Central Oregon Manufacturing is Bouncing Back

by RONNI WILDE — CBN Reporter

Despite intense obstacles over the past year and eight months — including a global health crisis, labor dire and supply chain shortage — the manufacturing sector in Central Oregon marches on. Every community in the region has craftsman-related businesses, and most are soldiering through regardless of the challenges they encounter along the way.

“Manufacturing in Central Oregon is certainly alive and well, despite major economic and operational shocks over the past year,” says Roger Lee, CEO of Economic Development for Central Oregon (EDCO). “COVID and government reaction to the health crisis have impacted nearly every manufacturer in our region. Some broke sales and profit records in recent years, while others actually had to close their doors permanently — the fallout has been that divergent.”

He continues, “Manufacturing jobs overall, as measured by the Employment Department, were among the most adversely impacted sectors from the ongoing health crisis, losing a higher number and percentage of employees than all but a few industry categories. But our goods-producing businesses in the region have bounced back — many reaching pre-pandemic levels already. Others have accelerated their investments in machinery and robotics to further automate production processes, as finding people willing to work has proven stubbornly difficult.”

15th Annual Accomplished under 40

Congratulations to This Year’s Award Recipients!

by JEFF MARTIN — CBN President/CEO, Cascade Publications Inc.

It’s hard to believe that we started this award 15 years ago. The alumni list of past winners is long and full of incredible people. The list of winners for 2018-2021 can be found on page 18 of this publication, and the lists for previous years’ winners can be found online at CascadeBusNews.com. I’m sure you will recognize many of the names listed. You can also find profiles of this year’s winners on pages 9-18.

We received over 30 nominations, and all are worthy of recognition; however, we are not able to award everyone, every year. Those chosen by the committee share a commonality of crushing it in their specific industry, and giving back to our Central Oregon community.

We’ve held the awards party at Mt. Bachelor Village, Broken Top Club, Tetherow and most recently the Oxford Hotel. Unfortunately, we will not be holding the event this year for obvious reasons. However, when things calm down a bit, CBN will host an Accomplished bash to honor the 2020 and 2021 recipients. Stay tuned.

Thank you to all of those who nominated! If your nominee wasn’t selected this year, please do so again in 2022. Usually, it comes down to age or community involvement. Feel free to reach out for more clarification.

Thank you, class of 2021, for all you do for our community and beyond!

Cheers!

By SIMON MATHER — CBN Feature Writer

Long-term private real estate development company Brooks Resources is helping lead the way in new housing options for Bend’s growing community with plans in the works for a new 139-unit, five-story, vertical mixed-use building to be called 181 Franklin.

The concept, now in the design phase, for a location in the Bend Central District (BCD) currently occupied by Blue Dog RV on Franklin Avenue is pioneering the vision of the city’s new zoning for the area, including providing for more residential uses.

The BCD spans around 206 acres in total and is in the heart of Bend between downtown and Pilot Butte in Midtown and surrounding areas west to the Parkway and east including the Fourth Street area. City leaders say the creation of the zone is intended to “implement the goals and objectives for the creative redevelopment of the central Third Street Corridor.”

Primary aims include to:

• Provide a wide range of residential, commercial and office uses throughout the BCD that result in a walkable, vibrant, diverse mixed-use district, with an emphasis on commercial uses at street level on designated main streets.

• Provide a variety of residential development types and greater density of development, with a transition area adjacent to the existing residential neighborhood east of Fourth Street.

• Provide for development that is...
Highly desirable M2 Industrial Land located in north Redmond’s Industrial Park. This 4.54 acre piece is ideally suited for development with 3.54 acres of the property being fully fenced. Access to all city services. In addition, this property has water rights from Central Oregon Irrigation and contains a usable cistern.

**700 NE Hemlock Ave. Redmond, OR 97756**

$1,700,000

**Pete Rencher, Broker**
541.420.3423
pete@windermere.com

**Bruce Barrett, Broker**
541.410.3484
barrett@windermere.com

**Tony Levison, Broker**
541.977.1852
alevison@windermere.com

Price reduction on this 3 acre property on Prineville’s East Side. Zoned C2, and located directly across from Robberson Ford. 300+ feet of highway frontage and with two curb cuts for easy access. This is a prime location and would be great for office building, RV and mobile home sales, retail or auto dealership. MLS #: 220118038

**2240 NE 3rd St. Prineville**

$1,100,000

**Bruce Barrett, Broker**
541.410.3484
barrett@windermere.com

Price reduction on this 3 acre property on Prineville’s East Side. Zoned C2, and located directly across from Robberson Ford. 300+ feet of highway frontage and with two curb cuts for easy access. This is a prime location and would be great for office building, RV and mobile home sales, retail or auto dealership. MLS #: 220118038

**20676 & 20680 Carmen Ln., Bend OR 97706**

$4,200,000

1.32 acres

25,766 sq ft total 4722 sq ft is office/showroom space with high quality finishes zoned Light Industrial (IL) fully leased (single tenant) Built in 2006

**“INVEST IN YOUR FUTURE”**
BendBroadband Developing Technology Internship Program for Residents Age 16+
Interns Matched with Mentor to Receive On-the-Job Training, Learn Telecommunications Trade

As businesses face steep competition for workers, a new BendBroadband program under development will offer paid internships and career development opportunities for Bend-area residents high-school age and older.

The Field Service Technician (FST) Internship Program matches interns with a mentor, supervisor/manager and regional field service manager, who provide interns with valuable on-the-job experience. Interns assist with on-site installation, troubleshooting, repairs and maintenance of telecommunications products, services and equipment provided to BendBroadband customers.

TDS Telecom (which, like BendBroadband, is a subsidiary of TDS) kicked off the FST Internship Program this summer with a dozen interns in four states. The first-time effort has proven extremely successful, with comprehensive training and immediate benefit to our valued clients.”

With the combination, 15 attorneys will be joining the firm, including Tom Sayeg, partner; Brent Kinkade, partner; Josh Newton, partner; Jon Napier, partner; Ellen Grover, partner; Erin MacDonald, partner; Kurt Barker, partner; Annie Nelson, partner; Jennilyn Aston, partner; and Howard Arnett, of counsel.

Karnopp Petersen has served clients across four states. The first-time effort has proven extremely successful, with the firm next year. The merger, which will go into effect on January 1, 2022, will provide the firms’ public- and private-sector clients with new resources, greater bench strength and expanded geographical reach.

“We are very excited about this new partnership with Karnopp Petersen,” said BB&K Managing Partner Eric Garner. “Our firms share many practice synergies, including cultural alignment in terms of our philosophies on client service, work ethic, diversity, community and more. This cultural compatibility was a priority for both firms and will allow for a seamless integration and immediate benefit to our valued clients.”

With the combination, 15 attorneys will be joining the firm, including Tom Sayeg, partner; Brent Kinkade, partner; Josh Newton, partner; Jon Napier, partner; Ellen Grover, partner; Erin MacDonald, partner; Kurt Barker, partner; Annie Nelson, partner; Jennilyn Aston, partner; and Howard Arnett, of counsel.

Karnopp Petersen has served clients across Central Oregon since 1935. BB&K clients will continue on Page 38

HOT NEWS
October 20, 2021 • Cascade Business News • 3

Cameron McCarthy Joins Forces with J Battleson Design
Cameron McCarthy’s Bend-based studio and will allow exceptional client services to a large and growing body of work in Central and Eastern Oregon and Western states.
Cameron McCarthy is a 25-person firm led by Larry Gilbert, Matt Scheibe.
Cameron McCarthy is a 25-person firm led by Larry Gilbert, Matt Scheibe.
C continuation

Compass Commercial Real Estate Services brokers Peter May, CCIM and Russell Hunter, CCIM represented the seller, Pensco Trust Company, in the sale of a 6.31-acre commercial parcel on 20300 Halfway Road in Bend for $2,800,000. Russell Hunter also represented the buyer, JKC Britta Ridge, LLC, along with Compass Commercial Real Estate Services brokers Jay Lyons, SIOR, CCIM and Grant Schultz.
Brian Fratzke, CCIM, principal of Fratzke Commercial Real Estate Advisors, Inc., represented the Buyer and the Seller in the sale of 27 Lake Place, in Bend, for $3,200,000.
Brokers Ron Ross, CCIM, Terry O’Neill, CCIM and Luke Ross with Compass Commercial Real Estate Services represented the buyer, Monday Morning, LLC, in the acquisition of 220 SW Scalehouse Loop in Bend. Compass Commercial Real Estate Services brokers Peter May, CCIM and Dan Kemp, CCIM represented the seller, Backsen Enterprises, Inc. The 7,076 SF retail building on 0.76 acres sold for $2,200,000.
Dan Steelhammer, broker, of Fratzke Commercial Real Estate Advisors, Inc. represented the Buyer in the sale of 1069 SE 3rd Street, Bend for $1,200,000.

Continued on Page 38

C

$3,200,000
60885 SE 27th Street, Bend
10 acres in the City of Bend SE. Area addition approved for future annexation as Mixed Employment zoning. Significant upside development opportunity with cash flow from existing residential and commercial improvements.

Contact Bill Pon
541.815.4140

C

$1,200,000
1723 Lytle Street, Bend
Horizon Pet Cremation - land, business and all buildings. Includes 15 years of business growth. An opportunity to own a growing business in the heart of Bend.

Contact Al Eastwood
541.350.0987

C

$385,000 or $1.35/SF
16440 3rd Street, La Pine
Great owner/user opportunity in a terrific location just off Hwy 97. 1762 SF building formerly occupied by a dental practice on .54 acre. Vacant and easy to show.

Contact Bill Pon
541.815.4140

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38

C

Continued on Page 38
DESCHUTES COUNTY

The Deschutes County Board of Commissioners’ application process for its Arts & Culture grants program is now open.

This marks the fifth year that Deschutes County will offer this grant opportunity, which is designed to increase arts and culture opportunities and make arts and culture education available to Deschutes County residents.

A total of $25,000 will be distributed to local nonprofit organizations. Last year, 11 groups were selected for grants ranging from $1,000 to $3,000. Funding is supplied by the County’s portion of proceeds from video lottery gaming.

Eligible applicants are local nonprofit organizations with programs or projects that meet the following criteria:

- Seek to increase arts and culture opportunities in Deschutes County
- Make arts and culture education available to Deschutes County residents

Organizations interested in being considered can apply online at deschutes.org/grants. Applications are due by 8am on Monday, November 8.

SALEM

Governor Kate Brown recently announced that she is accepting applications for a judicial vacancy on the Linn County Circuit Court created by the planned retirement of Judge David E. Delsman. The Governor thanked Judge Delsman for his dedicated judicial service, and announced that she will fill the position by appointment. Judge Delsman’s retirement takes effect November 1, 2021.

Interested applicants should address their completed application forms to Dustin Buehler, general counsel, Office of the Governor, and email (no mail or hand delivery) those completed forms to Shevaun Gutridge at shevaun.gutridge@oregon.gov. Forms must be received by 5pm on Monday, November 1, 2021.

Governor Kate Brown fills judicial vacancies based on merit. She encourages applications from lawyers with a wide variety of backgrounds and experiences.

ORS 3.041 and 3.050 provide that at the time of appointment to the court, the candidate must be a citizen of the United States, a resident of Oregon, and a member of the Oregon State Bar. SB 977, recently passed by the Legislature, creates a new requirement. It amends ORS 3.041 and requires that these vacancies be filled by persons who are residents of or have principal offices in the judicial districts to which they are appointed or adjacent judicial districts.

For questions about the appointment process, or to request an interest form, contact Shevaun Gutridge at 503-378-6246 or shevaun.gutridge@oregon.gov.

WASHINGTON, D.C.

U.S. Senator Ron Wyden recently expressed concerns in a letter to the parent company of Mt. Bachelor that the introduction of the “Fast Tracks” pass at the Central Oregon ski resort will result in inequitable access to public lands.

“Given the serious concerns this policy raises about equitable access to the public lands on which Mt. Bachelor operates under its U.S. Forest Service Special Use Permit, I request that POWDR abandon its plans to adopt this new pass system,” Wyden wrote POWDR Chair and Founder John Cumming. “At a minimum, POWDR must delay implementation until it adequately explains to the public how the Fast Tracks policy will not exacerbate equity issues that already exist in outdoor recreation.”

Earlier this week, Mt. Bachelor ski area parent company POWDR announced its intention to implement a day-of pass upgrade system at several of its resorts for the upcoming 2021/22 season that offers “fast lane” access to chairlifts. Fast Tracks pass prices will start at $49-a-day per person. Wyden said this new policy raises serious concerns about equitable access to the public lands on which Mt. Bachelor operates under its U.S. Forest Service Special Use Permit.

“Snow sports are already expensive enough that equity issues have been persistent, and financially disadvantaged families have long been unfairly priced out of access—something a Fast Tracks policy is sure to only make worse,” Wyden continued in his letter. “My concerns with this policy...are rooted in the understanding that a two-tiered system of access to public lands based on financial ability is antithetical to equity in the outdoors, leaving those who cannot afford to pay for the pass being literally sent to the back of the line.”

The full letter is available at wyden.senate.gov/imo/media/doc/0906_001.pdf.
Best Practices for Inquiring about Vaccination Status During the Hiring Process

by AMY ANGEL — Barran Liebman LLP

More and more employers are requiring employees to be fully vaccinated against COVID-19—either due to a legal mandate or pursuant to an internal policy. These requirements beg the question of how to handle inquiries and disclosures about vaccination status during the hiring process.

Asking for proof of vaccination is not a disability-related inquiry and employers can generally require new employees to be fully vaccinated (subject to reasonable accommodations for disability and religious reasons). However, asking about vaccination status can prompt an applicant to share additional information that is not being requested, such as medical information or religious beliefs, that an employer would otherwise not request during the hiring process. To avoid that from occurring, companies should carefully approach the issue by creating a uniform notice of exactly what is required (before beginning work). “Pursuant to OHA rule, prior to beginning work, individuals in this position must be fully vaccinated against COVID-19 or submit a religious or medical exception.”

This puts applicants on notice of the requirement, as this is an oversimplification of most requirements and does not address possible exceptions for medical or religious reasons. Rather, for example, if an employer is hiring a healthcare worker, they could state: “Pursuant to OHA rule, prior to beginning work, individuals in this position must be fully vaccinated against COVID-19 or submit a religious or medical exception.” This puts applicants on notice of the requirement, as well as the source of the requirement (the OHA rule), what will be required (vaccination or an exception for religious or medical reasons) and when it is required (before beginning work).

Providing Notice

When hiring for a position that requires the individual to be fully vaccinated, applicants should be informed of the basic requirement and the source of the policy as early in the process as possible. By putting applicants on notice, they can self-select whether it is worth applying. By stating the nature of the requirement, applicants understand their options.

That is, must the employee be fully vaccinated? Is there an option for weekly testing? What accommodations might be accepted? By including the source of the requirement, applicants can even better understand the requirements. That is, is the requirement pursuant to an OHA rule, a federal Executive Order or an internal policy?

Employers should avoid advertising positions with the short-hand “vaccination required” as this is an oversimplification of most requirements and does not address possible exceptions for medical or religious reasons. Rather, for example, if an employer is hiring a healthcare worker, they could state: “Pursuant to OHA rule, prior to beginning work, individuals in this position must be fully vaccinated against COVID-19 or submit a religious or medical exception.”

This puts applicants on notice of the requirement, as well as the source of the requirement (the OHA rule), what will be required (vaccination or an exception for religious or medical reasons) and when it is required (before beginning work).

Inquiring about Compliance During the Hiring Stage

While it may be tempting to ask applicants if they are fully vaccinated, employers should not be asking for proof of vaccination in a job interview. Standard practice when asking an applicant if they can meet a job requirement is to describe the requirement and inquire simply whether the individual can meet the requirement, with or without accommodation. Similarly, rather than asking an applicant if they are fully vaccinated, the best practice would be to ask in writing: “If selected for the position, being fully vaccinated will be a condition of employment. Are you able to meet this requirement with or without reasonable accommodation?” By asking applicants to respond with a simple yes or no answer without providing additional information, you can avoid inadvertently soliciting protected information about a medical condition or religious beliefs.

What to Do with Voluntary Disclosures

Despite taking all of the above precautions, some applicants will voluntarily provide information about their vaccination status that is not requested. If an applicant includes in their application or blurts out in an interview that they are fully vaccinated, that information should be recorded as a “yes” to the above question about being able to meet the vaccination requirement, with or without accommodation. This applicant should then be considered in the same way as all other applicants answering “yes.” Similarly, if an applicant states that they will need a medical or religious accommodation, they should be treated the same as all the other “yes” answers without the additional information being recorded. However, if an applicant voluntarily discloses that they refuse to get vaccinated and will not be requesting a medical or religious accommodation, the employer can decline to advance the candidate in the hiring process based on the refusal to comply with a condition of the position.

Requiring Proof of Vaccination or an Exception

Once a conditional offer of employment has been made, the employer can then ask the successful applicant to provide proof of vaccination or to submit a request for an accommodation. Both proof of vaccination and any accommodation requests and supporting documents should be maintained as confidential and stored separately from the individual’s personnel file. Any accommodation request should follow the employer’s usual interactive process. In the event the employer is unable to accommodate an exception to a vaccination requirement because it would create a direct threat to the unvaccinated individual or others in the workplace and there is no reasonable accommodation that would result in an undue hardship on the company, the employer may withdraw the offer of employment. Additionally, if the potential new employee is not able to timely comply prior to the stated start date, the employer could delay the start date or withdraw the job offer if there is a need to fill the position immediately. Employers should partner with employment counsel before withdrawing a job offer.

Amy Angel is a partner at Barran Liebman LLP where she represents employers in a variety of matters, including those related to managing COVID-19 in the workplace. For questions, contact her at 503-276-2195 or aangel@barran.com.
A s people rely on technology more heavily than ever to remain connected to coworkers, friends and loved ones, OnPoint Community Credit Union is helping consumers protect themselves from identity theft and online fraud. To mark National Cybersecurity Awareness Month, OnPoint has released an updated edition of “The OnPoint Guide to Personal Cybersecurity,” a free online eBook to assist consumers and businesses in preventing and recovering from fraud.

“Identity fraud and cyber scams can have a devastating impact on people’s lives and financial well-being,” said Rob Stuart, CEO and president, OnPoint Community Credit Union. “Data security is essential to financial security and as threats continue to rise, we urge consumers and businesses to become familiar with emerging trends in cyberattacks so they can take action to protect themselves.”

Last year alone, more than 155.8 million individuals were victims of data breaches. This year, in a high-profile cyber attack, more than 93 percent of LinkedIn’s user base was compromised when the personal information of 700 million users’ was stolen and put up for sale on the dark web.

Adults are not the only group at risk. One in four children fall victim to identity fraud or theft before their 18th birthday. Many children now have smartphones, tablets or laptops and are frequently connected to the internet. Each time they download an app, create a new social media or online gaming account, the risk of exposure increases.

Recent trends in online scams include:

- **COVID-19 scams:** Fraudsters latched onto the pandemic to launch new scams, which continues unabated today. They’re posing as health authorities or government sources, selling fraudulent products online and requesting COVID-19 donations for fake nonprofits.
- **Sweetheart scams:** Con artists use online dating apps and other tools to emotionally manipulate their targets, convincing them to send money or commit crimes.
- **Phone scams:** Despite the growing risk of online scams, the Federal Trade Commission reports that phone scams—via phone calls and text messages—are the most common ways for scammers to reach their targets. One of the most recent versions includes a text message that claims to offer cash from Venmo.
- **Understanding social engineering and confidence schemes.** The vast majority (98 percent) of cyber attacks rely on social engineering, which involves thieves deceiving targets into believing they are interacting with a government official, bank representative or other trustworthy individuals to collect passwords, secure access codes or additional sensitive information. Don’t trust unsolicited links and phone numbers. If you're unsure of an individual’s legitimacy, contact the business or organization via their official channels.
- **Taking a proactive approach to identity security.** Never repeat usernames or passwords between websites. If two or more sites share the same login information, breaching one site makes it easier to breach others. Use long, nonsensical passwords that are hard to guess but easy to remember. Use two-factor authentication (2FA) when available and consider using a password manager to simplify managing unique passwords and usernames.
- **Valuing your personal information.** Remember that social media provides access to personal information. Don’t answer questions that might give others the answers to your security questions. Update privacy settings, delete unused social media profiles and be cautious when sharing details about yourself online. When possible, opt-out of data sharing when signing up for new accounts to limit your risk of exposure.
- **Spotting and avoiding ATM scams.** Avoid ATM fraud by evaluating every ATM before use, even machines you visit regularly. Check for new buttons, unfamiliar keypads or attachments that might conceal a pinhole camera. If the card reader or keypad feels loose, do not trust the machine.
- **Identifying signs of SIM card swapping.** If your phone suddenly stops receiving calls and messages, or if you receive an alert saying your phone number has been successfully transferred to another SIM card, contact your cellular service provider immediately. Once access is regained, change your account passwords and check your financial accounts for unauthorized charges.

OnPoint Community Credit Union Releases Guidance for Protecting Personal Data
Sold and Pending Listings

With 291 active listings as of October 1, the Bend market saw a 20 percent increase in available listings, up from 242 from the previous month. Pending homes were at 233, down from 263 from the previous month, but homes still continue to sell at an impressive 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 fall to list a home for sale. Both Bend and Redmond’s current listings, although beginning to recover, are being snapped up very quickly with average days on market at only 17 days and 12 days respectively. Redmond’s active listings as of October 1 showed 94 homes, down from 97 in the previous month. As we progress to the winter selling season, we see the combined active listings for Central Oregon at 385 homes.

September numbers for the Redmond market shows us 97 homes sold, 86 new homes on the market and 87 homes pending. The bulk of active homes on Redmond’s market remain in the $250,000-and-up price range, showing 44. The $225,000-$250,000 had only two active listings, the $425,000-$525,000 range had 32 active listings and the $125,00-$142,500 price range showed 16 active listings.

For Bend, the numbers in September continued to illustrate a market with relatively low inventory. There were no active listings in the $225,000-$250,000 range, and three in the $250,000-$425,000 range, 23 in the $425,000-$525,000 range and 54 in the $525,000-$625,000 price range. The $625,000-$725,000 had 37 active listings and the $825,000-$925,000 showed 35 active homes listed. As you can see from our Market Trend Report, there was an increase in homes available in the higher price ranges, showing 89 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 Warner brokers know how to price properties according to the market trends and current housing competition.
Brooks Resources

Continued from page 1

supportive of transit by encouraging a pedestrian-friendly environment.

- Provide development and design standards that support the goals of the BCD.

Brooks Resources Director of Planning Dale Van Valkenburg outlined some of the potential opportunities and challenges as Bend’s population continues to swell and the BCD effort strives to stimulate redevelopment of the designated area into a more urban space, with denser, taller buildings that include retail and residential uses.

He said, “Plans for 181 Franklin include a number of key amenities, including a variety of unit types from small studios up to two-bedroom units, a dog park, brewery, outdoor gathering space, retail and more at the ground level.

- In addition, our concept includes secure on-site parking for each unit as well as an existing Cascades East Transit (CET) stop adjacent to the building entrance that will be enhanced through the project. Public improvements will include on-street parking, widened sidewalks and the addition of street trees along both Franklin Avenue and Second Street frontages of the site.

“There have been some challenges leading up to this point. It has been a bit of a ‘chicken and egg’ scenario, as the city needs to increase property tax revenue from development in the area in order to make progress on the necessary infrastructure to support residential uses.

“Downtown is a good example of a successful urban renewal district, as several years ago it was a bit depressed and needed revitalization to draw people to the area. The renewal was successful and generated enough money to upgrade amenities such as streetscape enhancements and to construct the parking garage.

“Now, the timing is right to move ahead, and we’re all very excited to be pioneers with a tangible project that truly illustrates the city’s vision for the BCD and can start the ball rolling on revitalizing the area.

“Currently, we are in the pre-application and negotiation stage with the City of Bend and the Bend Urban Renewal Agency, respectively.

“There are a number of critical steps we need to accomplish before the public will see construction activity on the property itself, including a neighborhood public meeting, a site plan application and review, site improvement plans and a building permit. If all goes according to schedule, we hope to have construction underway by this time next year.”

About Brooks Resources

Brooks Resources Corporation is one of the region’s oldest and most respected real estate developers. Over its more than 50-year history, Brooks Resources has created some of Central Oregon’s most recognizable master planned real estate communities, including Bend’s NorthWest Crossing (a joint venture with Tennant Developments), North Rim, Awbrey Butte, Awbrey Glen and Mount Bachelor Village Resort. Most recently focusing on traditional neighborhood design, vertical development and transect models, Brooks Resources is a leader in public-private collaboration resulting in healthy and highly-desirable communities and buildings.

brooksresources.com

Free E-Headlines
Sent Directly to Your Email
541-388-5665
CBN@CascadeBusNews.com

206 SE Taft Avenue, Bend

887 SF Stand-Alone building in a very desirable central location. Currently operating as a well-established salon business with a proven track record & very strong upside potential. Zoned CL, this building was fully rebuilt in '05 to include a small reception/product sales area, salon space with 5 stations, 4 salon sinks, full kitchen/break room with onsite washer & dryer.

- 887 square feet
- Turn-key business
- Within walking distance to the Old Mill
- 10 onsite parking spaces
- Zoned CL

Listed at $615,000

RYAN AMERONGEN
Broker, Licensed in OR
CCM
541.218.8967
amerongen@buccologroup.com
ryanamerongen.com

info@keypropertiesbend.com
541.728.0033
keypropertiesoregon.com

BEND
431 Franklin Ave
Bend | 97703

SISTERS
220 S Pine Street, Suite 102
Sisters | 97759
Cole Billings
Broker
Skjersaa Group
Professional Accomplishments:
In his relatively short career as a real estate broker in Central Oregon, Billings has assisted with 159 transactions and established a reputation for facilitating them with integrity, professionalism and efficiency. Billings is an owner-partner of Megaphone Coffee Co., which provides good coffee and good jobs to the Bend community.

Civic, Industry & Community Involvement:
In addition to being an active local volunteer, Billings donates ten percent of his profits to environmental, educational and housing initiatives in Central Oregon and beyond.

Specific Characteristic that Distinguishes Them from Their Peers:
Billings consistently receives five-star online reviews from clients for his fresh approach, responsiveness, compassion and honest advice to help them achieve their real estate goals. His peers in the local real estate industry appreciate Billings’ tactful, professional and direct communication as well as his gift for level-headed negotiation.

Business Leadership Philosophy:
Billings’ deep passion and understanding of the Bend community — combined with his extensive knowledge of local real estate — creates a positive and seamless experience for clients and colleagues alike. His appreciation for entrepreneurship, architecture and design helps him collaborate with clients to ensure their lifestyle goals are met.

Danielle Burns
Designer
Steele Associates Architects LLC
Professional Accomplishments:
Burns has been with Steele Associates Architects since 2018. She attended The Ohio State University graduating with a bachelor of science in architecture and began her professional career in Denver, Colorado focusing in construction. Burns moved to Bend with the opportunity to work at Steele Associates Architects as a designer. She and her husband recently started a new business, Funky Fauna Artisan Ales, a small brewery in Sisters, focused on barrel aged mixed culture beer (expected opening Winter 2021).

Civic, Industry & Community Involvement:
Burns finds opportunities to volunteer through the Bend’s Sunrise Lions Club, participates in the annual Deschutes River Clean Up as well as community events such as the Resilience Festival. She is a City Club attendee and has recently graduated from the Leadership Bend class of 2020. Through her business in Sisters, she is planning to contribute to the local community as well as Central Oregon.

Specific Characteristic that Distinguishes Them from Their Peers:
Burns is defined by an incredible focus and tenacity to solve issues and create designs and documents. Throughout her career she has demonstrated professional growth and a continued desire to learn. She is extremely efficient and quick with client’s project development. Burns has a desire to make a positive impact in the community through her professional career and entrepreneurial business pursuits.

Business Leadership Philosophy:
Burns believes that leadership entails keeping an open mind, learning from the perspective and experiences of others and having a desire for continued personal and professional development. She believes that leadership can be utilized in more than just business, be that by making an effort to treat others with kindness or taking advantage of problems by initiating change and allowing for growth, Burns believes there is more than one way to exercise leadership.

Tiffany Cordano
Office Manager
Cascade Heating and Specialties, Inc.
Professional Accomplishments:
Originally hired on as an administrative assistant, Cordano quickly rose to be our office manager and has excelled at managing a company of 60-70 employees through a company software switch, a global pandemic, policy changes and the overall day to day workings of our construction company. She is looked to as a mentor and first point of contact on way more things than she needs to be, wears many hats and always responds quickly to the needs of others.

Congratulations
Cole Billings
Thank you for all that you do!

Brown & Brown
INSURANCE®

Congratulations
Penny Farrow
Accomplished Under 40
Award Winner

Cascade Heating & Specialties, Inc.
1507 NE 1st St., Bend
541-382-8483
CascadeHeat.com
CCB# 1022

541.322.4864
bbnw.com
1160 SW Simpson Ave., Suite 100 Bend, OR 97702

Accomplished Under 40
2021 Accomplished Under 40 Award Recipients

Continued on Page 10 ▶
Accomplished Under 40

Continued from page 9

Civic, Industry & Community Involvement:
• Volunteer basketball coach for BPRD
• Previous basketball coach at Simpson University
• Volunteer and served underprivileged youth in states as well as Mexico, Australia, Nepal, Thailand, Africa and Japan
• Safety advisor for Cascade Heating

Specific Characteristic that Distinguishes Them from Their Peers:
Cordano was brought into a business that was going through a lot of changes. Ownership, business philosophy and culture were changing, and then we were handed a pandemic that led to even more challenges. As a construction company, we were apprehensive on the future, but 2020 was our biggest year in 50 years, and 2021 is looking to be better. Cordano is the backbone of all, of it and we could not ask for a better leader. She listens well, advocates for others and is extremely supportive.

Business Leadership Philosophy:
Cordano's leadership style has always been based on teamwork. She has hired an incredible office staff in an environment that has been incredibly difficult to find employees. Her ability to surround herself with people that want to work with her and live in her culture is unparalleled. She is passionate about her own growth as well as the growth of those around her. She always wants to do all she can to help others accomplish their goals, and facilitate a culture where we all learn from one another and help each other. It takes a team atmosphere to do what we do, and Cordano is truly the leader of this team — and we are thriving because of her.

Lucas Crespin
Project Architect
Steele Associates Architects LLC

Professional Accomplishments:
Crespin graduated from the University of Colorado–Boulder in 2007 with a bachelor’s degree in Environmental Design and an emphasis in architecture. He has 15 years of experience in many different building types from courthouses, prisons, commercial and custom residential in locations across the U.S. and Canada. He completed the Architectural Experience Program to be eligible to take the Architect Registration Exams and passed those six exams over the course of a month. He is a member of AIA. He is part of the Steele Associates Architects team as of this year, and has gotten involved in many new projects in his time there.

Civic, Industry & Community Involvement:
Crespin is new to Bend, but excited to get involved in this community. In Steamboat Springs, Colorado, he directed the Steamboat Springs Running Series which donated over $30,000 to local nonprofits, volunteer coached at the local high school for both track and cross country and sat on the board for the Trail Maintenance Endowment Fund to maintain trails in NW Colorado in perpetuity. He and his family donated presents through Saving Grace for Christmas as their first charity in Bend and are excited to get involved more in the future.

Specific Characteristic that Distinguishes Them from Their Peers:
Crespin has exceptional focus to learn and grow as an architect and develop as a designer. He loves to see how regional design affects human interaction and quality of life. He stays up to date with current architectural methods and building science and is excited to get involved with the team in new building types and projects as they are available.

Business Leadership Philosophy:
Crespin wants to be a positive force and always strives to grow in architecture and contribute to the team and client in every way possible. He continues to gain knowledge to strengthen value to the client and team.

Penny Farrow, CISR Elite
Personal Insurance & Operations
Brown & Brown Insurance

Professional Accomplishments:
Farrow is our personal lines team lead and operations manager. With 13 years in the insurance industry, Farrow is an expert in her field. She leads a team of top-notch performers in our Bend office, is our internal operations liaison and manages a $2 million book of business. She currently has her Certified Insurance Service Representative (CISR) designation.

Civic, Industry & Community Involvement:
It is not unusual to find Farrow volunteering for various nonprofit events within in our community in her free time. Animals and homelessness are her biggest passions, however she also serves two nonprofits locally. Younity, an organization dedicated to bringing anti-bullying prevention programs and workshops to Central Oregon Schools, as well as Oregon Mortgage Association,
Accomplished Under 40

October 20, 2021 • Cascade Business News • 11

Under 40 Award Recipients

where she collaborates with businesses to bring education and support to the mortgage industry. She is also involved with the Bend Chamber’s Young Professionals Social Committee, where she works with a team of driven individuals to bring social and educational events to our community.

Specific Characteristic that Distinguishes Them from Their Peers:
Farrow is an exceptionally bright, vivacious individual who makes friends with everyone, everywhere she goes. She is fearless, determined, optimistic and dedicated.

Business Leadership Philosophy:
Farrow is a loyal, dependable and results driven team player who will jump in at any time to help her teammates succeed. She leads by example daily by educating, encouraging and motivating her team. She enjoys seeing teammates excel in their current positions and being promoted to new positions.

James Fleming
Personal Insurance Sales Executive
PayneWest Insurance

Professional Accomplishments:
Fleming is an insurance agent with PayneWest Insurance and previously owned James Fleming Insurance Agency, INC with COUNTRY Financial. He has been helping clients with their insurance and financial needs in Central Oregon and beyond for ten years. Fleming has won multiple company awards throughout his career including their top award of All American multiple times. His passion for helping clients protect their assets and achieve their personal and professional goals has helped changed the narrative of a tough and sometimes unpopular industry for his client base.

Civic, Industry & Community Involvement:
• Rotary Club of Bend
• Chair for the Interact Club of Mountain View High School where he helps high school kids plan out projects to help the community on top of how to run a successful leadership team. Fleming has been a past president and is still active in his BNI networking group. During the pandemic, he also bought meals for frontline hospital workers and was able to make a nice donation to St. Charles Medical Center from his previous company’s Operation Helping Heroes initiative.

Specific Characteristic that Distinguishes Them from Their Peers:
Fleming is one of the friendliest people I’ve ever known. Always smiling, with an infectious laugh that makes him so fun to be around and at ease even during difficult conversations. Another specific characteristic that distinguishes Fleming is he picks up the phone and I know he goes above and beyond for his clients. He’s not just our insurance agent, he’s our friend, and his care and concern comes through. I recommend Fleming to anyone who asks about insurance. He’s the guy you want in your corner.

Business Leadership Philosophy:
Fleming’s business philosophy is to lead by example and be honest and look out for the best interest of others. Clients who put their trust in Fleming do so because they know he is always working for them and understands for important it is to have someone present, professional and knowledgeable available to them when they need assistance.

Sydney Forbes
Co-Founder & CEO
Tonsil Tech

Professional Accomplishments:
Forbes is an OSU 2017 bioengineering alumni who started her career working at pharma and 3D printing startups in the Bay Area. She moved back home to Oregon in 2020 to be closer to family, and continue working on her startup, Tonsil Tech, where she is the co-founder and CEO.

Civic, Industry & Community Involvement:
• Bioengineering
• Entrepreneur in oral health
• OSU Alumni Career Ambassador 2019-Present
• Selected for the Redmond Parks Committee as of May 2021
• Abby’s Closet Board
• Student Advisory Board 2011-2013

Specific Characteristic that Distinguishes Them from Their Peers:
Forbes is a compelling leader focused on improving the lives of her customers. She has strong presentation skills and is quick to problem solve giving her startup a strong advantage.

Business Leadership Philosophy:
Empathy for how your customer is feeling is the start to a strong customer/brand relationship.

PayneWest is proud to have James’ dedication and professionalism on our team!

You don’t have to know insurance, just know James. Giving answers is easy. Asking the right questions is hard. Yet that is just what PayneWest agent, James Fleming does to completely understand which policy is best for your lifestyle.

Call James to get started today at (541) 306-2080.

PayneWest.com/James-Fleming

Congratulations!

JAMES FLEMING
Personal Insurance Sales Executive

ACCOMPLISHED UNDER 40 WINNER

You don’t have to know insurance, just know James.

PayneWest Insurance
A Marsh & McLennan Agency LLC company
606 NW Arizona Ave, Ste 200
Katy Haines
Director of Operations
NAI Cascade Commercial Real Estate
Professional Accomplishments:
Haines is one of if not the youngest managing principal broker in commercial real estate in Central Oregon. She successfully manages six brokers who are on track to represent nearly $100,000,000 in client assets in 2021. She also successfully facilitated a business ownership transition and associated marketing campaign.
Civic, Industry & Community Involvement:
• Board of Directors, Down Syndrome Connection of Colorado, 2015-2019
• Board of Directors, Diversability Inc., 2020-present
Specific Characteristic that Distinguishes Them from Their Peers:
Haines has an enviable work ethic, a diverse skill set and is incredibly intuitive. She brings her extensive experience and collaborative approach to every project and thrives in facilitating the success of her co-workers and their clients.
Business Leadership Philosophy:
Service-oriented, Haines creates a culture of loyalty, positivity and work ethic by exhibiting those characteristics in both her personal and professional lives.

Keever Henry
Professional Accomplishments:
Redmond Rotary President 2020-2021, 25 seasons of coaching Track and XC, Washington and Oregon realtor for Keller Williams, property manager for Henry and Son’s Enterprises, master’s degree.
Civic, Industry & Community Involvement:
• Chair of Redmond Rotary Daddy Daughter Dance
• Ridgeview High School ASPIRE mentor
• Rotary Board member
Specific Characteristic that Distinguishes Them from Their Peers:
Henry is a young man that loves to be involved and make a difference. Sponsoring Chamber golf events, donating time and money to all things Rotary, serving and chairing committees and focusing on our youth.
Business Leadership Philosophy:
Henry believes that leaders are the ones willing to do the things that no one else wants to do. He believes in life being a balance of challenge and fun. He stands for Service Above Self.

Karen Hinckle
Office Manager
State Farm — Paul Finch
Professional Accomplishments:
At just 28 years old, Karen has climbed the ranks to manage three different State Farm insurance offices in Alaska, Ashland, Oregon and Bend. Her Passion for developing communities and helping others has led her to excel in her industry.
Civic, Industry & Community Involvement:
• Chair of Redmond Rotary Daddy Daughter Dance
• Keller Williams ALC member and Culture Committee Chair
Specific Characteristic that Distinguishes Them from Their Peers:
Hinckle is a relational leader. She holds a firm belief that a company is only as strong and empowered as its employees. She spends countless hours building a relationship with her staff to spread a sense of love and importance that carries through to both her employee’s professional and personal lives.
Accomplished Under 40

Gail Hodge
Corporate Engagement Manager & High Desert Rendezvous Coordinator
High Desert Museum
Professional Accomplishments:
In 2017, Hodge was hired as the Museum’s Events Manager, responsible for oversight of countless internal and external events ranging from lectures to weddings to corporate parties. In 2019, she was promoted to philanthropy and charged with stewarding and cultivating business relationships and management of the High Desert Rendezvous fundraiser.

Civic, Industry & Community Involvement:
Hodge has worked with civic-minded organizations to include J Bar J and Big Brothers Big Sisters. She is passionate about providing mentorship opportunities to youth.

Specific Characteristic that Distinguishes Them from Their Peers:
Hodge has a warm personality and thoughtful nature. She is attentive to detail, composed under stress, a successful multi-tasker and excellent delegator. She exudes positivity with her can-do attitude and has proven to be flexible and adaptable. In addition, Hodge is creative; sharing innovative ideas to foster improvement and growth.

Business Leadership Philosophy:
Hodge demonstrates her commitment to our mission daily. She consistently goes above and beyond to execute high level work. She is a team player and an active listener, striving to meet not only organizational goals, but that of our sponsors and donors. She is poised, professional and worthy of recognition.

Derek E. Hopp, JD, MEM, PMP
Clinical & Business Manager
Therapy Works Physical Therapy
Professional Accomplishments:
As the clinical and business manager of Therapy Works Physical Therapy, Hopp has implemented evidence based practices, collaborated with health care organizations and supported financial recovery and growth within the COVID pandemic through a focus on excellent patient care and decreasing the total cost of health care in the community.

Civic, Industry & Community Involvement:
Hopp gained extensive leadership and management experience as a U.S. Navy submarine officer. Additionally, he has been personally involved with multiple community organizations including a prison outreach, food bank, Christian organizations and veterans’ organizations. Currently, Hopp is coordinating a partnership between Therapy Works Physical Therapy and OSU-Cascades’ brand new Doctor of Physical Therapy Program to provide clinical support to students. In his role at Therapy Works Physical Therapy, Hopp is also collaborating with other healthcare providers to increase access to care and quality of healthcare outcomes.

Specific Characteristic that Distinguishes Them from Their Peers:
Hopp is a Bend native with master’s level education in leadership, finance and law. He has well developed ability to analyze and improve clinical systems and financial performance while simultaneously supporting and improving staff quality of life. His greatest assets are his kindness, integrity, ability to advocate for others and work ethic.

Business Leadership Philosophy:
Hopp provides a data-driven transformational leadership style through direct observation, data transparency, elimination of waste and implementation of

Visit us at CascadeBusNews.com

Are you ready to lead, strengthen, and empower KPOV?

KPOV
88.9 FM
High Desert Community Radio
We are growing our Board, seeking a variety of lived experiences, backgrounds, and skills.
Go to k pov.org/board-application to learn more

FREE E-Headlines
Sent Directly to Your Email
To Subscribe, Send Your Email to:
CBN@CascadeBusNews.com

NIGHTLY BUSINESS PATROLS
FREE
27 YEARS
541-330-0404
541-548-1992
securityprosbend.com

Congratulations to Derek Hopp
Accomplished Under 40 Award Recipient

TherapyWorksPT.com
330 NE Marshall Avenue, 541-383-8179
2115 NE Wyatt Court, Ste. 103, 541-382-2070
best practices. He supports those he serves by learning individual's goals and working collaboratively towards achieving those goals. He believes in a growth mentality and demonstrating passionate, ethical and hard work at all times.

Ryan Johnson
PMP/Estimator
Brent Woodward, Inc.

Professional Accomplishments:
Johnson, a Redmond High School and Oregon State Business School Graduate, has worked for Brent Woodward, Inc. as an Estimator and Professional Project Manager (PMP) in the energy industry for 6.5 years, managing large-scale drilling projects across the Pacific Northwest and beyond. He also launched his own successful small business three years ago, Oregon Outfitters, LLC, which offers guided hunting and fly fishing trips as well as firearm and suppressor sales in Central Oregon.

Civic, Industry & Community Involvement:
Johnson’s passion for the outdoors led him to serve as a mentor and conservation lead for the Bend Chapter of The Mayfly Project, where he volunteers his time mentoring local foster children through the sport of fly fishing. In this role, Johnson introduces the kids to their local water ecosystems, with a hope that connecting them to a rewarding and therapeutic hobby will provide an opportunity for them to have fun, feel supported, learn life skills and develop a meaningful lifelong connection with the outdoors.

Specific Characteristic that Distinguishes Them from Their Peers:
Johnson prioritizes creating a work-life balance that allows him to live a professionally challenging, service driven and passion fueled life. He loves how his profession and volunteer work allow him to transition between easygoing mentor, enriching the lives of underprivileged youth, to PM running or supporting major construction projects, to guide, helping others to enjoy his passions and the outdoors. Johnson effortlessly adapts to his audience in each of these roles with a sincere passion that leaves people energized and inspired.

Business Leadership Philosophy:
Through guiding and mentoring, Johnson has been able to see the tangible results of investing time and energy into people. He is great at setting his clients up to be successful and then allowing them the autonomy to seal the deal whether that be catching a fish or finding success elsewhere in life. He carries these experiences into business and strives to lead by example. He invests in himself through classes, CE and certifications in order to make himself a better leader and colleague.

Gregory S Lankston III CPA, MBA
Partner
Capstone Certified Public Accountants, LLC

Professional Accomplishments:
Lankston has eight years of tax experience. He holds a bachelor of science in business with an emphasis in accounting from the University of Arkansas as well as a masters of business administration from the University of Oklahoma. Lankston has experience in various industries, including real estate, entertainment/ advertising, manufacturing, medical and legal.

Civic, Industry & Community Involvement:
- Secretary of Treasurer in BNI
- Involved in creating educational, nonprofit and board activities
- Mentoring
- Public Speaking for tax consulting
- Founder of Central Oregon University of Oklahoma Alumni group

Specific Characteristic that Distinguishes Them from Their Peers:
Lankston was made a managing partner at Capstone CPAs at the age of 30. Average partners at typical local CPA firms are in their early 50s. I feel that this distinguishes him from his peers and from the other partners, as he has a different outlook and approach on most managerial planning.

Business Leadership Philosophy:
Lankston manages what is typically a high-stress industry by taking a low-stress approach. He maintains a calm demeanor in what may normally be stressful environment. Lankston is always available to teach and train even when under stress or short on time.
Cody A. Michael, CFP
Assistant Vice President, Wealth Management Trust Advisor
U.S. Bank Wealth Management

Professional Accomplishments:
Michael is the number ten ranked BDO Trust Advisor in Community Banking at U.S. Bank. He accomplished this performance with results in all scorecard categories generated by demonstrating extraordinary performance in Core Behaviors.

Michael is number two in Community Banking for completed financial plans by Trust Advisors and Portfolio Managers in 2020. Michael was recognized as a Legend for his 2020 performance at U.S. Bank, which is the highest honor U.S. Bank employees can earn, and is typically awarded to the top five percent of all employees at the bank.

Civic, Industry & Community Involvement:
• Member, Board of Directors, Volunteers in Medicine Central Oregon
• Diversity, Equity and Inclusion Ambassador, U.S. Bank Community Banking

Specific Characteristic that Distinguishes Them from Their Peers:
When we had a long-time Trust Advisor leave the bank to work for a competitor, Michael willingly took on this new territory without the certainty of it being a short or long term assignment. He worked with the entire Wealth team and local business and retail colleagues to retain the vast majority of our Trust book of business, while working through digital channels. The team even captured an in-process case in which the client was so impressed, they decided to allocate $6MM more to U.S. Bank Asset Management Group than they had with the previous advisor. By teaming with Wealth Bankers and Business Bankers to develop new business with high net worth clients, Michael has deftly led with planning on multiple significant relationships that has resulted in high revenue wins for multiple business lines. Michael’s implementation of new initiatives and technologies is best in class. Because he’s an early adopter, his peers and teammates often reach out for assistance. Our team is further ahead on initiatives, like salesforce action plans and goals discovery, because of Michael’s foresight and selflessness. As a young African-American, Michael was impacted by the passing of George Floyd. In a relatively non-diverse market, Michael choose to step up through his participation in our diversity and inclusion panel to help educate and inform team members across the division. Michael was incredibly honest, sincere and compassionate as he shared his life experience and the impact of recent civil unrest. The response to Michael’s contribution to this discussion was tremendously positive. Part of Michael’s success undoubtedly comes from his ability to connect with others, treating everyone with kindness and respect. His knowledge and professional credentials set him apart from most of the people he works with, yet he is so approachable, everyone looks for opportunities to include him in their client engagements. From a client perspective, Michael is guided by fiduciary principles of putting the client’s best interests before his own.

Business Leadership Philosophy:
Michael sets the standard in our division of U.S. Bank for collaborative activities and partnership. He has effectively and meaningfully cultivated relationships and collaborated with our business banking, leadership, mortgage, retail and wealth banking colleagues. He is highly regarded by all, including administration and operations team members that support his practice. Michael is a diligent, subject matter expert, devoted to serving his clients. He is frequent asked to assist other team members with planning related issues and is known for his willingness to help.

Kathleen Nass
Project Manager
Fortis Construction, Inc.

Professional Accomplishments:
Nass has over ten years of experience in the construction industry and has worked her way up to a project manager position in a competitive environment for a top 100 company in Oregon. She has completed multiple projects around the Country while focusing on on-time delivery. Nass continues to work on a large Data Center Campus and is passionate about finding successes with clients, teammates and the community.

Civic, Industry & Community Involvement:
Nass has been involved in the local chapter of ACE (Architecture, Construction, Engineering) Mentorship Program for two years which engages students and communities that are traditionally

Congratulation to all the 2021 Accomplished Under 40 Award Recipients

U.S. Bank
Congratulates our Local 2021 Accomplished Under 40 Recipient

Cody Michael
Kate Schrumpf
Project Manager
Rosendin

Professional Accomplishments:
Over the course of her career, Schrumpf has been involved in improvements to data center fire alarm design requirements and implementation, spearheaded market analysis to identify labor shortages and implement project incentives and driven process improvements through the application of Lean Six Sigma tools. Currently, Schrumpf is managing the electrical scope for a Facebook data center build.

Civic, Industry & Community Involvement:
Schrumpf has supported her community by volunteering with the Habitat for Humanity, Toys for Tots, March of Dimes, United Way and the Wounded Warrior Project.

Specific Characteristic that Distinguishes Them from Their Peers:
Schrumpf is a highly driven professional in the construction industry and paves the way for positive innovation. She has a proven record of working collaboratively across the organization and managing highly impactful projects.

Business Leadership Philosophy:
Schrumpf takes pride in leading her team by encouraging individual growth and fostering strong relationships. She values her teammates’ personalities and experiences, and how everyone contributes to successfully completing projects. She believes in fostering her team members' independence and creativity to find effective solutions and deliver superior results.

Michelle Seiler-Godfrey, Ph.D.
Program Development Manager
High Desert Museum

Professional Accomplishments:
Seiler-Godfrey is the program development manager at the High Desert Museum. In this role, she has significantly increased grant revenue to include multiple federal awards from the Institute of Museum and Library Services, the National Endowment for the Humanities and the National Endowment for the Arts. Further, she is a leader in our DEAI work, has established an evaluation program at the Museum and coordinates several strategic initiatives. She also has a Ph.D. in History from the University of Iowa.

Civic, Industry & Community Involvement:
Seiler-Godfrey fosters community building through invaluable partnerships with organizations, such as the Deschutes Public Library and the Museum at Warm Springs, and relationships with Native knowledge holders. She is dedicated to working in deep partnership with tribes and Native people to increase understanding of the Indigenous Plateau, and is truly grateful for the people she has had the opportunity to know through collaborative projects at the High Desert Museum.

Specific Characteristic that Distinguishes Them from Their Peers:
Seiler-Godfrey works tirelessly in support of the High Desert Museum’s mission. Her dedication, commitment to excellence and resolute work
Under 40 Award Recipients

Kerry R. Witterschein
Branch Operations Manager
The Westhoff Group of Raymond James Financial Services

Professional Accomplishments:
After graduating Mountain View High School, Witterschein earned her degree in economics from Villanova University. After spending nine years on the East Coast working at Bloomberg LP as a data analyst with leadership roles, she moved “home” to Bend and transitioned to financial services, ultimately joining Raymond James in January 2019. After being with the branch for six months, Witterschein asked, “I’m happy to step up and manage branch operations.” After passing her FINRA Series 9/10 Exams, Witterschein now manages branch operations in a highly complaint manner, along with delivering world class client service.

Civic, Industry & Community Involvement:
The outdoor lifestyle is very important to Witterschein and she enjoys giving back to our exceptional outdoor community. In the past, Witterschein has served as President of CORK (Central Oregon Running Klub) and represented CORK as a liaison to the Deschutes Trails Coalition. She has also volunteered as a ski racing coach at MBSEF and is a current member of COTA. She has served as a Girls on the Run coach for elementary school girls and enjoys volunteering at aid stations for various organized running races around Central Oregon. Witterschein has also overseen the summer intern program at The Westhoff Group in Bend.

Specific Characteristic that Distinguishes Them from Their Peers:
Witterschein has an uncommon ability to manage and complete multiple tasks in a fast-paced environment that can be overwhelming at times. Keeping on top of the markets, the economy, regulations, compliance and client needs is very critical on our industry, and Witterschein makes it look easy. Witterschein adds meaningful impact to our business and to our clients’ lives with her perspective, perseverance, dedication and leadership. Best of all, Witterschein has a great sense of humor that keeps us smiling throughout the day.

Business Leadership Philosophy:
Leadership is about inspiring others when serving in a critical decision-making role. Understanding the needs of a client, a cohort or an organization, helping them understand what they are capable of and then leading them to a successful outcome is what it’s all about. Leadership is understanding your natural strengths. It’s about continuing to look for opportunities to stretch beyond what you think is possible. Leadership is about being decisive. People who respect your opinion will ask for it, so offer it with confidence.

Charles (Chuck) Yeaman
Vice President, Wealth Management Banker
U.S. Bank Wealth Management

Professional Accomplishments:
Chuck is the number one ranked Wealth Banker at U.S. Bank in the combined Western States Division (California, Idaho, Nevada, Oregon, Washington Community Banking), and ended up number seven for all Community Wealth Bankers in 2020. He accomplished this performance with results in all scorecard categories generated by demonstrating extraordinary performance in core behaviors. Yeaman was recognized as a Legend for his 2020 performance at U.S. Bank, which is the highest honor U.S. Bank employees can earn, and is typically awarded to the top five percent of all employees at the bank.

Civic, Industry & Community Involvement:
• Member, COCC Foundation Board of Trustees

Specific Characteristic that Distinguishes Them from Their Peers:
Yeaman’s commitment to generating meaningful financial results while...
embracing and demonstrating U.S. Bank’s core values is outstanding. Examples of this are (doing the right thing) when Yeaman secured a large new deposit relationship, proactively reached out to management to discuss documenting the new business appropriately, so as not to over inflate his numbers. At the time it was somewhat unclear as to how long the client would hold the funds at the bank (client subsequently engaged in financial planning and initiated an investment relationship with Trust/AMG). Yeaman was conservative in documenting closed new business to the bank. A more aggressive approach would have resulted in more near term recognition, but Yeaman consistently prepares for every client interaction, and brings the team together ranging from Salesforce inputs, positioning credit exceptions and collaboration.

Our local U.S. Bank team is very fortunate to work alongside Yeaman. He consistently prepares for every client interaction, and brings the team together ranging from Salesforce inputs, positioning credit exceptions and collaboration. Yeaman stays a step ahead with immediate implementation of new initiatives. He seeks to understand the why behind corporate objectives, and quickly incorporates them into his process — including digital, planning, segmentation and OneBank collaboration. Yeaman has contributed directly to drawing strength from diversity by presenting with a local community member about cultural elements of his native Hawaii that have relevance to what we’re aiming for with OneBank. Finally, Yeaman puts people first at every member about cultural elements of his native Hawaii that have relevance to what we’re aiming for with OneBank. Finally, Yeaman puts people first at every opportunity. His focus on a goals based planning approach, put’s clients and prospects first. The respect and kindness he shows to everyone generates the kind of goodwill that leads others to look for ways to support Yeaman.

**Business Leadership Philosophy:**
Yeaman cultivated outstanding partnerships with all colleagues, with notable success working with his two assigned branches, Business Banking, Mortgage and U.S. Bancorp. Investments. He has advocated and navigated for clients through the Paycheck Protection Program. He served as a valued resource for multiple team members looking for assistance with any number of issues ranging from Salesforce inputs, positioning credit exceptions and collaboration.

Yeaman was a skilled communicator, ensuring that he understands the goals and priorities of his clients, while also setting clear expectations of how the bank can support them both presently and in the future. Yeaman has built a strong reputation with clients and colleagues as having strong follow-through, bringing value to every interaction and keeping our clients at the center of everything he does at the bank.
Central Oregon Manufacturing

Continued from page 1

“...The manufacturing sector was hit hard in Central Oregon with the initial COVID lockdowns in spring 2020,” reports Damon Runberg, East Cascades regional economist for the Oregon Employment Department. “However, there was a relatively quick rebound as producers adapted to the prevalent shortages and responded to increased demand. In Central Oregon, employment in manufacturing is only down around 3 percent from pre-COVID levels in 2019, a better position than the statewide manufacturing sector (-5.6 percent).” He adds, “The recovery began to level off in Central Oregon this past summer with little improvement since March, and the spring and summer employment data is still subject to revision. The most recent month using payroll records (March) showed monthly employment was only 1.5 percent shy of 2019 levels, but we have hovered around -3 percent for most of the summer. Even if we don’t see significant revisions, however, the COVID recovery trend has been positive with the industry nearly recovered.”

Lee says that the region has retained nearly all of its manufacturers, with very few closing operations permanently or relocating to other areas of the state or country. “At the same time, we have been able to attract new manufacturers like SmartyPits, Rainier Precision, Holy Kakow, Next Mile Meals, Volansi and i3DMFG — none of which are in the same industry — that are helping further diversify our industry mix while providing some of the best-paying jobs in Central Oregon,” he says. “We also have some exciting new manufacturers like Pawket Treats, Krah USA, Food for the Sole, Puffin and Metolius Tea. The vibrancy and innovation that these startups bring to our economy and manufacturing sector cannot be overstated, even though these are still small businesses.”

**Redmond Continues to Lead the Way**

While the entire tri-county area is represented in the manufacturing arena, Redmond continues to outpace Bend and other areas in the goods-producing industry. “We’ve seen manufacturing growing in the country, but nowhere like it is here in Redmond,” says Jon Stark, senior director of REDI (Redmond Economic Development Inc.). “There are reasons for this: One, there is widespread community support for this; two, we continue to invest in workforce development in this space; and three, we continue to provide adequate space, or locations, and infrastructure for this industry to grow.”

Stark cites Wild Mike’s as a good example. “There were 465 acres owned by three different entities in Redmond. We rezoned it to industrial, and then a 50-acre user came along to utilize it. Forward thinking was crucial. If we had not rezoned, Wild Mike’s could not have come in.” He adds, “It was an uphill battle to do this, but we were willing to roll up our sleeves and get the job done. As a result, a major employer came along, from another town, and brought jobs and industry here along with it in an industry we did not previously have (frozen pizza).”

Redmond, given its strong and acumen in the traded-sector business development, has a strong future ahead, Stark says. “We have an incredible team of people working on this, at City Hall with planning, urban renewal, permitting and engineering staff; city leadership, including elected officials and staff, and the REDI Board of Directors.” He continues, “Another example is i3DMFG; we built a relationship with the CEO and team and stayed in touch with them until they were able to be here. It took a while, but they are here. We all collaborate. I talk with these people on a weekly and sometimes daily basis; we have a very symbiotic relationship that works.” He adds, “We have really embraced the craftsman industry in Redmond; that’s been Redmond for the long term. We build things here; we use our hands to get things done. Redmond has always embraced these types of manufacturing jobs and even celebrated them. Our growth in manufacturing is four times the state average and eight times the national average.”

Runberg says that in terms of share of total employment, Redmond and Madras have the highest concentration of manufacturing jobs. “Manufacturing in those communities has mostly recovered from the COVID shock. With the establishment and growth of Laird Superfoods, we have seen some impressive gains from the manufacturing sector in Sisters. In fact, growth in manufacturing over the last year has largely negated losses due to COVID in Sisters, an impressive success story.”

---

**Continued from Page 20**

- Specializes in Machining, Fabrication Water Jetcutting, Contract Manufacturer and Assembly for Aerospace Electronics, Medical Equipment, Industrial Manufacturing and Construction
- Highly trained to work to very close tolerances specified by today’s customers
- Projects range from one-off R&D, to long term Production Contracts
- Committed to exceeding your expectations for quality and services

**ISCO Manufacturing Solutions**
63055 NE Corporate PI #1
Bend, OR 97701
isco mach.com
(541) 382-1573
Changes and Challenges

Workforce availability and skills misalignment have been the greatest headwinds to growth in the manufacturing sector in Central Oregon, Lee says. EDCO estimates that roughly 1,300 manufacturing jobs in the region are going unfilled today for the lack of applicants and workers. Since long before the pandemic, Lee says manufacturers small and large have been steadily marching towards automation. “Central Oregon has accelerated that pace,” which has both short- and long-term implications for employment opportunities. We will need fewer jobs for the same production. That’s also called productivity, and the U.S. has been leading the world on this front for decades, but we’re certainly not alone.” He adds, “Remember, it was a global pandemic, so that artifice was done remotely. “I visited a large local manufacturer recently, and only a third of the desks at their headquarters were occupied. The majority of that part of the company’s workforce was working from home, or even a beach somewhere.” However, Lee says that the owners and general managers of most goods-producing businesses with whom EDCO meets agree that having their teams work physically in the same location is a better model for communication, collaboration and innovation. “But in today’s ultra-tight labor market, remote working is also a retention strategy.”

The other big obstacle to manufacturing growth right now is supply chain disruption, Lee says. Material costs across a broad spectrum of sectors has been a barrier for some industries, he says, citing aluminum, which has more than doubled in price over the past year, as one example. “Despite price increases, manufacturers are ordering greater volumes than in the past in anticipation of future or current material shortages — sometimes as much as 30 percent,” he says. “That means that they are carrying larger inventories and overhead than pre-pandemic, which can require more capital and physical space.” Stark adds that businesses are sometimes having to wait two to three times longer now to get the goods they need.

Runberg says that beverage manufacturing, primarily breweries, continues to lag, as many of these establishments struggle to find workers in a hard-hit restaurant sector. “Those breweries that have canning/bottling operations generally did better through COVID than those without, but it is has been a difficult 18 months for breweries.” Another manufacturing sector that has struggled over the past 18 months, he says, is aviation and aerospace. “This sector posted significant losses and has seen little recovery. They were directly impacted by COVID, with a huge decline in the demand for these goods. However, nearly every manufacturing sector has been impacted at least indirectly by COVID, largely due to the supply constraints.” Fortunately, Runberg says supply chain constraints should be relatively short-lived and should begin to ease as we move into 2022. “Unfortunately, the labor supply constraints are baked into our future, with no good answer in the short-term except more in-migration.”

One positive outcome of the pandemic is that it did increase the in-migration to Central Oregon, which can help boost the local economy. “There was acceleration during the pandemic; and companies are moving here too, not just individuals,” says Stark. “They are moving to Redmond and Central Oregon because they couldn’t find space in their own towns, so they came here. Many were already vacationing here, so now they are moving here. We have a place to put them.” He says Rainier Precision, which was formerly located in Seattle, is a good example of this. “They started the moving process prior to the pandemic. They wanted to be somewhere with a more affordable cost of living, which can help boost the local economy. "There was an acceleration during the pandemic; and companies are moving here too, not just individuals,” says Stark. “They are moving to Redmond and Central Oregon because they couldn’t find space in their own towns, so they came here. Many were already vacationing here, so now they are moving here. We have a place to put them.” He says Rainier Precision, which was formerly located in Seattle, is a good example of this. “They started the moving process prior to the pandemic. They wanted to be somewhere with a more affordable cost of living, which can help boost the local economy. "There was an acceleration during the pandemic; and companies are moving here too, not just individuals,” says Stark. “They are moving to Redmond and Central Oregon because they couldn’t find space in their own towns, so they came here. Many were already vacationing here, so now they are moving here. We have a place to put them.” He says Rainier Precision, which was formerly located in Seattle, is a good example of this. “They started the moving process prior to the pandemic. They wanted to be somewhere with a more affordable cost of living, which can help boost the local economy. "There was an acceleration during the pandemic; and companies are moving here too, not just individuals,” says Stark. “They are moving to Redmond and Central Oregon because they couldn’t find space in their own towns, so they came here. Many were already vacationing here, so now they are moving here. We have a place to put them.” He says Rainier Precision, which was formerly located in Seattle, is a good example of this. “They started the moving process prior to the pandemic. They wanted to be somewhere with a more affordable cost of living, which can help boost the local economy. "There was an acceleration during the pandemic; and companies are moving here too, not just individuals,” says Stark. “They are moving to Redmond and Central Oregon because they couldn’t find space in their own towns, so they came here. Many were already vacationing here, so now they are moving here. We have a place to put them.” He says Rainier Precision, which was formerly located in Seattle, is a good example of this. “They started the moving process prior to the pandemic. They wanted to be somewhere with a more affordable cost of living, which can help boost the local economy. "There was an acceleration during the pandemic; and companies are moving here too, not just individuals,” says Stark. “They are moving to Redmond and Central Oregon because they couldn’t find space in their own towns, so they came h
Three Innovative Companies Featured in the Made in Redmond Tour

by KRISTINE THOMAS — CBN Feature Writer

What do rockstars, rock climbers and rocket designers all have in common? They can find the products they need to achieve their individual goals in Redmond.

VocalBooth, Rhino Skin Care and i3DMFG were the featured companies at the ninth annual Made in Redmond virtual tour October 1, hosted by Redmond Economic Development Inc., or REDI. More than 75 people attended the event at the High Desert Music Hall, where they learned about how three entrepreneurs turned their passions into successful companies.

Based in Redmond, Mann said his company sells three levels of sound isolation manufactured vocal booths and sound isolation enclosures for scientific and product testing and more. “We are seeing the booths being used in different ways from companies using them to interview candidates at job fairs to testing iPhones to rock stars like Lady Gaga and Madonna using them for recordings.”

The booths arrive in boxes and can be assembled by two people in less than an hour for the smallest size to a few hours for the larger models. “We generally ship one booth or more a day,” Mann said. “The smaller booths take a day to make while the larger ones take a little longer.”

Mann shared he used his creativity to solve a problem he had in finding a place to record his music. “I want VocalBooth to be viable and profitable, and I believe that happens when my employees are happy,” he said. “I want VocalBooth to be viable and profitable, and I believe that happens when my employees are happy.”

With a background in economic development, Stone said she started her company with the mission to create family-wage jobs that would allow one parent to work and one parent to stay home while still being able to afford a home and more. She currently employs 14 people, with the goal to hire six more in the next few months.

With a background in economic development, Stone said she started her business with the mission to create family-wage jobs that would allow one parent to work and one parent to stay home while still being able to afford a home and more. She currently employs 14 people, with the goal to hire six more in the next few months.

Stone said that her passion is to do groundbreaking work that pays good wages and makes a difference in her community and beyond.

“People come to us with really difficult projects, and we help find the pathways to help them be trailblazers to doing something really amazing,” Stone said.

While Mann is proud of his company’s success as it continues to grow incrementally every year, he’s more so of his company’s culture. “I aim to provide a company workplace where my employees are my biggest asset,” he said. “I want VocalBooth to be viable and profitable, and I believe that happens when my employees are happy.”

Since its beginning almost 25 years ago, VocalBooth’s products are used by clients nationally and internationally, including Lady Gaga, Mariah Carey, Donny Osmond, Nick Lachey and House of Blues studio.

Mann said his company sells three levels of sound isolation in four different series, also saying his company manufactures vocal booths and sound isolation enclosures for scientific and product testing and more. “We are seeing the booths being used in different ways from companies using them to interview candidates at job fairs to testing iPhones to rock stars like Lady Gaga and Madonna using them for recordings.”

“The challenge was making my own recording studio that I could easily assemble and then take apart when I moved,” he said. “I built a second one I used as a drum room. Realizing there was a need for modular assemble and then take apart when I moved, “ he said. “I built a second one I used as a drum room. Realizing there was a need for modular assemble and then take apart when I moved, “ he said. “I built a second one I used as a drum room. Realizing there was a need for modular assemble and then take apart when I moved, “ he said. “I built a second one I used as a drum room. Realizing there was a need for modular assemble and then take apart when I moved, “ he said. “I built a second one I used as a drum room. Realizing there was a need for modular assemble and then take apart when I moved, “ he said. “I built a second one I used as a drum room. Realizing there was a need for modular assemble and then take apart when I moved, “ he said. “I built a second one I used as a drum room. Realizing there was a need for modular assemble and then take apart when I moved, “ he said. “I built a second one I used as a drum room. Realizing there was a need for modular assemble and then take apart when I moved, “ he said. “I built a second one I used as a drum room. Realizing there was a need for modular assemble and then take apart when I moved, “ he said. “I built a second one I used as a drum room. Realizing there was a need for modular assemble and then take apart when I moved, “ he said. “I built a second one I used as a drum room. Realizing there was a need for modular assemble and then take apart when I moved, “ he said. “I built a second one I used as a drum room. Realizing there was a need for modular assemble and then take apart when I moved, “ he said. “I built a second one I used as a drum room. Realizing there was a need for modular assemble and then take apart when I moved, “ he said. “I built a second one I used as a drum room. Realizing there was a need for modular assemble and then take apart when I moved, “ he said. “I built a second one I used as a drum room. Realizing there was a need for modular assemble and then take apart when I moved, “ he said. “I built a second one I used as a drum room. Realizing there was a need for modular.”

While Mann is proud of his company’s success as it continues to grow incrementally every year, he’s more so of his company’s culture. “I aim to provide a company workplace where my employees are my biggest asset,” he said. “I want VocalBooth to be viable and profitable, and I believe that happens when my employees are happy.”

With a background in economic development, Stone said she started her company with the mission to create family-wage jobs that would allow one parent to work and one parent to stay home while still being able to afford a home and more. She currently employs 14 people, with the goal to hire six more in the next few months.

Stone added that her passion is to do groundbreaking work that pays good wages and makes a difference in her community and beyond.

With a background in economic development, Stone said she started her company with the mission to create family-wage jobs that would allow one parent to work and one parent to stay home while still being able to afford a home and more. She currently employs 14 people, with the goal to hire six more in the next few months.

Stone added that her passion is to do groundbreaking work that pays good wages and makes a difference in her community and beyond.

With a background in economic development, Stone said she started her company with the mission to create family-wage jobs that would allow one parent to work and one parent to stay home while still being able to afford a home and more. She currently employs 14 people, with the goal to hire six more in the next few months.

Stone added that her passion is to do groundbreaking work that pays good wages and makes a difference in her community and beyond.

With a background in economic development, Stone said she started her company with the mission to create family-wage jobs that would allow one parent to work and one parent to stay home while still being able to afford a home and more. She currently employs 14 people, with the goal to hire six more in the next few months.

Stone added that her passion is to do groundbreaking work that pays good wages and makes a difference in her community and beyond.

With a background in economic development, Stone said she started her company with the mission to create family-wage jobs that would allow one parent to work and one parent to stay home while still being able to afford a home and more. She currently employs 14 people, with the goal to hire six more in the next few months.

Stone added that her passion is to do groundbreaking work that pays good wages and makes a difference in her community and beyond.
### Largest Manufacturing Deschutes County (Listed by Number of Staff with at least 7 employees)

<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>Business Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>10 Barrel Brewing</td>
<td>541-475-2324</td>
<td>541-475-2786</td>
<td>10barrel.com</td>
<td>Matthew Tilosh, David Bullion</td>
<td>120</td>
<td>2012</td>
<td>Wood products &amp; wood window parts.</td>
</tr>
<tr>
<td>10 Barrel Brewing</td>
<td>541-475-2324</td>
<td>541-475-2786</td>
<td>10barrel.com</td>
<td>Matthew Tilosh, David Bullion</td>
<td>120</td>
<td>2012</td>
<td>Wood products &amp; wood window parts.</td>
</tr>
<tr>
<td>10 Barrel Brewing</td>
<td>541-475-2324</td>
<td>541-475-2786</td>
<td>10barrel.com</td>
<td>Matthew Tilosh, David Bullion</td>
<td>120</td>
<td>2012</td>
<td>Wood products &amp; wood window parts.</td>
</tr>
<tr>
<td>10 Barrel Brewing</td>
<td>541-475-2324</td>
<td>541-475-2786</td>
<td>10barrel.com</td>
<td>Matthew Tilosh, David Bullion</td>
<td>120</td>
<td>2012</td>
<td>Wood products &amp; wood window parts.</td>
</tr>
<tr>
<td>10 Barrel Brewing</td>
<td>541-475-2324</td>
<td>541-475-2786</td>
<td>10barrel.com</td>
<td>Matthew Tilosh, David Bullion</td>
<td>120</td>
<td>2012</td>
<td>Wood products &amp; wood window parts.</td>
</tr>
</tbody>
</table>

**Contact Information:**

- **Cascade Business News • October 20, 2021**
- **Listed by Number of Staff with at least 7 employees**
- **Business Description**
  - Wood products & wood window parts.
  - Wood products & wood window parts.
  - Wood products & wood window parts.
## Largest Manufacturing Deschutes County

*(Listed by Number of Staff with at least 7 employees)*

<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</th>
<th>Business Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Central Oregon Manufacturing</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Central Oregon's most effective marketing tool.</td>
</tr>
<tr>
<td>Deschutes County</td>
<td>541-388-3456</td>
<td>N/A</td>
<td><a href="http://www.iscomach.com">www.iscomach.com</a></td>
<td>Craig Gribskov</td>
<td>28</td>
<td>1973</td>
<td>Programs &amp; distributes laser &amp; waterjet cutting components.</td>
</tr>
<tr>
<td>End to end fabricator &amp; manufacturer of metallic products, including metallic grade cabinetry (Cabinets &amp; Sheet Metal). Services include design, fabrication, and installation.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Central Oregon Manufacturing</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Central Oregon's most effective marketing tool.</td>
</tr>
<tr>
<td><strong>Proshop Millwork &amp; Design</strong></td>
<td>541-382-0500</td>
<td>N/A</td>
<td><a href="http://www.proshopmillwork.com">www.proshopmillwork.com</a></td>
<td>Chuck Mazzola</td>
<td>38</td>
<td>1980</td>
<td>Domestic manufacturer of facemasks &amp; active accessories in the global snow sports &amp; outdoor recreation markets.</td>
</tr>
<tr>
<td><strong>Metabolic Maintenance</strong></td>
<td>541-923-6005</td>
<td>N/A</td>
<td><a href="mailto:info@metabolicmaintenance.com">info@metabolicmaintenance.com</a></td>
<td>Karla Cross</td>
<td>38</td>
<td>1984</td>
<td>Domestic manufacturer of facemasks &amp; active accessories in the global snow sports &amp; outdoor recreation markets.</td>
</tr>
<tr>
<td><strong>ISCO Industrial Service Company</strong></td>
<td></td>
<td></td>
<td></td>
<td>Bob</td>
<td>30</td>
<td>1984</td>
<td>Domestic manufacturer of facemasks &amp; active accessories in the global snow sports &amp; outdoor recreation markets.</td>
</tr>
<tr>
<td><strong>Kawak Aviation Technologies, Inc.</strong></td>
<td>541-382-0500</td>
<td>N/A</td>
<td><a href="mailto:info@kawakaviation.com">info@kawakaviation.com</a></td>
<td>Andrew Sawyer</td>
<td>39</td>
<td>1993</td>
<td>Domestic manufacturer of facemasks &amp; active accessories in the global snow sports &amp; outdoor recreation markets.</td>
</tr>
<tr>
<td><strong>Breedlove Guitar Company</strong></td>
<td>541-382-0500</td>
<td>N/A</td>
<td><a href="mailto:info@breedloeguitars.com">info@breedloeguitars.com</a></td>
<td>Tom Bedell</td>
<td>38</td>
<td>1990</td>
<td>Domestic manufacturer of facemasks &amp; active accessories in the global snow sports &amp; outdoor recreation markets.</td>
</tr>
<tr>
<td><strong>ISCO Industrial Service Company</strong></td>
<td></td>
<td></td>
<td></td>
<td>Bob</td>
<td>30</td>
<td>1984</td>
<td>Domestic manufacturer of facemasks &amp; active accessories in the global snow sports &amp; outdoor recreation markets.</td>
</tr>
<tr>
<td><strong>ISCO Industrial Service Company</strong></td>
<td></td>
<td></td>
<td></td>
<td>Bob</td>
<td>30</td>
<td>1984</td>
<td>Domestic manufacturer of facemasks &amp; active accessories in the global snow sports &amp; outdoor recreation markets.</td>
</tr>
</tbody>
</table>
# Largest Manufacturing Deschutes County (Listed by Number of Staff with at least 7 employees)

<table>
<thead>
<tr>
<th>Company / Address</th>
<th>Phone</th>
<th>Fax</th>
<th>WebSite/Email</th>
<th>Contact</th>
<th>Staff</th>
<th>COY Year Est.</th>
<th>Business Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Electronics, Inc.</td>
<td>541-518-4680</td>
<td>541-517-7775</td>
<td><a href="mailto:info@electronicx.com">info@electronicx.com</a></td>
<td>Tyler Speed</td>
<td>28</td>
<td>1979</td>
<td>Manufacturer of aircraft instruments.</td>
</tr>
<tr>
<td>Benshoof Products</td>
<td>541-380-0840</td>
<td>541-380-0840</td>
<td><a href="mailto:info@brosscientific.com">info@brosscientific.com</a></td>
<td>Scott Mills</td>
<td>26</td>
<td>1999</td>
<td>Precision manufacturing &amp; custom machining.</td>
</tr>
<tr>
<td>Advanced Machining Services LLC</td>
<td>541-381-0144</td>
<td>541-381-0144</td>
<td><a href="mailto:info@avancedmachining.com">info@avancedmachining.com</a></td>
<td>Dara Rosenthal, Dara Rosenthal</td>
<td>20</td>
<td>1996</td>
<td>Production of high volume CNC machining services.</td>
</tr>
<tr>
<td>Hydro Flask</td>
<td>541-388-1046</td>
<td>541-388-1046</td>
<td><a href="mailto:info@hydroflask.com">info@hydroflask.com</a></td>
<td>Travis Rosbach</td>
<td>25</td>
<td>2009</td>
<td>The only all-insulated bottle company in the world that produces double-wall vacuum insulated bottles that are BPA &amp; toxin free.</td>
</tr>
</tbody>
</table>
### Largest Manufacturing Deschutes County
(Listed by Number of Staff with at least 7 employees)

<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>Business Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heritage Brand</td>
<td>541-389-0889</td>
<td>N/A</td>
<td>heritagebrand.com</td>
<td>Jessica Croack</td>
<td>10</td>
<td>2002</td>
<td>Luxury bedding manufacturer based in Bend. Designed in &amp; manufactured high-end bed products that are sold worldwide. All items are handcrafted in Bend. Beginning in 2019 they launched a line of bedding called the Serenity, each one of a kind &amp; has since expanded the business with three new lines.</td>
</tr>
<tr>
<td>M.E. Manufacturing, Inc.</td>
<td>541-617-1107</td>
<td>541-617-1108</td>
<td><a href="mailto:mesamedical@msn.com">mesamedical@msn.com</a></td>
<td>Mike Gavat</td>
<td>10</td>
<td>1973</td>
<td>Laser cutting &amp; precision sheet metal fabrication, custom motor vehicle parts.</td>
</tr>
<tr>
<td>Avalon Manufacturing, Inc.</td>
<td>541-382-2585</td>
<td>N/A</td>
<td><a href="mailto:avalonmedical@msn.com">avalonmedical@msn.com</a></td>
<td>Mike Stone</td>
<td>10</td>
<td>1990</td>
<td>Fabricates &amp; sells aircraft products. Rebranding programs.</td>
</tr>
<tr>
<td>Union Equipment</td>
<td>541-318-1273</td>
<td>541-386-4064</td>
<td><a href="mailto:unionmedical@unionmedical.com">unionmedical@unionmedical.com</a></td>
<td>Bob Walke</td>
<td>9</td>
<td>1991</td>
<td>N/A</td>
</tr>
<tr>
<td>Winston Boiler Corporation</td>
<td>541-382-5643</td>
<td>N/A</td>
<td><a href="mailto:winstonboiler@winstonboiler.com">winstonboiler@winstonboiler.com</a></td>
<td>Doug Gibler</td>
<td>9</td>
<td>1972</td>
<td>Polysulfone processor. Makes parts for industry soft tube roll systems.</td>
</tr>
<tr>
<td>Lalg Elegance</td>
<td>541-528-1617</td>
<td>N/A</td>
<td><a href="http://www.lalgmedical.com">www.lalgmedical.com</a></td>
<td>Leslie McConnell</td>
<td>8</td>
<td>1999</td>
<td>Manufacturing company offering Light Elegance Nail product. Continuing to develop an international market.</td>
</tr>
<tr>
<td>Sandia Jewelry Repair &amp; Design</td>
<td>541-508-0788</td>
<td>N/A</td>
<td>sandiajewelryrepair.com</td>
<td>Sue &amp; Kurt Scholle</td>
<td>8</td>
<td>1941</td>
<td>Custom jewelry design, manufacturing, repair &amp; restoration.</td>
</tr>
<tr>
<td>Sturgis Stoneworks</td>
<td>541-312-3885</td>
<td>541-312-3899</td>
<td><a href="mailto:sturgisstoneworks@sturgisstoneworks.com">sturgisstoneworks@sturgisstoneworks.com</a></td>
<td>Trent Gardner, Bob Appel</td>
<td>7</td>
<td>2003</td>
<td>Natural &amp; engineered stone desk for countertops, foyers, bathrooms, fireplaces &amp; large quantity CNC fabrication runs.</td>
</tr>
<tr>
<td>SR Smith Signs</td>
<td>541-389-2872</td>
<td>N/A</td>
<td>srsmithsigns.com</td>
<td>Rick &amp; Lesa Helfinger</td>
<td>7</td>
<td>1974</td>
<td>Full service design &amp; manufacturing service to add your logo or message to a complete line of secureable.</td>
</tr>
<tr>
<td>Mountain Ridge Systems, Inc.</td>
<td>541-935-1536</td>
<td>541-935-5625</td>
<td><a href="mailto:mountainridge@mountainridge.com">mountainridge@mountainridge.com</a></td>
<td>Mary Childress</td>
<td>7</td>
<td>1983</td>
<td>Mountain Ridge designs &amp; manufactures a broad range of wired &amp; wireless measurement collection solutions for industrial &amp; manufacturing environments to increase or improve quality processes.</td>
</tr>
<tr>
<td>Pyramid</td>
<td>541-384-0540</td>
<td>541-384-0542</td>
<td><a href="mailto:pyramid@pyramid.com">pyramid@pyramid.com</a></td>
<td>Steve Rollins</td>
<td>7</td>
<td>1972</td>
<td>Known for innovating advances in communications. It makes a range of products, including balance, fire suits, gloves, shoes, patterns wear, safety gear &amp; electronics. Newer Pyramid innovations include an adjustable feature design patented to reduce wear &amp; maintain working environment.</td>
</tr>
</tbody>
</table>

RiversEdgeGolfBend.com
400 Pro Shop Drive, Bend, OR 97703
541-389-2828

Golf Digest “Best Places to Play” rated 🌟🌟🌟🌟🌟

Join us for
Great Summer Golf Savings!

Play 18 holes after 12pm for $59
Play 18 holes after 3pm for $49
Play after 5pm for just $39
## Manufacturing Crook County (Listed by Number of Staff)

<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>Business Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Keith Manufacturing Company</td>
<td>541-473-5802</td>
<td>541-473-2030</td>
<td>n/a</td>
<td>n/a</td>
<td>50</td>
<td>1990</td>
<td>Moving shoe conveyors systems.</td>
</tr>
<tr>
<td>The Northwest Co., Inc.</td>
<td>541-546-2494</td>
<td>541-546-5468</td>
<td>n/a</td>
<td>n/a</td>
<td>72</td>
<td>1991</td>
<td>Natural, sustainable, manufacturers of bottled water. SQF Level 5 certified.</td>
</tr>
<tr>
<td>Wind &amp; Water Energy Services</td>
<td>541-533-3345</td>
<td>541-533-3345</td>
<td>n/a</td>
<td>n/a</td>
<td>40</td>
<td>1984</td>
<td>Fabricated, recycled, fabricated, recycled, chip, wood, materials.</td>
</tr>
<tr>
<td>Central Oregon Seeds, Inc.</td>
<td>541-473-7215</td>
<td>541-473-7215</td>
<td>s.r.g</td>
<td>n/a</td>
<td>54</td>
<td>1979</td>
<td>Grass, vegetable seeds &amp; soil amendment, Cascade Minerals.</td>
</tr>
<tr>
<td>Shadley Industries</td>
<td>541-535-5450</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>11</td>
<td>2006</td>
<td>Manufacturer of Textile products apparel &amp; Accessories.</td>
</tr>
<tr>
<td>Double River Manufacturing</td>
<td>541-475-4238</td>
<td>541-475-4238</td>
<td>n/a</td>
<td>n/a</td>
<td>78</td>
<td>1991</td>
<td>Bulb compressors to compress for export.</td>
</tr>
<tr>
<td>Marine Waterways</td>
<td>541-473-7210</td>
<td>541-473-7210</td>
<td>n/a</td>
<td>n/a</td>
<td>49</td>
<td>1989</td>
<td>Wire.</td>
</tr>
<tr>
<td>Aluminum of Oregon</td>
<td>541-473-6088</td>
<td>541-473-6088</td>
<td>n/a</td>
<td>n/a</td>
<td>61</td>
<td>1989</td>
<td>Aluminum triaxial.</td>
</tr>
<tr>
<td>Griffin Welding International</td>
<td>541-536-2801</td>
<td>541-546-2801</td>
<td>n/a</td>
<td>n/a</td>
<td>3</td>
<td>1987</td>
<td>Solder, vegetable seeds.</td>
</tr>
<tr>
<td>Northern Metals Inc.</td>
<td>541-475-2952</td>
<td>541-475-2952</td>
<td>n/a</td>
<td>n/a</td>
<td>74</td>
<td>1985</td>
<td>Pumping &amp; farm equipment, conveyor &amp; pipe fitting.</td>
</tr>
<tr>
<td>Central Oregon Embroidery</td>
<td>541-475-7211</td>
<td>541-475-7211</td>
<td>n/a</td>
<td>n/a</td>
<td>28</td>
<td>1988</td>
<td>Direct embroidery of garments &amp; accessories.</td>
</tr>
</tbody>
</table>

## Manufacturing Jefferson County (Listed by Number of Staff)

<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>Business Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Highwood Corporation</td>
<td>541-478-7708</td>
<td>541-478-7708</td>
<td>n/a</td>
<td>n/a</td>
<td>180</td>
<td>1989</td>
<td>Wood products.</td>
</tr>
<tr>
<td>Keith Manufacturing Company</td>
<td>541-473-2030</td>
<td>541-473-2030</td>
<td>n/a</td>
<td>n/a</td>
<td>50</td>
<td>1990</td>
<td>Moving shoe conveyors systems.</td>
</tr>
<tr>
<td>The Northwest Co., Inc.</td>
<td>541-560-5468</td>
<td>541-546-5468</td>
<td>n/a</td>
<td>n/a</td>
<td>72</td>
<td>1991</td>
<td>Natural, sustainable, manufacturers of bottled water. SQF Level 5 certified.</td>
</tr>
<tr>
<td>Wind &amp; Water Energy Services</td>
<td>541-533-3345</td>
<td>541-533-3345</td>
<td>n/a</td>
<td>n/a</td>
<td>40</td>
<td>1984</td>
<td>Fabricated, recycled, fabricated, recycled, chip, wood, materials.</td>
</tr>
<tr>
<td>Central Oregon Seeds, Inc.</td>
<td>541-473-7215</td>
<td>541-473-7215</td>
<td>s.r.g</td>
<td>n/a</td>
<td>54</td>
<td>1979</td>
<td>Grass, vegetable seeds &amp; soil amendment, Cascade Minerals.</td>
</tr>
<tr>
<td>Shadley Industries</td>
<td>541-535-5450</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>11</td>
<td>2006</td>
<td>Manufacturer of Textile products apparel &amp; Accessories.</td>
</tr>
<tr>
<td>Double River Manufacturing</td>
<td>541-475-4238</td>
<td>541-475-4238</td>
<td>n/a</td>
<td>n/a</td>
<td>78</td>
<td>1991</td>
<td>Bulb compressors to compress for export.</td>
</tr>
<tr>
<td>Mariner Waterways</td>
<td>541-473-7210</td>
<td>541-473-7210</td>
<td>n/a</td>
<td>n/a</td>
<td>49</td>
<td>1989</td>
<td>Wire.</td>
</tr>
<tr>
<td>Aluminum of Oregon</td>
<td>541-473-6088</td>
<td>541-473-6088</td>
<td>n/a</td>
<td>n/a</td>
<td>61</td>
<td>1989</td>
<td>Aluminum triaxial.</td>
</tr>
<tr>
<td>Griffin Welding International</td>
<td>541-536-2801</td>
<td>541-546-2801</td>
<td>n/a</td>
<td>n/a</td>
<td>3</td>
<td>1987</td>
<td>Solder, vegetable seeds.</td>
</tr>
<tr>
<td>Northern Metals Inc.</td>
<td>541-475-2952</td>
<td>541-475-2952</td>
<td>n/a</td>
<td>n/a</td>
<td>74</td>
<td>1985</td>
<td>Pumping &amp; farm equipment, conveyor &amp; pipe fitting.</td>
</tr>
<tr>
<td>Central Oregon Embroidery</td>
<td>541-475-7211</td>
<td>541-475-7211</td>
<td>n/a</td>
<td>n/a</td>
<td>28</td>
<td>1988</td>
<td>Direct embroidery of garments &amp; accessories.</td>
</tr>
</tbody>
</table>
Tom Nechville, founder of Nechville Musical Products, began his renowned banjo business in the late 1980s with a dream of creating a better banjo. Back then, he spent more time tweaking and setting up his banjo than actually playing it, he says, and he believed there was a way to improve upon the instrument. Then he says it hit him: He would create a banjo that held even tension all the way around the head, with a mason-jar-like tightening system.

This became Nechville’s patented Heli-Mount frame, which he says allows for easy, quick and simple adjustments. “The Heli-Mount frame has been the staple of Nechville’s product line for over 30 years,” he says. “The sound of a perfectly tensioned banjo head is remarkable; rich, deep and sweet. The time spent changing the head transformed from an all-afternoon event to a two-minute spin.”

Since that time more than 30 years ago, Nechville has made many other improvements to the banjo, including an adjustable and removable neck connection that negates the need for metal-stabilizing rods; a compensated bridge; beveled Comfort Armrest System; radius fingerboards and tunneled 5th string. “These are modern conveniences not traditionally found on the instrument,” he says. “The result is cleaner sound and easier playability and adjustment.”

Nechville’s main factory is in Bloomington, Minnesota and employs nine people, and he recently opened Nechville West in Sisters, located at 411 E Main Avenue, which he says is dedicated to custom banjo design and tending to the specific needs of the growing number of individuals who want to play bluegrass and acoustic music. “Beyond the mere manufacturing of these quality instruments, Nechville West in Sisters is a place where the musicians can directly meet the maker to address their specific needs,” he says, adding that he strives to offer detailed custom-building services. “Musical instruments are highly personal objects that must be exactly right for each individual.” As a builder, Nechville says he hopes for Sisters to become a destination for banjo enthusiasts, where they can receive a tailor-made instrument while being supported with the service and mentoring essential to students of the banjo.

Over the years, Nechville says his biggest challenge in his business has been that his somewhat radical design ideas are not immediately accepted by traditionalists who dominate the banjo market. However, with dedication and belief in his cause, he says he has persevered through many lean years to now be regarded as a world leader in propelling the banjo ahead despite what he calls its “somewhat maligned history and reputation.” He adds, “The pandemic has also played a role in the musical instrument business to the point that new Nechville banjos are hard to find, and the factory is full to capacity with orders.”

Beyond setting up his banjo than actually playing it, he says, and he believed there was a way to improve upon the instrument. Then he says it hit him: He would create a banjo that held even tension all the way around the head, with a mason-jar-like tightening system.

This became Nechville’s patented Heli-Mount frame, which he says allows for easy, quick and simple adjustments. The Heli-Mount frame has been the staple of Nechville’s product line for over 30 years, he says. “The sound of a perfectly tensioned banjo head is remarkable; rich, deep and sweet. The time spent changing the head transformed from an all-afternoon event to a two-minute spin.”

Since that time more than 30 years ago, Nechville has made many other improvements to the banjo, including an adjustable and removable neck connection that negates the need for metal-stabilizing rods; a compensated bridge; beveled Comfort Armrest System; radius fingerboards and tunneled 5th string. “These are modern conveniences not traditionally found on the instrument,” he says. “The result is cleaner sound and easier playability and adjustment.”

Nechville’s main factory is in Bloomington, Minnesota and employs nine people, and he recently opened Nechville West in Sisters, located at 411 E Main Avenue, which he says is dedicated to custom banjo design and tending to the specific needs of the growing number of individuals who want to play bluegrass and acoustic music. “Beyond the mere manufacturing of these quality instruments, Nechville West in Sisters is a place where the musicians can directly meet the maker to address their specific needs,” he says, adding that he strives to offer detailed custom-building services. “Musical instruments are highly personal objects that must be exactly right for each individual.” As a builder, Nechville says he hopes for Sisters to become a destination for banjo enthusiasts, where they can receive a tailor-made instrument while being supported with the service and mentoring essential to students of the banjo.

Over the years, Nechville says his biggest challenge in his business has been that his somewhat radical design ideas are not immediately accepted by traditionalists who dominate the banjo market. However, with dedication and belief in his cause, he says he has persevered through many lean years to now be regarded as a world leader in propelling the banjo ahead despite what he calls its “somewhat maligned history and reputation.” He adds, “The pandemic has also played a role in the musical instrument business to the point that new Nechville banjos are hard to find, and the factory is full to capacity with orders.”

Torn spends most of his time in his Sisters shop and residence these days, he says, and welcomes visitors, although he requests appointments. Nechville says he is happy to provide clients with information about creating a custom instrument, repairs, lesions or “virtually any questions anyone has regarding ‘America’s Instrument’, the banjo.”
Central Oregon Manufacturing

Made in Redmond Tour (Continued from page 21)

Their dedication to their work makes our customers happy," Mann said by giving his employees ownership for the entire process of making and shipping the VocalBooth it results in client satisfaction and increased sales. "Clients open our crates and put together our product, and 99.5 percent are blown away, telling us the product goes beyond their expectations," he said. "People let us know we provided them with a solution to meet their specific needs."

Rhino Skin Solutions

Justin Brown credits his natural curiosity, his habit of reading the labels of food and healthcare products and his dry hands for being the building blocks to start Rhino Skin Solutions.

Brown, 42, started rock climbing when he was eight years old. He and his wife, Andrea, moved to Central Oregon from Portland to be closer to rock climbing sites, including Smith Rock State Park.

Navigating a wall with their hands and feet requires rock climbers to invest in a healthy skin routine. Andrea needed a product to calm her sweaty hands so she wouldn’t risk slipping and Brown needed something to soothe his dry hands so they wouldn’t crack.

Most of the products they found had ingredients they thought were too harsh to use on their skin. "Andrea is a pharmacist, and I’m always asking her what this ingredient does and how it works," he said. "There were a lot of ingredients in products I couldn’t pronounce, and that I wasn’t super excited about putting on my skin."

Talking with fellow rock climbers, Brown realized there was a need for essential care products to help climbers perform their best. Incorporating his background as a chef and his wife’s knowledge as a pharmacist, Brown set out to create a line of products to strengthen, build, repair, clean and maintain a person’s skin.

He researched ingredients’ properties and learned what each one could do. He started making batches in his kitchen, transferring them to Ziplock bags and then piping them into bottles to give to friends and fellow rock climbers to evaluate.

His friends’ feedback encouraged him to launch Rhino Skin Solutions in 2015 in Redmond. "We use earth grown ingredients that are nongreasy," he said.

Today, he and his two-person team make skincare products for athletes, including repair, massage and performance creams, wound ointments, hand sprays, cleansing soaps, bug sprays and hand sanitizers. He also has Hi-4 Dog Care, a line of dog care products.

Rhino Skin Solutions is sold at more than 200 rock climbing gyms in the United States and internationally in Canada, Mexico, United Kingdom, European Union, New Zealand, Australia and Scandinavian countries. "Every day, I am amazed how successful the company is and how quickly it has grown," he said.

I am grateful for the support from the climbing community and my amazing employees." When he started, he had one employee working ten hours a week. Now, he has two full-time employees.

While he sometimes misses the banter and camaraderie of working at a restaurant, he is enjoying the more casual work environment of being his own boss. "I’m self-driven and I like knowing the more I give to my business, the more it will grow," he said. "I also like that this is a way for us to give back to our community."

Describing himself as an average rock climber, Brown is thrilled at the support he receives from world-class rock climbers. He was recently in awe when Janja Garnbret of Slovenia captured the gold medal at the Olympics after dominating the bouldering and lead rounds. "She uses our products and swears by them," he said.

Brown said Rhino Skin Solutions’ products are for anyone who wants to maintain healthy skin for whatever they enjoy doing.

i3dmfg.com • vocalbooth.com • rhinoskinsolutions.com

GOT TOP PROJECTS?

Along with providing a comprehensive list of Central Oregon Commercial Contractors, Cascade Business News will feature TOP PROJECTS COMPLETED in 2021 in our December 15 issue!

DEADLINE TO SUBMIT TOP PROJECTS IS DECEMBER 1

Contact Jeff Martin at 541-388-5665 or jeff@cascadebusnews.com
Fall Half-price FireFree Event Begins October 30

Beginning Saturday, October 30, Deschutes Recycling is offering residents an opportunity to recycle their yard debris at half price, only $2 per cubic yard. The special fall FireFree event will run through Saturday, November 6 at Knott Landfill.

Residents are encouraged to improve the defensible space around their homes and other structures by participating in the half-price yard debris recycling event. With wildfire and defensible space on all of our minds, now is a great time to increase your wildfire preparedness.

The FireFree program helps residents by reducing the cost of their fall clean up and maintenance of their defensible space. It’s made possible through a generous partnership with Deschutes Recycling, part of Republic Services.

By bringing grass clippings, brush, plant prunings, pine needles, pine cones, weeds, trimmings and branches, stumps or trees less than 12 inches in diameter to Deschutes Recycling during this event, residents can help make Central Oregon more resilient to wildfire. Residents are particularly encouraged to removed flammable shrubbery next to their homes as scientific research shows that this vegetation is commonly the cause of home loss during wildfires.

Residents can also use this event as an alternative to fall burning. Burning yard debris is not allowed inside the city limits of Bend. Outside of Bend city limits, residents should call their local fire department’s burn information line to find out if burning is allowed.

FireFree encourages residents to take action to reduce the damage from wildfires in Deschutes County. For more information about FireFree, call Project Wildfire at 541-322-7129.

firefree.org

Central Oregon Locavore Launches a Container Reuse Program to Help Reduce Waste

Central Oregon Locavore has launched a new program to help reduce waste at the Locavore Indoor Farmers Market. The Container Reuse Program, launched with the help of a grant from The Environmental Center, enables shoppers to reuse glass jars and other containers to purchase bulk items from the store instead of single-use plastics and paper bags.

Locavore received a grant from The Environmental Center to assist in the purchase of a dishwasher to sanitize containers for reuse. Hundreds of containers have been donated to Locavore to launch this program, and to ensure containers are returned to Locavore for reuse in this program, Locavore will be requiring a $1 deposit on all glass canning jars. There are also non-canning jars and containers that require no deposit to use. All containers that are returned to the marketplace will be sanitized and returned to the store to be reused again and again.

Central Oregon Locavore is excited to offer this program that makes it easy for shoppers to reduce waste when purchasing from Locavore.

Central Oregon Locavore Central Oregon Locavore is a 501(c)3 nonprofit supporting local food and farms through many educational programs and a year-round indoor farmers market.

centraloregonlocavore.org

We’ve got your recycling and waste disposal needs covered.

<table>
<thead>
<tr>
<th>Garbage Disposal &amp; Commingling Recycling</th>
<th>Compost Sales</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yard Debris Recycling</td>
<td>Food Waste Collection</td>
</tr>
<tr>
<td>Drop Box &amp; Rent-A-Bin Rentals</td>
<td>Document Destruction</td>
</tr>
<tr>
<td>Junk Cleanup</td>
<td>Construction Cleanup</td>
</tr>
</tbody>
</table>

Bend: 541.382.2263
Redmond/Sisters: 541.548.4984
RepublicServices.com/centraloregon

Deschutes County Department of Solid Waste
61050 SE 27th Street, Bend, OR 97702
Phone: (541) 317-3163 Fax: (541) 317-3959
www.deschutes.org/sw
To request this information in an alternate format, please call (541) 317-3163 or send email to solidwaste@deschutes.org

Republic Services
BEND
HCD
## Garbage & Recycling Companies (Listed Alphabetically)

<table>
<thead>
<tr>
<th>Company / Address</th>
<th>Phone</th>
<th>Fax</th>
<th>WebSite/Email</th>
<th>Contact</th>
<th>Staff</th>
<th>CO Year Est.</th>
<th>Services</th>
<th>Area Covered</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advanced Systems Portable Office, 1215 SE 3rd St., Redmond, OR 97756</td>
<td>541-589-5406</td>
<td>541-589-5224</td>
<td><a href="http://www.advancedsystemsportableoffice.com">www.advancedsystemsportableoffice.com</a></td>
<td>Ervin Swetnam</td>
<td>5</td>
<td>1985</td>
<td>Portable restroom &amp; storage units.</td>
<td>Central Oregon</td>
</tr>
<tr>
<td>Midistar Transfer Station &amp; Washer Blvd., 6066 SE 25th St., Redmond, OR 97756</td>
<td>541-527-3163</td>
<td>541-527-5999</td>
<td><a href="http://www.midistarwash.com">www.midistarwash.com</a></td>
<td>Tami Schirle</td>
<td>1</td>
<td>1999</td>
<td>Satellite station.</td>
<td>Deschutes County</td>
</tr>
<tr>
<td>Cascade Disposal (Waste Connections)</td>
<td>541-549-4202</td>
<td>541-549-4201</td>
<td><a href="http://www.cascadedisposal.com">www.cascadedisposal.com</a></td>
<td>Kim Korson</td>
<td>17</td>
<td>1946</td>
<td>Provide waste &amp; sewer services.</td>
<td>Willamette City Limits</td>
</tr>
<tr>
<td>Republic Services</td>
<td>541-546-1542</td>
<td>541-546-6227</td>
<td><a href="http://www.republicservices.com">www.republicservices.com</a></td>
<td>Dave Jones</td>
<td>4</td>
<td>1986</td>
<td>Please remove Recycling off front 9&amp;10. Also new &amp; different recycling, including mower oil on last load.</td>
<td>Crooked River Ranch</td>
</tr>
<tr>
<td>City of Sisters</td>
<td>541-546-3326</td>
<td>541-546-9144</td>
<td>sistersenvironmentalservices.com</td>
<td>Jason Sickamish</td>
<td>1</td>
<td>1955</td>
<td>Summer: Daily Monday-Thursday, 8am-5pm; Friday 8am-4pm. Winter: Closed winter months, Monday through Thursday, 8am-5pm.</td>
<td>Sisters - Jefferson County</td>
</tr>
<tr>
<td>Northwest Transfer Station</td>
<td>541-546-3401</td>
<td>541-546-3993</td>
<td><a href="http://www.northwesttransferstation.com">www.northwesttransferstation.com</a></td>
<td>Timm Schimke</td>
<td>1</td>
<td>1955</td>
<td>Monday-Saturday 8am-4pm.</td>
<td>Deschutes County</td>
</tr>
<tr>
<td>Advance Disposal Services</td>
<td>541-507-3163</td>
<td>541-507-3993</td>
<td><a href="http://www.advanceddisposal.com">www.advanceddisposal.com</a></td>
<td>Chad Conatla</td>
<td>21</td>
<td>1972</td>
<td>Monday-Saturday: 8am-4pm Monday through Saturday, 8am-5pm on Sundays.</td>
<td>Deschutes County</td>
</tr>
</tbody>
</table>

## Recycled Products & Services (Listed Alphabetically)

<table>
<thead>
<tr>
<th>Company / Address</th>
<th>Phone</th>
<th>Fax</th>
<th>WebSite/Email</th>
<th>Contact</th>
<th>Staff</th>
<th>CO Year Est.</th>
<th>Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bend Redmond Habitat for Humanity - 2324 Thayer Ave., Bend, OR 97703</td>
<td>541-352-0709</td>
<td>N/A</td>
<td><a href="http://www.bendredmondhabitat.org">www.bendredmondhabitat.org</a></td>
<td>Robyn Cooper</td>
<td>28</td>
<td>1991</td>
<td>Bend/Redmond Habitat builds strength, stability &amp; self reliance through affordable housing opportunities for families in need in Bend/Redmond. We are dedicated to sharing love for buildings people together to help make a difference in our communities through affordable housing. Since 1989, Bend/Redmond Habitat has helped build nearly 200 homes and provided opportunities to 350 families to mortgage-free ownership.</td>
</tr>
<tr>
<td>Boler Interiors Building Products</td>
<td>541-352-2525</td>
<td>541-550-2239</td>
<td><a href="http://www.bolerinteriors.com">www.bolerinteriors.com</a></td>
<td>Jordan O'Shaughnessy</td>
<td>2</td>
<td>2000</td>
<td>Specializing in sustainable building materials for the interior of a home such as wood, carpet, cork, flooring, lumber, counter tops, pipes, paint, trim &amp; more.</td>
</tr>
<tr>
<td>Tri County Foundation for Central Oregon - 275 3rd Street, Bend, OR 97701</td>
<td>541-522-0277</td>
<td>541-389-2884</td>
<td><a href="http://www.tricityfoundation.org">www.tricityfoundation.org</a></td>
<td>Susan Kline</td>
<td>335</td>
<td>1905</td>
<td>Designed shops for electronic waste recycling, Thrift store.</td>
</tr>
</tbody>
</table>

Continued on Page 12
Earlier this summer, an anonymous local donor reached out to Discover Your Forest to organize a cleanup effort in the China Hat Road area of the Deschutes National Forest. The donor contributed more than $10,000 as a recurring investment for volunteer cleanups in the region, partnering with Discover Your Forest, Central Oregon Land Cruisers, Central Oregon OHV Association, Cascade Heavy Rescue, local towing and garbage companies and more than 35 volunteers to make the project successful.

The group of volunteers and partners were able to remove 18,000 pounds of trash, scrap metal and waste; including 16 automobile tires and wheels, seven passenger vehicles, one Class C motorhome and one truck camper. The removal of this waste has significantly improved the environment and safety of the area. The project area sits approximately 0.5 miles from the nearest neighborhood. Organized efforts to remove abandoned vehicles and accumulated trash piles requires significant coordination and the specialized equipment of towing companies.

“The generosity and hard work of the donor, partners and volunteers in cleaning up the China Hat area is a tremendous gift that will help improve this challenging, yet well-loved portion, of the Deschutes National Forest directly adjacent to the community of Bend. The Forest Service is very grateful for this support and partnership,” said Holly Jewkes, Forest supervisor of the Deschutes National Forest.

This project took place in June, with another planned before the end of 2021, and follows annual efforts to clean up and maintain the area. The donor funding the project remarked, “When people notice trash and abandoned vehicles where they want to explore, it can be disheartening. But instead of being frustrated, we are asking that people choose to do something about it. The right people with the right attitudes can make a huge difference by simply working together.” The success of the project hinged on funding from local donors, tedious physical labor from the volunteers and collaboration between several local companies and organizations. Jeremy Evans with Technique Vehicle Outfitter, Jessica Gamble with the Home More Network, Brent Baker with Oregon Adventure Trucks, Bend Towing and Recovery, Consolidated Towing, Commercial Powder Coating, Cascade Disposal, Knott Landfill and the residents of Woodside Ranch all contributed in meaningful ways to making this project possible, and correctly storing and disposing of the materials removed.

Discover Your Forest, the nonprofit partner of the Forest Service in Central Oregon, contributes to forest health and safety by fundraising, training and managing volunteers and providing conservation education to thousands of local students annually. If you would like to receive information regarding upcoming cleanups, you can reach out to the project lead at info@coohva.org. If you are interested in making a financial contribution to the China Hat Road cleanups, you can do so by visiting: discovernw.org/discover-your-forest-china-hat-cleanup.

discoveryourforest.org

Local Effort for China Hat Cleanup is Successful
Central Oregon Recycling

### Recycled Products & Services (Listed Alphabetically)

<table>
<thead>
<tr>
<th>Company / Address</th>
<th>Phone</th>
<th>Fax</th>
<th>WebSite/Email</th>
<th>Contact</th>
<th>Staff</th>
<th>CO Year Est.</th>
<th>Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>Schottner Steel</td>
<td>541-382-0671</td>
<td>541-382-5095</td>
<td><a href="http://www.schottnersteel.com/bindtech@schottnersteel.com">www.schottnersteel.com/bindtech@schottnersteel.com</a></td>
<td>Scott Doyle</td>
<td>5</td>
<td>1972</td>
<td>Scrap metal recycling.</td>
</tr>
<tr>
<td>Sisters Habitat for Humanity Belfair</td>
<td>541-549-1623</td>
<td>N/A</td>
<td><a href="http://www.sistershabitat.org/bindtech@schottnersteel.com">www.sistershabitat.org/bindtech@schottnersteel.com</a></td>
<td>Kris Powell</td>
<td>4</td>
<td>2007</td>
<td>New &amp; used building supplies, home furnishings &amp; appliances.</td>
</tr>
<tr>
<td>Sisters Habitat for Humanity Thrift Store</td>
<td>541-548-1153</td>
<td>541-549-6295</td>
<td><a href="http://www.sistershabitat.org/bindtech@schottnersteel.com">www.sistershabitat.org/bindtech@schottnersteel.com</a></td>
<td>Rick Manns</td>
<td>4</td>
<td>2007</td>
<td>Recycled clothing, books, crafting supplies, dishes &amp; vintage items.</td>
</tr>
<tr>
<td>Smith Workspace Solutions</td>
<td>541-382-6880</td>
<td>541-399-1762</td>
<td><a href="http://www.smithworkspace.com/lender@smithworkspace.com">www.smithworkspace.com/lender@smithworkspace.com</a></td>
<td>Kathy Naido</td>
<td>5</td>
<td>1980</td>
<td>Office supplies, furniture, office machines, design planning, printing, janitorial &amp; break room supplies.</td>
</tr>
<tr>
<td>The Broomroom</td>
<td>541-549-1151</td>
<td>N/A</td>
<td><a href="http://www.thebroomroom.com/info@thebroomroom.com">www.thebroomroom.com/info@thebroomroom.com</a></td>
<td>Phillip Toochio</td>
<td>7</td>
<td>2015</td>
<td>Zero waste events, wedding services: event setup &amp; cleanup, by appointment only. We work with your event team to ensure your waste &amp; recycling is managed in a sustainable manner, whether planning a small fundraiser or a large music festival.</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.

---

FREE E-Headlines

Sent Directly to Your Email

To Receive, Send Your Email to: CBN@CascadeBusNews.com

---

NOT ON THE LIST?

Central Oregon’s Most Effective B2B Marketing Tool

GET ON IT!

ads@cascadebusnews.com | 541-388-5665
Tax Planning for the Self-Employed

By ED WETTIG, CFP — Wettig Capital Management

Self-employment is the opportunity to be your own boss, to come and go as you please, and oh yes, to establish a lifelong bond with your accountant. If you’re self-employed, you’ll need to pay your own FICA taxes and take charge of your own retirement plan, among other things. Here are some planning tips.

Understand self-employment tax and how it is calculated

As a starting point, make sure that you understand (and comply with) your federal tax responsibilities. The federal government uses self-employment tax to fund Social Security and Medicare benefits. You must pay this tax if you have more than a minimal amount of self-employment income. Net profit of your business is considered income and is reported on your Schedule C.

Make your estimated tax payments on time to avoid penalties

Employees generally have income tax, Social Security tax and Medicare tax withheld from their paychecks. But if you’re self-employed, it’s likely that no one is withholding federal and state taxes from your income. As a result, you’ll need to make quarterly estimated tax payments on your own (using IRS Form 1040-ES) to cover your federal income tax and self-employment tax liability. You may have to make state estimated tax payments, as well. If you don’t make estimated tax payments, you may be subject to penalties, interest and a big tax bill at the end of the year. For more information about estimated tax, see IRS Publication 505.

Employ family members to save taxes

Hiring a family member to work for your business can create tax savings for you. In effect, you shift business income to your relative. Your business can take a deduction for reasonable compensation paid to an employee, which in turn reduces the amount of taxable business income that flows through to you. Be aware, though, that an IRS rule, known as the “economic benefit” rule, applies. If the amount doesn’t seem reasonable, considering the services actually performed. Also, when hiring a family member who’s a minor, be sure that you business complies with child labor laws.

Establish an employer-sponsored retirement plan

Hiring a family member for tax (and non-tax) reasons

Because you’re self-employed, you’ll need to take care of your own retirement needs. You can do this by establishing an employer-sponsored retirement plan, which can provide you with a number of tax and nontax benefits. With such a plan, your business may be allowed an immediate federal income tax deduction for funding the plan, and you can generally contribute pretax dollars into a retirement account. Contributed funds, and any earnings, are not subject to federal income tax until withdrawn (as a tradeoff, tax-deferred funds withdrawn from these plans prior to age 59½ are generally subject to a 10 percent premature distribution penalty tax — as well as ordinary income tax — unless an exception applies). You can also choose to establish a 401(k) plan that allows Roth contributions; with Roth contributions, there is no immediate tax benefit (after-tax dollars are contributed), but the qualified distributions will be free from federal income tax. You may want to start by considering the following types of retirement plans:

- Keogh plan
- Simplified employee pension (SEP)
- SIMPLE IRA
- Individual (or “solo”) 401(k)

The type of retirement plan that your business should establish depends on your specific circumstances. Explore all of your options and consider the complexity of each plan. And bear in mind that if your business has employees, you may have to provide coverage for them as well (note that you may qualify for a tax credit of up to $5000 for the costs associated with establishing and administering a plan). For more information about your retirement plan options, consult a tax professional or see IRS Publication 560.

Take full advantage of all business deductions to lower taxable income

Because deductions lower your taxable income, you should make sure that your business is taking advantage of any business deductions to which it is entitled. You may be able to deduct a variety of business expenses, including rent and home office expenses, and the costs of office equipment, furniture, supplies and utilities. To be deductible, business expenses must be both ordinary (common and accepted in your trade or business) and necessary (appropriate and helpful for your trade or business). If your expenses are incurred partly for business purposes and partly for personal purposes, you can deduct only the business-related portion.

Deduct health-care related expenses

If you qualify, you may be able to benefit from the self-employed health insurance deduction, which would enable you to deduct up to 100 percent of the cost of health insurance that you provide for yourself, your spouse and your dependents. This deduction is taken on the front of your federal Form 1040 (i.e., “above-the-line”) when computing your adjusted gross income, so it’s available whether you itemize or not.

Contributions you make to a health savings account (HSA) are also deductible “above-the-line.” As a self-employed taxpayer or custodial account holder, you can establish in conjunction with a high-deductible health plan to set aside funds for health-care expenses. If you withdraw funds to pay for the qualified medical expenses of you, your spouse or your dependents, the funds are not included in your adjusted gross income. If you’re a sole proprietor or partnership, you can make contributions from an HSA that are not used to pay for qualified medical expenses are included in your adjusted gross income, and are subject to an additional 20 percent penalty tax unless an exception applies.

To summarize, it is critical that you work with a qualified accountant, or Certified Public Accountant so you are able to take advantage of all applicable deductions as well to not run afoul of the IRS and cost your business (and you) any fines or penalties!

FREE Headlines

Thoughtful design and craftsmanship doesn’t simply survive a 9-5, it absorbs creative energy and amplifies it.

We create solutions for your workspace that foster human-to-human interaction while reconnecting your company with its goals, culture, and community.

To Receive, Send Your Email to:

FREE

Call for a Consult

Katie Hartz
Workplace Consultant
503.226.4151
katie.hartz@hyphn.com
www.hyphn.com

October 20, 2021 • Cascade Business News • 33

NIGHTLY BUSINESS PATROLS

Celebrating 27 Years

INVESTING IN THESE UNCERTAIN TIMES.
United Way of Central Oregon (UWCO) recently elected two members to its Board of Directors. Eli Ashley is returning to serve a third term after a hiatus required by the nonprofit’s bylaws, which allow only two consecutive terms. Anthony Geogor is new to United Way’s Board.

Ashley, community volunteer, was born in Olympia, Washington and was raised in Seattle, Washington, New York and Washington D.C. He graduated from University of Washington with a bachelor of arts in business administration and masters in marketing and urban development. He has spent his 30-plus-year career managing or employed in nonprofit service, as well as nearly 20 years of service in municipal government in Tacoma, Washington.

In addition, Ashley has served as a nonprofit consultant, as well as on boards of directors and/or as board chair for organizations in Seattle and Tacoma, as well as director and chair of the board of City Club of Central Oregon. He served as a member of the board of United Way of Central Oregon from 2013 through 2019, filling the role of campaign chair for the 2015/2016 campaign and board president in 2017. As a longstanding member of our community, married for 39 years and an animal lover, Ashley enjoys helping nonprofits succeed in achieving their missions and improving the quality of life for all members of our community.

Geogor, chief financial officer for EO Media Group and owner of the Bend Bulletin, grew up in Southern Idaho, as did his wife. He graduated from the University of Idaho with a bachelor of science in finance in 2004. After working in the Puget Sound region for many years, he completed his masters at Western Washington University in 2010, then worked in Windsor Locks. He and his family were excited to return to the west coast and move to Central Oregon in 2020 to enjoy all the outdoor activities our region has to offer. Geogor is pleased to have the opportunity to give back and serve our community as a volunteer with United Way of Central Oregon.

Deschutes Children’s Foundation welcomes new board members Trisha Plass and Emily Wommack.

Plass is the owner and principal at Plass Design Company. She established her design company in 2019 as a certified WBE interior design firm, focusing on providing interior design services, project planning, and project management. Plass has been practicing interior design and providing expertise to clients in Washington and Oregon for over 15 years.

Plass hopes to use her professional experience and expertise to help provide our community’s nonprofits with efficient and supportive facility design. She is also thoroughly excited to be involved in such an important part of Bend’s nonprofit community by serving on the Board of Deschutes Children’s Foundation.

When Plass is not busy fulfilling her career passion for design, you can find her enjoying the Bend outdoor lifestyle with her husband and two kids. Most weekends are spent enjoying a hike, bike ride or sipping a microbrew in the sun. Other hobbies, likes and goals include swimming, camping, international travel, visiting National Parks and learning to play golf. Plass joined the board in 2021.

Deschutes County has hired Peter Gutowski to serve as its new Community Development Department director.

Gutowski, who currently serves as the County’s Planning manager, transitioned into his new role on October 8. He replaces Nick Lelack, who was hired as the County’s Administrator earlier this year.

In his role, Gutowski will lead the day-to-day operations of the County’s Community Development department, which employs nearly 70 people and oversees land use planning, building safety, code compliance and on-site wastewater systems in the unincorporated areas of Deschutes County. The department also provides construction plan reviews, consultation and inspections to assure compliance with federal and state building codes in the cities of Sisters and La Pine.

“I have no doubt that Peter will hit the ground running in his new role,” Lelack said. “He has solid relationships with regional partners, a great working knowledge of Oregon’s planning and development laws, an outstanding team and demonstrated successes with numerous high profile projects.”

Gutowski, who has more than 24 years of experience in Oregon land use planning, has worked in the County’s Community Development Department since 2004. He has served as a senior planner, principal planner and since 2014, as the County’s planning manager. He was selected from a highly competitive field of candidates following a national recruitment.

Gutowski holds a master’s degree in Community and Regional Planning from the University of New Mexico and a bachelor’s degree from the University of California, Berkeley. He is a member of the American Institute of Certified Planners (AICP).

Bobby Bemis, PT, DPT, COMT, DIPMT, FAAMPT, has joined the staff of Rebound Physical Therapy’s East Bend Clinic as the lead physical therapist.

Raised in Denver, Colorado, Bemis frequently traveled internationally as his father was a Chief Master Sergeant in the Air Force. Bobby received his doctorate of physical therapy (DPT) from Regis University in Denver. He has achieved multiple professional credentials related to manual therapy, and is a Fellow of the American Academy of Orthopedic Manual Physical Therapists (FAAMPT). Bemis earned a Certificate for Certified Fitness Specialist. In addition to general orthopedics, manual and vestibular therapy, his treatment specialties include spine and temporomandibular joint (TMJ) disorders. Outside of work, Bemis enjoys cooking, reading, open water swimming, yoga, travelling and spending time with his Portuguese water dog, Melvin.

Austin Fleming, PT, DPT, has joined the staff of Rebound Physical Therapy’s Principal in Bend.

Originally from Sonora, California, Fleming received his bachelor of science in exercise physiology from California State University – Chico. He went on to earn his doctorate of physical therapy (DPT) from the University of California – Sacramento. Austin’s PT school clinical internships largely involved working in outpatient orthopedic settings where he treated a large caseload of patients from adolescence to geriatrics with varying orthopedic and neurological injuries. In his free time, Austin enjoys hiking, golfing and spending time with his wife, Caylie, and their young son, Jackson.

Scott Bates recently joined the Humane Society of Central Oregon as vice president of philanthropy. In this new role, he will be responsible for driving fundraising efforts to achieve the goals of the recently completed strategic plan.

As a new resident of Central Oregon, Bates brings 30 years of fundraising experience in Chicago, Illinois and St. Louis, Missouri. Bates is excited to be part of this community and all the outdoor adventures it offers, and he is especially excited to be part of the exciting future that HSCO envisions for Central Oregon.

The Center Foundation announces Sandy Visnack has been selected as the organization’s new executive director. Visnack brings over two decades of nonprofit leadership roles as executive director, development director and communications director as well as fundraising experience in Chicago, Illinois and Colorado. With her deep commitment to Central Oregon youth and demonstrated leadership, Visnack will help The Center Foundation move forward in its mission to keep kids healthy and safe in Central Oregon.

“The work of The Center Foundation is so important to our community and it is an honor to join this organization,” said Visnack. “I look forward to building upon the strong foundation that has been developed and hope to leverage new opportunities in the upcoming months.”

Visnack holds a bachelor of science degree in education from the University of Vermont and a master’s degree in nonprofit management from Regis University in Colorado. Previous positions held include director of communication at NeighborLink and executive director at Bend Endurance Academy. When not cheering on her daughter at mountain biking and cyclocross races, she enjoys mountain biking, skiing and volunteering.

Visnack will succeed Sonja Donohue, who has retired after serving as executive director since 2015.
Sunriver Area Chamber of Commerce Announces Retirement of Executive Director Kent Elliott

The Board of Directors for the Sunriver Area Chamber of Commerce has announced the retirement of Executive Director Kent Elliott.

“We are all feeling mixed emotions about Kent’s retirement. While we are celebrating with Kent as he enters into a new and wonderful phase in his life, we’ll miss his leadership and dedication to serving the Sunriver community,” said Dan Youmans, president of the Chamber’s Board of Directors.

A search is underway for the Chamber’s new executive director, said Youmans. Elliott will continue in his current role until his replacement is hired, to ensure a smooth transition.

Elliott was hired as the Chamber’s executive director in 2013. Previously, he served as president of the Elliott, Powell, Baden & Baker insurance agency, which he sold in 2008.

Serving as the executive director has been a “great honor” said Elliott, as he looked back on the growth of the Chamber, enhancement of Chamber services, and his work on challenges facing the community, especially the COVID-19 pandemic.

“We’ve always viewed ourselves as the central organization here in Sunriver that businesses and organizations can count on to bring us all together,” said Elliott.

During the pandemic, Elliott has utilized the Chamber’s community newsletter as a means for keeping Sunriver residents informed about how businesses were adapting to ever-changing restrictions and regulations so that customers would know how to support local stores, shops and restaurants.

The Chamber also launched a “buy local” campaign to support its business community, which is continuing into the shoulder season this fall when tourism tends to wane.

In addition, Kent was instrumental in distributing PPE to local businesses, in many cases making the deliveries of masks and hand sanitizer himself.

“This is a time when we’ve all had to step up and do whatever we can to help each other,” said Elliott.

The Chamber’s Board of Directors noted Kent’s many other accomplishments during his tenure as Executive Director including:

- Producing the Sunriver Magazine, the leading publication about Sunriver for both tourists and residents;
- Taking over sponsorship of the Sunriver Community Potlucks, allowing this long-time tradition to continue;
- Advocacy for the new transit service between Sunriver and La Pine, providing valuable transportation for many employees of local businesses;
- Representing the business community on the safety issue around Harper Bridge; and Hosting regular “Lunch & Learn” educational and training programs for Chamber members.

The Chamber Board also praised Elliott for all that he has done to support local businesses, especially new businesses locating in Sunriver, while at the same time generating excitement among customers for long-time businesses.

“There is no greater advocate for businesses just getting started here,” said Aaron Schofield, Board treasurer and former Board president. “When it comes to making referrals, whether for dining, staying here, recreational opportunities and many other services, Kent’s knowledge about all of our local businesses, and his passion for the Sunriver community, has been invaluable.”

sunriverchamber.com

Families Serving Community

FAMILY ACCESS NETWORK

The Family Access Network (FAN) received a $15,000 grant from the Clabough Foundation to support access to basic-needs services for low-income children and their family members across Central Oregon. With the economic toll of COVID-19 continuing to disproportionately impact those already vulnerable, these funds are crucial for allowing FAN advocates to continue providing crucial resources — like food, clothing, school supplies and shelter — to families in need in Deschutes, Crook and Jefferson counties during the 2021-22 school year.

“We are grateful that the Clabough Foundation is partnering with FAN once again through what will undoubtedly be a challenging year,” said Julie N. Lyche, FAN executive director. “Building a resilient community begins with helping those in need recover from setbacks that so many experienced in the height of the COVID-19 crisis. This grant will be vital to sustaining those efforts.”

The Clabough Foundation’s mission is to preserve and enhance the environmental and cultural resources of the High Country of North Carolina and the Deschutes River Watershed of Central Oregon. The foundation has a long history of supporting education and continues to partner with local organizations to enhance communities. Unique to Central Oregon, FAN began in 1993 and currently employs 30 advocates at 66 sites in Deschutes, Crook and Jefferson counties. These advocates work tirelessly to help families break the cycle of poverty. The direct placement of FAN advocates within schools allows FAN to effectively reach and connect disadvantaged children and families to essential basic needs.
The Museum at Warm Springs kicked off its 2021 year-end fundraising campaign October 11. Designed and built to Smithsonian Institution standards in 1993, The Museum at Warm Springs is a very special place of cultural and historical importance to the Warm Springs people.

The Museum’s 2021 successes included:

- Two exhibitions: Sacred Reflections: The Art of Umatilla Artist Ellen Taylor (April 8-May 29) and Into the Fray: Native American Wild-Land Firefighters of Warm Springs and Beyond (June 24-September 25).
- The Museum partnered with AdPro, a Native American woman-owned graphic design and advertising firm in Huntington Beach, California to rebrand the Museum with a new logo.
- A June membership campaign in honor of ancestor Kenneth Smith quadrupled the Museum’s membership, and met a $25,000 match from The Roundhouse Foundation. A Corporate Membership program was launched.
- The Museum built stronger relationships with special individuals, including Ronni Lacroute, and with several new partner organizations throughout the state. The Museum held important discussions and collaborated with the Native Arts and Cultures Foundation, Oregon Historical Society, The High Desert Museum, and the Warm Springs Culture and Heritage Program.
- In 2021, the Museum has received $633,760 in foundation and other grants.

On November 2, the Museum will open a new exhibition, the 28th Annual Tribal Member Art Exhibit.

“We feel great pride in what we do at The Museum and are honored to make our home here at Warm Springs with our strong family and community ties,” said Museum Director Elizabeth A. Woody (Warm Springs, Yakama and Navajo). “The Museum at Warm Springs is an important Oregon cultural treasure. We humbly ask you to support us with a year-end contribution so we can continue organizing high-caliber exhibitions, workshops and an array of public programs and events for all to enjoy.”

Give to the Year-End Campaign

Visit museumatwarmsprings.org or mail your contribution postmarked by December 31, 2021 to The Museum at Warm Springs, PO Box 909, Warm Springs OR 97761. Consider a matching gift to one of The Museum’s partners, the Oregon Cultural Trust. A gift to the Trust (up to $500 for individuals, $1,000 for couples filing jointly, and $2,500 for class-C corporations) is a tax credit, a dollar-for-dollar reduction for any Oregon taxes owed. Double the impact on Oregon culture; tax dollars that are re-directed to the Trust support Oregon culture. The Oregon Cultural Trust is a generous supporter of The Museum at Warm Springs.

museumatwarmsprings.org
541-553-3331

Got a Who's Who?
Send it to CBN@CascadeBusNews.com

GOT TOP PROJECTS?

Along with providing a comprehensive list of Central Oregon Commercial Contractors, Cascade Business News will feature TOP PROJECTS COMPLETED in 2021 in our December 15 issue!

DEADLINE TO SUBMIT TOP PROJECTS IS DECEMBER 1

Contact Jeff Martin at 541-388-5665 or jeff@cascadebusnews.com
For the first time in seven months, REACH Redmond has resumed services at the main site on SW 15th Street and also at the new eastside location adjacent to the Opportunity Foundation at 835 East Hwy. 126, Redmond.

In addition to the school age activities REACH has been providing for more than seven years, it has expanded to include a licensed childcare, able to serve 49 youth from infant through pre-school. The facility reopened with two preschoolers on September 20. The staff is anxious to rapidly reach capacity with its unique program, according to Jenny McKenzie, executive director.

In partnership with the Kiwanis Club of Redmond, the project, spearheaded by Redmond’s 2021 Citizen of the Year, Alan Unger, has been a labor of love to bring together two nonprofits which have stood the test of time for over 25 years in the Redmond community. “We have been trying to solve the childcare problem in Redmond for nearly three decades,” said Unger. “By joining the Redmond Learning Center and Childcare with REACH, we are eliminating dual overhead costs and providing stability for long term sustainability.”

“We are creating connections for our youth to thrive in our community,” said McKenzie, who has been leading the advancements at REACH since 2014 when it was still the Boys and Girls Club.

“We provide meaningful, fun, real-world experiences, so they can find themselves and their strengths,” she added, noting the inclusion of Pawsitive Choices, Stretch and Grow and Parents as Teachers curriculum has raised the level of services that really make REACH stand above traditional childcare models. “Our focus is on the development of the whole family. We provide a continuity of care from infancy through adulthood.” Home visits are an option to provide support to families as they navigate the ever changing landscape of child development.

REACH was able to expand its programs to pre-school children after receiving a $200,000 grant for start-up costs spearheaded by Rep. Jack Zika from the Oregon Legislature.

With grants from such businesses as Hayden Homes, the facility has been remodeled and furnished and the curriculum purchased specifically for that age group.

Both REACH programs have suffered during the pandemic. Because it lost its bus drivers during the pandemic, the westside location is serving only elementary students from Lynch Elementary School because they are within walking distance of the facility, McKenzie said.

In November, they will begin using a 12-passenger van to bring students from John Tuck Elementary to REACH after school. The middle school activities will begin for youth who attend Obsidian. She is hoping to re-establish the REACH before-school program, but without reliable bus drivers, it will be a challenge to return to the robust 100+ students that were attending daily before the pandemic.

Pre-school enrollment is open to all families, McKenzie said. The Early Child Development Site accepts DHS payment and operates from 7:30am to 5:30pm Monday through Friday. Due to the commitment to ongoing advancement, REACH is closed the first Friday of each month for staff preparations, planning and training.

Full-time cost for three- to five-year-olds is $800 a month and $1,000 for two- to three-year-olds. Half-time attendees are welcome. Infants six weeks through 23 months ($1200) will be accommodated with the addition of grant funding in November. Food service will be added when enrollment increases, until then, families are asked to send a healthy sack lunch.

Enroll on-line at reachredmond.org or in person at the REACH Early Child Development Site. Phone 541-923-4854. reachredmond.org

**FREE E-Headlines**

Sent Directly to Your Email

To Receive, Send Your Email to:
CBN@CascadeBusNews.com

**CAN YOU RESIST THIS FACE?**

Humane Society of Central Oregon

To Volunteer or Donate
Call 541.382.3537
www.hsco.org

**MEET THE ACTIVATOR DOCTOR!**

Specializing in Gentle, Non Invasive Adjustments for You & Your Animals!

Massage • Therapeutic Rehabilitative Treatments

**ELK RIDGE**

Chiropractic & Wellness Center

541-388-3588

elkridgechiropractic@gmail.com | thebendchiropractor.com

**OOSEP # 858**

Celebrating 27 Years 1994-2021

Nightly Business Patrols
BendBroadband

Continued from page 3

nearly all the interns either continuing with the company or expressing interest in doing so.

Now, the program is coming to Bend. BendBroadband is encouraging local schools or community partners to email careers@tdstelecom.com to learn more on how to get involved and help recruit individuals for this worthwhile opportunity before applications open in the spring. The program will be open to local residents age 16 and older. "With so many talented students and workers in the Bend area, this will be a great opportunity for BendBroadband to expose our trade to those who may not be familiar. We look forward to joining with Central Oregon community partners to open career paths to be people interested in technology," said Lynette Maynes, TDS Telecom director of Field Services.

Cameron McCarthy

Continued from page 3

Matt Koehler and Colin McArthur. Their collective leadership has helped increase the size of the firm and expand to other markets. Jay Battelson's versatile and deep expertise and commitment to current clients and future clients. "Our office looks forward to joining Cameron McCarthy's staff of talented landscape architects, planners and allied professionals with current offices in Eugene and Portland," says Jay Battelson. "JBD and Cameron McCarthy are confident their existing staff of 25 professionals, with breadth of expertise and commitment to community-enhancing work, will only improve our ability to serve our clients and future clients."

Karnopp Petersen

Continued from page 3

specifically benefit from Karnopp Petersen's deep-rooted and respected experience in environmental, energy, health care, trusts and estates, real estate, business and community association matters. As a complement, Karnopp Petersen clients will now have access to BB&K's broad array of legal services. "We are very proud of our decades-long service to our clients, but as our region grows so do our clients' needs," said Karnopp Petersen's co-managing partners Ellen Grover and Erin MacDonald. "BB&K is the perfect partner for us to continue providing valuable service to our clients and our region. We are excited for the future." With the combination, BB&K will retain Karnopp Petersen's existing Bend office, growing the firm's total number of offices to 11.

RECENT TRANSACTIONS

Continued from Page 3

15th Street, in Bend, for $785,000.

Compass Commercial Real Estate Services brokers Peter May, CCIM and Luke Ross represented the landlord, Shep East, LLC, in the lease of a 14,026 SF industrial suite located at 1320 SE Armour Road in Bend.

Dan Steelhammer, Broker, of Fratzke Commercial Real Estate Advisors, Inc., represented the Landlord in the in a 60-month lease of 1,838 +/- SF of retail space at S47 NE Bellevue Drive, in Bend.

Broker Howard Friedman, CCIM with Compass Commercial Real Estate Services represented the seller, Second Half Enterprises, LLC, in the sale of 136-138 NW Greeley Avenue in Bend. The 2,717 SF duplex sold for $818,500.

Tom Tapia, CCIM, Principal, of Fratzke Commercial Real Estate Advisors, Inc., represented the Tenant in a 66-month lease of 1,562 +/- SF of office space at 1462 NE Cushing Drive, in Bend.

Broker Dan Kemp, CCIM with Compass Commercial Real Estate Services represented the buyer, Christopher Thelan, in the acquisition of a 3,045 SF multifamily property located at 45 5E Roosevelt Avenue in Bend. The building sold for $540,000.

Brian Fratzke, CCIM, Principal of Fratzke Commercial Real Estate Advisors, Inc., represented the Landlord, & Tom Tapia, CCIM, Principal of Fratzke Commercial Real Estate Advisors, Inc., represented the Tenant, Moonlight BPO in a 62-month lease of 3,334 SF of industrial space at 2463 NE 4th Street, in Bend.

Brokers Chapman Commercial Real Estate Services helped Graham Dent and Terry O'Neil, CCIM represented the landlord, Robinson Family Investments, LLC, in the lease of a 2,220 SF office suite located at 563 13th Street in Bend. Brokers Jay Lyons, SIOR, CCIM and Grant Schultz with Compass Commercial Real Estate Services represented the tenant, Bristol Hospice.

Dan Steelhammer, Broker, & Brian Fratzke, CCIM, Principal, both of Fratzke Commercial Real Estate Advisors, Inc. represented the Tenant, Joems LLC & Brian Fratzke, CCIM, Principal of Fratzke Commercial Real Estate Advisors, Inc., represented the Landlord, in a 63-month lease of 5,790 +/- SF of office/retail space at 500 NE Greenwood Avenue, in Bend.

Tom Tapia, CCIM, Principal of Fratzke Commercial Real Estate Advisors, Inc., represented the Tenant, Joems LLC & Brian Fratzke, CCIM, Principal of Fratzke Commercial Real Estate Advisors, Inc., represented the Landlord in a 60-month lease of 3,334 +/- SF of industrial space at 2463 NE 4th Street, in Bend.

Brian Fratzke, CCIM, Principal, of Fratzke Commercial Real Estate Advisors, Inc. represented the Tenant, Winery at Manzanita in a 60-month lease of 1,164 +/- SF of industrial space at 550 SW Industrial Way, in Bend.

SUBSCRIBE TO CASCADE BUSINESS NEWS • RECEIVE A FREE COPY OF OUR 2021 BOOK OF LISTS

name: ________________________________
address: ________________________________
city: ____________________ state: __________ zip: __________
phone: ____________________________
email: ____________________________
visa/mc: __________
check enclosed: __________
please bill me: __________
visa/sec: __________
.exp. date: __________
signature: ________________________________

Send completed form to: Cascade Publications Inc. 404 NE Norton, Bend, OR 97701 • ph: 541-388-5665

Published Twice Monthly Since 1994 • CascadeBusinessNews.com
Central Oregon Business Calendar

Email Your Upcoming Business Events to CBN@CascadeBusNews.com
Event Details at CascadeBusNews.com/Business-Events

BUSINESS EVENTS

October 21
Noon-1pm City Club Virtual October Forum, How Do We Improve the Academic Success of Students Experiencing Houselessness?

October 21
6:30-7:30pm City of Redmond Virtual Wetlands Complex Expansion Project Open House.

October 27
5-6pm COCC Virtual Nursing Program Info Session.

October 28
1-2:30pm City of Bend Virtual Accessibility Advisory Committee Regular Meeting.

October 28
5:30-6:30pm COCC Virtual Allied Health Program Info Session.

October 29
9:30-10:30am COCC Virtual Nursing Program Info Session.

October 29
10am-3pm Redmond Chamber of Commerce & CVB 2021 Goblins & Ghouls Golf Tournament at Juniper Golf & Country Club, Redmond.

October 29
10:30am Deschutes Children’s Foundation Chip In Fore! Kids Charity Golf Tournament at Bend Golf Club.

October 30
9-10am COCC Virtual Vet Tech Program Info Session.

November 4
5-7pm The Environmental Center Virtual 2021 Sustainability Awards.

November 16
9am Visit Bend Virtual Board of Directors Meeting.

Building Permits

COMMERCIAL PERMITS WEEK ENDING 10-1-2021

City of Redmond
$2,448,008.00 - Commercial (New) 30,250 sf. at 1050 SE Sisters Ave. Redmond 97756 OR
Owner: Leading Edge Jet Center, LLC 63048 Powell Butte Hwy Bend, OR 97701 S41-388-0019 Permit # 711-21-001226
$95,000.00 - Commercial (New) at 701 NW Spruce Ave. Redmond 97756 OR Owner: Juniper Canyon Investment, LLC PO Box 1410 Bend, OR 97709
Builder: Havniear Construction, LLC 541-389-4141 Permit # 711-21-002276

City of Bend
$460,391.00 - Commercial (New) 16,015 sf. at 61303 S Hwy 97 Ste 100 Bend 97702 OR Builder: Storecrafters, Inc. 585-865-5350 Permit # PR20-3915-CRML
$130,000.00 - Commercial (Alteration) 2,348 sf. at 1350 SE Reed Market Rd. Ste 202 Bend 97702 OR Builder: Stilson Builders, Inc. 541-419-2556 Permit # PRRE202104573
$87,090.00 - Commercial (Alteration) 7,943 sf. at 521 SE 9th St. Bend 97701 OR Builder: Compass Commercial Construction Services, LLC S41-848-4073 Permit # PRRE2021041112
$50,000.00 - Commercial (Alteration) 229 sf. at 1415 NE 3rd St. Bend 97701 OR Builder: Elite Construction Contracting, LLC S41-497-0123 Permit # PRRE202104296
$10,500.00 - Commercial (Alteration) 2,189 sf. at 1444 NW College Way Ste. 1 Bend 97703 OR Builder: Stilson Builders, Inc. 541-419-2556 Permit # PRRE202105662

COMMERCIAL PERMITS WEEK ENDING 10-8-2021

City of Redmond
$50,000.00 - Commercial (Tenant Improvement) 1,000 sf. at 302 W Main Ave. Sisters 97759 OR Owner: Glen Lasken 777 NW Wall St. #308 Bend, OR 97703
Builder: A Decorative Approach, LLC 775-691-7814 Permit # 247-21-003812
$12,500.00 - Commercial (Tenant Improvement) 1,032 sf. at 431 E Cascade Ave. Sisters 97759 OR Owner: 431 E Cascade, LLC PO Box 230968 Tizard, OR 97781
Builder: Compass Commercial Construction Services, LLC S41-848-4073 Permit # 247-21-007222

City of Bend
$204,096.00 - Commercial (New) 2,709 sf. at 451 SE Jackson St. Redmond 97756 OR Owner: Salvador Martinez 1504 NE 3rd St. Redmond, OR 97703 Permit # 711-21-002167

Deschutes County
$28,427.00 - Commercial (Tenant Improvement) at 51375 Hwy 97 La Pine 97739 OR Owner: Badger Home Services, LLC 21183 Clairway Ave. Bend, OR 97702
Builder: Family Heritage Builders, LLC 408-595-7431 Permit # 247-21-006307
$50,000.00 - Commercial (Tenant Improvement) 1,000 sf. at 302 W Main Ave. Sisters 97759 OR Owner: Glen Lasken 777 NW Wall St. #308 Bend, OR 97703
Builder: A Decorative Approach, LLC 775-691-7814 Permit # 247-21-003812

Workshops & Training

October 20
6-8pm COCC Small Business Development Center Virtual Class, QuickBooks Pro, Intermediate Desktop Version.

Tuesdays and Thursdays, October 21-November 4
9-11:30am COCC Small Business Development Center Virtual Classes, Dare to Lead.

Tuesdays and Thursdays, October 21-December 16
10:30am-12:30pm COCC Small Business Development Center Virtual Classes, Dare to Lead.

October 21
6-9pm COCC Small Business Development Center In-Person Class, Build Your Website with Wix, at COCC Redmond Technology Education Center, RTEC 218.

October 23
9am-12pm Synergy Health & Wellness Thriving with Diabetes Classes.
GOT TOP PROJECTS?

Along with providing a comprehensive list of Central Oregon Commercial Contractors, Cascade Business News will feature TOP PROJECTS COMPLETED in 2021 in our December 15 issue!

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

DEADLINE TO SUBMIT TOP PROJECTS IS DEC. 1