



The Paid Leave
Oregon Dilemma
for "Small Employers"
— Page 23

Enhancing & Promoting the Economic Vitality of Central Oregon Since 1994

SunLife Farm & Ranch

Plants Knowledge
with a Bit of Whimsy

by KRISTINE THOMAS — CBN Feature Writer



AMY AND JEFF FOX | PHOTO COURTESY OF
SUNLIFE FARM & RANCH

Jeff and Amy Fox are quite OK with being known as the bee ranchers on the purple farm in Prineville.

Especially since they have played a large part in creating the buzz about their business, SunLife Farm and Ranch, a small developing farm with beautiful vistas and naturally pristine terrain.

On their website, Jeff and Amy wrote that Prineville is known as the official Cowboy Capital of Oregon. "We added our CowBees to that affiliation," they wrote. "They're affectionately known as BootahBees and are abundant on the farm."

BootahBees, Beeverly Hills, Soilebration and Lavenday are a few hints to Jeff and Amy's whimsical approach to create an inviting place for guests to learn about their mission to be stewards of their land and its inhabitants. "We want SunLife Farm and Ranch to offer diverse farming, education and event-driven experiences," Jeff said.

In January 2020, they purchased the 160-acres with views of the Ochoco and Cascade Mountains. "We have lived in a lot of different places during our 26 years together," Jeff said. "Our decision to relocate to Prineville was catalyzed by the need to move to a climate conducive to health reasons. Knowing that, and seeking a rural way of life, it was a natural fit to return to Oregon."

Jeff grew up in the Willamette Valley, from a generation of South Dakota farmers and parents in large scale dam construction. His knowledge of fostering community as a business owner, developer and organizational leader came full circle in Central Oregon where he began to serve on the board of directors for the High Desert Food and Farm Alliance, Crooked River Open Pastures and the Crook County Prineville Chamber of Commerce. He is a steering committee member for Travel Oregon's Food Trail initiative.

Amy was raised in the Northeast with a deep appreciation for animals and open spaces. She has a history of large and small

PAGE 8

Crook County Comeback Complete

"Epic" Expansion Tops Charts for Job Creation as Unemployment Hits Record Low

by SIMON MATHER — CBN Feature Writer

Economic experts have hailed Crook County's "epic" expansion since the last major recession which has seen the area hit record lows in unemployment and strengthen its position through a more diverse slate of industries.

It has "fully recovered" from a labor market perspective and is also the number one county in the state for job creation since the start of the pandemic.

There was plenty of positive news during the Economic Development for Central Oregon (EDCO) — Prineville/Crook County Annual Membership breakfast, as well as cautionary messages regarding challenges presented by continued inflationary pressures and a historically tight labor market.

The event at Crook County Fairgrounds featured presentations on the economic and employment landscape, with speakers including state economists Josh Lehner and Damon Runberg, who labeled the area's phenomenal growth "awesome" and, regarding the previous pivot to embracing data centers, "the juice was worth the squeeze."



GRAPHIC | COURTESY OF OREGON EMPLOYMENT DEPARTMENT

Kelsey Lucas, EDCO Prineville/Crook County Director, opened proceedings with an update on recent deals fostered by the organization, including a hi-tech company expansion which created 25 new jobs, with another 21

PAGE 14

Prineville/Crook County Spotlight — Pages 8-15

Move, Start & Grow

by KELSEY LUCAS, Prineville/Crook County Director — Economic Development for Central Oregon



PHOTO | COURTESY OF PRINEVILLE/CROOK COUNTY ECONOMIC DEVELOPMENT

Prineville/Crook County Economic Development through Economic Development for Central Oregon (EDCO)'s mission is to help move, start and grow traded-sector businesses to purposefully create a balanced and diverse economy both locally and region-wide. The Prineville/Crook County program was initiated in 2007, making this our 15-year anniversary in Crook County's growing community.

Funding for the Prineville/Crook County program comes from both public and private members and stakeholders.

The City of Prineville, Crook County and the Prineville-Crook County Chamber are all key partners and contributors, as well as private businesses from around the County and Central Oregon region wishing to support a stronger, robust and inclusive economy in Crook County.

Crook County has one of the highest in-migration rates for Micropolitan Statistical Areas (cities with 10,000-50,000 residents) in the entire country, according to U.S. Census Data from 2010-2020. Housing demand continues to outpace supply, but more residential applications were

PAGE 10

Bend, Oregon

www.cascadebusnews.com

PRSRST STD
US POSTAGE
PAID
BEND OR
PERMIT NO 473

Cascade Business News
404 NE Norton Avenue
Bend, Oregon 97701
541/388-5665



PayneWest
INSURANCE

A Marsh & McLennan Agency LLC company

Your business is different. So are your risks.

At PayneWest, we go deep to understand your company.
So we can uncover potential snags and help you avoid them.
And make an insurance plan that works.

Find your agent at PayneWest.com/Business.



PayneWest. Insurance made for you.SM

INSIDE
THIS ISSUE

Business & Industry 2

Hot News 3

City Desk 4

Prineville/Crook County
Spotlight 8

Central Oregon Employment... 16

Employment Resources 16

Largest Central
Oregon Employers..... 22

Money & Investment..... 25

Who's Who 27

Businesses Serving Community ... 28

Healthy Communities..... 29

Permits 30

Business Calendar 31

Town & Country 32



A Division of Cascade Publications Inc.

Opinions expressed by contributing writers and guest columnists do not necessarily reflect the opinions of the publisher and/or editorial board. Questions and comments about a particular article should be addressed to the individual contributor. Letters to the Editor will be accepted and possibly printed if signed by the writer. Reproduction in whole or in part is strictly prohibited without written permission.

CBN is published the first and third Wednesdays of each month.

Subscriptions are \$35 for one year (\$40 for out of tri-county).

CBN is a division of Cascade Publications Inc. which also publishes the monthly Cascade Arts & Entertainment magazine, Book of Lists, Sunriver Magazine, Premiere Builders Exchange Directory, Bend-La Pine High Schools Fall & Winter Sports Programs and the Art & Wine Auction Program. Locally owned and operated since 1994.

404 NE Norton, Bend, Oregon 97701

541-388-5665

www.cascadebusnews.com

Send press releases/photos to cbn@cascadebusnews.com

CONTRIBUTORS

KELSEY LUCAS 1

MERYL LANGLEY 6

MARK RUSSELL JOHNSON 9

MICHELE RUBY 15

RON MONTGOMERY 17

CHRIS PETTY 20

QUINN HANSON 21

STACIE DAMAZO 23

MICHAEL SIPE 25

ED WETTIG 26

LISA NIELSEN 29

The Producers

Founder Pamela Hulse Andrews

President/CEO Jeff Martin

Editor/Production Director/
Feature Writer Marcee Hillman Moeggenberg

Feature Writer Noah Nelson

Feature Writer Simon Mather

Feature Writer Kristine Thomas

Distribution David Hill

The Editorial Board

Steve Buettner SunWest Builders

Preston Callicott Effectual Inc.

Theresa Freihoefer C.O. Community College

Katie Hartz Hyphn

Neal Huston Neal Huston Architects

Jim Lee InvitExcellence

Ron Miller The Miller Company

David Rosell Rosell Wealth Management

Eric Sande Redmond Chamber

Howard Schor Business Consultant

Chris Schroeder Morgan Stanley

Brian Shawver Security Pros

Scott Steele Steele Associates Architects

Susie Stevens Consultant

Chris Telfer Spectrum CPA Group LLP

541 Cabinets Establishes Custom Cabinet Shop Serving Central Oregon

Grant Hanson, owner of Linnius Construction, and Gabe Dansky, formerly of Dansky Cabinets, have partnered to create 541 Cabinets, a custom cabinet shop serving all of Central Oregon.

Linnius Construction is a custom home building/remodeling firm, specializing in kitchen and bath remodels. “Quality and timely cabinet work is a major aspect of a kitchen remodel and Gabe was looking to move his shop from Sunriver. It made a lot of sense for all of us,” says Hanson. Dansky is known for his quality cabinets and attention to detail. “We keep our shop relatively small so we can focus on quality control,” says Dansky.



PHOTOS | COURTESY OF 541 CABINETS



Grant Hanson

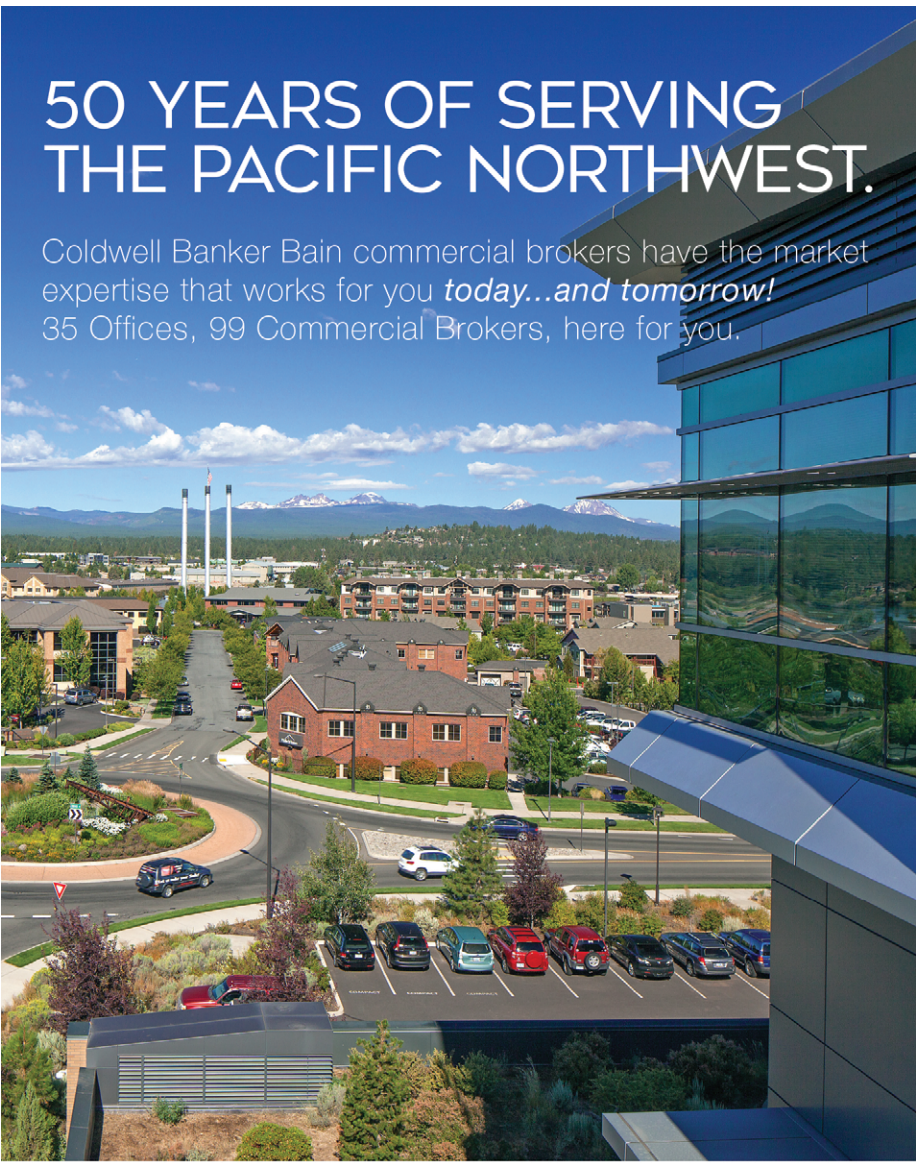


Gabe Dansky

In addition to 541 Cabinets, Hanson and Dansky own and manage Natural Edge Furniture. All three businesses are located at 135 NE Norton Avenue in Bend’s Maker District.

Customers interested in custom natural edge furniture can stop in and view the wood slabs sourced locally or from Hanson’s family property in California. Michael Fink, who studied furniture making at the Center for Craftsmanship in Maine, was hired as the lead maker and works with customers to ensure their finished piece is suited to their needs and taste. Michael just completed his largest project to date: a custom table for Sunriver Brewing’s beer hall in their new eastside location. The table is 18 feet long and serves to provide a community gathering space for the brewery’s clientele.

To contact Linnius Construction to discuss your home remodel, call 541-241-6091. For custom cabinet work, contact Gabe at 541-480-2227. And for Natural Edge Furniture, call 541-647-1680.



50 YEARS OF SERVING THE PACIFIC NORTHWEST.

Coldwell Banker Bain commercial brokers have the market expertise that works for you *today...and tomorrow!*
35 Offices, 99 Commercial Brokers, here for you.



AL EASTWOOD
541.350.0987
aleastwood@cbbain.com



PAULA VAN VLECK
541.280.7774
paulavanvleck@cbbain.com



BILL PON
541.815.4140
billpon@cbbain.com



JED BELLEFEUILLE
503.740.8399
jedbellefeuille@cbbain.com



DEBRA O'SHEA
541.749.8678
debraoshea@cbbain.com



LEAH LATHAM
541.678.8988
leahlatham@cbbain.com

ESTABLISHED. EXPERIENCED. EXPERT.
CBBain.com/Bend



COLDWELL BANKER
BAIN COMMERCIAL

RECENT TRANSACTIONS

Compass Commercial Real Estate Services brokers **Russell Huntamer, CCIM** and **Peter May, CCIM** represented the landlord, **Forum Westside, LLC**, in the lease of a 3,037 SF retail suite located at Westside Yard at 210 SW Century Drive in Bend.

Broker **Robert Raimondi, CCIM** with **Compass Commercial Real Estate Services** represented the seller, **Michael A Twiss Trust**, in the sale of 20875 Redside Court in Bend. The 1.87-acre industrial lot sold for \$975,000.

Compass Commercial Real Estate Services brokers **Kristie Schmitt** and **Pat Kesgard, CCIM** represented the seller, **Pacific River Properties, LLC**, in the sale of 1601 and 1607 SW Salmon Avenue in Redmond. The 4,392 SF four plex on 0.3 acres sold for \$939,000.

Brokers **Jay Lyons, SIOR, CCIM**, **Peter May, CCIM** and **Grant Schultz** with **Compass Commercial Real Estate Services** represented both the landlord, **Paul and Tanya Alston**, and the tenant, **Cascade Child and Family Psychiatry, LLC**, in the lease of a 2,720 SF office suite located at 300 SW Columbia Street in Bend.

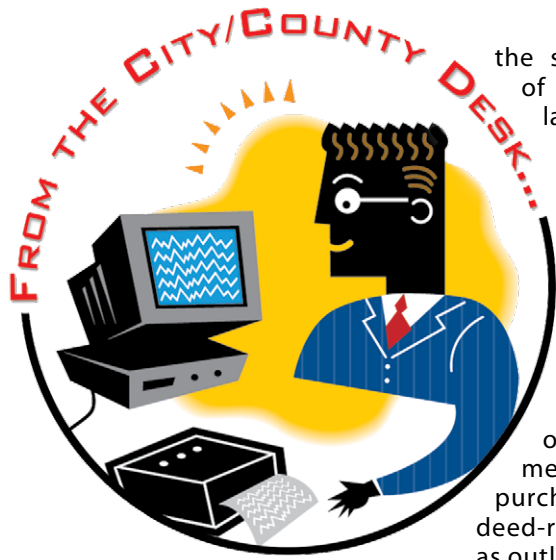
Connecting our clients to
innovative real estate solutions

NAICascade.com/Recent-Transactions

NAI Cascade

COMMERCIAL REAL ESTATE SERVICES, WORLDWIDE

+1 541 706 9370 | 243 SW Scalehouse LP Suite 1B, Bend, OR | www.NAICascade.com



BEND

◆ The Bend City Council has approved a concept plan to develop the Stevens Road Tract, a 261-acre parcel of land located southeast of Bend, adjacent to the city's limits.

During the June 1 City Council meeting, the City Council made a resolution approving the plan, which lays out a strategy for future development of a Bend neighborhood that would include space for housing, recreation and commercial and industrial use.

The approval is the first of several steps needed to develop the tract, which is presently owned by the State of Oregon and managed by the Oregon Department of State Lands. Next, the plan will be submitted to the Oregon Department of Land Conservation and Development for review. If the plan is approved by DLCDC, the city of Bend will be able to move forward with expanding its urban growth boundary, based on the requirements of House Bill 3318.

"This is a unique opportunity from

the state legislature for the City of Bend to quickly make more land available for housing development," said Bend Mayor Pro-tem Anthony Broadman. "Once this land is fully developed, it will provide an estimated 2,400 new housing units, new commercial and employment areas, public parks and trails and multi-modal transportation."

The City is in the process of developing an intergovernmental agreement with DSL to purchase 20 acres of the land for deed-restricted affordable housing, as outlined by HB 3318. As a result of this agreement, approximately 800 of the estimated 2,400 housing units outlined in the concept plan may be designated as affordable housing for community members earning 80 percent or less of the median income. The affordable housing will include seven acres that aim to prioritize households in which at least one individual is employed by an education provider.

Oregon schools will also benefit from the development of the Stevens Road Tract. When DSL sells land, the revenue goes into the state's Common School Fund, which helps fund public K-12 education. Valued at \$2.2 billion, the Common School Fund is invested by the State Treasurer and the Oregon Investment Council. Every year, 3.5 percent of the Fund is distributed to Oregon school districts. In 2022, Oregon schools will receive \$64.2 million from the Fund.

"The Department has been pleased to work in concert with the City of Bend to explore incorporating the Stevens Road Tract into the City of Bend," said Bill Ryan, Deputy Director

of DSL. "The eventual land sale would help support public education for years to come by sending revenue to the Common School Fund, while adding much-needed housing to Central Oregon for the benefit of educators, school children and their families. A win for all involved."

DESCHUTES COUNTY

◆ Deschutes County is accepting applications from interested residents with banking industry experience to serve on the Facility Project Review Committee. The committee provides recommendations to the Board of County Commissioners on pending and upcoming County building and facility projects, as requested by the Board.

The seven member committee includes members with construction, architecture, real estate and development experience.

The committee provides recommendations in the following areas: development options and alternative solutions, conceptual proposals, project scope, cost estimates and cost, contracting methodology and value engineering. The committee may also be asked to provide feedback and recommendations on whether to build, remodel, buy or lease a facility.

The Board will assign projects for review based on the projected costs (in general, projects over \$200,000) and projects that are challenging, critical, or high profile. Projects will be limited to those that being considered or planned by the County. Projects will not include private development or projects from other governmental entities.

The committee meets quarterly, or on as needed basis. Meetings are typically held in Bend at the Deschutes

County Services Center.

To apply, visit deschutes.org/jobs. Applications will be accepted through Sunday, June 19.

◆ The Deschutes County Commission has approved \$700,000 in American Rescue Plan Act (ARPA) funding to support Saving Grace and the Redmond Senior Center.

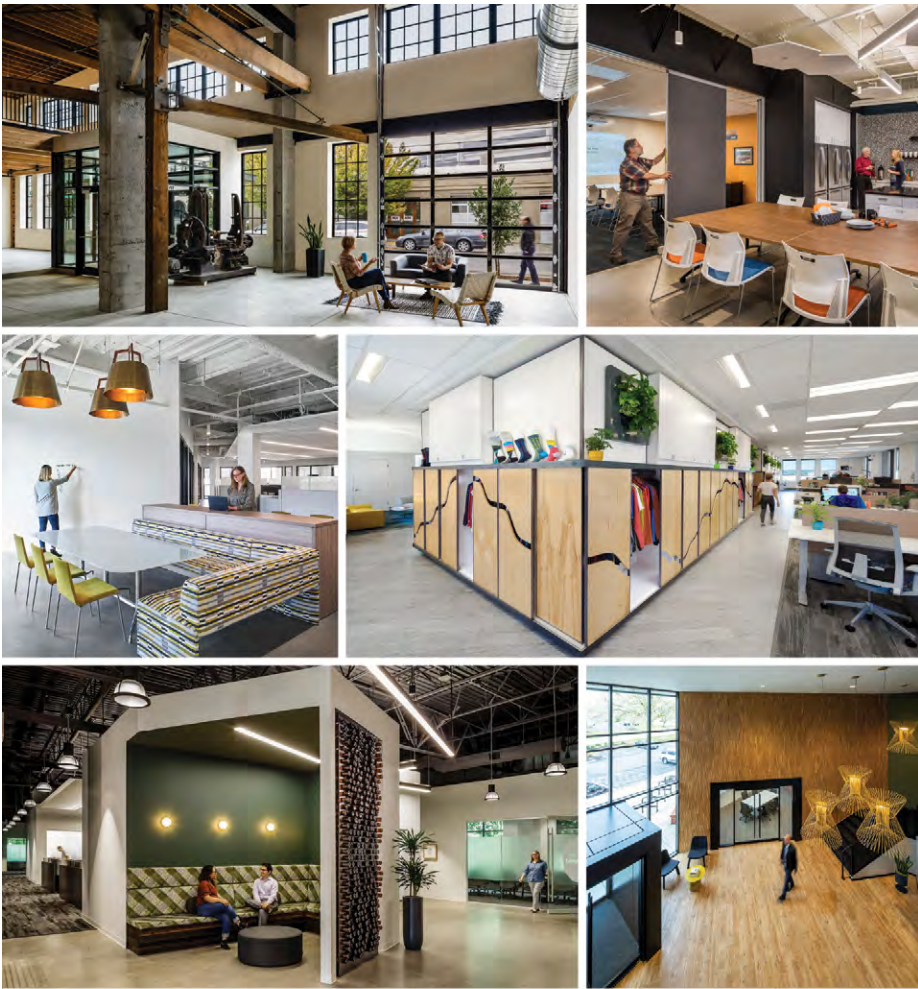
Funding includes \$450,000 for Saving Grace to increase capacity to provide mental health support and case management services to survivors of intimate partner violence, sexual assault, stalking and human trafficking. Funding will also increase food access and provide safe emergency shelter for survivors through short term motel stays.

"Saving Grace is beyond grateful for the generous ARPA Funds allocated to us by the Deschutes County Commissioners," said Saving Grace Executive Director Cassi MacQueen. "Our organization and survivors in Deschutes County have seen tremendous impacts from COVID-19 including increased intimate partner violence, limited community resources for those fleeing abuse and decreased federal funding. Not only will these funds ensure that we can continue providing safety to those in greatest need, they allow us to expand on our mission and work to help all survivors in Central Oregon find safety, hope and healing."

Funds allocated by the commissioners also includes \$250,000 for the Redmond Senior Center to repair and update their kitchen and add a food storage space so that they can meet the increased demand for food assistance due to the pandemic.

"The Redmond Senior Center is overjoyed and humbled by this commitment from Deschutes County," said Redmond Senior Center Executive Director Todd Dickerson. "Using our 30-year-old kitchen, we prep, serve and deliver nearly 40,000 meals per year to members of the greater Redmond community. Much of the equipment we have does not operate properly and what does work is old and antiquated. The additional funds from the county will fill the gap between what the generous Redmond community provided, and the budget needed to complete this remodel. It will allow us to better serve our current needs, allow us to increase the capacity of those we serve and be a revenue source for our Center so we can reach and support more older adults in our community."

Deschutes County will receive more than \$38 million in ARPA funds.



Empathy and creativity define our process. We design for people.

lrsarchitects.com

BEND • 1777 SW CHANDLER AVE, #270 • 541.668.9550
PORTLAND • 720 NW DAVIS ST, #300 • 503.221.1121



Save the date!
OPEN HOUSE • June 23 • 4-7pm • our new Bend location



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.



Call for a Consult

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

www.hyphn.com

NIGHTLY BUSINESS PATROLS

28 YEARS

OREGON DPSST # 858

541-330-0404
541-548-1992
securityprosbend.com

Redmond’s High Desert Music Hall Sets New Tone

by **SIMON MATHER** — CBN Feature Writer

A renovated former church is setting the stage as Central Oregon’s newest arts and live entertainment venue following its transformation into the High Desert Music Hall in Redmond.

Owners Ilko Major and Cimarron Brodie—who have a background in art, music, design and event planning—worked on the project through the pandemic and hope to see the facility on Forest Avenue continue to flourish as a hub for creative expression.

Major said, “Our growth potential and outlook are good, and we are excited to have expanded in many ways already.

“We hope to continue to grow along with Redmond, while continuing to provide a diverse set of artistic, musical and communal types of events, shows and gatherings for our community.”

The 9,000-square-foot repurposed venue—which has a maximum capacity of 500—has nine employees on board and along with the main stage focal point, features a lounge with a full bar and a 100 percent plant-based menu as well as a VIP balcony area, all of which is available for private rental.

A food pod and tap house is also now open, located in the property parking lot on the corner of SW Eighth and Glacier.

A growing number of acts are appearing, recently featuring the incredible electric guitar talents of Taj Farrant, among others as part of a busy summer line-up, and a 12-week live broadcast series, *Cascades Radio*, started this month.



THE BACKLINE LOUNGE NEIGHBORHOOD STYLE GATHERING SPOT IS JUST ONE OF THE FEATURES OF REDMOND’S HIGH DESERT MUSIC HALL

Major added, “We are looking to combine our talents and passions to present lots of music, art, comedy, weddings, to be a hub for music, art, food, entertainment and community and just lots of good times.

“As soon as I found singing and playing the guitar in rock and roll bands, I immediately fell in love with performing music and sharing it.

“We have what I would call a mid-size venue. You can still see the audience close up and we are hoping to get some bigger names in here that want to have an intimate experience with their guests.”

The venue has a range of events booked through the summer, and has hosted regular specials such as the Dry Canyon Arts Association’s Art at the Music Hall and open mic nights.

The Backline Lounge, featuring a more intimate atmosphere, is billed as “a neighborhood-style gathering spot and lounge” that also features a smaller



PHOTOS | COURTESY OF HIGH DESERT MUSIC HALL

stage. Major said after working through numerous logistics during the pandemic, that seeing the vision come to fruition “has brought more pride than I could have ever imagined.”

Brodie added, “We felt like people needed an environment to feel more creative and more empowered to come together through art and music and more creative ways so that we can find a common denominator.

“We are also sharing our space with other businesses and offering more things that Redmond needs, and more space to pursue individual passions.” highdesertmusic hall.com

A photograph of a chef in a kitchen. The chef is wearing a dark blue shirt, a striped apron, and a baseball cap. He is holding a large metal funnel over a large metal pot. In the foreground, there are several glass bottles filled with red sauce. The background is a wall with a hexagonal pattern.

Think you can’t deliver the sauce?

Join a bank that believes you can.

At Washington Trust, we believe you can turn your business goals into reality. Whether you’re looking to double hot sauce sales or expand across the U.S., we’re here to help make it happen. Because at Washington Trust Bank, can’t is a four-letter word.

Visit watrust.com to get started.

1902-2022 **120** years

Washington Trust Bank
Member FDIC

Equal Housing Lender

Wildfires — Safeguard Your Business & Commercial Property

by MERYL LANGLEY, Financial Representative — COUNTRY Financial

As wildfires become a consistent threat to Oregon, taking precautions and preparing your business for wildfires should be part of your regular maintenance routine. A UN report predicted a global increase of extreme wildfires of 50 percent by 2022 showing the trend goes well beyond the West. What once was recognized as a four-month season here, has extended to six to eight months due to climate conditions, further increasing your risk. In 2020, wildfires in the West caused over \$19 billion in damages and destroyed over ten thousand buildings.

I've culled some tips from Insurance Institute for Business & Home Safety (IBHS) to share some steps business owners can take to help protect their property from wildfire damage:

Maintain a Defensible Space around Your Property

One of the best ways to protect your structures is to create a buffer and eliminate any highly flammable materials within five feet of your buildings. You want to reduce the opportunity for materials close to the building to ignite from sparks or embers. Prune branches that hang over the roof, cut down thin trees and remove all dead vegetation. For an added layer of protection, place about five feet of noncombustible materials such as gravel or concrete adjacent to your property's foundation.

Use a Class-A Roof Covering

If you're due for a roof replacement, Class-A fire rated roofing products offer the best protection for homes and buildings. Common Class-A roof coverings include: clay tiles, slate, asphalt glass fiber composition shingles and concrete tiles. Metal is another good option.

Move Small Structures and Flammables Away

Move small structures such as storage sheds and garbage containment at least 30 feet from the building. Highly flammable objects such as palettes and propane tanks should be regularly stored a minimum of 50 feet away. Do not stack combustible materials such as cardboard more than ten feet high.

Reduce Deck/Walkway Risks

At a minimum, use deck boards that comply with California requirements for new construction in wildfire-prone areas. Remove combustibles under decks or raised walkways and maintain effective defensible space around the

perimeter. Keep in mind decayed wood is more combustible so regularly check your deck for rotten boards and replace them.

Install Vent Screens

Blowing embers from a wildfire many miles away can enter vents and ignite a building. Installing fine mesh metal vent screens can help keep embers out. Regularly inspect the screens as part of your maintenance routine to ensure they are clear of flammable debris.

Clean Debris from Your Roof and Gutters

Regularly remove debris such as pine needles and twigs from the roof and gutters as the debris can be ignited by wind-blown embers and cause the roof to catch on fire. Installing noncombustible gutter covers is another consideration.

Fire Resistant Landscaping

Avoid combustible materials within five feet from your building. Concrete sidewalks and stone are a good option. You can place about five feet of noncombustible materials such as gravel or brick adjacent to your building's foundation. If you choose to have plants in this area, opt for lower growing, fire-resistant vegetation.

If your building, equipment or inventory is damaged or destroyed by a wildfire, a typical business owner's policy would cover the repairs or replacement. A separate business income policy would protect you from the loss of income your business sustained due to closure from the fire. If you have questions about your business coverage, contact your insurance agent to ensure you have adequate protection.

Meryl Langley is a financial representative with COUNTRY Financial in Bend. She can be reached at Meryl.Langley@countryfinancial.com or 541-388-9016 with questions.

Business insurance policies issued by COUNTRY Mutual Insurance Company, Bloomington, Illinois.

countryfinancial.com

PETERKIN BURGESS IS PLEASED TO WELCOME ATTORNEY

TAYLOR HALE

Ms. Hale received her JD from Lewis & Clark Law School and worked for the Oregon Department of Justice and a criminal defense firm.

Taylor brings extensive trial preparation skills to our complex civil litigation practice. Taylor is a passionate advocate who enjoys helping clients navigate the legal process and make informed, strategic decisions.

To learn how Taylor and the rest of our team can put our experience to work for you, contact us. (541) 389-2572.

PETERKINBURGESS.COM



PETERKIN BURGESS
ATTORNEYS AT LAW
RESULTS MATTER.





Domaine Serene Wine Lounge • Bend OR



Creative. Cost Effective. Committed.

BLRB architects | 541.330.6506 | BLRB.com

Commercial • Housing • Hospitality • Retail

HD Courier Leading the Pack in Logistics

by **SIMON MATHER** — CBN Feature Writer

A recent acquisition has seen a Bend-based logistics company build on its home-grown roots and expand its reach, including providing over 50 jobs.

Chris and Colleen Miller met during a career spanning over 30 years in the logistics industry and purchased HD Courier from original founder Dennis Heman.

The company was previously an agent of national third-party logistics operator Ensanada and the principals had known each other for over a decade.

HD Courier is known as the largest provider of local logistics and delivery services to the medical, financial, manufacturing and governmental organizations in Central Oregon. Previously known as High Desert Courier Services, the company began in 2010 in Redmond with one employee.

And now HD Courier has expanded and diversified through the purchase of the assets of the former Bend Storage and Transfer.

Building on HD Courier’s existing home delivery base along with designer services provided by Bend Storage and Transfer, a new affiliated company, HD Home, now provides home delivery logistics across the Central Oregon footprint - from receiving and storage to delivery and install of all the component products that go into a house.

“Today, we have offices and operations across the state with our headquarters in the outdoor paradise that is Bend,” Miller said. “From the beginning we have focused on the personal commitment and touch that is service: service to our clients, service to their customers and service to our community.

“HD Courier is an integral part of life in Oregon, serving the medical community, retailers, financial institutions, community groups, manufacturers, distributors... all the companies, organizations and people that make up the vibrant economy and sturdy infrastructure of our great state.”

Miller said that as an entirely employee-based company, all HD Courier drivers go through rigorous screening and training including HIPAA and TSA certification, adding, “We are proud of our team as, simply put, the most professional drivers in the industry.”

HD’s modern fleet is adapted to the varied needs of clients and includes

autos, vans and 26,000 lb. Gross Vehicle Weight (GVW) trucks equipped with lift gates.

Their service territory spans Oregon, from the Washington border to California, with a network of locations and line hauls that meet the needs of same-day, next-day and scheduled deliveries — in both a timely and cost-effective manner.

“As a 24/7/365 service team, HD Courier thrives on the demands of the most critical orders,” Miller said. “Contact us at any time. We always remember and never forget: the only product we have to sell is service, and we stake our reputation on it every day!

“HD Home is also a leading provider of home delivery logistics to manufacturers, distributors and designers in Central Oregon.

“A sister company of HD Courier and HD Parcel, HD Home provides value added services to all the folks that help make a house a home. Whether you are a manufacturer, distributor, designer or contractor, HD Home can help you meet all the unique needs that today’s consumer have as they make their homes comfortable, safe and enjoyable.

“More than ever our homes bring peace and security and HD Home makes that as easy as possible.”

Moving into expanded facilities late last year allowed the HD group, which now numbers 52 employees, to continue to increase services to clients with additional warehousing, value added logistics and delivery capacity.

As far as the outlook for growth is concerned, Miller said, “HD Courier continues to serve its core customer base and as the Central Oregon economy and population continue to grow, demand for its services continues apace.

“Also, HD Home is riding the wave of housing growth and rehabilitation of existing homes in Central Oregon, coupled with the change in purchasing habits and technology allowing consumers to purchase even large furniture items online and receive delivery and installation into their homes.”

HDCourier.com • HDHome.biz.



AFTER 13 YEARS IN OUR DOWNTOWN OFFICE LOCATION, ALLEDA REAL ESTATE IS MOVING TO A VIRTUAL OFFICE PLATFORM.

The amazing team of professional Realtors at Alleda are excited to continue to be a trusted resource in serving your real estate needs! As local experts who know the trends of Central Oregon, we will offer the same dedication, experience and integrity that we have always been known for.



NICOLE BASSEN
Broker
503-707-5044



JENNA BIFANO
Broker
541-749-0909



LORI COON
Broker
541-420-4326



VONNIE GREEN
Broker
541-815-0097



SHANNON GREY
Broker
541-633-6710



RACHEL KAHLER
Broker
541-815-3658



LIZ LOTOCHINSKI
Principal Broker
541-420-2588



FRAN MCCORMICK
Broker
541-815-5664



JULIE MEHL
Broker
541-410-5565



GLORIA COON
Principal Broker, Owner
541-610-7277



JIM COON
Principal Broker, Owner
541-390-9927

SunLife Farm & Ranch

Continued from page 1

project development success and has always been environmentally minded and conservation oriented. She attended agricultural schools for Environmental and Biological Sciences, participated in AmeriCorps and programs for wildlife and sustainability, watershed education and exotic and domestic animal education.

“Our vision was to bring together past energy from both our work, lives and personal interests into some expression that becomes SunLife Farm and Ranch, and to share the output of that effort,” Amy said.

The 55 irrigated acre land was fallow for a few years before they arrived. Despite the work before them to revitalize the land, they were determined to create a farm and ranch that “would speak to everything dear to us by cultivating crops that feed horses, stock, wildlife and provide natural foods.”

Working with experts and local farmers, they have planted orchard grass hay and 10,000 lavender plants of multiple varieties, and they have cultivated 19 bee colonies that generate honey. They plan to build greenhouses for future agricultural endeavors. “Our farm and ranch provide a bit of whimsy, relaxation, restoration and inspiration while traversing the farm’s sun dirt roads,” Amy said.

SunLife Farm and Ranch is a place to slow down to gaze at Ochoco Mountains, enjoy lush green fields, delight in the aromas of lavender and native sage and explore the trails leading to beehives, Ponderosa pines, lavender fields and vistas.

What they enjoy about their new adventure is they have learned that there is “never a day where you don’t learn something on a farm!” “Education for ourselves is a labor of love and tied to the land, the wildlife, the natural ecosystem and the resources we utilize here,” Amy shared. “Jeff is our beekeeper, mentored by an expert in the field, Naomi Price. Recently, SunLife has begun to create an eBird checklist.”

SunLife is also pleased to contribute to the education of others. In late June, the farm will host USDA/NRCS (Natural Resources Conservation Service) professionals, including its conservation planners. They will visit SunLife as part of their onboard training for inventory protocols for cropland and pasture.

The Bee Ranch

Jeff and Amy have developed a natural apiary habitat not often found in the world of beekeeping. With more than 20 miles of trail options meandering throughout the ranch portion of SunLife, their 19 bee colonies reside in “neighborhoods” including Beeverly Hills, The BeeBurbs, The Bootdocks and Grassic Park and can be seen from observation viewpoints along the trail system.

While the names of neighborhoods are funny, Jeff and Amy are serious about the importance of beekeeping. Bees account for 1/3 of the food people consume. Einstein theorized humans would not exist without bees.

“What started as a passion became an obsession as we ventured into the world of beekeeping,” they wrote on their website. “The world’s bee population is headed toward trouble. We believed SunLife Farm and Ranch could harbor and care for



PHOTO | COURTESY OF SUNLIFE FARM & RANCH

them by developing a world to safely accommodate their intricate life work while creating a local food source.”

Events

The Foxes are hosting eight events this year with the goal to provide a pathway for people to learn more about farming and ranching in Central Oregon. “We know firsthand that experience and experiential learning stimulate creativity, wonder and curiosity,” Jeff said. “This year, our agritourism event schedule includes eight themed events devoted to sharing the farm experience with interested community or visitors.

“Agritourism helps cultivate awareness about the crucial connection agriculture has to the world’s well-being,” he said, adding there will be experts at each event to share their scientific knowledge.

The events are:

- **Hay, Hike & Hammock, June 18.** Guests are welcome to explore the farm trails, rest in a hammock and experience their orchard grass field production.
- **LavenDay, July 16 and 17.** It’s U-pick lavender season. Enjoy the farm, potted lavender plants and cut lavender bouquets to take home.
- **Dirt Day, August 13.** It’s a *soilebration* to learn about the soils of Central Oregon from many experts. NRCS will co-host.
- **High Noon Honey, August 27.** Learn about the *Bootahbees* on the Birds and Bees Trail Tour. SunLife Tea and Honey at noon along with other goodies from our farm and local friends.
- **Roaming Day – Art to Soul, September 10.** Roam around the farm to learn about its crops, do some art, relax in a hammock haven at the Bootdocks and beyond.
- **Grassic Park Day, September 24.** Straight through Dasher’s Canyon, you’ll hike out to Grassic Park. Experience an animal petting experience while learning about all the animals both wild and domestic that feed from Central Oregon grasses both native and cultivated.

- **Run for the Honey, Pumpkin, October 8.** The Run for the Honey features a 5K race and one-mile fun run/walks.
 - **Honey Holiday and Claus Festival, December 3 and 4.** Featuring farm products, vendors for early shopping, hot drinks, food, games and hikes up to the Pacific North Pole and the Santa Claus Haus.
- sunlifefarm.com



CIGHT SOLUTIONS

HOW EASILY CAN YOUR PROSPECTS FIND YOU ONLINE?

CONTACT US TODAY TO SCHEDULE YOUR ANALYSIS AND CONSULTATION TO HELP YOUR BUSINESS GROW.

1-833-600-4007 | INFO@CIGHTSOLUTIONS.COM | CIGHTSOLUTIONS.COM

NIGHTLY BUSINESS PATROLS

28 YEARS



OREGON DPSST # 858



Security PROS
INCORPORATED
Certified Security Professionals
Celebrating 28 Years 1994 2022

541-330-0404
541-548-1992
securityprosbend.com

SunLife Farm & Ranch

Owners Amy and Jeff Fox
1607 NW Gerke Road in Prineville
Call: 541-636-9909 (office)
or 646-243-8628 (cell)
Open June-December
by appointment
Visit sunlifefarm.com
for additional information.



Michael Sipe, President
CrossPointe, Inc.



How to Increase the Value & Marketability of Your Business

Take Advantage of Our Free Online Business Analysis and Get an Assessment of the Marketability of Your Business Based on Eight Key Value Drivers

As a mergers and acquisitions advisor for 31 years, I’ve evaluated over 5,000 companies and provided advisory services on hundreds of transactions worth about a half-billion dollars. I’ve learned what makes a business sellable, and how to position a business so you get the best deal when it’s time to sell. Eight key factors make that possible.

To see how these factors influence the value of your business, call or send an email and request our free, confidential, no-obligation 10x Value Catalyst Assessment. Or simply go to the business growth link below.

541-390-8610 | Mike@CrossPointeCapital.com | www.CrossPointeCapital.com/business-growth.html

Major Milestone for COCC Prineville

College’s Crook County Campus Celebrates Ten Years of Education & Workforce Development

by MARK RUSSELL JOHNSON, Staff Writer/Marketing & Public Relations — Central Oregon Community College

There’s an incredible view of the world from inside Central Oregon Community College’s (COCC) Prineville campus. Actually, it’s a view of two worlds. Suspended above the soaring atrium, the steel-and-copper sculpture features two massive offset globes — one somewhat muted, the other larger and gleaming with copper continents — that are connected with braids of steel and some twisty strands of fiber-optic lighting. For any campus visitor, it’s a powerful visual: Follow this bright path to a whole new world, it seems to urge.

Many higher-learning journeys have done just that. This past academic year, 542 Crook County residents enrolled in credit or noncredit classes with the college.

The campus opened its doors in the fall of 2011 with the backing of a landmark voter-supported bond aimed at a number of COCC projects. A generous land donation by Crook County gave the campus a home.

With community investment and direction — from private funders such as the Ford Family Foundation to the leadership of individuals like Scott Cooper, a former Crook County judge — the campus took form. Even the aforementioned Greg Congleton sculpture was an act of support: commissioned and donated by philanthropists Penny and Phil Knight.

At its ten-year anniversary, the Prineville campus is a well-established center of learning, bringing opportunities and access — and expanding a local workforce springboard — to a developing region.

Last fall, a new workforce-development venture in Prineville began offering a free eight-week training program aimed at developing skilled labor for the data center construction industry. COCC, Meta (formerly the Facebook company) and Fortis Construction joined forces to launch Hardhat in Hand, an initiative that teaches construction fundamentals and hands-on jobsite skills that yield certifications to participants who are paid for their time in the program.

The partnership focuses on project readiness to erect data centers and, ultimately, to connect workers with careers. In the first four weeks at the Meta Prineville data center site, COCC instructors teach students essentials, including construction mathematics, blueprint reading and safety basics.

“This program aims to help increase diversity and bring people into the construction industry that may not have considered a career path in the skilled trades,” says Eryn Mercer-Niehues, program manager at Meta. “We appreciate the partnership with COCC and Fortis Construction to help bring this important program to Oregon.”

“I’m very thankful for this opportunity,” says Whitley Ruiz, who already has some industry knowledge, such as concrete work and heavy machinery, but wants to focus on a specialty. “I’m hoping to learn more about plumbing and pipefitting.” “The vision or goal of my future is to develop skills and journey-out, to build a business.”



THE HARDHAT IN HAND PROGRAM HAS GROWN THROUGH COCC'S PRINEVILLE CAMPUS | PHOTO COURTESY OF COCC

The construction training program will continue this fall. “We’re currently putting final plans in place for a fall 2022 cohort, the third cohort of Hardhat in Hand in Central Oregon,” says Tim Johnson, project manager at Fortis Construction. “Eighteen graduates have graduated thus far and are working in their chosen trade.”

Many students have ignited a college career or dabbled in a specific interest at COCC Prineville. But community members don’t have to be college students to access the campus resources and plenty have benefitted from the computer labs, broadband internet and facilities. The commercial-grade kitchen, for instance, is rented out for a nominal fee when not in use by instructors — a local purveyor of a small-batch barbecue sauce recently used the spot to simmer his products.

Other campus users include schools, nonprofits and city government offices. Collaborations between local entities and COCC help contribute to the overall cross-community strength of Crook County.

cocc.edu

COMING SOON TO OCHOCO MILL

Congratulations to Dickerhoof Properties and Ochoco Lumber on the acquisition and disposition of 6.33 acres on Third Street.

Home to Wilco Farm Store expansion and future multifamily and retail development.



In the business of relationships.



COMMERCIAL REAL ESTATE SERVICES, WORLDWIDE

+1 541 706 9370 | NAICascade.com | 243 SW Scalehouse Lp. Bend, OR

Move, Start & Grow

Continued from page 1

processed in 2021 than there have ever been, which include a mix of single family and multi-family dwelling units. 2022 should remain consistent with 2021, as the market is just starting to see impacts in building and buying activity with shifting interest rates and building supply inflation at this point. The Redfin median home price for Prineville was at \$440,000 in January and has come down to approximately \$402,000, with 46.2 percent of local homes selling over list price. The in-migration and community growth has resulted in a full recovery for the unemployed workforce, with countless options for job seekers to choose from.

The recovery in employment from the past two recessions can largely be attributed to data center construction and operation, which has also led to a shocking jump in the average wage in Crook County from \$44,200 in 2007 to \$61,599 in 2021, up 39.4 percent vs. 23.8 percent for the entire state of Oregon, according to Damon Runberg with the Oregon Employment Department. The information, construction and professional service industry wages have helped bridge the gap in the earnings to cost of living ratio we are seeing with an eight percent and climbing rise in inflation. The upsurge in inflation can be credited to a rise in demand, wages, production costs and supply chain constraints.

One of the biggest challenges for businesses both locally and regionally throughout the COVID recovery process has been staffing vacancies, despite full recovery to pre-pandemic unemployment rates in Crook County. Although Crook County does



PHOTOS | COURTESY OF PRINEVILLE/CROOK COUNTY ECONOMIC DEVELOPMENT

have a high in-migration rate for the size and geography of the community, there is still a deficit when it comes to commuting patterns. The Prineville-Crook County Chamber, Crook County and EDCO Prineville partnered on a campaign in an effort to retain residents that are commuting to other Central Oregon communities for work to take jobs locally. There are around 2,000 people commuting into the County every day for work, just under 3,000 staying local, and nearly 5,000 commuting to other areas. Staffing has been a nationwide challenge prior to COVID, but even more so since the pandemic hit, and Crook County is no outlier to this issue. The goal for the double-sided signs posted throughout Powell Butte on the way to other Central Oregon communities is to grab attention and make people aware of the diverse industries, companies, skill levels and comparable compensation vs. previous years that are available in their backyard, with the added benefit of saving time and income spent on high gas prices, childcare and meals. In just a couple of weeks, following the campaign going live, there have been 1,525 visits to the PrinevilleJobs.com page in a County with a labor force of just over 10,500. Our Top 25 Crook County Employers, based on employment numbers, totaled 3,808 employees, up 241 from last year with many additional positions to fill across all 25 organizations and the many others that make up the fabric of this community. Although our labor pool is growing significantly, businesses are still struggling to fill gaps due to increased demand, new markets leading to new roles tapped during the pandemic, and the difficulty in retaining employees during The Great Resignation.

Some Crook County economic highlights from the past year include:

EDCO assisted with three new company projects and two local companies expanding their operations for a total of five projects, creating 156 new jobs locally and bringing in an estimated \$2,057,021,462 in capital investment. In addition to those five projects coming to fruition, there are currently 21 pending projects in the pipeline.

One of Prineville's newest traded-sector companies to begin operation in 2022 is SherpTek, a company that launched in 2017 and recently moved to Crook County. SherpTek designs and manufactures high-end aftermarket aluminum truck bed replacement systems that are lightweight, durable, modular and multi-functional. Their systems can fit on any truck or van chassis, and most are custom built-to-order with installations taking place at their facility in Prineville. Their team works hand-in-hand with customers to design, build and deliver a system that tightly integrates with their truck and camper if applicable, and meets their wants and needs. In addition to this, SherpTek founders have launched a spinoff company, MARS eXpedition Vehicles, which will deliver complete expedition units that include both a SherpTek bed and a tightly integrated high-end camper, will be available on a variety of chassis. SherpTek/MARS XV will be one of Prineville's first start-ups to pitch at EDCO's Central Oregon PubTalk this month, on June 23, at Silver Moon Brewing.

Wild Ride Brewing also officially opened their Prineville Brewery and Tap Room two weeks ago. According to Co-Owner, Brian Mitchell, "It is amazing to finally be open to the community! The build-out project was a bit lengthy, and we have been so excited to get our second Wild Ride Tap Room open and get our new 5 Barrel brewhouse in operation. In just two short weeks we've brewed four new beers that are currently fermenting, and in the next week or two we'll be tapping those new beer releases in the Tap Room. We've received so much support from the community who has been out to see what Wild Ride is all about and try our beers and food at the four food trucks (Wild Catch, Andale Street Tacos, Burger Love and Stone Pine Pizza). Our team is what makes everything happen, and they're certainly working hard to make sure the customer experience is exceptional." Wild Ride's Prineville Tap Room is open every day from 11am-10pm, as are the food trucks on site.

Not only has there been a consistent stream of activity from traded-sector industries, but also the development side. The former Woodgrain mill site, one of Crook County's former top employers, has now been redeveloped into about 200,000 sq. ft. of spec industrial space, with various buildings and cement pads, and rebranded as the Prineville Campus. Tom McCall Industrial Park has seen significant activity with approximately 21,000 sq. ft. of new construction that has already been fully leased. There are additional lots for further speculative development and build-to-suit projects adjacent to new construction. Baldwin Industrial Park had 40,000 sq. ft. in spec space, split among four buildings, which was fully leased in 2020/2021. Not only has there been building development, but Prineville is one of the few cities in Oregon that has land parcels over 100 acres left on the market in Oregon. The Airport has around 20 acres, both airside and landside, ripe for development with infrastructure and runway access in place for general aviation and aerospace manufacturing uses.

EDCO Prineville plans to host the 2022 Made in Crook County Tour in the fall. More event details to come in the next couple of months as we look forward to reconnecting with investors and community partners on-site at some of our local businesses.

edcoinfo.com

"There is no power for change greater than a community discovering what it cares about."

- MARGARET J. WHEATLEY

CITY CLUB OF CENTRAL OREGON

Our mission is to build a conscious and civic minded community through dialog, education and research that results in responsible civic engagement. Tune in to our [free virtual forums](#) every month to hear from leaders in our community. Join the conversation on topics impacting Central Oregon. Be inspired to take action and get involved.

WILD FIRES
WATER RIGHTS
HOMELESSNESS
TRANSPORTATION
HEALTHCARE

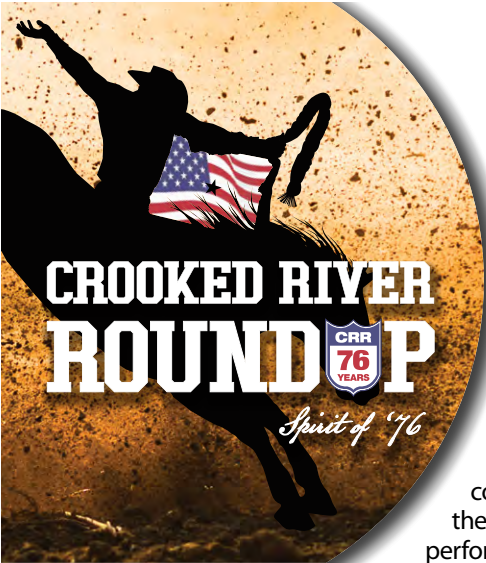
See what we're all about.

f i t y t

ELECTIONS
DIVERSITY
COVID-19 IMPACTS
HUMAN RIGHTS
CHILDCARE

Crooked River Roundup Saddles Up for Annual Rodeo

with Young Guns Special Feature



ARTWORK | COURTESY OF CROOKED RIVER ROUNDUP

Crook County will once again welcome rodeo fans to one of Oregon’s oldest family-friendly events — the historic Crooked River Roundup. The Roundup is scheduled to take place Thursday, June 23, through Saturday, June 25.

Young Gun Special Feature at the Crooked River Roundup

Young Guns is new to Central Oregon Pro Rodeo, showcasing the next generation of rodeo competitors from ages six to 18. These young gun contestants will be competing during the Crooked River Roundup’s pro rodeo performances in 6 events. These events will be special features during the rodeo Thursday, Friday, and Saturday nights.

Nightly rodeo performances begin at 7pm.

Young Gun Timed Events Contestants

Barrel Racing — Raynes Russel, Gemma DeLance, Haydn Powers, Hazen Thomas, Gabriella Flagel, Kingslee Green

Breakaway Roping — Dayne O’Malley, Landon O’Malley, Earl Oliver, Kodee Kimball, Garrett Gallagher, Triften Every

Team Roping — Landon O’Malley and Tyler Silva, Dayne O’Malley and Cade Muller, Shayn Miller and Jadon Snow, Cashlynn Earnest and Bentli Shull, Triften Every and Todd Teskey, Hadley Every and Garrett Gallagher

Rough Stock Event Contestants — *Top two in each event will comeback for the finals Saturday night*

Bareback Riding — Kelin Abbas, Brody Dent, Garrett Blackwell, Tyrel Holmes

Saddle Bronc Riding — Callen Whitaker, Justin England, Chase Martin, Jack Strong

Bull Riding — Casen Barkley, Cutter Woollard, Parker Buchanan, Ross McKinney
Champion and Reserve Champions in each event will be crowned at Saturday night’s rodeo performance.

Champion will receive \$500 and buckle, Reserve received \$100 and Ariat boot certificate to Prineville Men’s Wear.

A special thank you and recognition to:

Crooked River Roundup Board, Bigfoot Beverages | Pepsi, Prineville Men’s Wear | Ariat, PRCA Youth Camps, Oregon High School Rodeo Association and Central Oregon Pee Wee Rodeo Association.

CROOKED RIVER ROUNDUP

- Over 450 professional rodeo contestants from all across the United States compete to take over \$100,000 in prize money!
- Barrel Man and Clown **JJ Harrison**
- Professional Rodeo Announcer **Marty Campbell** (sponsored by Susie Yancey Papé)
- Professional Bullfighters **Logan Blasdel, Erick Schwindt and Dave Murdoch** (sponsored by High Desert Mulching)
- Kid’s calf scramble every night

Thursday is Family Night

General admission: \$25 (13 years and older); kids 12 years and under get in FREE!

Friday is Patriotic Night

General admission: \$25 (13 years and older); \$10 (5-12 years); 4 and under free.

Saturday is Cancer Awareness Night

General admission: \$25 (13 years and older); \$10 (5-12 years); 4 and under free.

Rodeo Slack

Thursday, Friday at 9am, and Saturday at 11am, free admission.

What is rodeo slack? It’s the time outside of normal performances when extra contestants compete in the rodeo. Since there are a limited number of slots available for each rodeo event during the performances (and sometimes more contestants than slots), these extra participants perform in the slack.

Roundup Week Events

Here’s a tentative schedule of activities happening in Prineville during the rodeo week.

• **Wednesday, June 22, 2022**

Kickoff Stampede Street Party at Fourth and Main, organized by the Prineville-Crook County Chamber of Commerce; 6pm: Cattle Drive (north to south)

• **Thursday, June 23, 2022**

9am: Slack* at rodeo arena, free; 5:30pm: Gates Open; 7pm: Family Night Rodeo

• **Friday, June 24, 2022**

9am: Slack* at rodeo arena, free; 5:30pm: Gates Open; 7pm: Patriotic Night Rodeo, barrel racing slack immediately following performance

• **Saturday, June 25, 2022**

10am: Roundup Parade, downtown Prineville; 11am: Slack* at rodeo arena, following parade, free; 5:30pm: Gates Open; 7pm: Cancer Awareness Rodeo

A special thank you and recognition to:

The Papé Group Inc., Oregonians Credit Union, Stahancyk, Kent & Hook Family Law & Estate Planning, Coors Rodeo, Fortis Construction Inc., Les Schwab Tires, Pendleton Whisky and Ninebark Real Estate.

*Slack is sponsored each day by Anderson Perry & Assoc., COAR, Secure Storage, Septic Pros and Stephen’s Heating & Cooling.

crookedriverroundup.com • crookedriverroundup.com/young-guns

Are You One of the Fastest Growing Companies in Central Oregon?



Become a part of this impressive group of companies by filling out the simple form at CascadeBusNews.com or call 541-388-5665.

- Established and operating on or before January 1, 2019.
- Gross revenues in 2021 greater than 2019 with consistent year-over-year growth.
- Gross annual revenues \$100,000 or greater in fiscal year 2021.

Recognizing fastest growing independently operated privately owned for-profit entities located and based in Central Oregon

Reported revenues should be taken from externally prepared financial statements or tax returns filed with the IRS. **Deadline September 28, 2022.** Only percentage of growth will be published.



PRESENTED BY



SPONSORED BY



EVENT SPONSOR



Wild Ride Brewing Opens Tap Room in Prineville

by KRISTINE THOMAS — CBN Feature Writer



PHOTO | COURTESY OF WILD RIDE BREWING

Fans of Wild Ride Brewing now have not one, but two places in Central Oregon to enjoy a pint of beer.

On May 25, Wild Ride Brewing opened its second Tap Room and Brewery in Prineville. Wild Ride’s first Tap Room and Brewery welcomed beer enthusiasts in 2014.

Owner and general manager Brian Mitchell said he and his team were searching for the right location to expand their business. “We’re excited to be part of the Prineville community, and we look forward to providing a fun, casual hangout for

the community to enjoy,” Mitchell said.

In 2011, several friends decided they wanted to open a brewery in Redmond. After more than two years of crafting their business plan, bringing together its ownership group, finding a location, completing the build-out, and a million other things needed to open a brewery and tap room, Wild Ride Brewing opened in

Continued on Next Page ►



CASCADE

BUSINESSNEWS

presents

- Impressive Careers?
- Successful Entrepreneur?
- Social & Philanthropic Commitment to your Community?
- Under 40?

Nominate your
Accomplished Leader
@ CascadeBusNews.com

Nomination Deadline
August 12, 2022

Join us at a celebration to toast
the winners in October at
the **OXFORD** hotel
Date TBD


541-388-5665
CascadeBusNews.com

Accomplished
under 40



Wild Ride Brewing

Continued from previous page

downtown Redmond in May of 2014.

“In our brewery, we pride ourselves on brewing the highest quality and most consistent beer possible, with a focus on variety that allows us to hopefully provide a style for any craft beer drinker,” Mitchell said.

Both the Redmond and Prineville tap rooms were designed so guests can watch the brewing process and have indoor and outdoor seating and food trucks. Wild Catch, Stone Pine Pizza, Burger Love and Andale are the food trucks at the Prineville location.

“We have an amazing team that works hard to provide the highest quality beer to enjoy, as well as an environment in our family-friendly Tap Rooms,” Mitchell said.

While Wild Ride’s management has always looked for growth opportunities, Mitchell said the company has historically invested in growing its brewery operation with the addition of fermentation vessels, the purchase of both a bottling and canning machine, a centrifuge, and now a 5BBL pilot brewhouse in Prineville.

“The opportunity to expand with a second Tap Room location certainly had a lot of appeal to us though, and it was very important to find the community we felt supported our Wild Ride brand well,” Mitchell said. “We felt the community of Prineville always supported Wild Ride from both a distribution perspective and also visiting our Tap Room in Redmond.”

Mitchell said there is a great deal of interest and support for craft beer in Prineville, with a strong foundation from other locations including Crooked Roots Brewing, Sons of Beer, Club Pioneer, Dillon’s Grill and The Corral.

While Mitchell said he and his team will never say never to an idea or the right opportunity, they don’t expect to be expanding further within Central Oregon.

“The idea of a third location or beyond is certainly conceivable, but it would most likely happen outside of Central Oregon,” he said.



PHOTO | COURTESY OF WILD RIDE BREWING

Wild Ride Brewing’s Prineville Tap Room & Brewery

Open Daily, 11am to 10pm
1500 NE Third St. in Prineville
541-903-8130
wildridebrew.com • info@wildridebrew.com

Oregon requires retailers to have a license to sell tobacco and nicotine products.

OHA will begin compliance checks starting July 1, 2022 to make sure retailers are following all tobacco sales laws.



Visit go.usa.gov/xs999 if you have not yet applied for your license.



For information about tobacco retail laws and OHA compliance checks, visit healthoregon.org/tobaccoretailsales.



Crook County Comeback

Continued from page 1

pending in a variety of industries including advanced technology and building products. The top employers for the region featured a workforce of 3,808, up 241 from the last year.

She also referenced a billboard jobs campaign in conjunction with Prineville Chamber of Commerce touting the benefits of staying and working local, especially in light of rising gas prices, as employers were doing everything possible to attract and retain workers, including offering increased wages and other benefits.

Median home prices had risen higher than pre-pandemic levels, and Prineville continued to be one of the fastest-growing “micropolitan” areas (as opposed to a metropolitan area, which has at least one city with a population of 50,000 or higher) often a factor that service businesses and retailers look for when choosing locations.

The nation’s “micropolitan statistical areas,” as defined by the Office of Management and Budget, include cities of 10,000 to 50,000 residents and surrounding communities. Prineville is on that list, and its estimated population grew to 25,739 in 2021, up 3.27 percent, or 816 people, according to the latest Census statistics.

A Prineville EDCO report indicated something of a shift in the housing market in the last two-to-three weeks, with some adjustment in prices, mirroring trends across the country considering mortgage applications dropping in the face of rising interest rates. But in the whole economic scheme of things, there was still a dramatic shortage of housing.

Opening speaker Josh Lehner, an economist with the Oregon Office of Economic Analysis — who along with his team provides forecasts on the economy, revenue and population to the governor, legislature and others making long-term policy decisions for the state — focused on the outlook for the state, and Central Oregon in particular.

He said, “Overall, it’s pretty good news. The economic expansion is moving to mid-cycle and the challenges associated with this phase of the business cycle are different from what we experienced coming out of the initial stages of the recovery and coming out of the shutdowns at the start of the pandemic.

“We’ve moved into this different phase of the cycle and the positive news is that jobs, income and production — all those things that we care about — continue to boom.

“The challenge is that it is an inflationary economic boom and inflation is running at 40-year highs and for the vast majority of us, our household income is not growing as fast as the cost of living is increasing, so that means our standard of living is eroding.”

Lehner said in the last year, the average wage in Oregon was down three percent after adjusting for inflation, which was the reason people were feeling pessimistic about the outlook.

But, overall, he expressed more optimism as data started to turn a little in terms of improvements in the last six to eight weeks, with the hope of seeing the contours of, in the words of Federal Reserve chairman Jerome Powell, where “there is a clear path here to land the plane.”

He observed, “There is an opportunity here where the combination of changes in the economy and Federal Reserve policy will slow inflation meaningfully without sending us into recession; without having a boom-bust cycle. I think we’re starting to see that, so I am more encouraged now than I have been in the last handful of months.

“I think there is an opportunity to continue this economic boom, we just need to get rid of the inflation part of it or at least slow inflation enough that it matters.

“The underlying boom in the economy really starts with the labor market and the number of employed Oregonians in the state has never been higher, even more so in Central Oregon.”

Oregon had “fully recovered” from a labor market perspective and Crook County was the number one county in the state for job creation since the start of the pandemic, with Deschutes County not too far behind (in the top five or six) so, overall, the economy was “doing quite well.”

Labor had rebounded and all the issues related to lack of in-person schooling and fear of a deadly contagious virus and maybe financial disincentives due to enhanced unemployment insurance benefits at the start of the pandemic had eased.

These were no doubt real issues but were now “in the rear-view mirror” and businesses reported record numbers of job openings and were scrambling to hire and expand their industries to keep up with the strong consumer demand.

Lehner added, “It is hard to find labor and is going to continue to be hard to find labor primarily due to demographics, where we have the Baby Boomers continuing to retire.

“We are maybe only halfway through the boomer retirement so it’s going to continue in the years ahead. The outflow to retirements in the labor market

is going to continue to be really large for the next couple of years and we’re not losing just any workers — these are people with a lifetime of experience, a lot of knowledge and know-how and losing them to the economy means our productivity is going to suffer.

“It takes a while to find new workers, to train them up, to have them be just as productive as somebody you are losing to retirement. So, this dynamic is going to weigh on the economy for the years to come but the good news is that Oregon’s labor force, the number of people looking for a job will continue to increase in the years ahead.”

The Gen-Z and Millennials generations were slightly larger than the baby boomers and population growth would continue to see the number of people in the workforce grow, albeit at a slower pace than we have become accustomed to, as migration slows.

Every business was facing these demographic challenges both today and in the years ahead, and the major economic indicators were of a slower, tighter labor market in the years to come.

On the inflation front, he added, “The reason I’m a little more optimistic is there’s kind of two buckets or sources of inflation. On one hand, you have legitimate constraints on the economy — goods prices are through the roof — and supply chains are not broken but are overloaded because businesses are trying to spend so much money and buy so many products and so that has driven the prices up.

“But we are starting to see that slow. The price of used cars is finally starting to level out and decline a little, the price at the pump is not going to continue to double every single month, so as these goods prices rocket upward, then kind of peter out and kind of shift into neutral and are no longer contributing to ongoing inflation that means overall inflation is going to improve really over the near term in the next couple of months.

“Over the medium term, in the next six-18 months is that other challenge associated with inflation that comes from what economists call ‘excess demand’ — too many dollars chasing too few goods — and there we are going to see some improvement from the Federal Reserve policy.

“The higher interest rates mean some of that excess demand will cool; if it is more expensive to use your credit card or take out a business loan, to take out a mortgage, or some of these other things that rely on the cost of financing.

“Also, the Federal Reserve is not unhappy with the stock market being down this year as they want tighter financial conditions to sap some of this excess demand out of the economy, so I think we’re starting to see that.

“I think again the goods prices will slow in the near term, and the excess demand will cool in the medium term, so there’s this path to land the plane and I’m more optimistic today given that we’re starting to see this in the data just a little bit.

“So, overall, the inflationary economic boom is likely to transition into an ongoing economic expansion.”

Damon Runberg, Regional Economist for the State of Oregon, agreed that in general, the trends looked relatively optimistic.

He said, “Locally, it has been awesome in Crook County, with phenomenal growth and an epic expansion and the comeback has seen employment levels hit a major milestone.

“We had a similar pattern leading up to the Great Recession dip, but that growth was more artificial, including a lot of construction. Now we are back to pre-recession levels, matching a long-term trend in rural communities.

“Deschutes County recovered around 2015 and Crook County petered along then something changed in recent history.

“During the pandemic, Deschutes County lost one in five jobs but here the dip was half of that statewide — partly because of being less reliant on tourism and hospitality industries, and still growing data center activity.”

Prineville is home to Fortune 50 data centers, including Facebook and Apple, with Facebook’s data center campus being their largest in the world. These large industrial developments inspired the engineering of the award-winning Crooked River Wetlands projects and future Aquifer Storage and Recovery project to support large water and wastewater needs locally.

Runberg said highlights of the local economy included Crook County now being at record employment, above pre-pandemic levels, and lauded a “remarkable transformation” over the last couple of years. The bleeding had stopped in wood products and compared to before the Great Recession circa 2008 there had been a “dramatic structural shift in the economy.”

There had been a rapid shift in industry composition, as traditional industries such as manufacturing, transportation and warehousing were outpaced by the growth in professional and business services, particularly in information and construction categories, largely associated with the construction and operation of the data centers.

This trend had seen a dramatic jump in the average wage between 2007 and 2021, while Oregon’s average wage was up 23.8 percent to \$64,027, Crook County’s

Continued on Next Page ►



Humane Society of Central Oregon

To Volunteer or donate
Call 541.382.3537
www.hsco.org

Make your house a home.
Adopt today.

Wilco to Build a New & Expanded Store in Prineville

New Store Being Built off Saint Charles Way in Prineville

by MICHELE RUBY

Wilco announced recently their plans to expand their offerings in Prineville by relocating their current store to a property nearby where a new store will be built from the ground up. The new store will not only be more than five times the size of the current location, it will add ten-20 new jobs and will also provide the necessary space to add a Garden Center, workwear and footwear department, True Value hardware and pet grooming services. Slated to open mid-year 2023, customers can still shop at the current location until the new store is completed.

“We’re excited to grow our Prineville location to provide additional items and services to a community that has been supporting us for many years. I grew up and graduated from high school in Prineville and I know firsthand that it’s a great community to be a part of,” said TJ Colson, Wilco’s president of Retail Stores. “Relocating to this new location allows Wilco to expand and enhance what is currently our smallest store, provide additional convenience for the growing community of Prineville, while combining all of the same offerings that our farm stores are famous for,” Colson added.

The new Prineville Wilco Store, located at 154 NE Saint Charles Way, will include all five signature departments that Wilco is known for:

- Pet supplies and dog grooming
- Lawn and garden with a nursey for plants
- True Value Hardware and Benjamin Moore Paint



RENDERING | COURTESY OF WILCO

- Farm, fencing and feed featuring Purina
- Work, Western wear and boots

The new location is part of the new Ochoco Mill project, owned by Ochoco Lumber Company. Broker Mark Banta, with Commercial Realty Advisors NW, represented Wilco on the lease transaction.

About Wilco:

Wilco is a farmer-owned cooperative, headquartered in Mt. Angel, Oregon, with roots that go back to the 1930’s. Since then, Wilco has evolved into one of the west’s largest agricultural cooperatives, and today serves the unique needs of over 500,000 customers with a farmer-owner base of nearly 3,000 strong. Wilco’s mission is to strengthen agriculture and rural lifestyles and is proud to be voted a Top Workplace for ten consecutive years.

wilco.coop • farmstore.com

Crook County Comeback

Continued from previous page

soared by 39.4 percent in the same period, from \$44,200 to \$61,599.

Information sector growth was particularly marked, with data centers in that category, as direct jobs boomed, including for consulting and security services.

Runberg said, “Historically, there was a lot of debate about embracing data centers, but the perspective now is that it was an awesome move. The sector is a huge asset and was a great pivot for Crook County — the juice was worth the squeeze.

“There has been a transformation of the economy — with inflation-adjusted wage and household income growth, faster than the statewide increase. These incomes represent real spending of dollars, helping the local economy.”

In Central Oregon, the number of unemployed workers was 4,451 before the pandemic but skyrocketed during the “great lockdown” followed by a “V-shaped” recovery. By April this year, 4,800 people were unemployed, representing around 3.6 percent of the population but with a typical margin for error, the rate was near its lowest ever historical rate of 3.3 percent.

The supply of labor remained tight, accentuated by high quits, and demand for workers continued to be excessively high compared to pre-pandemic levels.

As of April 2022, there were 3,800 wanted ads in Central Oregon. The last April that saw relatively normal activity, in 2019, there were 2,200, with Deschutes County now reporting a number of vacancies 72 percent higher than pre-pandemic levels.

“We have a tremendous amount of openings for a variety of reasons,” Runberg elaborated. “Crook County is in an expansion as the total employment base has blown past the pre-pandemic levels. Much of this is centered around continued expansion at the data centers.

“The local labor force has not expanded at the same pace as these jobs being created leaving a shortage of workers to fill many of them. Second, demand for goods and services was elevated during much of 2021 due to excess savings.

“The local labor market is as tight as it has ever been, with two to three unemployed workers per job ad, which means relatively slim pickings, but we are likely near the bottom. There has been strong wage growth due to this tight labor market, but inflation has completely eroded those gains.”

In an attempt to increase productivity, industries were increasingly turning to automation, investment in new equipment and additional training to skill the current workforce up.

Considering the demand for labor, the response of businesses has been to differentiate through wages and early in 2021, there was a ten percent increase in wages, representing four percent real growth. But by the fourth quarter of last year, a six percent increase in wages was offset as inflation rose, and effectively equated to a one percent real drop in income.

Runberg said the goal of the Federal Reserve regarding annual inflation was two percent but the figure has recently been running over eight percent, partly due to the “wage-price spiral.”

Wages/income were on the increase due to a tight labor market. The demand for goods rises with more disposable income, and prices for goods rise with the demand. Rising prices increase demand for higher wages, higher wages lead to higher production costs, and so on.

The situation was also exacerbated by lingering supply constraints and bottlenecks. Housing was not the main culprit behind inflation, but affordability continued to be a major concern.

The cost of borrowing is rising rapidly, and higher interest rates and housing prices combined with flat wages resulted in much less affordable housing, leading to a somewhat bleak outlook for prospective buyers.

Regarding expectations for 2022, Runberg predicted a consistent rate of population growth though there was something of a “hard cap” regarding housing affordability. The labor crunch and inflation would remain, but both were expected to improve, and signs were that demand was already coming down as we collectively have less disposable income.

Inflation was set to slow due to the combination of higher interest rates, cooling of goods prices and moderating household financial conditions.

Spending less money would see more equilibrium and Federal Reserve policy affecting finances would also act to slow the economy and offer a “glide path” to avert recession.

One highlight was that youth labor force participation in the state had turned the corner after 25 years of attrition, with younger workers attracted by historically high wage offers.

Runberg concluded, “Crook County has seen a fantastic expansion and fully recovered from the Great Recession, with a more robust, diverse economy.”

About EDCO:

Founded in 1981, EDCO is a non-profit corporation supported by private and public members and stakeholders. Its mission is to create a balanced and diverse local economy and strong base of middle-class jobs in Central Oregon. To do this EDCO helps companies MOVE, START and GROW here.

edcoinfo.com

FREE E-Headlines

Sent Directly to Your Email

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



Employment Resources *(Listed Alphabetically)*

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Parent Company	Services
All Star Labor & Staffing 550 NW Franklin Ave., Ste. #348 Bend, OR 97703	541-389-1718	541-389-6096	www.allstarlabor.com jobs@allstarlabor.com	Nathaniel Schroeder	2	2012	All Star Labor & Staffing	Construction, clerical, industrial temp to hire payroll & employee leasing
Barrett Business Services, Inc. - BBSI 497 Century Dr., Ste. 101 Bend, OR 97702	541-382-6946	541-388-1984	www.barrettbusiness.com Bend-OR_Jobs@bbsihq.com	Rob Hambleton	4	1990	Barrett Business Services in Vancouver, WA	Professional employer organization, HR, employee benefits, payroll, safety, workers comp, drug testing, temp & long term staffing, employee leasing
Begin Right Employment Services 3835 SW 21st St., Ste 104 Redmond, OR 97756	541-526-1300	541-526-5089	www.beginright.com ainskeep@beginright.com	Amy Inskeep	3	2014	N/A	Locally owned & operated for over 30 years. We provide payroll services, human resources, safety training, along with temporary, contract to hire & direct hire employees.
Business Health Resources, Inc. 187 NW Second St., Prineville, OR 97754 2248 NE Division, Bend, OR 97703 213 SW Fourth St., Ste. 100, Madras, OR 97741 465 NW Elm Ave., Ste. 101, Redmond, OR 97756	541-447-1299 541-330-8408 541-475-7640 541-923-5260	541-447-1889 541-389-6094 541-475-7656 541-923-3509	admin@business-health.us admin@business-health.us admin@business-health.us admin@business-health.us	Courtney Michael, Sam Lambert, Esmeralda Velasquez, Hilary Jakobsen Nick Kessel	5	1997	BHR Prineville, OR	On-site & walk in drug testing service. Employee drug & alcohol testing. Pre-employment & random testing. DOT, non-DOT & breath alcohol testing. Located in the four Mid Oregon Personnel offices in Bend, Redmond, Madras & Prineville.
Cardinal Services, Inc. 855 SW Yates Dr., #201 Bend, OR 97702	541-389-4259	N/A	www.cardinal-services.com aaron@cardinal-services.com	Matthew Brebrick, Staci Delgado, Aaron Trudell	10	1984	Cardinal Services, Inc.	Oregon family owned & operated, has been helping local business owners achieve marketplace success since 1984. Provide a full range of employment services customized to fit any size or type of business. Offers employee staffing/recruiting/screening services, payroll & HR administration, risk/safety consulting, affordable 401(K) benefit plans, co-employment/employee leasing options & total employer compliance support. Serving employers & job seekers across the Pacific Northwest with six office locations across Oregon & in Northern California.
Central Oregon Intergovernmental Council 334 NE Hawthorne Ave. Bend, OR 97701	541-548-8163	541-923-3416	www.coic.org coic@coic.org	Tammy Baney	111	1972	COIC	Education, employment, economic development, loans & transportation services.
Certified Personnel Service Agency 1707 N Hwy. 97 PO Box 514 Redmond, OR 97756	541-504-9675	541-504-0590	www.cpsagency.com redmond@cpsagencyinc.com	Karisa Mata, C.J. Redman	3	1999	CPSA, Inc. La Grande, OR	Temporary, temp to perm, permanent, executive search, traffic control flaggers, traffic control devices, traffic control plans, emergency response.
COIC WorkSource Office - Bend 1645 NE Forbes Rd., Ste. 101 Bend, OR 97701	541-388-6070	N/A	www.coic.org coic@coic.org	Dana Dunlap	5	1972	COIC	On-the-job training, job placement assistance, career counseling, business resources, re-training assistance, employment workshops & more.
COIC WorkSource Offices - Redmond 2158 SE College Ln., Ste. C Redmond, OR 97756	541-388-6416	N/A	www.coic.org training@coic.org	Dana Dunlap	9	1972	N/A	On-the-job training, job placement assistance, career counseling, business resources, re-training assistance, employment workshops & more.

Continued on Page 18 ►



Bend's Only Consistently 5-Star Ranked Executive Search Firm

Specializing in Engineering, Construction Management and Accounting

G.A. Rogers & Associates Bend
LOCALLY OWNED

541.797.7622
bend@ga-rogers.com
ga-rogers.com/bend

Our Mission: Consistently provide client experiences focused on what they value most.



Mid Oregon PERSONNEL
The best fit for your work life balance

www.midoregonpersonnel.com

Bend - 541-382-0445

Redmond 541-923-5260

Madras 541-475-7640

Prineville 541-447-1299

Call today!

Apply & Recruit with Video

by **RON MONTGOMERY** — **Cight Solutions**

When you think about the hiring process, you traditionally think about job descriptions, resumes, cover letters and the interview process.

As a business owner, you create a vibrant job description that includes a company overview, job responsibilities and compensation information.

As an applicant, you compile a targeted cover letter tailored to the position and supply an organized timeline with descriptions of your work history.

But have you considered using video to accomplish these same tasks?

Video helps convey feelings and incite emotional response and provides the viewer an opportunity to make a more memorable connection. As a digital agency, we understand the impact video can have on marketing and applying for a new role or recruiting talent is its own kind of marketing!

Studies have shown that video helps over 75 percent of consumers make buying decisions...so why not leverage that statistic to sell yourself as an employee or your company as the ideal workplace?

USE VIDEO TO LAND A JOB

As a job seeker, video affords you the ability to better introduce yourself to hiring managers as more than just another digital applicant. Think of your video as a living version of your resume and bring who you are to life.

- Use your typical job application submission components to generate a script:
- Start by introducing yourself concisely and explain why you'd be a good fit for the specific position or role you're applying for.
 - Explain the work history on your resume by telling your story.
 - Highlight your skills and strengths while looking into the camera. This promotes greater confidence in your background and promotes more trust than a written resume.
 - Allow you personality to shine and make sure the company you're applying for knows you did your research.
 - Explain not only why you want the position but why THAT position with THAT company.



Video applications humanize you and give hiring managers and recruiters the ability to get to know you better.

RECRUIT BETTER WITH VIDEO

Want to recruit top talent that WANTS to work for you? Video can help to better convey company culture and allows applicants and job seekers to get a feel for your organization before they even apply.

- Provide a company overview using current staff and management to allow applicants to get a feel for your culture.
- Show applicants a day in the life, a peak into the office environment and let them get to know some of the leaders they would be reporting to.
- Allow current staff to share their experiences working for you. Job seekers often use written online employer review sources, provide them a different medium to obtain the same information

Additionally, the benefits of using video recruiting in conjunction with digital marketing efforts can increase awareness in open positions and support social and SEO (search engine optimization) efforts.

Here's a few places to consider using your recruiting videos:

- Social Media — posting to social outlets allows viewers an opportunity to share your content with others and drive more awareness to your open positions.
- Website — drive users to stay longer learn more about your company through a video on your careers page.
- Add to Job Postings — make your job description come to life with a visual component and help applicants get to know your company faster.

When you combine video messaging with SEO efforts, you can drive more traffic to your website, social media and open positions.

So, whether you're on the hunt for your next job or looking to find great new talent to add to your organization, video is a great way to engage, inform and create awareness.

cightsolutions.com



WORKER TRAINING CULTURAL TRAINING CONSULTING

Are you looking for great employees with diverse perspectives and experience?

Do you have great employees who would be even more valuable with better English or computer proficiency?

Could your team benefit from understanding each other better?

CALL US!

541.598.6778

Serving Central Oregon since 2000

www.latinocommunityassociation.org



LCA English students

- Job listings and fairs
- English classes and tutoring
- Computer classes and tutoring
- Career coaching and resume assistance
- Small business support
- Immigration legal assistance and referrals
- Cultural consulting
- Cultural training

Ad sponsored by



▶ CONTINUED FROM PAGE 16

Employment Resources *(Listed Alphabetically)*

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Parent Company	Services
ExecuFeed 320 SW Century Dr., Ste. 405 Bend, OR 97702	503-522-1150	N/A	www.execufeed.com feedback@execufeed.com	Matthew Jensen, MA	3	2005	N/A	Organizational effectiveness, leadership development, executive coaching, corporate off-site retreats.
Express Employment Professionals - Bend 61379 S Hwy. 97 Bend, OR 97702	541-389-1505	541-389-1581	www.expresspros.com/bendor chris.petty2@expresspros.com	Chris Petty, Karen Turner	9	1983	The Stoller Group, Portland, OR	Temporary & permanent placement, executive search, HR services.
G.A. Rogers & Associates 2214 NE Division St., Ste. 202 Bend, OR 97703	541-797-7622	541-797-6945	ga-rogers.com/bend bend@ga-rogers.com	Matt Ertle	2	2021	PRIDESTAFF Bend	Recruiting in finance, accounting, construction engineers, general & operations managers.
Latino Community Association - Bend 2445 NE Division St., Ste. 200 Bend, OR 97703	541-382-4366	N/A	www.latinocommunityassociation.org brad@latinocommunityassociation.org	Brad Porterfield	10	2000	Latino Community Association	Empowering Latino families by providing workforce services including English classes & tutoring, computer training, job placement & assistance with work permits & citizenship. Offices in Redmond: 412 SW Eighth St., Redmond, OR 97756; Madras: 715 SW 4th St., Madras, OR 97741 & Prineville: 430 NW 4th Street.
Latino Community Association - Madras 715 SW Fourth St., Ste. A Madras, OR 97741	541-325-6837	N/A	www.latinocommunityassociation.org ana@latinocommunityassociation.org	Ana Bueno	2	2012	Latino Community Association	Empowering Latino families by providing workforce services including English classes & tutoring, computer training, job placement & assistance with work permits & citizenship. Offices in Redmond: 412 SW Eighth St., Redmond, OR 97756; Madras: 715 SW 4th St., Madras, OR 97741 & Prineville: 430 NW 4th Street.
Latino Community Association - Prineville Prineville, OR 97754	541-350-8910	N/A	www.latinocommunityassociation.org ofelia@latca.org	Ofelia	1	2000	Latino Community Association	Empowering Latino families by providing workforce services including English classes & tutoring, computer training, job placement & assistance with work permits & citizenship. Offices in Redmond: 412 SW Eighth St., Redmond, OR 97756; Madras: 715 SW 4th St., Madras, OR 97741 & Prineville: 430 NW 4th Street.
Latino Community Association - Redmond 412 SW Eighth St., Becky Johnson Center Redmond, OR 97756	541-325-6837	N/A	www.latinocommunityassociation.org ana@latinocommunityassociation.org	Ana Bueno	2	2010	Latino Community Association	Empowering Latino families by providing workforce services including English classes & tutoring, computer training, job placement & assistance with work permits & citizenship. Offices in Redmond: 412 SW Eighth St., Redmond, OR 97756; Madras: 715 SW 4th St., Madras, OR 97741 & Prineville: 430 NW 4th Street.
Mid Oregon Personnel Services Headquartered in Prineville 187 NW Second St., Prineville, OR 97754 2248 NE Division, Bend, OR 97703 213 SW Fourth St., Ste. 100, Madras, OR 97741 465 NW Elm Ave., Ste. 101, Redmond, OR 97756	541-447-1299 541-382-0445 541-475-7640 541-923-5260	541-447-1889 541-389-6094 541-475-7656 541-923-3509	www.midoregonpersonnel.com steve@midoregonpersonnel.com sam@midoregonpersonnel.com hilary@midoregonpersonnel.com nick@midoregonpersonnel.com	Steve Peeler Sam Lambert Esmeralda Velasquez, Hilary Jakobsen Nick Kessel	5	1984	Mid Oregon Personnel Services Prineville, OR	Human resources, temp to hire, direct hire, temporary, PEO services, safety, payroll services & workers compensation consulting, DOT, non-DOT drug & breath alcohol testing.
National Engineering Search (NES) 1345 NW Wall St., Suite 101 Bend, OR 97701	541-317-4150	541-317-5010	www.nes-llc.com nes@nes-llc.com	Garry Todd	5	1994	N/A	National executive recruiting firm specializing in geo-technical, civil & environmental services.



Secure trust

with Republic Services®
and SecureShred

With our on-site document destruction truck,
we provide the security of knowing your information
is completely destroyed and recycled.

Call us today at 541.382.2263.



We'll handle it from here.®

©2020 Republic Services, Inc.



BECAUSE OUR COMMUNITY NEEDS US NOW MORE THAN EVER



We're nurturing wellbeing & creating ripple effects
that help our community members live better lives.

38% of Central Oregon households were living on the edge, or were already living below, the federal poverty level *before* COVID-19.

That's why we've been focusing our grantmaking on helping the nonprofits that serve our community's most marginalized to adapt, recover, and stabilize.

We've awarded over \$1 million to 58 local nonprofits since the pandemic began.

26% of Central Oregonians are served by a United Way funded program or service.



United Way of Central Oregon

WE FIGHT FOR THE HEALTH, EDUCATION,
FINANCIAL STABILITY, AND RESILIENCE
OF EVERY PERSON IN OUR COMMUNITY.



unitedwaycentraloregon.org

CONTINUED FROM PREVIOUS PAGE

Employment Resources (Listed Alphabetically)

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Parent Company	Services
OnePoint Employer Solutions, LLC 1847 Canyon Dr. Redmond, OR 97756	541-420-1180	N/A	www.onepointhreogon.com ronburns@bendbroadband.com	Ron Burns	18	1987	OnePoint HRO, LLC	Employee leasing, payroll services, (PEO) professional employers organization, HR administration & support, employment law compliance advice, employee benefits, policy development, risk management, workers compensation insurance, employee handbook development, co-employment, employee leasing, time & attendance system.
Opportunity Foundation of Central Oregon 835 E Hwy. 126 PO Box 430 Redmond, OR 97756	541-548-2611	541-548-9573	www.opportunityfound.org info@opportunityfound.org	Ellyn Waler, Seth Johnson	340	1965	N/A	Our mission is empowering people of diverse abilities.
Pace Medical Staffing 205 SE Wilson Ave., Ste. 1 Bend, OR 97702	541-312-5849	541-312-0077	www.pacestaffing.net info@pacestaffing.net	Chris Vogelgesang	20	1996	Ageia Health Services	Supplemental medical staffing: RN's, LPN's, CNA's, CMA's & various other medical professions for per diem or contracts.
PeopleReady 755 NE Third St., Ste. A Bend, OR 97701	541-318-7340	541-318-7382	www.PeopleReady.com 1118-br@peopleready.com	Kevin Clemens	3	1989	True Blue	Employing workers for temporary or permanent jobs in all fields of work, with specialty in manual day labor to the construction industry, other light industry & small businesses.
PRIDESTAFF 2214 NE Division St., Ste. 202 Bend, OR 97703	541-797-6941	541-797-6945	www.pridestaffbend.com Bend@pridestaff.com	Matt Ertle	5	2016	N/A	Staffing & recruiting.
Selectemp Employment Services 376 SW Bluff Dr., Ste. 2 Bend, OR 97702	541-749-7931	541-749-7936	www.selectemp.jobs kmerickel@selectemp.jobs	Rhonda Elliott	3	1987	TalentLaunch	Temporary employment, temp to hire, permanent & direct placement; recruiting, payroll & workers compensation.
Staffing Partners, LLC 846 NW Colorado Ave. Bend, OR 97703	541-318-5950	541-318-5952	www.staffingoregon.com	Dianne Westmoreland	5	1998	SP Eugene, OR	Administrative, professional, industrial, temporary, long term & temp-to-hire. Also medical including LPN RN CNA & NA.
Work Capacities, LLC 2275 NE Doctors Dr., Ste. 1 Bend, OR 97702	541-306-6175	541-306-6244	www.workcapacities.com workcapacities@gmail.com	Scott Elms, MPT	3	1992	N/A	Services physical/work capacity evaluations; ergonomic assessments, fit for duty evaluations, disability evaluations, physical capacity evaluations for vocational purposes.
Worksource Central Oregon 1645 NE Forbes Rd., Ste. 100 Bend, OR 97701	541-388-6416	N/A	www.employment.oregon.gov ddunlap@coic.org	Dana Dunlap	12	1972	State of Oregon	Job search assistance, re-education & on-the-job training program, resource referral assistance. Serving all of Central Oregon.

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.

Get Started at COCC Today!

Transfer Degrees
Career & Technical Education Options
Community Education | GED Prep Classes
Small Business Development Center
Adult Basic Skills | English Language Learning

CENTRAL OREGON community college • cocc.edu • 541.383.7700

COCC is an affirmative action, equal opportunity institution.



Frustrated and stressed about finding the right staff?

Express Employment Professionals helps businesses find qualified and reliable workers who fit their company's culture in a variety of industries, including:

• Office Services

• Light Industrial

• Skilled Trades

• Professional

Contact us today!
(541) 389-1505 | ExpressPros.com/BendOR







Training Employees to Fill Needed Skills during Hiring Crunch

by CHRIS PETTY, Franchise Manager — Express Employment Professionals of Central Oregon

In the past couple years, there has been a paradigm shift in the job market. Positions that were once easy to hire now seem impossible to fill. And while there isn't the type of skills gap we've seen in the past, the new skills gap is simply not being able to hire talent with necessary skills due to the hiring crunch.

According to a study by Lorman, while 59 percent of employees say they've not received workplace training and obtained self-taught skills, 74 percent of workers are willing to learn new skills and attend training to remain employable. Moreover, 74 percent of workers also said due to lack of development opportunities, they haven't reached their full potential. These trends offer an insight into what leaders can do during the hiring crunch caused by the Great Resignation.

With the talent shortage affecting businesses across all industries, organizations need to look toward upskilling their employees to meet workforce and production needs.

Identify the Needs of Your Team

Every team has specific skills that are required to achieve organizational success. From logistical and succession planning to project management and skilled trades needs, the roles your organization finds difficult to fill are not necessarily always industry-based, but strategic to your goals. Look at where the gaps are in your business and what's needed to fill them. It's also important to look at your short- and long-term goals and identify the skills needed to achieve them.

Find Employees Interested in Upskilling

Once you identify the internal skills gaps within your organization, it's

important to look for employees who are not only willing, but eager to learn new skills with the possibility of taking on more responsibilities or a different role with the company. Without specifically surveying your employees, it may seem difficult to identify such growth-centered employees. However, one simple way to do this is to look at your star employees who are self-starters and have the desire to expand their role and have a meaningful conversation about their career goals and if upskilling could help both them and the company.

Offer Ongoing Development, Cross-Training

After choosing talent who are willing to take on new roles, decide the most efficient avenues to help develop the needs your company requires. While larger organizations may be able to offer third-party training and development through tech and trades schools, smaller businesses may need to look internally to develop these skills. Cross-training may be the most reasonable solution for some organizations. By having employees shadow their skilled peers to offer onsite training, you're able to double the amount of professionals with the skills needed to take your company to the next level of success.

Maintaining productivity during a hiring crunch can be stressful and demanding. However, by training your

employees to meet the everchanging demands of the market, you not only set up your organization for success, you also develop a team ready to take on any future challenges.

The Central Oregon Express office is located at 61379 S Hwy 97, Bend, OR 97702 and serves the industrial, administrative, skilled trades and professional market. Local businesses and applicants are encouraged to stop by, visit ExpressPros.com/BendOR or call 541-389-1505.

By training your employees to meet the everchanging demands of the market, you not only set up your organization for success but also develop a team ready to take on any future challenges.



MOVE YOUR BUSINESS FORWARD...FASTER

Get the Internet and phone service your business needs to stay connected.

STAR BUSINESS BUNDLE

\$69.98/mo.
for 2 years when bundled
2-YEAR COMMITMENT REQUIRED

60-DAY RISK-FREE TRIAL



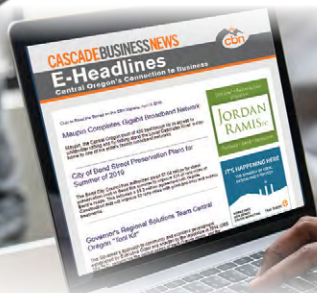
bendbroadband®

A TDS® COMPANY


541-647-1029
bendbroadband.com/offer1029

Internet speeds are "up to" and not guaranteed. Terms and conditions apply. See website for details. Delinquent accounts may lose service. Certain services not available in all areas. Price may vary by serving area and is subject to change without notice. BendBroadband® is a registered trademark of Telephone and Data Systems, Inc. Copyright © 2022, BendBroadband Telecommunications LLC, All Rights Reserved. 206915a/1-22/12544

FREE E-Headlines



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



NIGHTLY BUSINESS PATROLS

28 YEARS



OREGON DPSST # 858



SecurityPROS®

INCORPORATED
★ Certified Security Professionals ★
1994 Celebrating 28 Years 2022

541-330-0404
541-548-1992
securityprosbend.com

Hire to Win

Three Outcomes to Build a Remote Team

by QUINN HANSON, Division Manager — G.A. Rogers & Associates

In the current climate of hiring challenges, one of the keys to attracting the most capable, intelligent and productive employees is offering the perks they actually care about (cash is necessary too, but I consider that a given). Specifically, the number one perk requested is the optionality to work from home. Right now, there are thousands of people who are living in Bend, yet working for companies based elsewhere. If we want those people more engaged in this community, our local businesses need to offer a compelling reason to join their team.



There are big players on both sides of this conversation; Apple and Tesla are asking employees to come back to the office. Airbnb and Salesforce say live and work from anywhere. All four companies are leaders in their category and easy targets to look to for examples. To summarize, the most touted arguments against working from home are 1) loss of visibility into productivity and 2) lack of culture building. On the other side of the aisle, the primary arguments in favor of working from home are 1) better optionality for child care, 2) less commute time and, oddly, 3) higher productivity. There are plenty more arguments to make for each side, which we will skip for brevity.

Before diving into it, a few additional points need to be stated; the average cost to acquire a home in Bend is nearing \$800k, meaning a household income of \$150k is needed to justify a purchase. Average salaries hover around \$60k locally. The competition to hire is no longer with your neighbor down the street, it's with a company in another state. A Seattle based company, for example, with a \$175k budget to hire, can hire someone remotely in Bend for \$150k and they both win. To compete with a company offering more cash, the perks need be at least the same, and likely better. So, we'll proceed with the understanding that hiring the best team is a competition between states, and to succeed requires offering what people want; remote work. The other way to state this is that ignoring remote work is ignoring a very capable work force. With that, we'll look at three outcomes to plan for to set yourself up for success.

following three outcomes. First, battle test and prove success in remote work with current, local employees. Put the technology and tools in place to support your team in remote work. Each company will be different, but the big pieces to consider are a cloud based database, a VPN, a phone system that works on cell phones or laptops, a project management system and a quick communication tool (other than email). Putting the hardware in place will be necessary here as well, e.g. laptops and monitors. If your business still requires a large amount of printing, consider implementing a tool to digitize physical documents.

The second outcome to plan for is getting the right metrics and norms defined, as well as a measurement system. With productivity being a concern, the only way to stay on pace with defined business goals is to measure the activity that matters. Whatever data is used to determine the effectiveness of an employee, define it clearly, define a counter balance to ensure there is no abuse and test it. As an example, a sales organization that requires 500 calls a week likely has an additional "quality" criterion. It's not 500 random calls that matter, rather it's 500 calls to a certain buyer type. Measure both. In addition to defining metrics, defining new cultural norms here is beneficial as well. How are documents to be shared and edited? How is progress reported? How are tech issues handled? Document the standard operational processes and talk about them frequently.

The third outcome to plan for is successfully onboarding someone fully remote who lives 50-150 miles away. Ideally, this is someone who can relatively easily get to an in-person event if (and only if) necessary. In this process, focus on evaluating potential employees with only virtual meetings; don't have them come in for in person meetings. Plan to get the necessary hardware in the new hire's hands, plan to get them onboarded and document all steps along the way. Take note of any issues and how they are resolved. Accounting is one particular field to test this in. The rules of accounting are the same everywhere, the skill set exists in every market and the work is nearly all computer based. Whatever industry you are in, there is a similar business along the I-5 corridor who has an accountant. Recruit that accountant. Once these outcomes have been achieved, hiring someone further away in a remote role is significantly less scary.

ga-rogers.com

To get successful in hiring remote employees, start with planning for the

Visit us at CascadeBusNews.com

OFFICE



INDUSTRIAL



RETAIL



MULTI FAMILY



Wet Willy's Car Wash
\$3,900,000

MLS#220143541 Bruce & Pete
South Redmond Location on busy Hwy 97
Well maintained with full staff and manager in place
The only full service car wash on the south side



MLS#220117448
2622 SW Glacier Place, Redmond, OR 97756
\$1,349,000

Class A, single level office building with 6 tenants, fully leased at market rate. Gross leases with a 4.7% cap rate. Large parking area with additional street parking on Glacier Pl. The building and systems are in good condition inside and out. Two New Furnaces and two A/C Units installed August 2021.



The Lodge at Summer Lake
\$990,000
MLS#220146090 Bruce and Pete

4 Lakeside Cabins, 7 motel units
40 seat restaurant
Events center, RV parking, Tent sites
Self contained managers quarters



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

"INVEST IN
YOUR FUTURE"



Windermere Central Oregon Real Estate

www.windermerecentraloregonrealestate.com

807 SW Industrial Way, Bend OR 97702 538 SW Highland Ave., Redmond OR 97756

Largest Central Oregon Employers *(Listed by number of employees over 100 - includes multiple Central Oregon branches.)*

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Payroll
St. Charles Bend (Total Regional Employees) 2500 NE Neff Rd., Bend, OR 97701	541-382-4321	541-388-7723	www.stcharleshealthcare.org isimmons@stcharleshealthcare.org	Iman Simmons	4,509	1918	N/A
Bend-La Pine Schools 520 NW Wall St., Bend, OR 97703	541-355-1000	541-355-1009	www.bend.k12.or.us andrea.wilson@bend.k12.or.us	Andrea Wilson	2,200	1883	\$73 million
Bright Wood Corporation - Madras (Total Regional Employees) Madras, Prineville, Redmond, Culver	541-475-2234	541-475-7086	www.brightwood.com info@brightwood.com	Dallas Stovall	1,069	1960	N/A
Deschutes County 1300 NW Wall St., Ste. 201, Bend, OR 97701	541-388-6570	541-385-3202	www.deschutes.org	N/A	1,043	1916	\$41,080,268
Sunriver Resort 17600 Center Dr., PO Box 3609, Sunriver, OR 97707	855-420-8206	541-593-2742	www.sunriver-resort.com info@sunriver-resort.com	Lindsay Borkowski	1,000	1968	N/A
Redmond School District 145 SE Salmon Dr., Redmond, OR 97756	541-923-5437	541-923-5142	www.redmond.k12.or.us	Michael D. McIntosh	987	1907	\$29 million
Warm Springs Tribal Government PO Box C, Warm Springs, OR 97761	541-553-1161	N/A	www.warmsprings.com	Charles Calica	932	N/A	N/A
State of Oregon State Capital, Salem, OR 97306	503-378-6777	503-378-3518	www.scd.das.state.or.us/scd.htm	Tom Anderson	924	1859	N/A
Les Schwab Tires Centers - Headquarters 63590 Hunnell Rd., Bend, OR 97701	541-318-0281	541-416-5363	www.lesschwab.com	Alan	916	1952	N/A
Mt. Bachelor, Inc. 13000 Century Dr., Bend, OR 97702	541-382-2442	541-382-6536	www.mtbachelor.com info@mtbachelor.com	John McLeod	894	1958	\$5.2 million
Safeway - Regional 320 SW Century Dr., 2650 NE Hwy. 20 642 NE Third St., 80 NE Cedar St., 1705 S Hwy. 97	541-383-6500	541-383-6504	www.safeway.com	Jerry Newell	714	1937	N/A
City of Bend 710 NW Wall St., Bend, OR 97701	541-388-5505	541-385-6676	www.ci.bend.or.us	Eric King	702	1905	\$27.9 million
Central Oregon Community College 2600 NW College Way, Bend, OR 97703	541-383-7500	541-317-3065	www.cocc.edu feedback@cocc.edu	Dr. Laurie Chesley	653	1949	N/A
Fred Meyer One Stop Shopping - Regional 61535 S Hwy. 97, Bend, 944 SW Veterans Way, Redmond	541-385-6667	541-385-6664	www.fredmeyer.com	Mike Ross	640	1990	N/A
Summit Medical Group - Regional 1501 NE Medical Center Dr., 865 SW Veterans Way, 815 SW Bond St.	541-382-2811	N/A	www.bendmemorialclinic.com info@bendmemorialclinic.com	Kurt Kemcke, Cheryl Stewart, Joan Sheldon, Dr. David Holloway	628	1946	N/A
Jefferson County School District, 509-J 445 SE Buff St., Madras, OR 97741	541-475-6192	541-475-6856	www.jcsd.k12.or.us webmaster@509j.net	Rick Molitor	580	1905	\$17,204,049
St. Charles Redmond 1253 N Canal Blvd., Redmond, OR 97756	541-548-8131	541-526-6504	www.stcharleshealthcare.org isimmons@stcharleshealthcare.org	Iman Simmons	578	1952	N/A
Bend Park & Recreation District 799 SW Columbia St., Bend, OR 97702	541-389-7275	N/A	www.bendparksandrec.org info@bendparksandrec.org	Don Horton	550	1974	N/A
McDonald's 11 Restaurants Throughout Central Oregon	800-244-6227	N/A	www.mcdonalds.com www.mcdonalds.com/us/en/contact_us.html	N/A	536	1940	N/A
OSU-Cascades 1500 SW Chandler Ave., Bend, OR 97702	541-322-3100	N/A	www.osucascades.edu info@osucascades.edu	Dr. Rebecca Johnson, VP	442	2001	N/A
Lonza - Formerly Bend Research, a division of Capsugel 1201 NW Wall St., Ste. 200, Bend, OR 97703	541-382-4100	541-382-2713	www.bendresearch.com info@bendresearch.com	Phoenix Barringer	440	1975	N/A
Pence Construction 1051 NW Bond St., Ste. 310, Bend, OR 97701	541-323-3393	503-256-3684	www.pence.net john.williamson@pence.net	Cory Loomis, John Williamson, Karl Nottelmann	435	1992	N/P
Crook County School District 471 NE Ochoco Plaza Dr., Prineville, OR 97754	541-447-5664	541-447-3645	www.crookcounty.k12.or.us	Dr. Ivan Hernandez	408	1921	\$17,419 million
Mosaic Medical - Regional Bend, Madras, Redmond, Prineville	541-383-3005	N/A	www.mosaicmedical.org	Bridget McGinn	391	2004	N/A
Black Butte Ranch 12930 Hawksbeard, PO Box 8000, Black Butte Ranch, OR 97759	541-595-1251	541-595-2077	www.blackbutteranch.com info@blackbutteranch.com	Human Resources	375	1970	\$3.25 million
Central Oregon Truck Company 394 NE Hemlock Ave., Redmond, OR 97756	800-394-0222	541-416-2041	www.centraloregontruck.com recruiting@cotruck.net	Rick Williams, Jessica Frey	365	1992	N/A
Ibex 501 SW Hill St., Bend, OR 97702	541-647-6670	N/A	www.ibex.co david.redell@ibex.co	David Redell	365	1984	N/A
COSTCO 2500 U.S. 20, Bend, OR 97701	541-383-2299	N/A	www.costco.com	N/A	350	2002	N/A
Deschutes National Forest, U.S. Forest Service 63095 Deschutes Market Rd., Bend, OR 97701	541-383-5300	541-383-5553	www.fs.usda.gov/main/deschutes/home jean.nelson-dean@usda.gov	Jean Nelson-Dean	350	1905	\$22.2 million
Effectual Inc. 2738 NW Potts Ct., Ste. 110, Bend, OR 97703	800-770-1868	N/A	www.Effectual.com info@Effectual.com	Robb Allen	350	2019	N/A
Facebook - Prineville Data Center 735 SW Connect Way, Prineville, OR 97754	N/A	N/A	www.facebook.com/prinevilldatacenter	William Marks	350	2010	N/A
BasX Solutions 3500 SW 21st Place, Redmond, OR 97756	541-647-6650	N/A	www.basxsolutions.com mtobolski@basxsolutions.com	Matthew Tobolski, David Benson	340	2012	N/A
PacificSource Health Plans 2965 NE Conners Ave., Bend, OR 97702	541-330-8896	541-330-8948	www.pacificsource.com info@pacificsource.com	Dan Stevens	336	1933	N/A
Opportunity Foundation of Central Oregon - Redmond 835 E. Hwy. 126, 3294 S Hwy. 97, PO Box 430, Redmond, OR 97756	541-548-2611	541-504-9573	www.opportunityfound.org lengland@opportunityfound.org	Lew England	335	1965	N/A
JELD-WEN Bend Window Division 62845 Boyd Acres Rd., Bend, OR 97701	541-382-4411	541-385-3268	www.jeld-wen.com info@jeld-wen.com	Lee Sparks	315	1977	N/A
JELD-WEN Millwork Manufacturing Bend 62845 Boyd Acres Rd., Bend, OR 97701	541-385-1444	541-382-2215	www.jeld-wen.com leebo@jeld-wen.com	Lee Bouck	315	1968	N/A
High Lakes Health Care - Bend-Upper Mill 929 SW Simpson Ave., Ste. 300, Bend, OR 97702	541-389-7741	1-541-278-8375	www.highlakeshealthcare.com	Dan McCarthy	296	1996	N/A
Oregon State University - Cascades 1500 SW Chandler Ave., Bend, OR 97702	541-322-3100	541-383-7501	www.OSUcascades.edu info@osucascades.edu	Christine Coffin	283	2001	N/A
Brasada Ranch 16986 SW Brasada Ranch Rd., Powell Butte, OR 97753	541-526-6869	N/A	www.brasada.com brandons@brasada.com	Brandon Sirstins	280	2007	N/A
Central Oregon Radiology Assoc. PC 1460 NE Medical Center Dr., Ste. 180, Bend, OR 97701	541-382-6633	541-382-6635	www.centraloregonradiology.com sstuemke@cmllc.org	Sara Stuemke	280	1947	N/A
Medline ReNewal 1500 NE Hemlock Ave., Redmond, OR 97756	541-923-3310	541-923-3375	www.medline.com customer.service@medlinerenewal.com	Steve Bettis	267	1997	N/A
Pronghorn Resort 65600 Pronghorn Club Dr., Bend, OR 97701	541-693-5300	N/A	www.pronghornresort.com info@pronghornresort.com	Human Resources	250	2004	N/A
Consumer Cellular 2999 SW Sixth St., Redmond, OR 97756	800-686-4460	541-693-8060	www.consumercellular.com	John Marick	245	1995	N/A
NeighborImpact 2303 SW First St., Redmond, OR 97756	541-548-2380	541-548-6013	www.neighborimpact.org info@neighborimpact.org	Scott Cooper	238	1985	N/A
10 Barrel Brewing 62970 NE 18th St. (Brewing) 1135 NW Galveston Ave. (Pub), Bend, OR 97701	541-585-1007	541-585-1008	www.10barrel.com info@10barrel.com	Kyle McKee	235	2006	N/A
Crook County 300 NE Third St., Room 10, Prineville, OR 97754	541-447-6555	541-416-3891	www.co.crook.or.us mike.mccabe@co.crook.or.us	Mike McCabe	234	1882	N/A
Wal-Mart - Regional 20120 Pinebrook Blvd., Bend, 300 NW Oak Tree Ln., Redmond	541-389-8184	N/A	www.walmart.com	Edward Camp	234	1994	N/A
St. Charles Prineville 384 SE Combs Flat Rd., Prineville, OR 97754	541-447-6254	541-447-6705	www.stcharlesheathcare.org jcbishop@stcharleshealthcare.org	John Bishop	228	1950	N/A
PCC Schlosser 345 NE Hemlock Ave., Redmond, OR 97756	541-548-0766	541-548-6579	www.pccstructurals.com	Keith Covlin	226	1989	N/A
Eagle Crest Resort 1522 Cline Falls Rd., Redmond, OR 97756	541-923-2453	541-923-1720	www.eagle-crest.com info@eagle-crest.com	David Campbell	225	1985	N/A
Epic Aircraft 22590 Nelson Rd., Bend, OR 97701	541-318-8849	N/A	www.epicaircraft.com info@epicaircraft.com	Doug King	221	2004	N/A
Tetherow Resort 61240 Skyline Ranch Rd., Bend, OR 97702	541-388-2582	N/A	www.tetherow.com info@tetherow.com	Chris van der Velde	220	2008	N/A
The Center 2200 NE Neff Rd., Ste. 200, Bend, OR 97701	541-382-3344	541-382-1681	www.thecentoregon.com info@thecentoregon.com	Mike Gonsalves	220	1954	N/A
Ochoco National Forest 3160 NE Third St., Prineville, OR 97754	541-416-6500	541-416-6695	www.fs.fed.us/r6/centraloregon	Kate Klein	219	1911	\$8 million
City of Redmond 411 SW Ninth St., Redmond, OR 97756	541-923-7710	541-548-0706	www.redmondoregon.gov	Keith Witcosky	217	1910	N/A

To Contribute or Not To Contribute:

The Paid Leave Oregon Dilemma for “Small Employers”

by STACIE DAMAZO, Attorney — Barran Liebman LLP

Since 2019, Oregon employers have waited for guidance from the Oregon Employment Department (OED) that will govern Oregon’s Paid Family and Medical Leave Insurance program (PFMLI) — recently rebranded by the OED as Paid Leave Oregon.

Paid Leave Oregon is a family, medical, and sick leave insurance program that was created to provide eligible individuals compensated time off from work for qualifying purposes. The program is funded by employer and employee contributions to the PFMLI Fund. When the program launches in January 2023, employees and employers must contribute 0.4 percent and 0.6 percent of employee wages, respectively, up to a maximum of \$132,900 in wages.

However, not all Oregon employers are required to contribute. In fact, the contribution requirement applies only to employers with 25 or more employees. “Small employers,” that is, employers with fewer than 25 employees, may contribute if they choose to do so.

For purposes of the program, an employer’s size is based on the “employee count”: the sum of the number of employees with wages subject to PFMLI contribution and the number of out-of-state employees. The employee count does not include any employees hired temporarily to replace eligible employees during periods of PFMLI leave. Depending on whether employers file taxes on a quarterly or annual basis, employee counts will be based on either the first Oregon Quarterly Tax Report of 2023, or the 2023 Oregon Annual Report.

So, what if you are a small employer?

Well, you have a choice. You may either: (1) not contribute to the PFMLI Fund; or (2) choose to contribute, and gain eligibility to apply for an assistance grant.

If an employee of a small employer who voluntarily contributes to the PFMLI Fund takes paid leave, that small employer may apply for an assistance grant to help cover either the cost of hiring a temporary replacement worker, or significant additional wage-related costs (SAWCs) incurred as a result of an employee’s PFMLI leave. SAWCs may include (1) paying additional wages to an existing employee; (2) outsourcing costs; (3) certification; (4) equipment purchases; (5) training costs; or (6) other costs that the OED, in its discretion, determines are appropriate.

A small employer that hires a replacement worker may receive a grant of \$3,000. A small employer that incurs SAWCs due to an employee’s use of leave may receive a grant up to \$1,000. An employer who initially applied for a grant related to SAWCs, but later learns the employee is taking an extended period of leave beyond the initial expected period of leave and, as a result, hires a replacement worker, may apply to receive the difference between the amount already received and \$3,000.

You may be eligible for an assistance grant if:

- The eligible employee takes approved leave under the program for a period of



- seven or more working days;
- You were a small employer at the time the employee started a period of approved leave;
- You complete the application and provide documentation within the requisite time period;
- You commit to contribute to the PFMLI Fund for at least eight consecutive calendar quarters, starting with the first calendar quarter after the date the most recent assistance grant is approved;
- You do not have any delinquent reports or contributions, and have no unpaid penalties or interest related to the program; and
- You have not already applied for ten grants in the past year.

To contribute or not to contribute?

To determine whether contribution makes sense for you, consider the following:

- The Cost: Now that we know the contribution rate for 2023, you can begin to calculate what your employer contribution may be and determine whether that is a cost that you can take on.
- Your Workforce: Consider how many employees you currently have and whether they are, or could be, cross-trained to alleviate the potential burden of one or multiple employees taking leave at the same time. Note that, even if you do not contribute, eligible employees are entitled to protected time off, but you would not be eligible to apply for a grant to offset the impact of their absence.
- Your Business: Consider whether you could meet customer or client needs with a temporarily reduced workforce, or whether hiring temporary workers is a viable option for your business.
- Your Workplace Culture: Consider whether Paid Leave Oregon aligns with the culture and values of your workplace. Perhaps you already offer a form of paid leave and contributing to the state-administered program is more advantageous than administering a program internally, or perhaps the mission and values of your business align with you contributing financially to the program.
- The Administrative Burden: Consider whether your estimated contribution and potential receipt of grant dollars is worth the potential administrative burden.

Given the novelty of the program, it remains unclear how many assistance grant applications the OED will approve. While the assistance grant concept offers small employers a “carrot” for contributing to the program, receipt of those grant dollars is not guaranteed. As a result, a small employer’s decision to contribute requires an individualized analysis of their business and the potential financial impact.

Stacie Damazo is an attorney at Barran Liebman LLP, where she represents employers in employment advice and litigation matters. For questions about Paid Leave Oregon or other matters, contact her at 503-276-2121 or sdamazo@barran.com. barran.com

CONGRATULATIONS

to our 2022 EnCOAR Award Winners



**BRENT
LANDELS**
PRINCIPAL BROKER

REALTOR® OF
THE YEAR



**ERIC
WILSON**
BROKER

ROOKIE OF
THE YEAR

RE/MAX Key Properties is proud to be partners
with 5 Realtors® of the Year:

Brent Landels – 2022
Debbie Martorano – 2021
Sheree MacRitchie – 2013

Brian Meece – 2008
Gary Everett – 2002

Largest Central Oregon Employers *(Listed by number of employees over 100 - includes multiple Central Oregon branches.)*

▶ CONTINUED FROM PAGE 22

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Payroll
Endura Products 1155 N Main St., Prineville, OR 97754	541-447-4195	541-447-6479	N/A	Casey Jackson	206	1946	N/A
Bi-Mart 6 Locations Throughout Central Oregon	541-344-0681	N/A	www.bimart.com comments@bimart.com	N/A	204	1955	N/A
Partners In Care 2075 NE Wyatt Ct., Bend, OR 97701	541-382-5882	N/A	www.partnersbend.org marlenec@partnersbend.org	Marlene Carlson	200	1979	N/A
Sunriver Brewing Company 57100 Beaver Dr., Bldg. 4, Sunriver, OR 97707	541-593-3007	N/A	www.sunriverbrewing.com info@sunriverbrewingcompany.com	N/A	200	2012	N/A
Touchmark at Mount Bachelor Village 19800 SW Touchmark Way, Bend, OR 97702	541-383-1414	541-383-3434	www.touchmarkBend.com SDN@Touchmark.com	Scott Neil	200	2001	N/A
Keith Manufacturing Company 401 NW Adler St., PO Box 1, Madras, OR 97741	541-475-3802	541-475-2169	www.keithwalkingfloor.com mediadept@keithwalkingfloor.com	Mark Foster	199	1950	N/A
St. Charles Madras 470 NE A St., Madras, OR 97741	541-475-3882	541-475-0615	www.stcharleshealthcare.org jcbishop@stcharleshealthcare.org	John Bishop	198	1967	N/A
Target 63435 N Hwy. 97, Bend, OR 97701	541-330-1434	N/A	www.target.com/sl/bend/766	Customer Service	190	N/A	N/A
First Interstate Bank - Regional 1100 NW Wall St., Bend, OR 97703	541-385-6200	541-382-8780	www.firstinterstatebank.com bill.kuhn@fib.com	Cameronne Mosher	176	1977	N/A
The Bulletin/EO Media Group & Central Oregon Media Group 320 SW Upper Terrace Dr., Ste. 200, PO Box 6020, Bend, OR 97702	541-617-7839	N/A	printdrop@bendbulletin.com	Holly Rouska	172	1903	N/A
Western Heavy Haul & SMAF 2260 NW Industrial Park Rd., PO Box 672, Prineville, OR 97754	541-447-5643	541-447-2190	www.whhsmaf.com scotp@whhsmaf.com	Scott Porfly	171	1965	N/A
Home Instead Senior Care 296 SW Columbia St., Ste. C, Bend, OR 97702	541-209-6016	541-330-7362	www.homeinsteadbend.com Jonathan.Mack@homeinstead.com	Cole Mack, Jonathan Mack	170	2000	N/A
MASA Medical Transport Solutions 70 SW Century Dr., Bend, OR 97702	541-848-8124	N/A	masamts.com/biz-solutions turioste@masamts.com	Tony Urioste	170	1974	N/A
Albertson's - Regional 1800 NE Third St., 61155 S Hwy. 97 1655 SW Odem Medo Rd.	541-382-6328	N/A	www.albertsons.com	Customer Service	165	N/A	N/A
G5 Search Marketing 550 NW Franklin Ave., Ste. 200, Bend, OR 97703	541-306-3374	N/A	www.G5platform.com carrie.percich@g5platform.com	Carrie Percich	165	2005	N/A
Medline Industries, Inc. 1500 NE Hemlock Ave., Redmond, OR 97756	541-923-3310	541-923-3375	www.medlinerenewal.com customer.service@medlinerenewal.com	Suzie Wyss	165	1997	N/A
Nosler, Inc. 107 SW Columbia St., PO Box 671, Bend, OR 97709	541-382-3921	541-388-4667	www.nosler.com catalog@nosler.com	Zach Waterman	164	1948	N/A
Hayden Homes Inc. 2464 SW Glacier Pl., Ste. 110, Redmond, OR 97756	541-923-6607	541-548-0761	www.hayden-homes.com kmcgowan@hayden-homes.com	Katie McGowan	159	1989	N/A
Riverhouse on the Deschutes 3075 N Business Hwy. 97, Bend, OR 97701	541-389-3111	541-389-0870	www.riverhouse.com marketing@riverhouse.com	Eric Trachsel	157	1974	N/A
J Bar J Youth Services 62895 Hamby Rd., Bend, OR 97701	541-389-1409	N/A	www.jbarj.org	Eva Gill	154	1968	N/A
Rebound Physical Therapy - Regional Throughout Central Oregon	541-382-2181	541-382-7875	www.reboundoregon.com info@reboundoregon.com	Varies with location	153	1995	N/A
Bend Surgery Center 1342 NE Cushing Dr., Ste. 170, Bend, OR 97701	541-318-0858	541-318-6740	www.bendsurgery.com info@bendsurgery.com	Todd Currier	150	1997	N/A
BendBroadband 63090 Sherman Rd., Bend, OR 97703	541-382-5551	541-317-9086	www.bendbroadband.com	Tyler Honzel	150	1955	N/A
Deschutes Brewery 901 SW Simpson Ave., Bend, OR 97702	541-385-8606	541-383-4505	www.deschutesbrewery.com info@deschutesbrewery.com	Gary Fish	150	1988	N/A
Juniper Swim & Fitness Center 800 NE Sixth St., Bend, OR 97701	541-389-7665	541-385-6706	www.juniperswimandfitness.com info@bendparksandrec.org	Sue Glenn	150	1949	N/A
Knife River 64500 OB Riley Rd., Bend, OR 97701	541-388-0445	541-388-8932	www.kniferiver.com chris.doan@kniferiver.com	Chris Doan	150	1968	N/A
Sisters School District 525 E Cascade Ave., Sisters, OR 97759	541-549-8521	N/A	www.ssd6.org info@ssds.k12.or.us	Front Desk	150	1885	N/A
Ray's Food Place - Regional Throughout Central Oregon	541-318-7297	N/A	www.gorays.com	Varies with location	149	2001	N/A
Mid Oregon Credit Union PO Box 6749, Bend, OR 97701	541-382-1795	N/A	www.midoregon.com kyle@midoregon.com	Bill Anderson	145	1957	N/A
Kirby Nagelhout Construction Company 63049 Lower Meadow Dr., Bend, OR 97701	541-389-7119	541-385-5834	www.knccbend.com Miket@kirbynaglehout.com	Mike Taylor	140	1986	N/A
Lowe's Home Improvement Warehouse 20501 Cooley Rd., Bend, OR 97701	541-693-2560	541-693-2561	www.lowes.com	David Lockard	135	2005	N/A
Wells Fargo 960 NW Wall St., Bend, OR 97701	541-735-5173	541-388-0514	www.wellsfargo.com colm.s.boer@wellsfargo.com	Colm Boer	135	1936	N/A
Quality Truss 1000 SE Lake Rd., Redmond, OR 97756	541-923-2759	541-923-0023	qtruss@qtruss.com	Andy Scott, Ted Hormel	133	1985	N/A
Suterra LLC 20950 NE Talus Pl., Bend, OR 97701	541-388-3688	866-326-6737	www.suterra.com customercare@suterra.com	N/A	132	1984	N/A
Microsemi Corporation 405 SW Columbia St., Bend, OR 97702	541-382-8028	541-388-0364	www.microsemi.com	Mark Gabler	130	1984	N/A
Systema 265 NW Franklin Ave., Ste. 201, Bend, OR 97701	541-602-2092	N/A	www.systema-usacorp.com	Travis Stevens	130	1993	N/A
Benham Hall at SHARC 57250 Overlook Rd., Sunriver, OR 97707	541-585-3144	541-593-6900	www.sunriversharc.com/eventspace sharevents@srowners.org	Melanie Berg	125	2012	N/A
U.S. Bank 1025 NW Bond St., Bend, OR 97703	541-388-8722	541-388-7396	www.usbank.com wendy.mcgrane@usbank.com	Wendy McGrane, Coby Horton	125	1937	N/A
Hooker Creek Companies, LLC 95 SW Scalehouse Lp., Ste. 100, Bend, OR 97702	541-389-0981	call first	www.hookercreek.net info@hookercreek.net	Scott M. Carlson	120	1993	N/A
Pantheon Drug Development & Manufacturing Services 62925 NE 18th St., Bend, OR 97701	541-318-7115	541-318-7082	www.pantheon.com pharmaservices@thermofisher.com	Marshall Crew	120	2008	N/A
The Athletic Club of Bend 61615 Athletic Club Dr., Bend, OR 97702	541-385-3062	541-385-4774	www.athleticclubofbend.com	Kip Heilman	120	1993	N/A
Seventh Mountain Resort 18575 SW Century Dr., Bend, OR 97702	541-382-8711	541-382-3517	www.seventhmountain.com info@extraholidays.com	Jim Kinney	116	1971	N/A
Taylor Northwest LLC 18500 Bull Springs Rd., Bend, OR 97703	541-382-7887	541-382-3505	www.taylornw.com	Todd Taylor	116	2003	N/A
Head Start: NeighborImpact 2303 SW First St., Redmond, OR 97756	541-548-2380 ext.127	541-504-5725	www.neighborimpact.org/get-help/head-start hs-support@neighborimpact.org	Scott Cooper	115	1985	N/A
Home Depot, The 63465 Hwy. 97, Bend, OR 97701	541-382-1020	541-617-5496	www.homedepot.com	Richard Bouchard	115	1999	N/A
Central Oregon Intergovernmental Council 334 NE Hawthorne Ave., Bend, OR 97701	541-548-8163	541-923-3416	www.coic.org coic@coic.org	Tammy Baney	111	1972	N/A
COIC WorkSource Offices Redmond/Prineville/Bend	541-388-6070	N/A	www.coic.org coic@coic.org	Dana Dunlap	111	1972	N/A
Broken Top Club 62000 Broken Top Dr., Bend, OR 97702	541-383-8200	541-383-1963	www.brokentop.com brokentopclub@brokentop.com	Mike Sizemore	110	1993	N/A
Redmond Area Park & Recreation District 465 SW Rimrock Dr., Redmond, OR 97756	541-548-7275	N/A	www.raprd.org raprd@raprd.org	Vicki O.	104	1978	N/A
Pahlish Homes, Inc. 210 SW Wilson Ave., Ste. 100, Bend, OR 97702	541-385-6762	541-385-6742	www.pahlishhomes.com Jessicas@pahlishhomes.com	Jessica Seidel	102	1983	N/A
Energy Trust of Oregon 421 SW Oak St., Ste. 300, Portland, OR 97204	866-368-7878	503-546-6862	www.energytrust.org Emily.Findley@energytrust.org	Emily Findley, Susan Jowaiszas	100	2002	N/A
PV Powered Advanced Energy, Inc. PO Box 7348, Bend, OR 97701	541-312-3832	541-312-3840	www.advanced-energy.com Yuval.Wasserman@aei.com	Yuval Wasserman	100	2003	N/A
Tech Soft 3D 1567 SW Chandler Ave., Ste. 100, Bend, OR 97702	541-385-3000	503-914-0483	www.TechSoft3D.com info@techsoft3d.com	Ron Fritz	100	1996	N/A
Worthy Brewing Company 495 NE Bellevue Dr., Bend, OR 97701	541-639-4776	N/A	www.worthybrewing.com events@worthybrewing.com	Stephanie Banner	100	2014	N/A

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.

Oregon: An Expensive Place to Live — An Expensive Place to Die

by MICHAEL SIPE, President — CrossPointe Capital

This year, individual tax-payers in Oregon, will pay more in income taxes than residents of any other state. That's according to U.S. News and World Report on January 24, 2022, citing a Finance Buzz analysis of federal and state tax rates for 2021. That's one reason the Oregon Office of Economic Analysis just announced unprecedented tax revenues. According to its May 18, 2022 report: "Oregon experienced a flood of collections during the 2022 tax filing season, far outstripping projections. Following a record year for payments during the 2021 tax season, final payments this year came in \$1.2 billion (70 percent) larger. Along with large personal income tax collections, corporate and estate tax collections continue to set records as well."



However, it's not just high tax rates causing the flood of state revenue. It's inflation. Between gas prices, home prices, rental rates, utilities, groceries and the exploding cost of everything else, it's expensive to live in Oregon. That's been offset a bit by higher wages. But guess what... higher wages and higher incomes bump people into higher tax brackets. So, you might see a higher face value paycheck, but it's eroded by the cost of living and by the higher taxes you'll pay.

Not only is Oregon an expensive place to live, Oregon is an expensive place to die. Oregon is one of only 13 states that imposes an estate tax on its residents when they die. Oregon estate tax rates range from ten to 16 percent on the value of the estate that exceeds \$1 million. In contrast, the federal estate tax exemption level is currently \$12.06 million (for 2022). Three-fourths of states do not impose an estate tax or inheritance tax at all, and only Massachusetts has exemption threshold as low as Oregon's. Estate taxes in Oregon are expected to bring in \$300 million in 2022, and they are not counted in the calculation of the individual tax-payer kicker rebate. This for a state that is flush with cash and already has the highest income tax rates in the country.

Assuming you like the idea of inheritance taxes, a million-dollar threshold might seem reasonable. But consider the plight of the "accidental millionaires" in inflationary economies like Oregon's. This scenario occurs when home and commercial property values rise significantly in the years leading up to the passing of the property owner, leaving family members in a pinch financially having to pay estate taxes while grieving the loss of a loved one.

The estate tax imposes an artificially imposed burden on small and family-owned businesses and individual residential and commercial property owners desiring to grow their net-worth over time, especially for those preparing to pass the family assets on to the next generation. Realize that the build-up of the estate was already taxed in multiple ways each year through income, property, corporate

activities taxes, fuel taxes and countless other state taxes.

The threat of the additional estate tax forces Oregonians who are aware of the risk to pay for expensive estate planning and costly life-insurance policies if they want to keep their hard-earned assets in the family. In the United States, the trust and estate planning industry is a \$191 billion industry, and, at the risk of taking food off the table of tax accountants and attorneys, the enormous fees that individual Americans pay for estate planning would be dramatically smaller without government mandated estate taxes. However, recent estimates are that 50-60 percent of Americans don't even have a will, let alone an expensive and comprehensive estate plan.

At its worst an unplanned estate tax bill can put an unprepared family right out of business. While the owner of the estate is responsible for the tax, their heirs are responsible for the actual payment of the tax upon the death of the owner. For estates comprised mainly of illiquid assets, like small businesses, land — or a building, coming up with the cash to pay the tax can be a major challenge. This can often result in a "fire sale" just to pay the taxes, thus further depleting generational wealth and economic stability. The estate tax thus undermines the American Dream shared by hard working citizens to build a prosperous life for themselves and their families.

Given the inflationary economy that has pushed the face value of assets up dramatically, the Oregon legislature needs to address estate tax reform in Oregon immediately before we see more and more middle-class Oregon families caught up in a needless and excessively burdensome estate tax situation. The appropriate move should be to repeal the Oregon estate tax, or at least set the threshold equivalent to the current federal level. We may not be able to immediately solve the cost of living in Oregon, but we certainly could solve the cost of dying. In the meantime, if you own a business or property, make sure your estate plan is up to date.

crosspointecapital.com



GRAPHIC | COURTESY OF CROSSPOINTE CAPITAL

COMMUNICATION FOR TODAY'S
HYBRID WORKFORCE

HIGH SPEED
INTERNET

VoIP
PHONES

REMOTE
FEATURES

Locally owned &
operated since 2003

(541) 389-4020 | 130 NW Greenwood Ave | BendTel.com

Can You Resist
this Face?

HUMANE SOCIETY OF
CENTRAL OREGON

TO VOLUNTEER
OR DONATE
CALL 541.382.3537
WWW.HSCO.ORG

MAKE YOUR HOUSE A HOME.
ADOPT TODAY.

NIGHTLY BUSINESS PATROLS

28
YEARS

OREGON DPSST # 858

Security PROS
INCORPORATED
Certified Security Professionals
Celebrating 28 Years 1994 - 2022

541-330-0404
541-548-1992
securityprosbend.com

RECESSION-
PROOF YOUR
RETIREMENT

David
ROSELL

Securities offered through ValMark Securities, Inc. Member
FINRA, SIPC. 130 Springside Drive, Suite 300, Akron, OH 44333
800.765.5201 Investment Advisory Services offered through
ValMark Advisers, Inc., a SEC-registered investment advisor.
Rosell Wealth Management is a separate entity from ValMark
Securities, Inc. and ValMark Advisers, Inc.

RosellWealthManagement.com

TUNE IN TO
BEND LOCAL
DAVID ROSELL'S
PODCAST ON
INVESTING IN THESE
UNCERTAIN TIMES.

Listen on
Spotify

Listen on
Apple Podcasts

Google Podcasts

Behavior Science & Your Portfolio

by ED WETTIG, CFP — Cornerstone Financial Planning Group

It is interesting to note that loss aversion is a term used in behavioral science where a real or potential loss is perceived by individuals to be psychologically or emotionally more severe than an equivalent gain. Year-to-date unrealized losses may weigh on investors, especially those who put large sums of money in the market at the peak. As the downturn in the stock market stretches into its sixth month, the S&P 500 has brushed with bear market territory on a couple of occasions and the NASDAQ has fared even worse (down 13 percent and 23 percent year-to-date, respectively). Analysts suspect the decline may not yet be over, but it is difficult, even for seasoned professionals, to call when the stock market will bottom, or how long a recovery might take.



The Behavioral Science Behind Fear or Flight Mode

The most severe reaction to prolonged market declines is to go into a fear or flight mode. Occasionally such fear unwisely drives investors out of the market at lows, at which point attempts at reentry can lead to investors missing out on the recovery, rather than staying the course. These fear-based mistakes are often followed by regret at missing out on successive gains.

How can an investor avoid making investment decisions based on emotions? By understanding why this can happen and evaluating the logic behind the desire to act. Behavioral scientists trace the fear response to the part of the brain called the amygdala. The hippocampus works with the amygdala to help the brain interpret the perceived threat. For example, it would be normal to feel paralyzed not knowing how to react when the brain is overloaded with information or to feel a need to take back control. This is the process of deciding how to analyze and react to new information. While these emotional responses are natural, when it comes to finances, it is advisable to talk through any potential actions with a trusted financial representative, who is best positioned to give personalized financial advice and suggestions during more turbulent periods.

While concerning, the prolonged market pullback is a combination of natural market forces and unforeseeable shocks such as the war in Ukraine and China's zero-covid policy, both of which will hopefully be resolved in due time. Even in the midst of these events, however, there are factors that bring long-term investors optimism.

continued investor confidence that businesses will likely overcome near-term growth and inflation concerns. Improving data on the direction of inflation and/or easing global trade logistics could give more credence to the rally. Until then, market volatility may well continue until it finds a new level of support at which valuations are justified by future earnings. There are known and unknown risks. The stock market is widely accepted as a future predictor of earnings, but it can only take into account known risks. Surprises may yet swing the market in either direction. In uncertain times like these, buying into stocks at a lower cost frequently works out well for the long-term investor because market declines have historically tended to be short-lived. In such scenarios, automated payments can be perceived as purchasing at a discount. Each investor's circumstances are unique, but in general, the top three factors to take into consideration given economic conditions today are:

- 1) Investors may consider delaying retirement beyond full retirement age for a bump up in social security benefits to hedge against this year's high inflation
- 2) To the extent that investors are worried about selling from an investment account, investors may choose to hold off making large discretionary purchases until a recovery is in sight.
- 3) Investors, who must make withdrawals for various reasons and have been participating in the market for some time, can take comfort in the knowledge that the S&P 500 returned an average of 14.7 percent from 2012 through 2021. The past decade generated above-average returns.

Lastly, investors should always keep their Financial Professional informed of any changes in circumstances (e.g., job, home purchase, a change in planned retirement date) that affect your long-term financial plan. Be well!

Provided by Ed Wettig, CFP, Cornerstone Financial Planning Group, which offers investment management, financial planning and retirement income strategies. Representative is registered with and offers only securities and advisory services through PlanMember Securities Corporation, a registered broker/dealer, investment advisor and member FINRA/SIPC. 6187 Carpinteria Ave, Carpinteria, CA 93013, 800-874-6910. Cornerstone Financial Planning Group and PlanMember Securities Corporation are independently owned and operated. PlanMember is not responsible or liable for ancillary products or services offered by Cornerstone Financial Planning Group or this representative.

Strong performance in the stock markets to close out May is a sign of

cornerstonefinancialbend.com



MIRROR POND CLEANERS

(541) 389-1411

615 NW Franklin Ave. • Bend, Oregon 97701



GREENEARTH[®]
CLEANING



SUDDEN SERVICE



GREENEARTH[®]
CLEANING

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



Nick Dally

Sheppard Wealth Management welcomes **Nick Dally** to its team as a client analyst. Dally will be graduating this month with honors from the Business Administration Program at OSU-Cascades. He will begin a Certified Financial Planning program in July. Dally brings to Sheppard Wealth his strengths in analytical and critical thinking, project management and a strong desire to help our clients achieve their financial goals.

Dally moved to Bend in 2019 after serving six years in the U.S. Navy, where his focus was on intelligence collection and analysis. When he's away from the office, he enjoys spending time with his fiancé and friends snowboarding, mountain biking, rock climbing and surfing. He is passionate about veteran outreach and enjoys participating in Honor Flight trips, as well as different veteran-focused surfing organizations.

Compass Commercial Real Estate Services announced **Ellisse Dickey** as its newest partner. She is the first marketing staff personnel to be offered a role in partnership and is currently one of two female partners in the firm. She accepted the offer at the end of 2021 and will be taking on the role of Secretary.

Dickey was introduced to Compass Commercial in 2008 through a summer internship. After obtaining her bachelor's degree in graphic design at Oregon State University, she returned to the area and officially joined the company in 2013 as a graphic designer. Dickey was promoted to marketing manager in 2020 and has been overseeing the department since then.



Ellisse Dickey

Dickey has been an exceptional asset to the Compass Commercial team. She took the pandemic in 2020 as a time to retool Compass for the future. One of her proudest accomplishments was updating the company branding beginning with the logos. This redesign spurred new designs for signage, letterhead, flyers and more.

In 2020, Dickey was named as an Accomplished Under 40 Winner by *Cascade Business News*. She was also given Compass Commercial's Founders Award in 2020 for her hard work, leadership, expertise and innovation in growing the company's image. Dickey won the Compass Cares Award in 2021 for her dedication and service to the Central Oregon community, specifically, her substantial involvement with the music ministry at Redmond Community Church, her role as a 4-H leader and her volunteer work for Hearts and Hands for Humanity, a Compass Cares Charity.



Cirith Anderson

OnPoint Community Credit Union has hired seasoned risk management expert **Cirith Anderson** to serve as senior vice president and chief risk officer. She joins the executive team of Oregon's largest credit union with more than 480,000 members and \$9.4 billion in assets.

Anderson comes to OnPoint with more than 25 years of experience in managing risk and compliance for regional and national financial institutions. She most recently served as senior vice president/chief compliance officer at Umpqua Bank where she oversaw the design and execution of the financial institution's enterprise compliance risk policies and procedures.

In her new role, Anderson leads OnPoint's enterprise risk management infrastructure. Her primary responsibilities include identifying and mitigating current and future risks, monitoring and testing risk controls and continuing to embed risk management as a primary component of OnPoint's workplace culture. As CRO, Anderson serves as OnPoint's chief regulatory and legislative liaison, as well as its expert on all related laws and regulations, and manager of regulatory examinations. Anderson maintains relationships with local and national regulators such as the State of Oregon and the National Credit Union Administration (NCUA).

Anderson earned a bachelor of arts from Willamette University and will complete her executive master of business administration from the University of California, Los Angeles in 2023. She is a graduate of the Pacific Coast Banking School.

Anderson enjoys giving back to the community, serving as a small business and student mentor at Washington State University's Carson College of Business and vice president for the Cascade Whippet Club. She volunteers at the Art on the Boulevard gallery in Vancouver and previously served on the fundraising committee for Minds

Matter of Portland, Inc. Anderson lives in Vancouver, Washington and is an active outdoor enthusiast.



Jon Stark

Economic Development for Central Oregon (EDCO) Board of Directors' Executive Committee announced the appointment of **Jon Stark** as CEO, effective June 1, 2022.

Stark has been with EDCO and Redmond Economic Development Inc. (REDI) for 13 years and took over as Interim CEO of the organization on January 3, 2022.

EDCO's Executive Committee, on behalf of the EDCO Board of Directors, conducted the search for the permanent CEO.

After a two-year hiatus, **Central Electric Cooperative** resumes the Washington, D.C. Youth Tour for high school juniors. This year's winners, **Erica Capson** and **Morgan Shaw**, are from Ridgeview High School (RVHS).

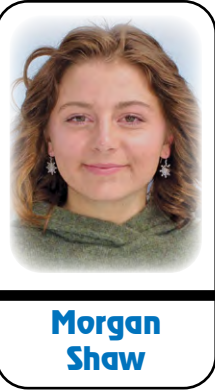
A musician, thespian, small businesswoman and scholar-athlete, Capson is a member of the National Honor Society, Key Club, Drama Club and the RVHS Choir. She is also a member of the high school's cross country and lacrosse teams. Outside of school, Capson enjoys knitting various items for her business, Homemade by Knit Wit, spending time with family and planning youth activities for her church through the Stake Youth Council.

A 4.3 student, Shaw is a member of the National Honor Society, Key Club, Future Business Leaders of America, Sparrow Club and Leadership at RVHS. She is a competitive ski racer and runs cross country when not in the classroom. Shaw also loves to volunteer in the community, including helping the elderly at a local retirement home or mentoring elementary students through Big Brothers, Big Sisters.

The Washington Youth Tour is a program offered by electric cooperatives throughout the nation to high school juniors from their co-op membership. Participants receive an all-expense-paid trip to the nation's capital and learn about the nation's history with visits to the Arlington National Cemetery, the Washington Monument and the Smithsonian. In addition, students not only meet with other participants their age from across the nation, but they also get the opportunity



Erica Capson



Morgan Shaw

More Who's Who Page 28 ►

OUR
MISSION
IS SIMPLE:

Help Individuals, Families,
Business Owners & Non-Profits
Achieve Peace & Understanding in
Their Personal & Financial Lives

S H E P P A R D
W E A L T H

5 NW Minnesota Avenue, Suite 220, Bend
541.604.8603 | SheppardWealth.com

Sheppard Wealth Management LLC is a registered investment adviser. Advisory services offered to clients or prospective clients where Sheppard Wealth Management LLC and its representatives are licensed or exempt from licensure.

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

New hires, promotions,
accolades, awards, retiring?
Send us your

Who's Who!

Send a high resolution head shot and a short,
100- to 150-word writeup to
CBN@CascadeBusNews.com to be seen in
the next edition of *Cascade Business News*.

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

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

Who's Who
Continued from page 27

to discuss current issues with Congressional representatives and senators.

Therapy Works Physical Therapy welcomes **Jessica Shiyomura**, PT, DPT, as the newest member of the team.

Shiyomura enjoys working with a wide range of patient populations and strives to help her patients return to their desired level of function. She is a certified Yoga Instructor and Barbell Rehab Method Certified Professional, which allow her to provide different treatment techniques to her patients and connect with more people. Shiyomura's clinical experience includes treating patients with orthopedic complaints, pre- and post-operative care, sports rehab, repetitive or over-use injuries and chronic pain including Ehlers-Danlos Syndrome and Hypermobility Spectrum Disorders. She has worked with patients in their adolescents through geriatrics to help them thrive during their recovery process.

Outside of work, Shiyomura enjoys spending time with her husband and their Standard Poodle, Frank, while they visit Oregon wineries, go hiking and participate in stand up paddleboarding together.



Trevor Campbell, CPA, CFE, has been promoted to a partner at **Kernutt Stokes**. Campbell has been with the firm since 2011 and provides a range of services including financial statement audits, internal audits, consulting, internal control development and fraud examinations. His industry specialties include insurance, manufacturing, brewing and higher education.

Campbell has an undergraduate degree in business from Southern Oregon University and a master's degree in accounting (MAcc) from the University of Oregon. He holds memberships at American Institute of Certified Public Accountants (AICPA), Oregon Society of Certified Public Accountants (OSCPA), Association of Certified Fraud Examiners (ACFE) and Oregon Association of Certified Fraud Examiners (OACFE). Campbell will be relocating from the firm's Eugene office to the Bend office in June, 2022, where he will continue to serve clients statewide.

Jayathi Y. Murthy, a national leader in higher education engineering teaching, research and service, and advancing diversity, equity and inclusion, has been appointed **Oregon State University's** next president.

Murthy, who has served as the Ronald and Valerie Sugar Dean at the UCLA Henry Samueli School of Engineering and Applied Science since January 2016 and previously worked at several other top engineering universities and in the private sector, will become OSU's 16th president on Sept. 9, 2022. She will succeed Becky Johnson, who has served as OSU's interim president since May 1, 2021, and will remain OSU's president through Sept. 8.

Oregon State's Board of Trustees voted unanimously Tuesday morning to approve Murthy's appointment and a five-year employment agreement to lead the state's largest public university.

Murthy is the first woman of color to lead OSU.

Murthy praised OSU for its growing national and global research prominence and its contributions to Oregon communities statewide through OSU Extension and engagement programs.

Murthy, 64, was the first woman dean at UCLA's engineering school, which has 190 faculty members and more than 6,000 undergraduate and graduate students.



During her tenure, she made expanding access to a UCLA engineering education a top priority. This includes deepening relationships with local community colleges, increasing outreach to underrepresented minority groups and easing the transition for transfer students.

She also led the effort to establish Women in Engineering at UCLA (WE@UCLA) — a program that supports the full participation of women in engineering.

Murthy also has been active helping raise more than \$330 million in philanthropy at UCLA.

She underscored her intention to advance OSU's commitment to inclusive excellence among students, faculty and staff.

Murthy said the university will advance inclusive excellence by providing access to college for all learners and providing students enrolled on campus and online with strong student support services, including advising, internships, mentoring and financial assistance for those with need.

Under Murthy's leadership at UCLA, the engineering school focused on growth in areas critical to the 21st century, including engineering in medicine and biology; sustainable and resilient urban systems; artificial intelligence, machine learning and data science; cybersecurity and the future internet; robotics and cyberphysical systems; as well as advanced materials and manufacturing. She also is a distinguished professor in the school's mechanical and aerospace department.

Before joining UCLA, Murthy was chair of the mechanical engineering department at the University of Texas at Austin and held the Ernest Cockrell, Jr. Memorial Chair in Engineering from 2012-2015. Prior to that, Murthy was a mechanical engineering professor at Purdue University from 2001-2011 and served as a professor of mechanical engineering at Carnegie Mellon University in Pittsburgh from 1998 to 2001.

While at Purdue and University of Texas, Murthy served as the director of the Center for Prediction of Reliability, Integrity and Survivability of Microsystems (PRISM) from 2008 to 2014, a center of excellence supported by the National Nuclear Security Administration (NNSA).

Murthy began her career at Arizona State University, where she was an assistant professor of mechanical and aerospace engineering from 1984 to 1988. From 1988 to 1998, Murthy worked at New Hampshire-based Fluent, Inc., a developer and vendor of the world's most widely used computational fluid dynamics software. She led the development of algorithms and software that still form the core the company's products.

She has authored over 330 technical publications.

Murthy received a doctorate in mechanical engineering from the University of Minnesota, a master's degree in mechanical engineering from Washington State University and a bachelor's of technology degree in mechanical engineering from the Indian Institute of Technology, Kanpur, where she was named a distinguished alumna in 2012.

She is a member of the National Academy of Engineering (NAE), foreign fellow of the Indian National Academy of Engineering (INAE), fellow of the American Society of Mechanical Engineers (ASME) and the recipient of many honors, including the ASME Heat Transfer Memorial Award in 2016 and the ASME Electronics and Photonics Packaging Division Clock Award.

Her research interests include nanoscale heat transfer, computational fluid dynamics and simulations of fluid flow and heat transfer for industrial applications. Recently, her focus is on sub-micron thermal transport, multiscale multi-physics simulations of micro- and nano-electromechanical systems (MEMS and NEMS) and the uncertainty quantifications involved in those systems.

Murthy is married to Dr. Sanjay Mathur, an aerospace engineer who works at SparkCognition, a firm specializing in artificial intelligence systems and development.

Action to appoint Murthy by the OSU Board of Trustees concluded a national presidential search launched in late 2021 with the formation of a 17-member search advisory committee, the holding of community listening sessions and development of a presidential leadership profile to guide the recruitment process.

The recruitment included an extensive interview process of candidates that involved the search advisory committee and trustees. On May 23 and 24, two finalist candidates were invited to OSU's Corvallis campus for final interviews with the board of trustees, community conversations and public forum meetings with each finalist. The search process included the opportunity for community members to provide web input to the board on each finalist and also included extensive background checks and due diligence on each finalist.

Businesses Serving Community

RIMROCK TRAILS TREATMENT SERVICES

Rimrock Trails Treatment Services received \$10,000 in grant funds from The Roundhouse Foundation. The contribution benefits the organization's Scholarship Support Fund, helping to ensure that local individuals and families have access to behavioral health services no matter their financial circumstances.

Mental health and substance use issues are primary health issues facing the Central Oregon community. Though many individuals utilize the Oregon Health Plan, those with private insurance or who self-pay often cannot afford the accompanying deductible or out-of-pocket fee. The Team at Rimrock believes that all individuals should have equal access to services. To do their part in May 2021, with a \$12,000 grant from the United Way of Central Oregon, the organization created the Rimrock Trails' Scholarship Support Fund allowing individuals and families to apply for assistance with out-of-pocket costs that have become barriers to seeking and sustaining the help they need.

The additional funding from The Roundhouse Foundation will sustain the Fund to ensure that individuals with high deductibles or with limited or no insurance covering the cost of treatment can access Rimrock Trails' behavioral health services in their Bend, Redmond and Prineville Counseling Clinics.

Eligible applicants include individuals or families currently or previously engaged in Rimrock Trails Outpatient Program with a participation rate

of 80 percent or higher or individuals who have completed residential treatment and have accrued an out-of-pocket balance that is a burden or barrier to continued care.

BEND-REDMOND HABITAT FOR HUMANITY

Bend-Redmond Habitat for Humanity is one of more than 230 Habitat for Humanity affiliates awarded a grant from the Wells Fargo Foundation as part of its nationwide initiative to help low to moderate income families build and improve their homes.

Bend-Redmond Habitat for Humanity received a \$30,000 grant to help build two townhomes in its Quince Townhome development in Redmond.

The number of Bend and Redmond families who are struggling to afford housing is on the rise. April 2022's median home prices were \$775,000 in Bend and \$545,500 in Redmond. In comparison, the average Habitat for Humanity family can afford to purchase a home of \$300,000 or less. Renting may seem like a logical solution, but one in seven Oregon residents spend more than 50 percent of their income on rent, sacrificing food or health care costs to make ends meet.

This funding is part of a \$7.75 million donation to Habitat for Humanity International through the Wells Fargo Builds program to support the construction, renovation and repairing of more than 350 affordable homes across the U.S.

Leadership Bend Class of 2022 Takes on Two Impact Projects for the City

Focus on Water Conservation & Increasing Workforce Housing Inventory

by LISA NIELSEN, Marketing Lead — Bend Chamber of Commerce

Each year, the current cohort of Leadership Bend, a program of the Bend Chamber, works on a class capstone project as a means of providing a meaningful impact to the community. This year, the class of 2022 took on two impact projects.

Working in partnership with the City of Bend, one impact team undertook a campaign to increase participation in the City's WaterSmart program by commercial water users. WaterSmart is an online tool that helps water users save water by tracking usage, alerting them to possible leaks and providing water-saving tips and resources. Bend Park and Recreation District experienced this firsthand when WaterSmart helped it detect a significant leak under its primary community pool.

According to JoAnna Edwards, the District's information specialist, "WaterSmart is used throughout our system of 80 meters and enables us to run tests daily and analyze water meters in real-time. We were notified by the system to enable us to repair the pool leak quickly and without significant loss, which is crucial for our service to the community."

The impact project targeted the City's 2,419 commercial users because although they account for only ten percent of water users in total, they consume over 27 percent of the City's water. They are also far less likely to be enrolled with WaterSmart than residential users. Providing businesses with the data available through WaterSmart is the first step toward effective conservation since it allows companies to make informed decisions about their water consumption.

The Leadership Bend campaign reached out to commercial water users to promote WaterSmart through email, radio ads and social media between January and April 2022. During this time, the campaign's recruitment rate was 8.29 percent, and 101 new commercial accounts were activated. With commercial water users consuming an average of 546,920 gallons per day in Bend, the team's efforts brought 57,427 gallons, or 10.50 percent of this total, into the WaterSmart program. That's 101 local businesses with better information about their water consumption — helping them shut down leaks when they start, employ effective conservation measures and lower operating costs, all while benefiting the community's water supply.

The other impact team developed a How-To Guide for Building an ADU (Accessory Dwelling Unit). Now that Oregon State Legislature's House Bill 2001 has passed, homeowners have more options to add housing to their lots. This can provide homeowners with income to offset their mortgage and add more workforce housing to the community.

The guide provides detailed information on four key areas — financing and costs, permitting and zoning, design and construction and property management — and is now live on the Bend Chamber website at bendchamber.org/adu. Prior to the creation of the guide, potential builders were left to their own devices to search for answers from disparate locations.

"The City is grateful to the Leadership Bend team for putting this valuable tool together for the citizens of Bend. ADUs certainly will provide more housing inventory for our workforce and they are something that can start being built now," shared Eric King, city manager at the City of Bend.

On Friday, June 3, a postcard mailer will be sent to approximately 4,000 Bend residents to help promote the concept of ADUs and share the news of the guide. The recipients of the mailer were determined to be good candidates for an ADU based on their current lot size and housing type.

The mission of the Bend Chamber is to create an environment where businesses, their employees and our community excel together through collaboration, advocacy, resources and leadership to meet Bend's business challenges.

Leadership Bend is a community leadership development program designed to identify, educate, train and connect willing and committed citizens to leadership roles in our community. There now are nearly 600 Leadership Bend alumni who now serve as our community "trustees" through board service, elected office and more. Leadership Bend is supported by Taylor Northwest, St. Charles Health System and like-minded businesses who believe that a healthy community comes from investment in leadership.

bendchamber.org/adu


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

PAYING **TOO MUCH** FOR YOUR PRINTER'S MAINTENANCE?

- ✓ Cleaning/Repair Labor
Onsite in Bend
- ✓ 10% OFF "New Customer"
First Toner Order *(Compatibles Only)*
- ✓ No Contract Necessary
- ✓ Mention **Cascade Business News**
& Receive an Additional
5% Discount
- ✓ Small Enough to Care;
Big Enough to Take Care of You!
- ✓ Free Recycling of Printers,
Toners & Ink Cartridges
- ✓  New Tree Planted with
Every Service & Cartridge Bought

\$49⁰⁰



If we cannot fix it, No charge to you!
2669 NE Twin Knolls Dr., Suite 205, Bend
(541) 318-5211

 Find us on:
facebook



PRINTER RESOURCES AND RECYCLING

21 Years proudly serving Central & Eastern Oregon

www.MyPrinterResources.com

Building Permits

COMMERCIAL PERMITS WEEK ENDING 5-27-2022

City of Redmond

\$1,700,000.00	-	Commercial (New) 12,250 sf. at 455 SW Tamarack Ct. Redmond 97756 OR Owner: Tamarack Court Properties, LLC 20046 Tumalo Rd. Bend, OR 97703 Builder: RD Building and Design, LLC 541-815-7104 Permit # 711-22-000879
\$1,200,000.00	-	Commercial (New) 13,600 sf. at 3786 SW Canal Blvd Redmond 97756 OR Owner: Canal Blvd, LLC PO Box 2030 Bend, OR 97702 Builder: Stillwater Construction and Remodeling, LLC 541-678-2994 Permit # 711-21-000699
\$1,200,000.00	-	Commercial (New) 13,600 sf. at 3786 SW Canal Blvd Redmond 97756 OR Owner: Canal Blvd, LLC PO Box 2030 Bend, OR 97702 Builder: Stillwater Construction and Remodeling, LLC 541-678-2994 Permit # 711-21-000700
\$750,000.00	-	Commercial (Tenant Improvement) 8,948 sf. at 333 NW Larch Ave. Redmond 97756 OR Owner: Timothy Hensley 3959 Croisan Mtn. Dr. S Salem, OR 97302 Permit # 711-22-000841
\$150,000.00	-	Commercial (New) 1,200 sf. at 3786 SW Canal Blvd Redmond 97756 OR Owner: Canal Blvd, LLC PO Box 2030 Bend, OR 97702 Builder: Stillwater Construction and Remodeling, LLC 541-678-2994 Permit # 711-21-000701
\$40,000.00	-	Commercial (New) 340 sf. at 3786 SW Canal Blvd Redmond 97756 OR Owner: Canal Blvd, LLC PO Box 2030 Bend, OR 97702 Builder: Stillwater Construction and Remodeling, LLC 541-678-2994 Permit # 711-21-000702

Deschutes County

\$1,250,000.00	-	Commercial (New) 13,440 sf. at 63389 Rotor Way Bend 97701 OR Owner: Leading Edge Aviation 63132 Powell Butte Hwy Bend, OR 97701 Builder: Empire Construction & Development, LLC 541-389-0070 Permit # 247-22-001536
\$24,004.00	-	Commercial (New) at 19835 4th St. Bend 97703 OR Owner: Greenlee Holdings, LLC 65200 85th St. Bend, OR 97703 Permit # 247-22-003046
\$20,000.00	-	Commercial (Addition) at 1030 B Ave. Terrebonne 97760 OR Owner: Dish Wireless c/o Tilson Tech 12803 NE Airport Way Bldg 6 Portland, OR 97230 Builder: Legacy Wireless Services, Inc. 503-656-5300 Permit # 247-21-009863

City of Bend

\$25,000.00	-	Commercial (Alteration) 1,862 sf. at 1370 SE Reed Market Rd. Bend 97702 OR Owner: D-3 Development, LLC Builder: M & A Contracting, Inc. Permit # PRRE202106721
-------------	---	---

COMMERCIAL PERMITS WEEK ENDING 6-3-2022

City of Redmond



\$720,000.00	-	Commercial (New) 3,196 sf. at 1437 NW 4th St. Redmond 97756 OR Owner: Timbergon, Inc. PO Box 1528 Redmond, OR 97756 Permit # 711-22-000468
\$720,000.00	-	Commercial (New) 3,196 sf. at 1475 NW 4th St. Redmond 97756 OR Owner: Timbergon, Inc. PO Box 1528 Redmond, OR 97756 Permit # 711-22-000460
\$336,000.00	-	Commercial (Alteration) 10,066 sf. at 367 NW Oak Tree Ln. Redmond 97756 OR Owner: Wellmax, LLC PO Box 1583 Corvallis, OR 97339 812-273-2144 Builder: Commercial Contractors Inc. A Corporation of Michigan 616-850-1289 Permit # 711-22-000397

City of Bend

\$1,000,000.00	-	Commercial (Alteration) 1,038 sf. at 20730 Brinson Blvd Ste. 100 Bend 97701 OR Owner: Arthur Pozzi Trust Permit # PRRE202107241
\$50,000.00	-	Commercial (Alteration) 6 sf. at 1777 SW Chandler Ave. Bldg 2 Bend 97702 OR Owner: Chandler Center, LLC Permit # PRRE202200046
\$45,000.00	-	Commercial (Alteration) 374 sf. at 20503 Builders St. Bend 97701 OR Owner: Bend Research, Inc. Builder: CS Construction, LLC 541-617-9190 Permit # PRRE202200938
\$45,000.00	-	Commercial (Alteration) 374 sf. at 20503 Builders St. Bend 97701 OR Owner: Pfizer, Inc. Builder: CS Construction, LLC 541-617-9190 Permit # PRRE202200938
\$39,135.00	-	Commercial (Alteration) 2,000 sf. at 30 NE Bend River Mall Ave. Bend 97703 OR Owner: SFK, LLC Permit # PRRE202203534
\$30,000.00	-	Commercial (Addition) 7 sf. at 61170 27th St. Unit H SOC Bend 97702 OR Owner: Humane Society of Central Oregon Permit # PRAD202108537

Deschutes County

\$2,265,000.00	-	Commercial (New) 11,799 sf. at 100 W Lundgren Mill Dr. Sisters 97759 OR Owner: Hall Holdings, LLC 1195 NW Redfield Cir Bend, OR 97703 Builder: Cohen Skovborg, LLC 541-617-9190 Permit # 247-22-000379
\$1,784,492.00	-	Commercial (New) 17,940 sf. at 63205 Gibson Air Rd. Bend 97701 OR Owner: Aero Facilities, LLC 62765 Powell Butte Hwy Bend, OR 97701 Permit # 247-22-001033
\$636,608.00	-	Commercial (New) 6,400 sf. at 63205 Gibson Air Rd. Bend 97701 OR Owner: Aero Facilities, LLC 62765 Powell Butte Hwy Bend, OR 97701 Builder: Ray Hayes Construction, Inc. 541-420-4751 Permit # 247-22-002065



SUBSCRIBE TO CASCADE BUSINESS NEWS

RECEIVE A FREE COPY OF OUR 2022 BOOK OF LISTS

— **Book of List Online Combo: \$200** (Out of Area \$210)
1 Year of Cascade Business News
1 Year Online Book of lists
1 Hard Copy of Book of List
Annual Savings of \$58

— **Cascade Business News: \$35** (Out of Area \$40)
(includes online subscription)

— **ONLINE Cascade Business News: \$22** (Online Only)

— **Cascade A&E: \$25** (Out of Area \$30)

— **Get ALL print pubs for \$50** (Out of Area \$60)

NAME: _____

ADDRESS: _____

CITY: _____ STATE: _____ ZIP: _____

PHONE: _____ EMAIL for E-News: _____

☐ CHECK ENCLOSED PLEASE BILL MY: ☐ VISA ☐ MC

VISA/MC #: _____ EXP. DATE: _____

SIGNATURE: _____ CVV: _____

Published Twice Monthly Since 1994 • CascadeBusinessNews.com

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

Central Oregon Business Calendar

Email Your Upcoming Business Events to CBN@CascadeBusNews.com

Event Details at CascadeBusNews.com/Business-Events

BUSINESS EVENTS



June 15
5:30-8pm ConnectW Monthly Meeting with Allison Keeley at Open Space, Bend. Info at <https://connectw.org/event/june-2022-monthly-meeting/>.

June 16
4:30-6pm Redmond Chamber Business After Hours at Arome, Redmond.

June 17
8am-5:30pm Bend Chamber YP Summit and After Party at COCC. Register at <https://bend101.regfox.com/2022-bend-yp-summit>.

June 21
5:30-8pm Bend Chamber What's Brewing: Bridging the Gap in Mid-Market Housing, at OSU-Cascades Ed Ray Hall. Information and registration at <https://bendchamber.org/bend-event/whats-brewing-bridging-the-gap-in-mid-market-housing-june-21/>.

June 23
4-5pm Bend Chamber Ribbon Cutting at LRS Architects, Bend.

June 24
8:30-11am Redmond Chamber Summer Business Hop. Information and

registration at <https://www.visitredmondoregon.com/event/summer-business-hop/#!event-register/2022/6/24/summer-business-hop>.

June 29
8-9:30am Bend Chamber Commerce and Coffee at The Bulletin. Information and registration at <https://bendchamber.org/bend-event/commerce-coffee-the-bulletin/>.

WORKSHOPS & TRAINING




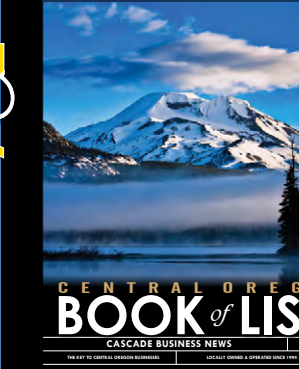


July 23 and September 17
9am-1:30pm and 6-8:30pm Deschutes Soil and Water Conservation District and OSU Extension Service Virtual and In-Person Irrigation Water Management Workshop Series: Adapting to Drought Conditions at Deschutes County OSU Extension Office, Redmond. Register at <https://www.eventbrite.com/e/irrigation-water-mgt-series-adapting-to-drought-conditions-tickets-290821233137>, todd.peplin@or.nacdn.net or 541-550-6339.

(Ongoing)
COCC Small Business Development Center Virtual Classes. View options and registration at <https://www.cocc.edu/departments/continuing/>.

Watch for Upcoming Editions of CASCADE BUSINESS NEWS 2022 EDITORIAL CALENDAR		
ISSUE DATE	SPECIAL SECTIONS	INDUSTRY LISTS
July 6 <small>Deadline June 29</small>	SUNRIVER Profile/Summer Recreation Special	Travel Agencies, Athletic Clubs, Spas, Tour Companies, Mailing Services, Golf Courses
July 20 <small>Deadline Jul 13</small>		Engineers, Insurance Companies, Health Plan Companies
August 3 <small>Deadline Jul 27</small>		Internet Services, Computer Services, Education Services, Web Design & Digital Marketing
August 17 <small>Deadline Aug 10</small>	Women in Business	Largest Women-Owned Businesses, Moving/Storage, Auto Dealers, Trucking & Transportation, Auto Body Repair
September 7 <small>Deadline Aug 31</small>	Annual Healthcare	Asst'd. Living, Chiropractors, Dentists, Eye, Home Care, Hospitals, Physical Therapy, Physician Groups, Reconstructive Surgery, Audiologists, Emergency Transport, Acupuncture
September 21 <small>Deadline Sept 14</small>	Sisters Profile	Financial Planners, Stock Brokers
October 5 <small>Deadline Sept 28</small>	Nonprofit Profiles	Nonprofit Organizations, Accountants, Bookkeepers
October 19 <small>Deadline Oct 12</small>	Accomplished Under 40	Manufacturers in Deschutes, Crook & Jefferson Counties, Garbage/Recycling
November 2 <small>Deadline Oct 26</small>	REDMOND Profile/Fastest 20	Bio-Tech, High Tech Firms, Telecommunications, Utility Companies, Heating/Cooling Companies
November 16 <small>Deadline Nov 9</small>	Made in Central Oregon	Products Made in Central Oregon

Cascade Publications Inc.

Cascade Business News • Cascade A&E • Book of Lists • Sunriver Magazine



- Cascade Publications providing Business News Since 1994
- Cascade A&E Oregon's Only Arts Magazine
- Book of Lists Marketing Tool for Central Oregon
- Sunriver Magazine Visitor's Guide and More

Town & Country

Washington Trust Bank Open House

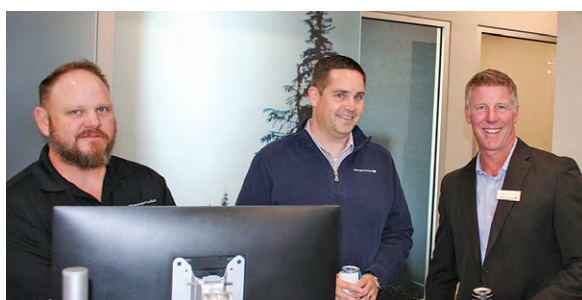
PHOTOS | BY CASCADE BUSINESS NEWS



Washington Trust new location.



Dana Bratton (Bratton Appraisal); Cory Allen (SVP/Central Oregon Team Leader, Washington Trust Bank); Jeremy Cowan (Bratton Appraisal); Jason Spohn (VP/Home Mortgage Sales Manager, Washington Trust Bank)



Mike Smith (Assistant Branch Manager, Washington Trust Bank); Brooke Turner (VP/Relationship Manager, Washington Trust Bank); Craig Chenoweth (VP/Relationship Manager, Washington Trust Bank)



Amanda Ferrari (Real Estate Agent, Duke Warner Realty); Meli Wellington (Manager of Business Strategy, Arbor Mortgage Group); Wendy Castillo (Small Business Banking Relationship Manager, Washington Trust Bank)



Bruce and Bernadette Payne; Kevin Blair (Chief Lending Officer, Washington Trust Bank)



Pete Stanton (CEO, Washington Trust Bank); Becky Sechler Patnoi (SVP/Director of Retail Banking, Washington Trust Bank); Alicia O'Mary (SVP/Managing Director WMAS, Washington Trust Bank); Erica Slatt (VP/SBA Manager, Washington Trust Bank); Melissa Flanagan (SBA Loan Specialist, Washington Trust Bank); Lesa Alford (AVP/SBA Loan Specialist, Washington Trust Bank); Dominic DeCaro (VP/Small Business Banking Team Leader, Washington Trust Bank)



Cory Allen (SVP/Central Oregon Team Leader, Washington Trust Bank); Ashley Mears (VP/Relationship Manager, Washington Trust Bank); Paul MacMillan (VP/Relationship Manager, Washington Trust Bank); Peter Stanton (CEO, Washington Trust Bank)



Katy Haines (Principal Broker/Director of Operations, NAI Cascade); Andrea Fetzter (AVP/Manager of Commercial and Builder Banking Division, Western Title & Escrow)



Paul MacMillan (VP/Relationship Manager, Washington Trust Bank); Rob Phillips; Matt Brown (Northwest Monitoring Services); Tom Finnerty (Northwest Monitoring Services)



Laura Cutolo, Theresa Gray, Kevin Gray, Drew Sims, Caitlin Sims, Kelly Adamson (Meridian Branch)



Stu Linscott (SVP/Commercial Banking Director, Washington Trust Bank); Jack Heath (President, Washington Trust Bank); Jim Branson (SVP/Chief Banking Officer, Washington Trust Bank)



Bill and Vicki Goodman (Real Estate Investors); Paul MacMillan (VP/Relationship Manager, Washington Trust Bank)



Steve McDonald (VP/Manager, Deschutes County Title); Cory Allen (SVP/Central Oregon Team Leader, Washington Trust Bank); Matt Hillman (VP of Operations, Western Title & Escrow)



Lacy Dynes (owner of Tumbleweed Beverage Bar); Debbie Fred