businesses and homeowners hunkered down to wait and see what would happen next. The Central Oregon Association of REALTORS (COAR) had released numbers that pointed to a slight decline in new residential construction over the previous year, but home building was deemed an essential business, so construction on new and existing homes continued. Local building professionals remained optimistic that the industry would stay strong, and little did they know that demand for homes would roar forward with a gusto the likes of which they have never seen before.

A year in, demand has continued to increase, but the news at the forefront of the industry is the high cost of lumber and other supplies, the regulations being imposed on builders and the high demand for remodels due in large part to the severe shortage of properties available for purchase on the market. The pandemic has caused delays in procuring materials, so builders must order what they need well in advance, and the cost to do so has escalated significantly.

Canal Commons Fills Workforce Housing Niche

A contemporary-style $10.7 million 48-unit affordable housing project recently completed in Bend is already fully subscribed, with the wheels set in motion for a second phase of similar scale illustrating the continuing high demand and pressing need for such workforce accommodation in the community.

Canal Commons, off Butler Market Road close to Pine Nursery Park, features a mix of one, two and three-bedroom apartments available to residents earning 30-53 percent of the area’s median income, with utilities included. This currently equates to rents in the $430-$1,089 range, based on latest available U.S. Department of Housing and Urban Development (HUD) data.

The apartment community covering two 24-unit buildings and designed by Bend-based GL3 Architects, features a high degree of sustainability and energy efficiency and is developer Pacific Crest Affordable Housing’s fourth such project in Bend, and seventh in Central Oregon overall, including senior living facilities such as Discovery Park Lodge in NorthWest Crossing.
Paulson’s Floor Coverings Buys Former Dig Dog Hotel
by LAUREN EVANS — Compass Commercial Real Estate Services

In April 2021, Paulson’s Floor Coverings purchased the former Dig Dog Hotel and Daycare located at 521 SE 9th Street in Bend for $2,100,000. Brokers Dan Kemp, CCIM and Peter May, CCIM represented the seller, Dig Dog Hotel, while Kemp also represented the buyer, Paulson’s Floor Coverings. The 8,984 square-foot industrial building on 0.79 acre will house Paulson’s second Bend location.

“Paulson’s Floor Coverings is extremely excited to continue to grow in Central Oregon,” Paulson’s owner Tyler Paulson stated. “Securing this building will allow Paulson’s to stock a wide variety of products that are specifically geared for the Central Oregon marketplace and allow us to serve our customers better.”

The Grove Announces Official May Opening, Welcomes Multiple Tenants

Values-driven real estate developer projectocused recently announced that phase one of The Grove, a mixed-use commercial development set in the High Cascades of Central Oregon, will officially open on May 28, 2021. Located within the vibrant community of NorthWest Crossing in Bend, The Grove will showcase a raft of independent, artisanal tenants within the development’s spacious Market Hall and retail plaza.

Three local and independent Central Oregon businesses will officially open their doors at The Grove on May 28, anchored by Waypoint, a brand new bar by Bend Brewing Company. Thump Coffee will also open its fourth Bend location at The Grove and locally sourced, Elly’s Ice Cream will complete the trio as the first tenants to launch onsite within the 14,000-square-foot Market Hall.

Deschutes County Solid Waste Installs New Traffic Webcams at Knott Landfill

The Deschutes County Department of Solid Waste has installed new webcams at Knott Landfill and we’re consistently busy, and want to make it easier for customers to know when they may experience a wait. “Customers can now check online to see how busy we are before they leave home,” said Department Director Timm Schimke. “With spring cleanups underway, they’re consistently busy, and want to make it easier for customers to know when they may experience a wait.”

Customers can view current activity by visiting deschutes.org/checktheline. deschutes.org

COCO’s Student Newspaper Inks an Official Return

Central Oregon Community College’s student-run newspaper, The Broadside, recently received approval from college administrators to continue its publishing operations following a successful relaunch and two-year period. Hallmark of the 2018 relaunch was the inclusion of a digital-only format. Other changes included mandating a publications class for student staff and hiring an advisor who specializes in digital news platforms, which all lead the paper to successful results in participation, content generation and readership.

Seth Moot, editor-in-chief of The Broadside, was excited by the outcome. Central Oregon Community College (COCO) task force, relaunching two years ago with a digital-only format. Other changes included mandating a publications class for student staff and hiring an advisor who specializes in digital news platforms, which all lead the paper to successful results in participation, content generation and readership. Seth Moot, editor-in-chief of The Broadside, was excited by the outcome. COCC’s Student Newspaper Inks an Official Return

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CONTINUED ON PAGE 38
Knightsbridge International Real Estate
A Growing Local Firm with Office in London

by RONNI WILDE — CBN Reporter

Christie Glennon (Pinnick), owner/principal broker of Knightsbridge International Real Estate, has been a broker in Bend for 16 years. She used to work for the Lowes Group realty company here, and says she always joked about wanting the space they were in because it is such a prime downtown spot. When the Lowes lease ended, she signed a new lease on the space, and officially opened the doors of Knightsbridge in January 2020.

“This had been something I’d always thought about,” she says, adding that Knightsbridge International Real Estate now has 28 residential brokers, a principal broker and a commercial broker. “The reason for the International in the name is because I spend so much time in the United Kingdom. I spend a lot of time in London, and Knightsbridge is the most exclusive borough there.”

Glennon has bachelor’s degrees in English and Business Administration from the University of Washington, and a master’s degree in Criminal Justice from Boston University. “Years ago, I worked on a modern anti-slavery project in London. I spent lots of time there and fell in love with it,” she explains. “The idea for Knightsbridge was to start in Bend and then expand to the United Kingdom. As of August 2020, I have an office in London.” She now splits her time between Bend and London, and says that Knightsbridge clients like the global aspect of the company. “We have a plethora of international buyers,” she says.

Although getting the London office up and running was a struggle, Glennon says business is booming. “Setting up Knightsbridge in the U.K. was challenging. It was months and months to get one task done. There are lots more licensing requirements over there,” she explains. “In terms of COVID, as far as the Bend office goes, there has been no real affect. But it has more than affected Knightsbridge in the U.K. I could swim to the U.K. faster than things get done over there,” she says with a laugh. “But, we are now fully licensed with all the required licenses, and are fully operating with a staff, properties listed and offices floating over there.”

In Bend, Glennon says the toughest thing about the events of this past year has been the inability to have office get-togethers and meetings, because the brokers on staff are like family. “But beyond that, 2020 was a great year for Knightsbridge. There are lots of great brokers who came on board, and we have lots of happy homeowners and sellers,” she says. “We’ve got top brokers left and right. I am noticing a trend where several of our brokers are beating out others in terms of making offers.”

The success of Knightsbridge is partly due, she says, to branding. “My sister-in-law did the graphics for the K in our logo. The lines in the K are modeled after my favorite bridge in London, the Royal Albert Bridge,” she says. “It’s very personal; it lives in my heart. My sister-in-law spent hours with me tweaking it to get it just right. She did the website too. Everyone seems to think it’s a franchise, so kudos to her for that.”

Currently, in addition to the 28 residential brokers, Knightsbridge also has a division for buying, leasing and selling commercial properties in the Bend office. “The commercial side of Knightsbridge is very successful as well; they do a lot of deals statewide. We have some local downtown restaurants with bars for sale,” moving forward, Glennon says her goals are to bring on a few more properties and brokers in Bend, and she also hopes to expand into California.

“Then, I will most likely have a second location in London,” she says. “When you enlist a broker from Knightsbridge, you aren’t just working with that broker. You’ve got a top-performing group of brokers who are always communicating with each other,” she says. “No one is really competing with one another, but there is lots of camaraderie. We are all really excited when one of us gets a property. You are really taken care of when you work with someone from Knightsbridge.” She adds, “I am really thankful for the brokers I have at Knightsbridge; they really believe in the brand and the business, and in building the future.”

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Biden Administration Shows Strong Support for Organized Labor through Executive Actions & Changes at National Labor Relations Board

by TREVOR R. CALDWELL — Barran Liebman LLP

As the economy begins to recover from the pandemic, employers across the Pacific Northwest are facing a changing landscape of safety regulations, new employee and customer expectations, and even challenges finding qualified applicants to fill open positions. The remaining road out of the pandemic will undoubtedly present new obstacles — both operational and regulatory — for businesses of all sizes. The changing regulatory landscape at the National Labor Relations Board (NLRB) due to the Biden Administration’s strong support for organized labor is one such potential obstacle that businesses of all sizes should have on their radar.

Union or Not, National Labor Policy Affects All Businesses

President Biden made strong support for organized labor a central part of his campaign for President in 2020, and has made good on that commitment from day one of his Presidency. In the hours and days following his inauguration, the President implemented a flurry of personnel and policy changes at the NLRB, the federal agency charged with protecting employee rights under the National Labor Relations Act (NLRA). While changes in federal labor law often affect unionized businesses most directly, parts of the NLRA apply to the majority of private sector employers, and the NLRB has broad authority to regulate the non-union workplace. Therefore, regardless of union status, all employers should be aware of the Biden Administration’s pro-labor changes and initiatives because they are likely to expand the NLRB’s authority to regulate the non-union workplace while also encouraging non-represented employees to unionize.

Personnel Changes at the NLRB

Hours after the inauguration, President Biden fired the NLRB’s General Counsel, Peter Robb, and has since nominated Jennifer Abruzzo to serve as NLRB General Counsel. Abruzzo previously served as Special Counsel for the Communications Workers of America, the largest communications and media labor union in the United States. In her new position as NLRB General Counsel, Abruzzo will have broad discretion to determine labor policy.

Before Abruzzo was nominated, the Acting General Counsel of the NLRB, Peter Sung Ohr, made some significant policy changes by rolling back a slew of memos issued by former General Counsel Robb that provided guidance regarding the NLRA. According to Ohr, he rescinded the memos because they were “inconsistent” with the NLRA’s purpose of encouraging collective bargaining and protecting workers’ rights, or because they were obsolete or contrary to Board precedent.

Policy Changes at the NLRB

One of the most significant directives rolled back by Ohr was a memo issued by his predecessor that provided guidance on employee handbook rules and policies following the NLRB’s decision in The Boeing Company, 365 NLRB No. 154 (Dec. 14, 2017). The decision in Boeing afforded employers more deference in their handbook policies by providing a new balancing test by which workplace rules would be judged. The Boeing test determined lawfulness of a workplace rule by weighing the business justifications for the rule against the rule’s potential impact on employees’ rights under the NLRA. Following Boeing, former General Counsel Robb issued a memo providing examples and explanations to help employers determine whether certain policies were permissible under the NLRA. Ohr’s stated rationale for rescinding the memo was that it was no longer necessary given the number of Board decisions interpreting Boeing since it was issued.

Other memos Ohr rescinded that are worth noting include the following: a memo that put new restrictions on agency investigations and lawyers receiving recorded or documentary evidence; a pair of memos that lowered the bar for prosecuting unions; memos that increased the level of detail unions had to include in financial notes and called for imposing new rules on collecting member dues and nonmember fees; and a memo seeking new limitations on union-employer neutrality agreements.

White House Task Force on Worker Organizing and Empowerment

On April 26, 2021, President Biden signed an Executive Order to establish the White House Task Force on Worker Organizing and Empowerment. The Task Force will be chaired by Vice President Harris, and includes more than 20 cabinet members and other Presidential appointees. Within 180 days, the White House Task Force will be chaired by Vice President Harris, and includes more than 20 cabinet members and other Presidential appointees. Within 180 days, the
Pacific Crest acquired the original five-acre site for the Canal Commons development from the City of Bend some six years ago after its proposal for the parcel won out over two other submitted designs following review by the council's Affordable Housing Committee.

Pacific Crest co-owner John Gilbert said, "We are pleased with the level of commitment our partners, including the City of Bend, have shown in supporting the creation of more affordable housing, which we continue to build under our core principles of sustainability, livability, health and wellness, and of course, affordability."

"The State of Oregon and the City of Bend continue to have a shortage of affordable housing, and we are working diligently to provide more housing opportunities to our community."

"We believe that everyone deserves not just a place to live, but a comfortable, secure and affordable place to live."

Canal Commons is located in Bend's northeast quadrant and features prime Cascade Mountain views, an adjacent canal and close proximity to BPRD's 127-acre Pine Nursery public park, as well as easy access to schools, and various shops and services.

The project combines highly energy efficient design and construction and includes a commons building with a community room, raised bed gardens, play field and communal building with kitchen and social areas.

Sustainable practices implemented throughout include energy-efficient staggered-stud exterior walls, high-efficiency air source heating/cooling, Energy Recovery Ventilation for all units, solar-generated electricity and solar-heated water (covering some 70 percent of overall water heating costs) triple-pane equivalent windows, dual-flush toilets and drought-tolerant landscaping.

Pacific Crest Affordable Housing co-owner Rob Roy added, "Not only are we producing high-quality affordable housing, but we are also utilizing as many sustainable building practices as we can incorporate into the project."

"In affordable housing ventures like this, with restricted rents, operating costs can increase more than rents are able to, so a major motivation is to cover each energy-efficient base — including being creative in identifying every such source and incentive — as a hedge against rising utility costs for the long term."

"Of course, this is important in the affordable housing sector, to be able to pass on cost savings, but it also goes back to the fundamentals that it is just good design practice and this project, like our other buildings, will stand the test of time."

"It is also important to us to provide housing that our residents can be proud of and feel that they are part of a larger effort creating a positive impact on their surroundings."

GL3 Architects Principal Jim Landin said, "We have done several projects in the affordable housing sector with Pacific Crest in Central Oregon and each is unique in its own way and utilizes a different model."

"This one is in geared toward the workforce category and designed in a more contemporary style, built as three-story walk-ups with entry from exterior stairways, which families, in particular, prefer versus the elevator with interior hallways model."

"The timeline from identifying a site to completion of a project in cases such as this can be five-six years, and with Bend's population predicted to increase 20,000 by 2030 there is a continuing need to look for new opportunities in this area."

"This critical need has been amplified in light of Bend's median housing price now hovering around $600,000, with rising construction costs compounded by effects of the pandemic, and residential market rents skyrocketing."

"The first phase of Canal Commons was fully rented before completion, with a waiting list, and we have already submitted for Phase 2 on the site's remaining three acres."

About Pacific Crest Affordable Housing

Pacific Crest Affordable Housing (PCAH) is an award-winning, Bend-based developer of affordable housing, which has been serving Central Oregon since 2005. PCAH has now built seven high-quality affordable housing projects in Central Oregon. PCAH is guided by a mission to provide high-quality, comfortable and stable housing which their low-income residents are proud to call home, and to contribute to the advancement of sustainable building in affordable housing development. PCAH has found a niche in creating successful public-private partnerships, utilizing multiple public and private funding sources, building high-quality housing which is indistinguishable from market-rate housing and pushing the envelope in sustainable building, all while maintaining some of the lowest rents in Oregon.

pacificcrestaffordablehousing.org
How the CFO Role is Changing — & What This Means for You & Your Organization

by JENNIFER CRANFORD, Senior Manager — Kernutt Stokes

It’s a new day for middle-market CFOs, who have traditionally been viewed primarily as number crunchers and financial risk managers. The role is going through a major transformation as organizations are relying on their CFOs as strategic leaders who can lead to corporate planning and decision making.

While CFOs will continue performing foundational tasks like budgeting, financial reporting and cash flow management, it’s no longer enough for the CFO to just be the financial steward of the organization. The modern CFO is expected to bring strategic ideas to the C-suite table while developing and executing the company’s strategic agenda and helping effect change throughout the organization. This new strategic role requires a new skillset for many financial professionals.

Transformed by Technology

The role of the modern CFO is being transformed by technological innovation and access to massive amounts of data, both inside and outside the organization. Today’s CFO needs to efficiently leverage new technologies and the financial function needs to be at the forefront of the organization’s digitization efforts.

CFOs need to lead the charge in these new technologies and be the change agents controlling the pace of transformation throughout the company. Those who are able to successfully leverage new technologies will become the key resource for data-driven decision making and be empowered to drive their organizations to be more agile, dynamic and successful.

There are three key technologies leading this transformation:

1. Automation — Automation of the financial function is typically the first step in the technology transformation. According to a study conducted by McKinsey Global Institute, 42 percent of a finance team’s processes can be fully automated while another 19 percent can be highly automated.

Specific finance activities that lend themselves well to automation include general accounting operations, accounts payable, accounts receivable, payroll, financial controlling and reporting and the tax function. By automating these functions, the finance team frees up significant time and resources to focus on driving strategy and change throughout the company.

2. Data Visualization — When the automation of financial and operational functions is paired with the use of data visualization tools, organizations gain access to valuable real-time data. Businesses often lack easy access to data because the critical information they need is located in different parts of the company or in systems that don’t easily communicate with each other. Data visualization software pulls this raw data from various sources and organizes it. This allows for the generation of clear, timely and actionable visuals that can be pushed to the appropriate end users to enhance decision making.

3. Analytics — While automation helps streamline processes and data visualization provides real-time data, data analytics is the advanced analysis of the vast quantity of data available to make informed, tactical decisions and identify growth opportunities. The companies that can leverage data strategically will be tomorrow’s market leaders.

Wearing Lots of Hats

This seismic shift of the finance function means that CFOs must wear many different hats. With a keen focus on driving the strategic agenda throughout the organization, the CFO knows what areas need the greatest investment and where resources need to be allocated to drive the greatest value.

Today’s CFO also must work hand in hand with the other members of the C-suite to develop an integrated approach to the business and a broad understanding of the organization’s entire value chain. This means working with:

- Human Resources to help drive the talent agenda.
- IT to drive technology transformation throughout the organization.
- Operations to optimize efficiency in the supply chain, logistics, production and procurement functions.
- Sales and marketing to enhance visibility and target customers.

Becoming a Forward-Focused Leader

While the CEO remains the visionary leader of the company, the modern CFO helps pull all the different pieces together. This has resulted in a more forward-focused leader who is the chief executive’s most essential strategic partner, influencer and change agent.

Talk to an advisor to learn how we can help you harness the power of data and digital solutions to overcome barriers and transform your role as a financial leader.

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Windermere Central Oregon Real Estate
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Last year, the corporate office took a large turn as many of us had to begin working remotely from home. This created an entirely new world for audio-visual — Zoom. Zoom, as most companies are aware, is an online video conferencing platform that is for personal, educational and corporate use. Since this is now one of the primary ways that offices and businesses have meetings, a lot of them have been needing a dedicated space; or what we at Audio-Visual Bend call a Zoom Room. These Zoom Rooms have become very popular over the last year, and many corporate offices have incorporated them into the workspace. It can look like an audio-visual setup only, or be completely accompanied by acoustical treatment. But with this drastically new technology becoming popular so quickly, it poses the question, “What other highly technological things will be introduced into the corporate world in the upcoming months and years?”

The statements, “Alexa, schedule my meetings for next week,” or, “Hey Google, what conference room is open?” might sound a little outlandish, but they’re actually both current technology used in the corporate world. Starting in 2018, Amazon launched Alexa for Business, which is an Alexa platform designed for more business-type use, scheduling meetings, general questions around the office, dimming lights, etc. It’s a very unique idea that something we use in our homes could also be so useful in the office. These AI personal assistants are now available to anyone, no matter their title of job. With Alexa for Business, Alexa can communicate with the Amazon Echo devices (full-size, dot or other) assigned to each room, and answer you with something like, “The conference room near the IT deck is empty.” You can also say things like, “Alexa, book me a conference room,” with the time and date, schedule it out further or even see if any are available right away.

This new tech is extremely efficient but also goes to show how much audio-visual will be part of almost every corporate business in years to come. Virtual conference rooms, acoustical treatment plans, high-tech phone systems, Wi-Fi and possibly even Echo and Alexa setup and design could all be things that are more common in years to come. It currently hasn’t caught on as well as it probably will in the next year: In Unit4’s 2017 Enterprise Tech End-User Sentiment Survey, they found that 38 percent of professionals affirmed that they use a digital assistant like Alexa for personal reasons; only 11 percent use it in their professional lives. They asked that 38 percent if they would trust a digital assistant like Alexa for a work-related task, 54 percent thought they would. This shows the interest is there and it will just take time for it to trickle into our offices and workspaces. Because of what has happened in the past year, all corporate offices have been forced to rise to the level of tech. Unfortunately, we will see a lot of small businesses fall behind because they can’t keep up with it. The idea that everything is going to be high-tech and connected to Wi-Fi is called the Internet of Things, or IoT. On our blog, we will be doing more articles in the weeks to come on this topic. The IoT is going to affect the corporate world in a very large way, and it’s going to affect Audio Visual in an even larger way, as we both have to incorporate it into our offices, but also be able to incorporate it into others’ as our clients. So follow along if you want to know more about IoT and high-tech things that audiovisual will be incorporating and general corporate offices will be incorporating in the future.

Because of what has happened in the past year, all corporate offices have been forced to rise to the level of tech. Unfortunately, we will see a lot of small businesses fall behind because they can’t keep up with it. The idea that everything is going to be high-tech and connected to Wi-Fi is called the Internet of Things, or IoT. On our blog, we will be doing more articles in the weeks to come on this topic. The IoT is going to affect the corporate world in a very large way, and it’s going to affect Audio Visual in an even larger way, as we both have to incorporate it into our offices, but also be able to incorporate it into others’ as our clients. So follow along if you want to know more about IoT and high-tech things that audiovisual will be incorporating and general corporate offices will be incorporating in the future. And don’t forget to check out our blog! Pomelo.com/in/totythevguy • pomelo.com/corporateoffice
With spring in full swing in Central Oregon, the real estate market remains in high demand even as new listings in Bend increased by almost 15 percent since last month. The real estate trends continue to escalate due to many homebuyer’s abilities for remote working and where many are able to upscale their lifestyle as compared to urban metropolitan areas. In our monthly Trend Reports, we offer valuable insights for any upcoming or changing trends we might see during the second quarter of the new year.

May 1 Inventory and April Activity

With 108 active listings as of May 1, the Bend market had an increase in available listings, up from 89 from the previous month. Homes continue to sell at a blistering pace, leaving homebuyers empty-handed and ready to buy on the spot. Now is an excellent time for a homeowner who might otherwise wait until later this spring to list a home for sale. Both Bend and Redmond’s current listings remain far fewer than previous months and those currently listed will not stick around for long. Redmond’s active listings as of May 1, showed 37 homes overall. As we continue into late spring, we see the combined active listings for Central Oregon at only 145 homes.

March numbers for the Redmond market show us 103 homes sold, 99 new homes on the market and 110 homes pending. The bulk of active homes on Redmond’s market remain in the $225,000 and up price range, showing 19. The $225,000-$325,000 had two active listings, the $425,000-$525,000 range had 11 active listings and the $325,100-$425,000 price range showed five active listings. For Bend, the numbers in April continued to illustrate a market with low inventory. There was only one active listing in the $225,000-$325,000 range, two in the $325,100-$425,000 range, 17 in the $425,100-$525,000 range and 22 in the $525,100-$625,000 price range. The $625,000-$725,000 had five active listings, the $825,000-$925,000 showed eight active homes. As you can see from our Market Trend Report, there was an increase in homes available in the higher price ranges, showing 38 homes in the $925,100-and-up price range. For Central Oregon overall, the supply and demand are not equally matched as more out-of-state buyers eagerly attempt to relocate to our beautiful area. It truly is an unmatched seller’s market for those homeowners considering selling their property for top value.

With a fast-paced market, buyers often look for competitive pricing as they consider properties. If you are selling your home and trying to price your property, we encourage you to consult with your trusted Duke Warner Broker for seasoned, expert advice. Our brokers will share their experience, knowledge and excitement while they work for you. Our Duke brokers know how to price properties according to the market trends and current housing competition.

Sold and Pending Listings

Bend had 258 pending homes in March and 240 in April. These numbers showcase the need for more listings to keep up with the demand to buy a new home in Central Oregon. For sold listings, there were 181 in March and 242 in April. In Redmond, we saw 101 in March and 103 in April. History in the making as we continue to see real estate needs escalating in the Bend and Redmond real estate market!

Looking Ahead

Many of us know and value this special place we call home. Central Oregon is a beautiful place to live and no matter what stage of life you are in, there is something for everyone in the real estate market. As you consider your housing needs, start to plan and look ahead, whether you want to buy or sell a home, keep us in mind for your real estate ventures. Our professional brokers are here to offer great insights as you navigate your next home experience. Give us a call today and let us help you get started! We can be reached at 541-382-8262 or send us an email at info@dukewarner.com.
LX7 Enables Every-day Pilot to Complete Extraordinary Coast-to-coast Flight

Leave it to RDD, manufacturers of the innovative LX7 personal aircraft, to make a virtually impossible feat like flying from coast to coast seem down-right routine. That’s exactly what happened on Sunday, April 18 as 79-year-old Ken Wolf and his friend Lin Hough piloted Wolf’s LX7 from RDD headquarters in Redmond to Jacksonville, Florida without a single stop whatsoever.

The two aviators covered the 2,100 nautical miles from the airport in Redmond to Jacksonville in just eight hours and 23 minutes, and they even had to slow down their arrival time to allow a thunderstorm to pass through Jacksonville.

“I’ve been flying for 57 years,” said Wolf. “And that was the most fun I’ve ever had in the air.”

Wolf, a retired eye surgeon, purchased his LX7 a little more than a year ago and chose the piston engine model for its exceptional fuel efficiency, cabin comfort and innovative features, all of which make it ideal for traveling longer distances. The turbo-prop version, chosen by Wolf’s friend Hough, is capable of extraordinary feats as well, with an emphasis on speed and performance.

“The automatic fuel management system in the LX7 gives the plane greater range by keeping the fuel more evenly distributed between the wings,” said David McRae, RDD’s co-owner and director of Marketing, Sales & Business Development. “Maintaining nearly equal weight on each wing reduces drag and significantly increases fuel efficiency over the course of 1,000 nautical miles or more.”

For decades, pilots of personal aircraft considered flying 1,000 nautical miles without stopping to refuel a major accomplishment. Yet, as proven by Wolf and Hough, the LX7 is capable of doubling that distance and then some.

“When the west-to-east tailwind, we had enough fuel left in the tank to go all the way to Jamaica,” said Wolf. “Next time, we’ll bring our passports,” joked Hough. But traveling exceptional distances is just the beginning of what makes the LX7 so unique. The team at RDD has gone to great lengths to make every mile more comfortable with hand-crafted heated leather seats, ergonomic controls and a pressurized cabin. What’s more, safety is paramount with airbag front seat restraints and a whole-aircraft parachute.

We up and never settle yourself 2,000 feet in the sky and a flight range enhanced by a fuel capacity of 180 gallons, the LX7 is putting up some impressive numbers for a personal aircraft in its price range.

“Specifications and capabilities are how we compare ourselves to other aircraft,” says McRae. “But when all is said and done, it’s all about giving the every-day aviation enthusiast freedom from typical aircraft limitations and, of course, getting there safer.”

lx7aircraft.com

Seven Ways to Get into the Tech Industry that the Experts Wish They Had Known

With over 100,000[1] new tech roles being created in the UK alone since the start of the pandemic, it is clear there is demand for more talent in the industry. So whether you are currently studying for a career in tech, or looking into changing careers from a completely different sector, Linaro, an open-source collaborative engineering organization, has shared their seven best industry secrets that will give you an advantage when applying for roles to begin your new and exciting career path.

1. Find a Mentor
If you are studying at university or attending online classes, finding someone to learn from will help you grow and begin to create industry connections. If you are just starting out in the industry, working with someone with more tech savvy will both build your confidence and help you develop faster outside of lectures. By developing industry connections this way, a tech professional may be willing to offer you experience in your area of interest, which is a great way to fast-track success. For underrepresented groups, finding a mentor is critical to getting a successful start.

2. Learn More Tech Skills
It may not be possible for everyone to enroll in a four-year degree, but some form of education or training is worth the time and investment. There are online courses, night school and crash courses to choose from to suit your lifestyle, making learning new, niche and more specific skills easier than ever. Vicky Janicki, director of the IoT and Embedded Group at Linaro says, “Research your area of interest to find what is the most used technology or coding language as well as what is emerging areas. Often jumping ahead into a new area gives you an opportunity to showcase an in-demand skill that others lack. For example, Rust is gaining popularity for its security features within the tech community.”

3. Live Best Practices
Learn and always use best practices for software development, whether it be design patterns, common coding standards or testing. “Try, try and try again and then ask,” explains Joakim Bech, engineer at Linaro. “The tech industry is a lot about trying things out. Our systems are complex with lots of dependencies, and it is pretty uncommon that things just work on the first try. You often must solve issues in areas in adjacent technologies and that is something that can be quite tricky to do. But by doing this repeatedly, you will gain more and more experience and you can often re-use tricks, patterns and solutions that you came up with in the past.”

4. Stand Out from the Crowd
To make yourself stand out from other candidates for roles that are in demand, be sure to impress with more than just a CV, says Maxim Kuzyrkov, Toolchain tech lead at Linaro. “As well as technical strengths, it is key to highlight important people skills, such as adaptability and perseverance, including examples of your work in a portfolio.

“Open-source projects, big and small, offer a great way to showcase both your technical abilities and people skills. Do not shy away from offering small contributions like bug reports or documentation improvements — every single bit counts. Also, keep in mind that industry demand for open-source expertise is continuing to grow as more and more companies use and deploy open-source software. Joining a new developer community is a skill that tech companies increasingly value.”

5. Take on Technical Projects
Outside of studying or your current job, the best way to see if you are technically inclined and gain experience with the basics is to expose yourself to the field. If you are considering a career in Open Source, there are often sample applications and demos you can try to get started. Side projects will also help build your confidence and understand...
Since My Company is Still Remote, Can I Move to Bend or Boise?

by MATT ERTLE, Owner — PrideStaff Bend

More than a year has passed since the beginning of the pandemic. Some things have started getting back to normal. Many workplaces still remain in remote mode. If you're operating from home anyway, why not move to your ideal spot?

The idea has appeal. Now that you don't have to worry about a commute, you can put down roots anywhere. Out in the country in Central Oregon, Idaho or maybe on a Hawaiian beach.

Okay, some of that might be out of your range. You might not have the financial resources to move to your literal dream location. But you can still upgrade your geography without worrying about changing jobs. Welcome to Bend!

Still, don’t book the moving vans just yet. Even if your company remains remote, there are details to consider before you relocate. Here are a few things to keep in mind:

Know Your Company’s Post-COVID Plans
Sure, your company has been remote for more than a year now. It seems like things will stay that way forever. But will they? Before you make any permanent decisions, understand the answer to that question. Research your company’s plans. Confirm whether they have decided to make remote operations part of their ongoing policy once COVID finally passes for good.

Think About Your Long-Term Plan
Look at your reasons for wanting to move. Do you just want a change of pace? Are you trying to get closer to (or farther away from) family? Do you hope the labor market will be better in your chosen destination? Whatever your specific reason, consider the move as part of your long-term plan. Yes, think about how it solves your near-term problems. But also look ahead to how it can unlock possibilities for your future.

Talk to Your Boss
If you plan on keeping the same job after the move, you should loop your boss into the discussions. Learn what they think of your plan. At the very least, it will allow the two of you to work out any necessary logistics related to the move.

Consider Other Impacts
Now that your company has gone 100 percent remote, moving might be an option for the first time. However, the geography of your job isn’t the only factor that should go into the decision. Consider the following points as well as you think about a potential relocation:

Cost of Living
Remember: you’re changing locations, but you’re not changing jobs. You’ll still have to make do with your current income. Meanwhile, different parts of the country have different levels of expense. Housing prices, transportation and even simple costs like groceries can vary from location to location. Research your chosen destination and check that you can afford to live there given your income.

Taxes
Wherever you go, the government will demand its share of your paycheck. However, some places have a higher tax burden than others. Compare the rules in your chosen destination with your current hometown. It could make a big difference in your financial situation.

Health Insurance
Some employers offer localized insurance options. You might not have the same coverage if you move out of your current network. Double-check these details before you do anything rash.

Moving is a big decision. That’s true whether you’re talking physical location or to a new employer. Research before jumping ship.

Matt Ertle, owner, PrideStaff Bend, an independent franchised business.

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Trevor Caldwell is an attorney at Barran Liebman LLP, where he represents employers in traditional labor and employment law. For questions, contact him at 503-276-2117 or tcaldwell@barran.com

Biden Administration

Continued from page 3

Task Force is charged with making two key recommendations to the President. First, the Task Force will identify current federal policies and programs to encourage employee organizing and collective bargaining within the federal government. Second, and of significant interest to private sector employers, the Task Force will make policy recommendations to the President to facilitate worker organizing across the country, increase worker power in underserved communities and increase union membership. Such recommendations could result in significant changes to current labor laws and regulations.

While the Task Force’s specific recommendations and their potential effects on private employers will not be known known for several months, it is clear that they will be aimed at supporting organized labor and employee organizing in non-unionized workplaces.

Business Takeaways

Unionized and non-unionized businesses alike should take note of the Biden Administration’s strong support for organized labor. Expect significant changes to national labor policy in the next 18 months that are likely to result in broader NLRB authority to regulate all workplaces and increased union organizing. Staying abreast of such changes will be an essential part of emerging from the pandemic well-positioned for future success.

Trevor Caldwell is an attorney at Barran Liebman LLP, where he represents employers in traditional labor and employment law. For questions, contact him at 503-276-2117 or tcaldwell@barran.com

barran.com
Local Home Builders

Continued from page 1

Here are what a few Central Oregon home builders have to say about the current building climate:

**NEIL KELLY COMPANY**

Neil Kelly Company

**Natalie Kelly**

General Manager

Question:

How is business going into the pandemic and in the midst of the current housing market?

Answer:

If people are thinking of a project, now is the time to get it ordered. We see more people are thinking of or planning on projects. Many people are willing to spend the money. We have a lot of leads this year. We are building and growing. There is a lot of demand for new homes.

Question:

Is there anything else you would like to add?

Answer:

We are building and growing. We are becoming more efficient. We are hiring new people and training them. We are doing a lot of new builds and remodels. We are doing a lot of new builds and remodels.

**SOLAIRE HOMEBUILDERS**

SolAire Homebuilders

**Kate Eskew**

Home Sales & Marketing

Question:

How is business going into the pandemic and in the midst of the current housing market?

Answer:

We’re getting a lot of calls from people who are interested in building a home. We’re seeing a lot of new builds and remodels. We’re seeing a lot of new builds and remodels. We’re seeing a lot of new builds and remodels.

Question:

Is there anything else you would like to add?

Answer:

We are seeing a lot of new builds and remodels. We are seeing a lot of new builds and remodels. We are seeing a lot of new builds and remodels.

**D.E. CONSTRUCTION INC.**

D.E. Construction Inc.

**David Rink**

President

Question:

How has the high cost of lumber affected the housing market?

Answer:

There are a few factors that have contributed to the high cost of lumber. The cost of lumber has increased significantly in recent years. There are a lot of things that are contributing to the high cost of lumber. There are a lot of things that are contributing to the high cost of lumber.
home. Last year, a sheet of plywood cost $8. Now it costs $75. Not all lumber product costs have increased at the same rate. That's the most glaring example. Availability of lumber products is our biggest concern as product supply is running low.

Question: Are you concerned about future supplies?
Answer: In the short term, yes. We expect the supply chain will recover and catch up in the next year.

Question: Is there anything else you would like to add?
Answer: No.

Question: How is business going a year into the pandemic and in the midst of the current housing market?
Answer: Business is crazy; it's absolutely nuts. It's very cyclical and up and down; people are coming to Bend like there's no tomorrow. Everybody wants to move to Bend. We are a custom home building company, so we are getting lots of people inquiring about lots and cost; it's very active out there.

Question: How has that changed since last year at this time?
Answer: It's more active now. People are leaving Seattle, Portland and California and they are coming to Oregon. Prices are very high, but people are coming so it's very busy.

Question: How does the overall cost of building a home now compare to last year at this time?
Answer: Prices are higher; lumber, plumbing and materials are all higher. Electricians are having a hard time finding wiring and plumbers are having a hard time getting PVC pipes and copper pipes, but the biggest culprit affecting most of the cost is lumber, no doubt about it.

Question: Are you able to get the materials you need?
Answer: Yes, but you have to plan ahead. Suppliers are not manufacturing appliances as fast as they used to, so you can't call and expect them by the end of the month, you have to plan way out. And with cedar from Canada, you can't get it in a couple weeks' time like you used to. You have to order it way ahead. The old saying 'supplier liar' comes into play: They say they have it, but then they don't and you are stuck.

Question: How has the high cost of lumber affected home building?
Answer: It takes longer to build now. I have had to line up all the lumber to build a house ahead of time instead of purchasing it as we go. The last home I built, I got all the wood first and put it on the site. We stored it onsite and covered it up with tarps so we had it available as we needed it. We had to make sure we had it and got it at a lesser price. It was a money-saving process. We've never had to do this before. It's like the stock market; prices go up and down.

Question: Are you concerned about future supplies?
Answer: Everybody is getting back to their normal. COVID has been a disaster for a lot of folks. But people are starting to feel more comfortable getting out and about again, so we will catch up again sometime; the big question is when. As manufacturers get going again, and people get back to work again, the supplies will be there.

Question: Is there anything else you would like to add?
Answer: I think we just have to stay positive and everybody is getting back to their normal. COVID has been a disaster for a lot of folks. But people are starting to feel more comfortable getting out and about again, so we will catch up again sometime; the big question is when. As manufacturers get going again, and people get back to work again, the supplies will be there.

Question: Is there anything else you would like to add?
Answer: I think we just have to stay positive and everybody is getting back to their normal.
### Custom & Residential Home Builders (Listed Alphabetically)

<table>
<thead>
<tr>
<th>Company / Address</th>
<th>Phone</th>
<th>Fax</th>
<th>WebSite/Email</th>
<th>Contact</th>
<th>Staff</th>
<th>CO Year Est.</th>
<th>Type of Construction / Area Projects</th>
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<tbody>
<tr>
<td>Babcock Bros. Inc.</td>
<td>541-322-9064</td>
<td>N/A</td>
<td><a href="mailto:babcockbros@gmail.com">babcockbros@gmail.com</a></td>
<td>Ken Babcock</td>
<td>4</td>
<td>1975</td>
<td>Development, residual &amp; commercial construction &amp; excavation. High end homes, Land &amp; Track Sales.</td>
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<tr>
<td>Furl Custom Builders Inc.</td>
<td>541-547-1148</td>
<td></td>
<td><a href="http://www.furlcustombuilders.com">www.furlcustombuilders.com</a></td>
<td>Frank King</td>
<td>9</td>
<td>1984</td>
<td>Custom Crane, addition, remodel. Bend, Oregon.</td>
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think positive, and know that America will turn it around. As people get back to work, production will be right back where we were before COVID.

**Question:** How is business going a year into the pandemic and in the midst of the current housing market?

**Answer:** It is going well, but with a lot of challenges, mostly with lumber and materials, labor and land. They all create their own unique set of headwinds for the market we are in now.

**Question:** How has that changed since last year at this time?

**Answer:** In May of last year, I’d say we were just starting to see the acceleration from COVID. We were bracing ourselves for what could have been a downturn, but the opposite happened. That acceleration has remained steady since May of last year. It’s been wide open since spring of last year and has not let up.

**Question:** How does the overall cost of building a home now compare to last year at this time?

**Answer:** The cost of building a home has increased substantially since last year. The cost of land has gone up, and the costs of all materials and labor have increased. It’s been a trifecta of cost increases that have affected residential home-building prices. There are custom builders who aren’t building now because they can’t set a price. Material costs go up so fast they feel like it’s not worth it to build a home.

**Question:** Are you able to get the materials you need?

**Answer:** Just barely right now. It’s been a struggle to keep a steady supply chain in home building. We’ve seen shortages in wood products, plastic products and a variety of other products like insulation, garage doors and also steel truss plates. It seems like there is a new shortage that emerges each month that we have very little notification about. For example, plastics can include anything from the resins that go into switch plates to paint buckets. It’s a difficult time to have these shortages compound on each other.

So, we are getting the materials we need, but with stoppages in the order and delivery process. So far, we have not come to a complete stoppage, but I’ve heard stories about that on the east coast. Overall, product time has increased due to labor and material constraints and shortages. Another hurdle we are facing is expanded permit timing. COVID has created limited capacity and increased demand for permits. We’ve gone from a four- to six-week process to eight to ten weeks in some municipalities. It’s impacting the entire spectrum.

**Question:** How has the high cost of lumber affected home building?

**Answer:** It’s passed along to the customers and is significantly increasing home prices.

**Question:** Are you concerned about future supplies?

**Answer:** I am for the time being. I’m concerned that due to significantly low inventory of new homes, there has been no indication that demand is going to drop significantly. I believe the pressures are going to remain very high on the home building market for the foreseeable future.

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**Question:** Is there anything else you would like to add?

**Answer:** Hayden Homes has always hung our hat on being the affordable home-building option in the markets, and even though we are experiencing these pressures, we are diligently working to deliver a quality home at a price that meets the wages of the hardworking families in the communities in which we live and build.

hayden-homes.com

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Hayden’s mother, Virginia, did more than help found our company: she found the spirit of generosity in everyone she met. She knew a shoulder to lean on was stronger than any 2x4. And that leading by example was the greatest gift of all. For 30 years, we’ve partnered with nonprofits, provided the dream of homeownership to deserving families, and empowered every team member to be the next generation of givers. We call it GIVE AS YOU GO. It turns our Virginia was right. The more we give, the more grateful we are.

Thank you, Virginia

hayden-homes.com

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Sold by New Home Skin Oregon, LLC | OR CCB 172156
<table>
<thead>
<tr>
<th>Company / Address</th>
<th>Phone</th>
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<th>WebSite/Email</th>
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<th>Staff</th>
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<th>Type of Construction</th>
<th>Area Projects</th>
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<tr>
<td>GJ Miller Construction</td>
<td>541-549-6891</td>
<td>541-549-1142</td>
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<td><a href="mailto:glenn@jakmarc.com">glenn@jakmarc.com</a></td>
<td>Glenn Miller</td>
<td>3</td>
<td>1979</td>
<td>High end residential &amp; commercial.</td>
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<td>Greg Welsh Construction</td>
<td>541-420-1497</td>
<td>541-383-7183</td>
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<td><a href="mailto:greg@gregwelsh.com">greg@gregwelsh.com</a></td>
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<td>2</td>
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<td>Hensrud Construction</td>
<td>541-480-1886</td>
<td>N/A</td>
<td></td>
<td><a href="mailto:hensrud@hensrud.com">hensrud@hensrud.com</a></td>
<td>John Hensrud</td>
<td>1</td>
<td>1975</td>
<td>Custom homes, remodel.</td>
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<tr>
<td>John Architecture</td>
<td>541-439-7761</td>
<td>N/A</td>
<td></td>
<td><a href="mailto:jeff@johnarchitecture.com">jeff@johnarchitecture.com</a></td>
<td>Jeff Klein</td>
<td>1</td>
<td>2015</td>
<td>Residential custom homes &amp; remodels.</td>
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<tr>
<td>Mahler Homes, LLC</td>
<td>541-580-5996</td>
<td>N/A</td>
<td></td>
<td><a href="http://www.mahlerhomes.com">www.mahlerhomes.com</a></td>
<td>Jim Mahler</td>
<td>1</td>
<td>2002</td>
<td>Custom homes, custom remodeling.</td>
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<tr>
<td>Malace Homes</td>
<td>541-408-2778</td>
<td>N/A</td>
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<td><a href="http://www.malacehomes.com">www.malacehomes.com</a></td>
<td>Tom Malace</td>
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<td>New Era Homes</td>
<td>541-580-3861</td>
<td>N/A</td>
<td></td>
<td><a href="http://www.nuevaerahomes.com">www.nuevaerahomes.com</a></td>
<td>Todd McKinney</td>
<td>7</td>
<td>2007</td>
<td>Custom &amp; semi-custom home building Member of COBA.</td>
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## Custom & Residential Home Builders

### Company / Address

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<tr>
<th>Company</th>
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<tbody>
<tr>
<td>Pacific Builders LLC CCB# 35507</td>
<td>135 NE Street St. #8 Bend, OR 97702</td>
<td>541-389-2889</td>
<td>541-389-4921</td>
<td><a href="http://www.pacificbuilders.com">www.pacificbuilders.com</a></td>
<td>Jen Young,</td>
<td>15</td>
<td>1999</td>
<td>New custom build &amp; design services</td>
<td>Projects completed from Black Butte to Anderson in California Springs.</td>
</tr>
<tr>
<td>Frontier Homes</td>
<td>PO Box 700 Bend, OR 97701</td>
<td>541-389-7910</td>
<td>541-389-4750</td>
<td><a href="http://www.frontierhomes.com">www.frontierhomes.com</a></td>
<td>Jeff Payne</td>
<td>1</td>
<td>2000</td>
<td>Custom Homes, remodel, aging in place conversions, new</td>
<td>Bend &amp; Sunriver.</td>
</tr>
<tr>
<td>Phil Hendricks, Inc.</td>
<td>12346 NE Canyon Rd. Bend, OR 97702</td>
<td>541-389-6388</td>
<td>541-389-6388</td>
<td><a href="http://www.philhendricks.com">www.philhendricks.com</a></td>
<td>Phil Hendricks</td>
<td>2</td>
<td>2011</td>
<td>New custom homes &amp; remodeling</td>
<td>Cedar Creek, Medford Yarden, Bend, Tetherow.</td>
</tr>
<tr>
<td>R&amp;A Construction</td>
<td>60550 Deer Creek Lane, Ste. 100 Bend, OR 97702</td>
<td>541-372-2067</td>
<td>541-372-2062</td>
<td><a href="http://www.reacohomes.com">www.reacohomes.com</a></td>
<td>Gary North</td>
<td>47</td>
<td>1979</td>
<td>General commercial, remodel, smart improvement, custom</td>
<td>Deschutes River, Amphitheater, Smith &amp; Thompson Estates, Bonneville, Smith, Missouri, Reserves or Pile Butte Apartments, Apex, Robinson, The North Star, Rosamond (OF Newport), Central Oregon Aquatic Center in the City, Boulder Ridge, 15th Street &amp; 16th Street Apartments, Sunriver, all of Central Oregon.</td>
</tr>
<tr>
<td>BC Construction Services LLC</td>
<td>73050 NE Long Valley Dr. Terrebonne, OR 97760</td>
<td>541-590-6084</td>
<td>541-590-6920</td>
<td><a href="http://www.bcconstruction.com">www.bcconstruction.com</a></td>
<td>Cindy Grossmann</td>
<td>4</td>
<td>2001</td>
<td>Custom homes from design, through construction &amp; move-in</td>
<td>Vineyard estates on the ThE, Lake Front lots at BIL.</td>
</tr>
<tr>
<td>Reckard Homes</td>
<td>8310 NE 11th St. Bend, OR 97701</td>
<td>541-389-8724</td>
<td>541-389-7722</td>
<td><a href="http://www.reckardhomes.com">www.reckardhomes.com</a></td>
<td>Bryan Reckard</td>
<td>5</td>
<td>1982</td>
<td>Residential &amp; light commercial</td>
<td>Homes constructed to be sold on property owned by clients.</td>
</tr>
<tr>
<td>Ralpvale Custom Homes, LLC</td>
<td>2135 NE Stonerock Way Bend, OR 97702</td>
<td>541-615-5413</td>
<td>541-615-5413</td>
<td><a href="http://www.ralpvalecustomhomes.com">www.ralpvalecustomhomes.com</a></td>
<td>Nate Connolly</td>
<td>5</td>
<td>2002</td>
<td>Residential.</td>
<td>Homes built into existing semi-detached homes through Central Oregon.</td>
</tr>
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<th>Company / Address</th>
<th>Phone</th>
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<th>WebSite/Email</th>
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<th>Type of Construction</th>
<th>Area Projects</th>
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<tr>
<td>Stanfill Custom Homes</td>
<td>541-382-0307</td>
<td>N/A</td>
<td><a href="http://www.stanfillcustomhomes.com">www.stanfillcustomhomes.com</a></td>
<td>Jamie Stanley</td>
<td>1</td>
<td>1985</td>
<td>Custom log homes, handcrafted &amp; stabilized, conventional &amp; framer homes, addition &amp; remodels.</td>
<td>Bend, Redmond, Prineville, La Pine, Sisters &amp; Millican.</td>
</tr>
<tr>
<td>Stillwater Construction</td>
<td>N/A</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Sunset Homes</td>
<td>541-382-1480</td>
<td></td>
<td><a href="http://www.sunsethomes.com">www.sunsethomes.com</a></td>
<td></td>
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</table>
Widmer & Jackson | 541-948-9000 | | www.widmerandjackson.com | Terry Dannas, Dan Burris | 2 | 2005 | N/A | Bend, Redmond, Sisters. |
Lumber Prices

Continued from page 1

Last year at this time, the wood product market was still recovering from the Great Recession of 2008-2009, Church says, and it had been slowly climbing out of the hole. "But we have really seen demand surge in the last year. There has been a tight supply at the mill level, and the increase in demand has caused prices to surge at unprecedented levels."

Another factor affecting the current building climate is labor, Church says. "Generally, labor is a major issue in all industries looking at or needing to increase production capacity. Even if the wood products industry were better able to supply today's level of demand for lumber and structural panels, there are labor shortages elsewhere holding back builder productivity — from window manufacturers all the way to the home builders themselves," he says. "Bottlenecks are everywhere, not just in wood products manufacturing."

Rising costs of other building supplies are also fueling the huge increase

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Building Central Oregon since 1979

Continued on Page 20
Lumber Prices
Continued from page 19

in home building prices. In an article on its website, CNBC reports that prices of gypsum, used in drywall, are up nearly seven percent from a year ago, and steel mill product prices are at a record high, up nearly 18 percent in March year over year. It also reports that the price of copper set a record high in April, up 27 percent year to date.

Although lumber demand continues to be strong today, Church says they are beginning to hear about a slight slowing down. “This is probably because prices have escalated to the point that consumers are deciding not to go through with projects. Also, many projects were completed last year. We are hearing of slowing at that level, but new home construction remains very stout. We have historically low mortgage rates, and we have people moving out of cities into suburbs and the countryside wanting to build single-family homes. They want to live in different places because now they are working from home. They are building offices for themselves at home.”

The National Association of Home Builders (NAHB) has launched a grassroots effort to urge the Biden administration and Congress to address the growing problem of rising lumber and material prices, along with supply shortages, according to a report on the NAHB website. The report says, “Responding to a request by Rep. Robert Aderholt (R-Ala.) to make rising lumber prices and production issues a priority, during a May 6 House Appropriations subcommittee hearing on President Biden’s 2022 budget request, Commerce Secretary Gina Raimondo responded, “I promise you I will.”

While there is no real end in sight with skyrocketing lumber prices, Church says that as with other commodities, supply and demand will ultimately dictate what happens. “We don’t forecast at Random Lengths, but we are part of a larger organization that has economists who do projections. A lot of our sources tell us there are not a lot of things pointing to an end to this, but there are a few emerging signs we see developing.” He continues, “We’ve seen record runs before, and they always come to an end. The downside can be as steep and acute as the upside, and it typically is. It’s just a matter of timing. Over time, supply and demand move toward a better balance, and price trends begin to shift.” He adds, “These are commodity markets; over time, they are corrected, and prices will rise and fall as those imbalances are corrected.”

To assist lumber industry professionals in navigating the market, the Random Lengths organization provides a variety of information and resources, including a Framing Lumber Composite Price index, which is a broad measure of lumber price movement in North America. It is an index made up of prices of key framing lumber items from all four major producing regions of North America — the Pacific Northwest, the South, Western Canada and Eastern Canada. Wood products professionals can subscribe to Random Lengths to receive the updates.

Although lumber pricing is complicating home building and affecting buyers’ abilities to purchase new homes, Church says the one silver lining in it all is that wood product manufacturers are making good money now, which may ultimately strengthen the industry in the long term. “They are taking some of this money they are making and paying off debt, upgrading equipment and making themselves stronger for the future,” he says. “The wood product industry has to decide how they are going to spend this windfall of profit.”

randomlengths.com
nahb.org
cnbc.com
Custom & Residential Home Builders

Bend Craftsmen Company Pays Attention to Every Detail to Meet the Owner’s Vision

by KRISTINE THOMAS — CBN Feature Writer

The kitchen is nowhere near complete in the house Hank Hill is remodeling in Bend’s Deschutes River Woods neighborhood. The house is projected to be done by November, in time for the owners to celebrate Thanksgiving.

Hill stood by where the stove will be to make certain one detail is firmly in place. “The owner is a gourmet chef and requested that when he is cooking that he will be able to look out the window and see the mountains,” Hill said.

This is just one example of how Hill goes above and beyond to craft a house that meets the owners’ vision.

In 2012, Hill founded Bend Craftsmen Company LLC, a full-service residential and small commercial general contractor serving Central Oregon. Bend Craftsmen Company specializes in remodels, new builds, additions, finish carpentry, ADUs and custom woodworking. It can also provide project management and building consulting services to help run your project smoothly.

Hill, 40, has nearly 20 years of professional experience within the building industry. He credits his father, William Hill, for inspiring his interest in woodworking. “My dad was a hobby woodworker and always working on projects around the house from tables to bookcases to kayaks and canoes,” Hill said. “I was always watching him and learning from him.”

Growing up in South Carolina, he also helped his uncles with the vendor window and door supply company started by his grandfather in the 1950s and tagged along with them when they built a new deck on a beach house after a hurricane.

His passion led him to work as a finish carpenter and eventually project manager for a design/build remodeling company in Charleston, South Carolina. He worked on a $1 million home restoration in Charleston. “I realized I really loved taking something old and preserving it, yet making it something new,” he said. “I believe anything handmade should be made well and be able to be used for many, many years.”

Continued on Page 22 ▶
Custom & Residential Home Builders

In 2007, Hank moved to Bend for the small-town living, outdoor splendor and great community. While working as a project manager for another construction company, he worked part time crafting furniture and doing custom woodworking projects. Using the experiences and knowledge he gained from working for others, Hank said he enjoys doing the carpentry work at his job sites and working with trusted partners who are experts in their trades such as electricians, plumbers and masons. He averages ten to 15 projects a year, adding he’s booked until the spring of 2022.

Each project begins with meeting with the client and gaining a keen understanding of what they envision for their project. Hill said preconstruction planning takes about six months to draw plans and apply and receive permits. “Builders and remodelers are seeing an increased demand for their services," Hill said. “Demand is at an all-time high. If you meet a builder or remodeler who says they can start next week, reconsider your options.”

What sets him apart, Hill said, is his thoughtful approach to every project and the quality of his craftsman’s “I love being a part of the Central Oregon community and being a steward of the community,” he said. “I only work with other businesses that pay attention to the details and who are craftsmen in their work.”

Hill is certified by Earth Advantage as a Sustainable Homes Professional and is a regional leader in sustainable, energy-efficient building practices. “We incorporate green building practices when we can and depending on the scope of the work,” he said. “Whether it’s used depends on the owner’s preferences, their lifestyle and their budget.”

Hill shared his favorite home remodeling show is This Old House, which premiered in 1979 and is the most trusted home improvement show featuring expert advice. “This Old House is a good example of my philosophy about remodeling a home,” he said. “It’s real remodeling done correctly, and it incorporates the true craftsmanship behind every detail of a home. Imperfections in a home keep me up at night.”

Hill defines the word “craftsman” as a perspective, not a style. “Craftsman is an artisan approach to the production of the house,” he said. “It’s the custom details to everything that ensure the home’s quality and it meets the owner’s vision. As a craftsman, I put my care and thoughtfulness into the entire project.”

Lester Simonson of LCS Carpentry and Construction has worked with Hill on several projects, including the Deschutes River Woods project. “It’s refreshing to work with a contractor that is hands-on at the construction site and who puts a personal stake in his projects,” Simonson said.

While it’s important for Hill to finish a project on time and budget, Simonson said Hill works with the client to inform them about what’s happening and why a project may need additional time or resources. “Hank is all about creating quality projects,” Simonson said.

When he has free time, he enjoys building furniture for his family and clients. He and his wife, Amber, enjoy spending time with their 2-year-old daughter, Aidaleen. He likes all things Central Oregon including snowboarding and kayaking and taking off to the Oregon Coast to surf. bendcraftsmencompany.com
Dry Canyon Village, Redmond’s Largest Mixed-Use Development, Now Open

A dry canyon sits on 40 acres of land that was once a family-owned dairy. Today, the neighborhood makes full use of Central Oregon’s unique landscape by offering unobstructed views of Mt. Bachelor and Mt. Hood, alongside views of Smith Rock State Park. Nestled throughout the neighborhood are eight pocket parks and one four-acre city park. A four-mile network of walking and bicycle trails connects these green spaces and links the community with Redmond’s larger Dry Canyon Park, which follows a natural dry canyon formation through the city.

Dry Canyon Village is really going to be a place of something new,” says Ropp. “The clubhouse is going to be a hub that will use the home as their primary residence or as a vacation property. Units cannot be used as short-term rentals but can be leased by someone who is older than 55 for a long-term basis.

Dry Canyon Village is open to buyers older than 55 with the Department of Housing and Urban Development. Visit hud.gov/fairhousing to file a complaint if you experience or witness discrimination in real estate, we urge your to report it.

If recent events have taught us anything, it’s this: we have more work to do. Racism is real, tragically so. Discrimination, in all its forms, still casts a long shadow in this country, and too many are being denied the opportunities that all Americans deserve. Our commitment to the diverse communities we serve starts with a Code of Ethics. Our code sets a higher standard for fairness in housing than any federal law, it’s backed by a culture of member accountability, and it extends to our work on Capitol Hill, where we continue to advocate for a meaningful change.

At the Nation Association of REALTORS®, we believe that fairness is worth fighting for, and we won’t stop until the fight is won. Because that’s who we are.

If you experience or witness discrimination in real estate, we urge your to report it.

Visit hud.gov/fairhousing to file a complaint with the Department of Housing and Urban Development.

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### Custom & Residential Home Builders

#### Interior Designers (Listed Alphabetically)

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<td>A.L. Littles, Bend, OR 97701</td>
<td>541-480-6415</td>
<td>N/A</td>
<td><a href="http://www.allinteriorsbend.com">www.allinteriorsbend.com</a></td>
<td>Mindy Lyman</td>
<td>1</td>
<td>2021</td>
<td>Residential &amp; commercial interior design.</td>
</tr>
<tr>
<td>Bend Design Centre</td>
<td>541-310-0146</td>
<td>N/A</td>
<td><a href="mailto:info@benddesigncentre.com">info@benddesigncentre.com</a></td>
<td>Jennifer Mitchell</td>
<td>1</td>
<td>2015</td>
<td>Kitchen cabinets &amp; design, bathroom cabinets &amp; design. Entertainment &amp; other cabinets.</td>
</tr>
<tr>
<td>Bend Furniture &amp; Design - Comfort</td>
<td>541-637-7250</td>
<td>541-637-7282</td>
<td><a href="mailto:info@bendfurnitureanddesign.com">info@bendfurnitureanddesign.com</a></td>
<td>Heather Cashman</td>
<td>12</td>
<td>2008</td>
<td>North American made furniture &amp; interior design services.</td>
</tr>
<tr>
<td>Brax Ticks</td>
<td>50 SE Scott St.</td>
<td>Bend, OR 97701</td>
<td>541-610-0230</td>
<td>N/A</td>
<td>Lisa Rokosh</td>
<td>1</td>
<td>1991</td>
</tr>
<tr>
<td>Brilliant Environmental Building Products</td>
<td>527 5000 Greenlawn Ave., Ste. 101</td>
<td>Bend, OR 97705</td>
<td>541-317-0202</td>
<td>541-550-2230</td>
<td>Jorden Swart</td>
<td>2</td>
<td>2008</td>
</tr>
<tr>
<td>Cascade Design Center, Inc.</td>
<td>541-385-0808</td>
<td>541-417-0763</td>
<td><a href="http://www.cascadedesigncenter.com">www.cascadedesigncenter.com</a></td>
<td>Ronda Fitton</td>
<td>15</td>
<td>1998</td>
<td>Offerings include design, small flooring &amp; tile including hardwood, stone, tile, carpet, area rugs, wall coverings, window &amp; door coverings, antique flooring, upholstery, interior design, and professional design services.</td>
</tr>
<tr>
<td>Compliments Home Interior</td>
<td>710 NE 5th Avenue, Ste. 103</td>
<td>Bend, OR 97701</td>
<td>541-322-7337</td>
<td>541-322-7338</td>
<td>Patricia Julber</td>
<td>4</td>
<td>2003</td>
</tr>
<tr>
<td>Design Works Northwest/Western Blinds</td>
<td>55118 Lazy River Dr</td>
<td>Sunriver, OR 97707</td>
<td>541-383-2455</td>
<td>N/A</td>
<td>Heather Scott</td>
<td>2</td>
<td>1994</td>
</tr>
<tr>
<td>Diana Cutler Designs</td>
<td>PO Box 336</td>
<td>Bend, OR 97709</td>
<td>425-890-3121</td>
<td>N/A</td>
<td>Diana Cutler</td>
<td>2</td>
<td>2017</td>
</tr>
<tr>
<td>Floor Coverings International of Bend</td>
<td>Bend, OR 97701</td>
<td>541-241-9693</td>
<td>bend.floorcoveringsinternational.com</td>
<td>Ron Benton</td>
<td>2</td>
<td>2018</td>
<td>Visit customer homes in a Mobile Flooring Showroom stocked with over 3,000 samples from top manufacturers offering flooring products including carpet, hardwood, ceramic, tile, stone, slate, mahogany, bamboo, &amp; more. Serving customers in Bend, Redmond, Sunriver &amp; Sisters. Mobile showroom visit – no brick &amp; mortar space.</td>
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**A rug for every reason.**

“The people at ARC have been to rug shows near and far and are extremely passionate about their role in making The Area Rug Connection the place to buy authentic, gorgeous, unique rugs. They truly care. And, that is what sets this shop apart from all others.”

- Laura H.
S hoppers and visitors to the Old Mill District in Bend can expect a greater level of retail diversity this summer with the planned opening of a well-known Portland-based home furnishings, décor and interior design retailer.

City Home, which sells a mix of new and vintage-inspired furniture, décor and accessories in four Portland metro locations, will open their first and only Central Oregon showroom by mid-June in the Old Mill District.

“We’re excited to provide people yet another reason to come to the Old Mill District,” said Beau Eastes, marketing director of the Old Mill District. “Whether they’re in the mood to shop for home furnishings or just want to browse the showroom for inspiration, City Home will definitely stand out as a go-to source for home décor products and ideas.”

According to owner Kim Pelett, who boasts more than 30 years of home décor sales experience, City Home strives to offer a visual shopping experience for its customers.

“The soul of City Home lies in blending old and new … and not taking itself too seriously,” Pelett said, noting her stores offer a variety of styles “so that everyone can find something to fall in love with.”

City Home will also offer interior design services for its customers.

“We have a deep appreciation for being invited into our customers’ homes to help them furnish comfortable spaces that are personal expressions of their families,” said Kelly Atwood, City Home’s regional manager. “The City Home team is beyond excited to bring our brand and environment to the Bend area.”

City Home’s Bend showroom will be located at 425 SW Powerhouse Dr., Suite 307 — the current site of Simply Mac — between Buckle and Greg’s Grill along the Deschutes River.

In turn, Simply Mac — which provides a full range of Apple products, accessories, training and support — will remain in the Old Mill District and move to 330 SW Powerhouse Dr., Suite 320, between Evoke Winery and Avalon Salon & Spa. Simply Mac’s final day in their current space will be May 15.

“Simply Mac is an incredible store that always offers great products and amazing service to those shopping in the Old Mill District,” Eastes said. “We’re happy they’re remaining in our district and look forward to working with them for years to come from their new location.”

oldmilldistrict.com
## Interior Designers (Listed Alphabetically)

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<th>Phone</th>
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<th>CO Year Est.</th>
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<td>West Design LLC</td>
<td>541-362-2286</td>
<td>541-362-2289</td>
<td><a href="mailto:stacy97@yahoo.com">stacy97@yahoo.com</a></td>
<td>Marcy Walde</td>
<td>7</td>
<td>1992</td>
<td>All these concepts, tile work, natural stone, custom showers &amp; baths, interior design services.</td>
</tr>
<tr>
<td>Hendren &amp; Associates Design - CCB# 223570</td>
<td>541-697-0075</td>
<td>N/A</td>
<td><a href="mailto:shdesigns@yahoo.com">shdesigns@yahoo.com</a></td>
<td>Sharon Hendren</td>
<td>2</td>
<td>1985</td>
<td>Residential &amp; commercial interior design &amp; construction. Specialists in kitchens, baths &amp; custom furniture &amp; design; AIA/ASID associate.</td>
</tr>
<tr>
<td>Le Coz Per Furniture</td>
<td>541-617-1171</td>
<td>541-617-0075</td>
<td><a href="mailto:LeCozPer@BlueChipInStyle.com">LeCozPer@BlueChipInStyle.com</a></td>
<td>Allen Fisher</td>
<td>14</td>
<td>1995</td>
<td>Residential living &amp; family rooms, custom accenting.</td>
</tr>
<tr>
<td>NIE Home Interiors</td>
<td>541-525-2332</td>
<td>N/A</td>
<td><a href="http://www.niefurniture.com">www.niefurniture.com</a></td>
<td>Chris Smith</td>
<td>18</td>
<td>1995</td>
<td>Interior design services from planning to install. 25,000 sq ft showrooms of furniture &amp; home furnishings in downtown Bend.</td>
</tr>
<tr>
<td>Patty Jones Design, LLC</td>
<td>541-635-7620</td>
<td>541-635-7620</td>
<td><a href="http://www.pattyjonesdesign.com">www.pattyjonesdesign.com</a></td>
<td>Patty Jones</td>
<td>1</td>
<td>2005</td>
<td>Interior design services to residential &amp; commercial clients specializing in new construction &amp; remodeling.</td>
</tr>
<tr>
<td>Multnomah Window Treatments</td>
<td>541-548-0855</td>
<td>N/A</td>
<td><a href="http://www.mwto.com">www.mwto.com</a></td>
<td>Donna Winters</td>
<td>3</td>
<td>1985</td>
<td>Window coverings, custom bedding, draperies, curtains, blinds, shades, interior design consultation &amp; repair services.</td>
</tr>
<tr>
<td>Studio Vero Design</td>
<td>541-610-2517</td>
<td>N/A</td>
<td><a href="http://www.studioverodesign.com">www.studioverodesign.com</a></td>
<td>Veronica Walford</td>
<td>1</td>
<td>2014</td>
<td>Textile design, organic lines, design services.</td>
</tr>
<tr>
<td>SuDrak Painting</td>
<td>541-771-0549</td>
<td>N/A</td>
<td><a href="mailto:SuDrakPainting@gmail.com">SuDrakPainting@gmail.com</a></td>
<td>David SuDrak</td>
<td>1</td>
<td>1995</td>
<td>Complete interior design &amp; decor, Tuscan plaster, custom mirrors, lighting, hand-crafted artwork &amp; faux finishes.</td>
</tr>
<tr>
<td>Ufford Design Group</td>
<td>541-389-0375</td>
<td>N/A</td>
<td><a href="mailto:info@ulfordesign.com">info@ulfordesign.com</a></td>
<td>Jan Tebbas</td>
<td>4</td>
<td>1982</td>
<td>High-end residential custom homes, green homes specialist, LEED certified homes, remodels, interior design.</td>
</tr>
<tr>
<td>Veronique Walford</td>
<td>541-610-2517</td>
<td>N/A</td>
<td><a href="http://www.veroniquewalford.com">www.veroniquewalford.com</a></td>
<td>Veronica Walford</td>
<td>1</td>
<td>2005</td>
<td>Serving studios, kitchens, upholstered service &amp; wallpaper.</td>
</tr>
<tr>
<td>Company / Address</td>
<td>Phone</td>
<td>Fax</td>
<td>WebSite/Email</td>
<td>Contact</td>
<td>Staff</td>
<td>CO Year Est.</td>
<td>Services</td>
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</tr>
<tr>
<td>Custom Home Design &amp; Drafting</td>
<td>541-385-3203</td>
<td>N/A</td>
<td><a href="mailto:denuo@bendbroadband.com">denuo@bendbroadband.com</a></td>
<td>Brent Denuo</td>
<td>2</td>
<td>1995</td>
<td>All kinds of building design with a specialty of insulated concrete forms.</td>
</tr>
<tr>
<td>Evolution Home Design Inc.</td>
<td>541-480-3725</td>
<td>N/A</td>
<td><a href="http://www.evolutionhomedesign.com">www.evolutionhomedesign.com</a></td>
<td>Jodie Jordan</td>
<td>1</td>
<td>1998</td>
<td>Custom homes, remodels, additions, energy efficient homes, solar systems, additions &amp; remodels, kitchen &amp; bathroom renovations, sustainable design, interior design.</td>
</tr>
<tr>
<td>Evolution Home Design Inc.</td>
<td>541-312-2141</td>
<td>N/A</td>
<td><a href="http://www.evohome.com">www.evohome.com</a></td>
<td>Josh Denuo</td>
<td>3</td>
<td>2009</td>
<td>Full service custom residential home design and construction, master plan design, blueprint set drafting, structural designs, construction administration &amp; full service.</td>
</tr>
<tr>
<td>Jason TeBledsoe Design</td>
<td>541-517-1289</td>
<td>N/A</td>
<td><a href="mailto:jason@jasontodddesigns.com">jason@jasontodddesigns.com</a></td>
<td>Jason TeBledsoe</td>
<td>4</td>
<td>1998</td>
<td>Custom home design.</td>
</tr>
<tr>
<td>McDaniel Design Inc.</td>
<td>541-583-6025</td>
<td>N/A</td>
<td><a href="mailto:eagle88@bendbroadband.com">eagle88@bendbroadband.com</a></td>
<td>Michael McDaniel</td>
<td>4</td>
<td>1996</td>
<td>Custom homes.</td>
</tr>
<tr>
<td>McMillen Design &amp; Drafting</td>
<td>541-589-2115</td>
<td>N/A</td>
<td><a href="http://www.mcdmillendesign.com">www.mcdmillendesign.com</a></td>
<td>Adam McMillen</td>
<td>1</td>
<td>2001</td>
<td>Award winning home designs. Custom &amp; stock plans.</td>
</tr>
<tr>
<td>Custom Plans by Lauren Duncan</td>
<td>541-588-8559</td>
<td>N/A</td>
<td><a href="http://www.customplans.com">www.customplans.com</a></td>
<td>Lauren Duncan</td>
<td>2</td>
<td>1997</td>
<td>Smart design for homes &amp; garages, as well as remodels &amp; additions, Stock plans, modified stock plans, custom design. All designs are client &amp; lot specific.</td>
</tr>
<tr>
<td>Prestige Builders LLC</td>
<td>541-589-2109</td>
<td>N/A</td>
<td><a href="http://www.prestigebuilders.com">www.prestigebuilders.com</a></td>
<td>Jim Young, Spencer Williams, B Usedby</td>
<td>15</td>
<td>1999</td>
<td>Custom home &amp; remodeling design, interior design, commercial construction.</td>
</tr>
<tr>
<td>Boise-Cascade Custom Design</td>
<td>541-589-3241</td>
<td>Same as phone</td>
<td><a href="mailto:rosquianddesigns@gmail.com">rosquianddesigns@gmail.com</a></td>
<td>Bruce Rossqui</td>
<td>2</td>
<td>1989</td>
<td>Residential timber frame homes.</td>
</tr>
<tr>
<td>Sunforest Construction</td>
<td>541-589-3056</td>
<td>N/A</td>
<td><a href="http://www.sunforestbuilders.com">www.sunforestbuilders.com</a></td>
<td>Diane Saulnier</td>
<td>2</td>
<td>1995</td>
<td>New residential, new commercial, space planning, tenant improvement, site plans, modifications, interior design, green design.</td>
</tr>
<tr>
<td>Talbot Design Group</td>
<td>541-583-0372</td>
<td>N/A</td>
<td><a href="http://www.talbotdesign.com">www.talbotdesign.com</a></td>
<td>Jim Talbot</td>
<td>4</td>
<td>1992</td>
<td>High end residential custom homes, green homes specialists, LEED certified homes, remodels, interior design.</td>
</tr>
</tbody>
</table>
Innovate Security for Life

Introduces Direct-to-Builders Wholesale Program
for Next-gen Turnkey Smart Home Automation

by TOM SCANLAND, Principal — The Enterprise Collective

Innovate Security for Life launches wholesale smart home security and automation platform directly to builders/dealers as a simple solution for the home technology requirements. Innovate’s new Smarter Communities S.A.V.E (Security – Automation – Video – Expertise) program offers builders the ideal turnkey package for a preloaded home network to enable home automation — and all in customizable, do-it-yourself (DIY) expandable packages for the buyer.

The Bend company introduces an easy — yet advanced — system for networking and enabling wireless control of residential appliances and devices like lighting control, indoor and outdoor video cameras, security systems, thermostats, windows, door locks, garage door openers, video surveillance and all the myriad new smart home applications the next generation of homebuyer requires.

In addition, Innovate focuses on the growing trend in customizable DIY smart home automation and security which industry experts predict will dominate the more traditional solutions currently available. The team also designed a magnetic mounting system that eliminates wall damage, cuts DIY installation time in half and offers a portable system that homeowners can take with them.

National home security expert — and Bend resident — Graham Hausler has engineered a solution that is easy, intuitive and affordable for homebuilders and homebuyers alike — in any kind of home. A security industry insider, Hausler, who founded and operated Bend-based Atlas Security for 20 years, foresaw a need for a proven DIY security model that would differentiate from old traditional security systems.

The company now offers the Smarter Communities S.A.V.E (Security – Automation – Video – Expertise) platform directly to builders and developers at wholesale pricing.

“Innovate offers builders an easy, streamlined option for installing advanced automation and security in new homes and multifamily units — enabling smart devices that meet code requirements to pass final inspection,” says Hausler. “We have enlisted the support of the top smart home, security and video product manufacturers to provide extremely competitive wholesale pricing which allows builders to offer smart home capabilities for little or no extra cost.”

How does the direct-to-builder program work?

Innovate has established a simple low-cost automation infrastructure for the developer/builders community and provides the end-user with a DIY solution. The system fits a new category in the home automation and security industry focused on multi-unit residences and first-time buyer housing.

Innovate’s Smarter Communities Home Automation and Security Technologies provide customers with all the automated features of a smart home, but with lifestyle flexibility and affordability built into the product design. Innovate provides builders and developers with wholesale smart equipment for building smart infrastructure in new housing or multifamily buildings that might include smart light switches, smart dimmers, smart thermostats, smart video doorbells and smart door locks.

Innovate builders/dealers receive a private branded promotional code for the customer offering $100 coupons for renters or $200 for homebuyers to customize their own DIY Smart Home Automation and Security System. Innovate Security for Life (ISFL) systems are different from any other DIY offer:

- Lower cost by removing technician labor from the price
- First do-it-yourself security, automation and video
- One application for security automation and video expertise
- Engineered for the easiest patented magnetic installation
- Network locked down and secured
- Lifetime warranty on intrusion sensors with service
- Designed to be easily portable when moving
- Replacement sensor mounts free of charge when moving
- Encrypted professional-grade equipment
- Twenty years of experience in security, automation and video expertise

“This is a win-win system. Having installed Innovate’s unique systems in several different residences I can say that it is a huge cost savings over ‘professional’ installation,” says David Hatch, Innovate customer and retired homebuilder. “The installation is super simple — all the devices magnetically mount easily with the metal backing plate which has a special adhesive to the wall or ceiling. Pairing the devices to the monitoring panel is similar to pairing a blue tooth device with your phone.”

Hatch adds that “with the advanced technology controlling home devices, it is quick, easy and amazing, especially when you are literally on the other side of the planet — which I’ve done! Devices are preprogrammed into the panel when you order the system, and there are easy to follow instructions, making it plug and play. The monitoring fee is simple and competitive, you can even start simple and add devices later on.”

Innovate now offers a best-in-class security solution featuring:

- Customized components for the home and office
- Easy, intuitive installation
- Comprehensive protection from intrusion
- Sensors for the most advanced, professional-grade smoke and carbon monoxide
- Monitors for aging parents and relatives
- Control over environmental catastrophes like fire, floods, freezes
- Online programming
- Bluetooth enabled
- Trusted home security experience
- Unparalleled service
- Affordable, flexible comprehensive options

About Innovate Security for Life

Innovate was inspired by a simple concept: use innovation to provide professional-grade life safety & security products for home and business. Offer continued support, and help customers save money through DIY installation. With a market that is quickly transitioning, we have re-engineered professional-grade, cutting edge systems for easy installation by our customers. The kits we offer are not entry-level products. Innovate has engineered them to be the most advanced, easiest to install and fully expandable in their class. This is a comprehensive professional offer unlike any other on the market. Our mission is to build lifelong relationships with our customers. We provide ‘Security for Life.’

innovatesfl.com

Building Designers (Listed Alphabetically)

See custom home builders and architects for additional building designers.

Company / Address Phone Fax WebSite/Email Contact Staff CO Year Est. Services


Women Design International 650 NW Court Ave., Ste. 100 Prineville, OR 97754 541-582-5758 541-462-8388 www.womenarchitects.com info@bldgdesigns.com Ellen Spalding 2 1990 Residential & commercial design.

Women Design Inspirations 2561 NE Apache Pk., Suite 1 Bend, OR 97703 541-420-1250 N/A www.womenarchitects.com info@bldgdesigns.com Yuki Koster 1 1990 New residential & remodel.

Wright Design Studio 55-30 Station G #1 Garden-Valley Bend, OR 97703 541-580-9178 N/A www.naturalorganicarchitect.com info@bldgdesigns.com Rick Wright 1 1980 Custom home designs.
<table>
<thead>
<tr>
<th>Company / Address</th>
<th>Phone</th>
<th>Fax</th>
<th>WebSite/Email</th>
<th>Contact</th>
<th>Staff</th>
<th>CO Year Est.</th>
<th>Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fine Furniture (Listed Alphabetically)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Log Home Builders (Listed Alphabetically)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Village Interiors</td>
<td>541-480-1888</td>
<td>N/A</td>
<td><a href="http://www.villageinteriorsdesign.com">www.villageinteriorsdesign.com</a></td>
<td>Christine Lashburg</td>
<td>3</td>
<td>2019</td>
<td>Office furniture, consultation, layout/design services, wide range of products to suit any space or design.</td>
</tr>
<tr>
<td>Cascade Mattress &amp; Bedroom Furniture</td>
<td>541-678-7754</td>
<td>N/A</td>
<td><a href="http://www.cascademattressandbedroom.com">www.cascademattressandbedroom.com</a></td>
<td>Matted Die Novos</td>
<td>4</td>
<td>2011</td>
<td>Beds only; locally owned, Tempur-Pedic, Sealy Posturepedic &amp; Stearns &amp; Foster mattresses available.</td>
</tr>
<tr>
<td>Tumalo</td>
<td>541-617-0513</td>
<td>N/A</td>
<td><a href="http://www.tumaloluftbeds.com">www.tumaloluftbeds.com</a></td>
<td>Neelis &amp; Julie Truitt</td>
<td>5</td>
<td>2002</td>
<td>Modern furniture sales, design advice &amp; gifts.</td>
</tr>
<tr>
<td>NW Home Interiors</td>
<td>541-325-3022</td>
<td>N/A</td>
<td><a href="http://www.nwcustomloghomes.com">www.nwcustomloghomes.com</a></td>
<td>Chris Smith</td>
<td>18</td>
<td>1999</td>
<td>Design services, fine furniture, accessories &amp; decor.</td>
</tr>
</tbody>
</table>

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

OnPoint Community Credit Union Shares How to Reevaluate Investment Strategies During & After the Pandemic

by TORY McVAY

More than a year after the pandemic sent the world into lockdown, workers and retirees remain concerned about the long-term impact of economic shifts on their retirement and investments. A recent report from the Transamerica Center for Retirement Studies finds that one in five U.S. workers are worried about their ability to retire in light of the pandemic — of which only 27 percent are confident in a comfortable retirement. OnPoint Community Credit Union is educating the communities it serves on investment strategies and principles that may guide long-term stability.

Bloomberg recently reported 2.7 million Americans age 55 plus are considering early retirement because of the pandemic. Whether it’s the new “life-is-short” mindset, housing jumping 17.2 percent since last year, personal income jumping 21 percent in March 2021 or the bullish stock market, many affluent Americans are taking this opportunity to begin their golden years.

While it has been hard for some, others less-fortunate Americans have lost jobs and faced few prospects, putting their retirement at risk. Another study by the Pew Research Center found about a quarter of U.S. adults ages 50 and older expect the coronavirus crisis to alter their retirement plans, so they can make informed financial decisions, build their nest eggs and look forward to the future.

Below are several important strategies OnPoint recommends to help people with their financial planning needs, even during times of uncertainty.

How to Rebuild for Retirement

The first step to evaluating your investment strategy is determining if you’re on track to retire at the age you expect while still meeting your lifestyle goals. A retirement calculator can help you determine where you stand. The calculator requests specific information that will help in accurate financial planning, including estimated social security benefits, your current age, retirement age and life expectancy.

If you’re not on track, it may be time to seek help from a local financial advisor. If you currently have a financial advisor, they will help you adjust your strategy to align with your goals. Strategic changes to your retirement plan may include:

• Revising your target retirement date
• Monitoring 401(k) contributions
• Maximizing employer matching
• Minimizing your expenses
• Timing debt payoffs carefully
• Adjusting your lifestyle
• Budgeting more for your savings and investments

A financial advisor can help you determine which strategies are right for you and provide accountability and guidance as you make changes.

How to Pick a Financial Advisor

Below are five traits you want to look for when evaluating which financial advisor is right for you.

1. They work with you: You should always feel like you are in the driver’s seat. Your advisor should lay out the investment strategy and request your feedback. A financial advisor understands investment strategy, but you know your goals. The best alliances are made from collaboration.

2. They put your interests first: All the financial proposals and strategies that financial advisors make should be in your best interests. If you are not comfortable with a particular recommendation, you have the right to say, “No, thank you.”

3. How they view your finances: In addition to recommending an investment strategy, your advisor should look at the tax efficiency of your current investments, advise you on insurance policies, understand your income and budget and be able to consult on a wide range of investment options.

4. Communication: Open communication is key to working with your financial advisor. If you feel like your advisor is frequently slow to return your calls or emails, this may be a sign of more serious issues.

5. They are backed by a team: What happens to your investments if something happens to your financial advisor? Is there someone available to answer your questions and help you with a seamless transition? When you reach out to your financial advisor, you should expect a timely response and be assured the team has the appropriate knowledge to support your goals.

Here are five signs it may be a good time to replace your financial advisor:

• Poor communication: You can’t reach your advisor to discuss your strategy or your advisor is frequently slow to return your calls or emails.

• Lack of transparency: Your financial advisor focuses on “hot talks” and “set and forget” while avoiding transparency about their actions, practices, fees and process.

• False sense of urgency: Does your advisor feel like you need to jump on investments quickly, or you may risk losing out on a big opportunity? You should always have time to make an important financial decision.

• Claims exclusivity: If your financial advisor tells you they are privy to investment options or strategies that no one else has access to, they simply are not telling the truth.

• Goes rogue: Some financial advisors work alone and do their own thing, but that could mean they serve their interests ahead of yours. Make sure your advisor operates as a fiduciary and understand how your advisor stays accountable.

Know that there are risks to your retirement plan. There are five major events: A severe health issue for your partner, a child facing foreclosure or other unforeseen events could lead to dipping into retirement accounts. Before taking this step, you’ll want to discuss the impact on your retirement plan.

• Higher-than-expected living expenses: Inflation, debt, budget requirements, unexpected expenses and other unanticipated costs may impact your retirement expectations.

• Rates stay low: As retirement nears, you may have a large portion of investments in less volatile bonds. Lower interest rates, may make it challenging to decide where to invest to ensure adequate returns while protecting your funds.

• Market downturn near retirement: From the dot-com bubble of the late 90s, to 9/11, to the financial housing crisis of 2008, to COVID-19, significant events will happen that could lead to short-term dips in the market and threaten retirement plans. Financial advisors can help you build a plan to take market variance into consideration.

• Social Security benefits: The estimates you see on the Social Security Administration website are not guaranteed. Future events, population shifts or changing priorities could impact your benefits.

How best to handle each of these situations depend on how close you are to retirement and how far you are from your retirement goal. In each scenario, you have options. Working with a financial advisor can help you determine a course of action.

How to Evaluate Sustainable Investing Options

Sustainable investing, also referred to as socially responsible investing, is an investment sector focusing on companies whose goals positively impact society while refraining from doing harm. They allow you to support social change. Here’s how to get started.

Step One is to determine the company values that are most important to you, like environmentalism or social justice issues.

Step Two is to decide whether you want to invest in your own or by using a financial advisor. The DIY route means you’ll need to research each specific investment to ensure it upholds your values before adding it to your portfolio. If you choose to work with a financial advisor, they have tools that can help align your retirement goals with your values.

Step Three is to monitor the progress of your investments, either on your own or with the help of your advisor.

Learn more about the financial and retirement planning resources from OnPoint, or request a complimentary consultation.

Disclosures

*Securities offered through Raymond James Financial Services, Inc., Member FINRA/ SIPC. Not all advisors offer insurance products. *Investments are not guaranteed. Future events, population shifts or changing priorities could impact your retirement expectations. Onpointcu.com
What to Do with Your Tax Refund

by ED WETTIG, CFP — Wettig Capital Management

Saving money is a bit like eating healthy, you know you should eat your veggies but it’s hard to resist indulging in something a bit more fun. Like making healthy choices, a tax refund can present the opportunity to splurge but, more importantly, it’s a chance to put yourself in a better financial position in the future.

If you’re getting a refund back from the IRS, here are a few ways to use it for your long-term benefit.

Boost or replenish your emergency fund. Having an emergency fund to cover basic living expenses keeps financial plans and retirement funds secure. If you don’t have at least three months of full living expenses set aside, consider using your tax refund to get you closer to that goal.

Pay down high-interest debt. If you have credit card debt, consider using your tax refund to pay down your balance to accelerate your debt repayment. Then, consider using any leftover money to invest in an interest-earning account (rather than one that charges you interest)!

Fund your retirement. Use your refund to boost your retirement account! The more time your money has to grow, the longer you can take advantage of the power of compound interest.

Invest in your career. If there’s a course you’ve wanted to take to get your career to the next level, consider putting your tax refund toward tuition. Or, maybe you have a hobby you’ve always wanted to turn into a side business. Consider using the money to build up the inventory you need to get started.

Prepay your mortgage. Making extra mortgage payments now will lower your future financial obligation to the bank. Paying more earlier decreases the amount of interest you pay over the life of the loan.

Update your home. Putting money toward home improvements is a smart investment. By investing in new windows and appliances you’ll not only save money on utility bills, but you’ll also make your home more valuable when it’s time to sell.

Buy life insurance. If purchasing life insurance has always been on the back burner, a tax refund might be just what you need to enroll. A term life insurance policy is a cost-effective option to potentially protect your loved ones should something unexpected happen.

Support a charity. If you feel the need to give back, consider donating a portion or all of your tax refund to a charity, and lower your taxable income in the process.

How you spend your money will ultimately depend upon your specific financial situation. We want you to get the biggest bang for your tax refund buck. If you have any questions regarding what to do with your tax refund, we’re here to help!

Provided by Ed Wettig, CFP, Wettig Capital Management, which offers investment management, financial planning and retirement income strategies. Securities, insurance and investment advisory services offered through Royal Alliance Associates, Inc. Member FINRA/SIPC. Wettig Capital Management is a marketing designation.

wettigcapital.com
Columbia Bank announced that Taylor Thompson has been promoted to vice president and commercial team lead for the Bend Commercial Banking Team, serving Bend, La Pine, and surrounding areas.

Taylor has been with Columbia since 2015, serving as a key commercial banker. Thompson brings 14 years of experience to his new position. He has expertise in working capital lending, commercial real estate and Small Business Administration lending.

Thompson graduated from Eastern Oregon University, earning his bachelor’s degree in business administration with an emphasis in marketing. He currently is a member of Risk Management Association’s board and has served in multiple organizations such as Redmond Rotary and SMART Leadership Council.

Healthy Beginnings welcomes Leslie Karaka as their newest board member. Karaka’s professional career is heavily involved with strategic initiatives, policy creation and communications. She also brings to the table leadership and sales experience. Some of her past nonprofit work has been around being a founding board member for the Puget Sound Blood Center’s Young Professional Ambassadors.

As a step towards leading children herself, Karaka feels strongly about the mission at Healthy Beginnings. Leslie has hit the ground running and is participating in the 1 BEING 1 LOVE (B1L) online fundraiser, all within her first few weeks of being a board member.

On our 25th Anniversary year, STEELE Associates Architects of Bend announced the following team promotions. Each team member exhibits the great personality, creativity, character and passion required to lead STEELE.

Adam Stephen is promoted to principal. Stephen is a native of Leavenworth, Washington. He earned his bachelor’s degree at the University of Washington and is a highly skilled architect who manages a team working on senior, medical, and public and commercial projects in three states. He is a registered architect in Oregon, Washington and Montana.

Tritan Shepherd is promoted to senior associate. Shepherd was born in England and raised in Minnesota. He earned his bachelor’s degree at the University of Utah, and a bachelor in architecture from the University of Minnesota. Shepherd is a talented designer who expertise in Revit and rendering help clients understand their projects. He works on a wide variety of projects including healthcare, commercial, senior and education. Shepherd is a licensed architect in Oregon and Utah.

Andy Harmon is promoted to senior associate. Harmon was raised in Michigan and earned his master of architecture from the University of Utah. He is a licensed architect at the University of Oregon and his bachelor of architecture at the University of Michigan. He completed graduate coursework on Cold Climate Design and Arctic Engineering at the University of Alaska and is the in-house building envelope specialist. Harmon is taking great care of current clients on assisted living, memory care and independent senior facilities in Oregon Washington and California.

In addition to the aforementioned promotions, Lucas Crespin, has joined the STEELE team. He has over 16 years of architecture experience in a broad range of projects including schools, courthouses, justice, commercial and custom residential throughout the western US, Central America and Midwestern states and Hawaii. Crespin is an analytical thinker with outside-the-box ideas who is highly proficient in CADD and BIM design and an expert in computer modeling and rendering. He is currently working with team members on a brewery, a medical building and large memory care and assisted living facilities in Oregon and Washington. He is the in-house building envelope specialist. Crespin has been practicing architecture for over 16 years.

State Farm Agent Ryan Walker has received the company’s prestigious Chairman’s Circle award for his Bend office. This honor is awarded to only one percent of over 19,000 State Farm agents across the nation.

In addition to recognizing an agent’s outstanding sales ability, this top award honors those who align their business with the long-term direction of the company and who act as advocates for their customers. Only a select few agents within State Farm receive this honor annually as they meet the strict qualifying criteria that must be met.

Walker, a Bend resident, became a State Farm agent five years ago. Walker has received other awards and this is his first year qualifying for the Chairman’s Circle. Walker was a State Farm customer for most of his adult life before becoming an agent. He was impressed with the company’s engagement in local communities and he now continues that practice as an agent.

Three early-career faculty in the Oregon State University College of Engineering have received prestigious National Science Foundation grants, one for studying the intersection of mass timber and modular construction, another for researching the safe production of hydrogen gas from seawater and the third for improving the species distribution models used by ecologists and natural resource managers.

Erica Fischer, Kelsey Stoerzinger and Rebecca Hutchinson are the recipients of the Faculty Early Career Development, or CAREER, awards from the NSF.

Fischer, assistant professor of civil and construction engineering, was selected for her proposal to create new technologies for the mass timber modular construction industry. Building construction sustainability is driven by a major change to improve efficiency, she said, noting that construction has been done the same way for more than 100 years.

Fischer will use her $560,000 award to develop innovative technologies for changing how buildings are designed, manufactured and assembled. Specifically, technologies that enable the use of mass timber for modular construction buildings with a range of lateral force resisting systems, in regions with high earthquake risk or high wind loads.

Stoerzinger, assistant professor of chemical engineering, was chosen for her proposal to study how to “split” seawater into hydrogen and oxygen gas while avoiding undesirable, chloride-containing byproducts. Hydrogen has many scientific, industrial and energy-related roles, including in fuel cells for cars.

Stoerzinger will use her $550,000 award to design and test materials and reaction conditions that split water only, without creating these byproducts. Hutchinson will use her $564,000 award to tackle challenges for the machine learning methods typically used to build species distribution models, or SDMs.

Hutchinson, an assistant professor with appointments in both engineering (computer science) and the College of Agricultural Sciences (fisheries, wildlife, environmental sciences), will research methods typically used to build species distribution models, or SDMs.

Crespin welcomes Leslie Karaka as their newest board member. Karaka’s professional career is heavily involved with strategic initiatives, policy creation and communications. She also brings to the table leadership and sales experience. Some of her past nonprofit work has been around being a founding board member for the Puget Sound Blood Center’s Young Professional Ambassadors.

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Walker, a Bend resident, became a State Farm agent five years ago. Walker has received other awards and this is his first year qualifying for the Chairman’s Circle. Walker was a State Farm customer for most of his adult life before becoming an agent. He was impressed with the company’s engagement in local communities and he now continues that practice as an agent.

Three early-career faculty in the Oregon State University College of Engineering have received prestigious National Science Foundation grants, one for studying the intersection of mass timber and modular construction, another for researching the safe production of hydrogen gas from seawater and the third for improving the species distribution models used by ecologists and natural resource managers.

Erica Fischer, Kelsey Stoerzinger and Rebecca Hutchinson are the recipients of the Faculty Early Career Development, or CAREER, awards from the NSF.

Fischer, assistant professor of civil and construction engineering, was selected for her proposal to create new technologies for the mass timber modular construction industry. Building construction sustainability is driven by a major change to improve efficiency, she said, noting that construction has been done the same way for more than 100 years.

Fischer will use her $560,000 award to develop innovative technologies for changing how buildings are designed, manufactured and assembled. Specifically, technologies that enable the use of mass timber for modular construction buildings with a range of lateral force resisting systems, in regions with high earthquake risk or high wind loads.

Stoerzinger, assistant professor of chemical engineering, was chosen for her proposal to study how to “split” seawater into hydrogen and oxygen gas while avoiding undesirable, chloride-containing byproducts. Hydrogen has many scientific, industrial and energy-related roles, including in fuel cells for cars.

Stoerzinger will use her $550,000 award to design and test materials and reaction conditions that split water only, without creating these byproducts. Hydrogen has many scientific, industrial and energy-related roles, including in fuel cells for cars.

Hutchinson will use her $564,000 award to tackle challenges for the machine learning methods typically used to build species distribution models, or SDMs.

Hutchinson, an assistant professor with appointments in both engineering (computer science) and the College of Agricultural Sciences (fisheries, wildlife, environmental sciences), will research methods typically used to build species distribution models, or SDMs.
who's Who
Continued from previous page

The CAREER program supports early-career faculty “who have the potential to serve as academic role models in research and education and to lead advances in the mission of their department or organization,” according to the NSF website.

Oregon Adaptive Sports (OAS) recently announced Leah Persichilli as their new program director. Those familiar with the OAS community will recognize Persichilli, who has been working with OAS as both a summer and winter instructor since 2016 as well as assisting with many training, coordination and outreach efforts on behalf of OAS over this time. Prior to OAS, Persichilli has been involved with organizations that support individuals with disabilities as well as the outdoor recreation industry for over 30 years including education and training through the National Outdoor Leadership School (NOLS) and Northern Arizona University, as well as professional experience with numerous outdoor recreation entities based out of Flagstaff, Arizona and Lake Tahoe, California.

Persichilli and her entire family have been core OAS community members for many years and OAS is over the top excited to bring her leadership and vision to the organization through this expanded role.

Jefferson County Education Service District (JCESD) and the High Desert Education Service District (HDESD) announced that Shay Mikalson will serve as JCESD’s superintendent while also continuing in his current role as chief student success officer with High Desert Education Service District. Mikalson brings 20 years of educational leadership experience to JCESD and served as superintendent for Bend La Pine Schools for five years prior to joining HDESD in July, 2020.

For nearly 50 years, the part-time JCESD superintendent position has been the shared responsibility of the Jefferson County School District S09-J superintendent. This year, the school board decided to split the position when JCESD S09-J announced that Superintendent Ken Parshall will be retiring in June and Jay Mathisen, currently the director of educational leadership at George Fox University, will take his place.

According to HDESD, superintendent Paul Andrews, Mikalson will spend between five to ten hours per week leading JCESD as he continues supporting all Central Oregon school districts with their implementation and evaluation of Oregon’s Student Success Act. Mikalson also leads school improvement efforts for approximately 35,000 students throughout the High Desert Education Service District’s four component school districts: Crook County School District, Bend-La Pine Schools, Redmond School District and Sisters School District.

In this added role, Mikalson will be responsible for all JCESD operations, including policy development and financial oversight.

BendTel, Inc. announces the promotion of Doug Cox to the position of general manager. With over 14 years of sales experience in the local telecommunications industry, Cox has served most recently in the role of sales manager for BendTel. Cox’s proven track record for helping small start-up companies get off the ground and larger corporations achieve their goals and find cohesiveness has made him a successful leader and valuable asset to BendTel.

Cox is a sixth-generation Oregonian with deep roots and a third-generation salesman with strong connections. His father was a sales manager for Crown Pacific in Redmond, who later went on to start his own business in wood products, and his grandfather was a sales manager for Brooks-Scanlon in the late 1960s and early 1970s. Cox himself graduated from Bend High and earned a scholarship to play collegiate football at Concordia University St. Paul, where he went on to receive a degree in business management and marketing. Cox is thrilled that he and his wife can raise their four children here in Central Oregon, making them seventh-generation Oregonians.

Family Access Network Foundation (FAN) announces that Travis Browning of Redmond has accepted a position on the Foundation Board.

Browning is the EVP market president with First Interstate Bank for Central Oregon and George Fox University, which includes the cities of Redmond, Sisters, Prineville, Madras, The Dalles, Hood River and Bingen. Browning earned a bachelor’s degree in business from Western Oregon State College and has been serving the Central Oregon region since 1999. He has 29 years of combined banking experience as a loan officer, branch manager and district manager. In addition to his professional responsibilities, Browning served on the board for Redmond Economic Development for over ten years and currently is on the Redmond School District’s budget committee. Since 2016, he has been on the FAN Redmond Development Committee. In his spare time, he enjoys fishing, hunting and spending time at sporting events with his family.

ONPOINT COMMUNITY CREDIT UNION

Vern Patrick Elementary School’s StoryWalk project was awarded a 2021 OnPoint Prize for Excellence in Education $2,000 Community Builder Award.

COLUMBIA BANK

Columbia Bank announced that, through its annual Warm Homes grant campaign, it is providing three one-time grants for $25,000 each to organizations in Idaho, Oregon and Washington that are working toward affordable housing solutions.

To date, Columbia has provided more than $300,000 through the Warm Homes campaign. This year, Jesse Tree in Boise, Community Supported Shelters in Eugene and The Coffee Oasis in the Puget Sound region — all advocates for preventing eviction and homelessness — will receive the grants.

“arates. These organizations all play vital roles addressing homelessness in our region by developing innovative paths toward safe and sustainable housing for those most in need,” said David Moore Devine, Columbia’s executive vice president and chief marketing and experience officer. “We are honored to partner with them as we collectively work to tackle one of our region’s most pressing challenges.”

Columbia’s Warm Homes provides funding for transitional or permanent affordable housing solutions. These entrepreneurial solutions work in partnership with additional programs and services targeted at lifting low income or underserved families and individuals out of the cycle of homelessness.

“The investment Columbia Bank has made in The Coffee Oasis youth shelter means that youth will sleep warm and safe tonight, rather than cold and alone, and tomorrow they will wake-up to a new day full of potential, with people who care for them and a community that supports them,” said Daniel Frederick, executive director of The Coffee Oasis. “We truly believe that together we are creating opportunities for a promising future for youth facing homelessness.”

“As the housing crisis continues to grow in the Treasure Valley, any unanticipated expense or shortfall can lead many families to a place where they can’t pay their rent,” said Ali Rabe, executive director of Jesse Tree. “With this funding from Columbia Bank, Jesse Tree will be able to help more of our neighbors keep their homes.”

PHOTO: COURTESY OF VERN PATRICK ELEMENTARY SCHOOL
SELCO Community Credit Union celebrated the 31st year of its annual scholarship program by awarding $52,500 in college scholarships to 20 graduating high school seniors throughout Oregon, including five students from Central Oregon area schools. Each scholarship recipient will receive $2,500 to use toward college-related expenses, while the inaugural Richard Metzler Opportunity Scholarship recipient will receive $5,000.

SELCO started its scholarship program in 1991 as an important component to its mission to help members reach their financial and educational goals. In the past five years alone, SELCO has awarded nearly $215,000 in scholarships through this program.

“This has been a challenging year for students in Oregon and elsewhere, to say the least. We’re grateful to be able to provide these 20 deserving recipients with a head start toward realizing their educational and career goals,” said Craig Carpenter, SELCO’s senior vice president of Lending and Business Solutions.

SELCO’s Scholarship Committee chose the recipients from a pool of applicants representing all 27 Oregon counties that SELCO serves. To qualify, recipients had to be graduating from a four-year accredited high school in Oregon, have a cumulative GPA of at least 3.5, and plan to attend an accredited two- or four-year college or university.

As part of the application, scholarship hopefuls were asked to submit an essay that answers the question: “If you could uninvent one invention, what would it be and why?”

The Central Oregon area’s 2021 SELCO Scholarship recipients are:

- Brad Alexander — Ridgeview High School, Redmond
- Morgan Berg — Mountain View High School, Bend
- Scout Gesuale — Bend Senior High School, Bend
- Holden Greenfield — Mountain View High School, Bend
- William Nyman — Summit High School, Bend

For a complete list of the 2021 SELCO Scholarship recipients, including photos, visit selco.org/scholarship-recipients-2021.

SELCO.org
Redmond Proficiency Academy (RPA) junior Aubrey Luse was recently awarded a Superior rating for her play, *The Plant Crusade*, from the Educational Theatre Association, an international organization dedicated to providing high school students access to theatre education.

*The Plant Crusade* is about an awkward, poetry-loving student named Ophelia, who has recently realized that she’s gay. What follows is a story about what it’s like to be LGBTQ+ in a less-than-accepting time period, dealing with high school and the long road to being accepted (as well as accepting herself).

“I absolutely cannot believe this show made it this far,” Luse said. “I’m so grateful to everyone who helped make it happen, and if this script helps even one person realize it’s okay to be who they are, then it will have been more than worth it.”

Luse’s play is one of just three across the country earning a Superior rating in the Thespy Playwriting category. The top three plays will be workshopped and presented as a staged reading during the Virtual International Thespian Festival on Friday, June 25, 2021.

Each student playwright will meet virtually with an experienced director and professional playwright and receive feedback and advice to help polish their script.

While Luse said she doesn’t have plans to pursue professional playwriting, she will continue to use her voice to talk about subjects important to her.

“There’s nothing I love more than telling stories, and nothing will stop me from continuing to put them out into the world (regardless of what format they happen to take),” she said. rpacademy.org

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Employees are Hard to Find Right Now

It’s no secret there’s a labor shortage in Central Oregon, and Redmond is not immune. In an effort to assist Redmond Businesses, the Redmond Chamber of Commerce is introducing a new Job Posting site called Work in Redmond, which is a place for our Chamber Members to post any and all work for which they’re seeking candidates.

However, this isn’t just a plain, stale site with the same old listings. As an integrated part of your existing Member Profile, candidates will have the opportunity to learn about your business as they browse listings, which gives them the context and confidence that they are making the right decision by applying for your job.

We’re still currently in development of this, however, we encourage everyone needing employees to add their job posting as soon as possible. We formally rolled out the introduction to the public on May 14.

The video at youtube://ddaat7H407Y shows how to add a job listing to your Member Profile.

visitredmondoregon.com
WorkinRedmond.com

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**Free E-Headlines**

Sent Directly to Your Email

To Receive, Send Your Email to:
CBN@CascadeBusNews.com
This year, MountainStar Family Relief Nursery celebrates 20 years of providing effective, relationship-based services for vulnerable young children and their families. Staff work to keep young children safe, strengthen families and help parents to be successful in five Central Oregon communities — Bend, Madras, Prineville, La Pine and Redmond. We have documented success at preventing child abuse and neglect at an age when children are most likely to become victims and suffer the detrimental consequences of living in high-stress, chaotic and crisis-oriented homes. Staff's work is especially important due to elevated family stress related to the pandemic.

Almost 20 years ago, Tim Rusk, executive director, had a job interview with a panel of 25 community members who were looking for someone to take MountainStar from its launch in April 2001 to the next level. Tim's pitch for the job included that he had a ten-year work history with a nonprofit conservation corps and a masters in Psychology specializing in Organization Development. He did well enough in the interview to be offered a job the same day, and has served as MountainStar's first executive director ever since.

Under Tim's leadership, MountainStar jumped into fundraising in 2003 with its Heart & Sole shoe sale held at the Old Mill District featuring 2,000 pairs of donated designer women's shoes. Tim promoted the sale by attending meetings with a box of samples that could be purchased for $25/pair. In 2005, MountainStar held its first Children's Expedition Luncheon and raised over $250,000 in donations and pledges to support services to families and children. You can find more MountainStar milestones on the 20th Anniversary webpage.

MountainStar's success is the result of the tireless work of many people. Community leaders Scott Johnson, Gene Whisenant, Tammy Baney and Jan Eggleston provided the initial impetus to bring Relief Nursery services to Central Oregon. Early board members Kitri Ford, Dee Anderson, Laurie Price, Kathy Murch, Gloria Lopez-Davis, Sally Murphy, Cass Kottkamp, Bill Brimacombe, Pam Gilet and Nancy and John James helped to found, build and lead the organization. MountainStar’s first program director, Cherie Skillings, and her dedicated and talented staff, developed and led our classroom and home visiting programs. Most important to acknowledge, however, are the many families who have been willing to get involved, to trust staff with their children and to open up about what is going on in their lives. Working together, we have improved the lives of thousands of Central Oregon babies, toddlers and families over the past 20 years.

This year is a turning point for MountainStar. Our founding executive director has announced that he will depart his position at the end of August. “Working at MountainStar has been the highlight of my career,” says Rusk. “I have loved working with others throughout Central Oregon to ensure that babies, toddlers and families have our support when they need it most. With an organization that now spans three counties and five communities in a strong place, I am ready to pass the baton to a new executive director to lead MountainStar staff, board, families and our many contributors into the future.”

Tim’s departure announcement comes at a busy time for MountainStar and our child abuse prevention work. April was National Child Abuse Prevention month and coincides with MountainStar’s 20th Anniversary. Keeping kids safe is what MountainStar does, and their Keep Kids Safe Campaign is running through the end of May. Tim comments, “It’s hard to believe April was my last Child Abuse Prevention Month as executive director, and although my announcement feels like a big deal, our prevention work and the continued success of MountainStar is the most important thing!”

Community members are encouraged to visit MountainStar’s website for more information about our organization and services, to make a donation to support our work, and to share their own stories of involvement over the past 20 years. Child abuse prevention and keeping young children safe and healthy is a community-wide effort that takes many hands and hearts.

mtstar.org
Elk Ridge Chiropractic & Wellness Now Offers Laser Therapy Treatments Through K Laser

by ABIGAIL MORSE — Elk Ridge Chiropractic & Wellness Center

Elk Ridge Chiropractic & Wellness Center announces the launch of its newest form of laser therapy treatment, offered by K Laser!

We all know that life has its challenges, especially when if we have high-intensity jobs or have very active personal lives. You may be pouring concrete, climbing mountains or raising the kiddos, but not matter what your day-to-day looks like, there's no shortage of injuries to bring us down and out of the game.

For all those aches and pains, the muscle soreness and joint problems, from chronic to sudden injuries, from working to playing, getting up and sitting down, from a motor vehicle accident or a workplace debacle to something so simple as lounging about, we have yet another tool to help you roll with all the punches life has to offer!

In this article, we'll take a look at what laser therapy is, how it benefits you, and why K Laser is our number-one-recommended product for delivering the best laser therapy treatment to our patients. Plus, we’ll let you know how you can get started as a patient at Elk Ridge Chiropractic and receive regular laser therapy treatments. Ready to get started?

What is Laser Therapy & What is a K Laser?

Laser therapy is a form of light therapy that stimulates the body’s cells, which helps to promote the body’s natural healing process. With our all-new K Laser Cube Plus 30 device, which is, as K Laser puts it, “the first, most powerful and compact dynamic therapy laser at 4 wavelengths in the world,” we can address the body’s injuries in a quick, easy and efficient manner for optimal healing and rejuvenation.

The folks at K Laser also tell us that the “K-Laser Cube includes an innovative, multi-phase and multi-effect dynamic therapy. It is the ideal tool for treatments against sharp and chronic pain, inflammation and many other wounds through the increase of vascular and metabolic activity. K-Laser Cube is efficient for sportive rehabilitation, treatment of fractures, tissue trauma, as well as for ligaments and tendons in the post-operative period. Moreover, K-Laser Cube makes it possible to perform special and dedicated treatments in the management of diabetic foot.”

In addition, K Laser works to:

- Increase oxygenation of damaged tissues, which accelerates healing.
- Increase the production of collagen and chondrocytes, promoting the formation of cartilage and improving articular functionality. Promotion of collagen also increases the elasticity of the body’s tissues.
- Accelerate the resolution of inflammatory processes.
- Promote growth factors that foster the neuronal regeneration and development of myelin, both of which are essential to nerve-healing.
- Repair muscular fibres and promotes regeneration of muscle tissues.
- Promote bone tissue healing.

Quite the list, isn’t it? Meaning that whatever you’re coming in for, be it a migraine, acne, scar tissue, arthritis and more, K Laser may be just the thing to help you get back on track.

How Do I Know What Treatment Plan Is Best For Me?

At Elk Ridge Chiropractic, we offer three laser treatment packages, ranging from acute to chronic pain. Our package list is as follows:

- 4 Appointments (+1 FREE) — $147
- 6 Appointments (+1 FREE) — $200
- 10 Appointments (+1 FREE) — $300

We recommend setting up a consultation with one of our providers to help you receive the best-possible treatment plan that caters to your body’s particular needs.

How Do I Set Up An Appointment?

Elk Ridge is currently accepting new patients! If you believe that laser therapy might be a good treatment option for you, or if you’d like to get set up with a consultation with one of our providers, please give us a call at 541-388-3588, or email us at elkridgechiropractic@gmail.com.

Disclosure: All information in this article pertaining to K Laser products were taken from K Laser’s website as well as subsequent brochure materials promoting K Laser’s Cube Plus 30 device. For more information, visit online at klaser.eu.

thebendchiropractor.com
Paulson’s Floor Coverings

Continued from page 3

The former luxury dog daycare center will be transformed into a showroom and consultation center to display new product lines. Compass Commercial Construction Services was contracted to oversee the build-out for Paulson’s. One primary ticket item is the installation of new roll-up doors for the facility.

“The highly specialized industrial/retail building is much nicer than a traditional industrial building with significantly more interior build-out. There were some basic industrial building features, including the lack of roll-up delivery doors, that are in the process of being altered to accommodate the new use,” Kemp stated.

The central location around Wilson Avenue and 9th Street has drawn a variety of industrial companies to the area. Paulson’s Floor Coverings is one of the newest editions to the industrial epicenter.

“This building will help Paulson’s expand their Central Oregon footprint to serve their existing customer base better,” Kemp said. “It will also give them the ability to attract new customers. Being located next to Mutual Materials will create some potential synergies too.”

Paulson commented, “We hope to be open the summer of 2021. We look forward to seeing you very soon!”

compasscommercial.com

Seven Ways

Continued from page 10

where your specific interests lie within the world of tech — do you enjoy software development, programming or data mining? As a beginner, this is the best time to find your niche.

6. Target Start-ups

Start-up businesses may offer more flexibility on experience and roles than a more established company if you can assist them with well-rounded skills to help them grow. Start-up businesses often require employees to wear many hats, so by showing potential employers that your skills are well-rounded, you are more likely to succeed. Much like start-ups, open source projects are a great place to learn as you can be coached to write code that is reliable, maintainable and meets requirements.

7. Immerse Yourself

Going beyond expectations will highlight work ethic and passion to employers, trainers and teachers. Show that you are immersing yourself and exploring the industry by attending networking events, workshops and conferences, in addition to outside learning. Take the initiative to impress outside of the nine to five doors for free. Immersing yourself in open-source work gets you noticed and you have a built-in CV.

Joakim Bech says, “Interactive with people — it might seem like an impossible task to get into certain open-source communities, but the fact is that we again and again see new people — previously unknown to us — showing up, listening, engaging in discussions and suggesting things. Suddenly they’re a respected and appreciated community collaborator.”

[1] techrepublic.com/article/tech-jobs-are-booming-remote-working-is-now-a-top-demand-for-job-hunters

Cascade Business News

2021 EDITORIAL CALENDAR

ISSUE DATE       SPECIAL SECTIONS       INDUSTRY LISTS

June 2  Deadline May 26  Business of Pets  Grooming, Boarding, Pet Services, Vets
June 16  Deadline Jun 9  PRINEVILLE Profile  Employment Resources, Largest Employers, Office Supplies

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Watch for Upcoming Editions of CASCADE BUSINESS NEWS
Building Permits

COMMERCIAL PERMITS WEEK ENDING 4-30-2021

City of Redmond

$6,900,000.00 - Commercial (Tenant Improvement) at 1500 NE Hemlock Ave. Redmond 97756 OR Owner: MRE ROR, LLC Three Lakes Dr. Northfield, IL 60093

$1,041,920.00 - Commercial (Tenant Improvement) at 7280 SW Blvd. Ave. Redmond 97756 OR Owner: Redmond Pacific Associates, LLC 430 E State St. #140 Eagle, ID 83616

$1,000,000.00 - Commercial (Tenant Improvement) at 711-19-002344

$30,000.00 - Commercial (Tenant Improvement) at 1238 SW Obsidian Ave. Redmond 97756 OR Owner: Redmond Pacific Associates, LLC 430 E State St. #140 Eagle, ID 83616

$29,000.00 - Commercial (Tenant Improvement) at 711-19-000744

$280,000.00 - Commercial (Tenant Improvement) at 914 NW 7th St. Redmond 97756 OR Owner: LS Propdrop, LLC PO Box 5350 Bend, OR 97708

$1,041,920.00 - Commercial (New Multi Family) 9,409 sf. at 1238 SW Obsidian Ave. Redmond 97756 OR Owner: Redmond Pacific Associates, LLC 430 E State St. #140 Eagle, ID 83616

Builder: Lisa Reynolds Permit # 711-21-000024

City of Bend

$900,000.00 - Commercial (Tenant Improvement) 20,492 sf. at 1629 SW Odem Medo Rd. Redmond 97756 OR Owner: Albany-Pacific, LLC PO Box 990 Minneapolis, MN 55440

Builder: Dickerhoff Construction, LLC 514-71-2006

$280,000.00 - Commercial (Tenant Improvement) at 155 S Hwy 97 Redmond 97756 OR Owner: MW Cousins, LLC 108 NW Sisemore St. #48 Bend, OR 97703

Builder: Warwick Construction, Inc. 832-448-7000 Permit # 711-21-010077

$10,000.00 - Commercial (Tenant Improvement) 720 sf. at 2000 SW Badger Ave. Redmond 97756 OR Owner: Arrowood Redmond Partners, LLC 250 NW Franklin Ave. #203 Bend, OR 97703 Permit # 711-21-000639

City of Bend

Due to system changes at the City of Bend we are temporarily unable to provide Bend permits at this time.
Everyone knows that La-Z-Boy makes great recliners, but you might be surprised to discover that we also make stylish sofas, ottomans, loveseats, and so much more. At La-Z-Boy, you can get everything you need to furnish your perfect home, except for Kristen Bell, of course.

LA-Z-BOY
FURNITURE GALLERIES®

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