SunLife Farm & Ranch
Plants Knowledge with a Bit of Whimsy
by KRISTINE THOMAS — CBN Feature Writer

Jeff and Amy Fox are quite OK with being known as the bee ranchers on Oregon’s Farm Trail initiative.

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 projects including starting an animal sanctuary.

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

by SIMON MATHIER — 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 traded-sector businesses to purposefully create a balanced and robust and inclusive economy in Crook County.

Move, Start & Grow

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

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.

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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.

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.

**541 Cabinets Establishes Custom Cabinet Shop Serving Central Oregon**

**HOT NEWS**

**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 fourplex 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.

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**COLDWELL BANKER BAIN COMMERCIAL**
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 approved, the plan will be submitted to the Oregon Department of State Lands. Next, the plan will be submitted to the Oregon Department of State Lands. Next, the plan will be submitted to the Oregon Department of State Lands.

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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 educational 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 proceeds 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, engineering, 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 stay.

"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, increased sexual assault, stalking and human trafficking. Funding will also increase food access and provide safe emergency shelter for survivors through short term motel stay.

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.
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.

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 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.”

highdesertmusichall.com

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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.
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.
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 by creating an organization 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 bee hives, 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 onboarding 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, 19 bee colonies reside in "neighborhoods" including Beverly Hills, The BeeBubs, 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 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. "Agriculture 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, ponded lavender plants and cut lavender bouquets to take home.
- Dirt Day, August 13. It's a celebration to learn about the soils of Central Oregon from many experts. NRCS will co-host.
- High Noon Honey, August 27. Learn about the Beehives 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 foot of the canyon 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

Prineville Spotlight

SUNLIFE FARM & RANCH

28 YEARS

1607 NW Gerke Road in Prineville
Call: 541-330-0404 (office)
or 646-243-8628 (cell)
Open June-December
by appointment
Visit sunlifefarm.com for additional information.

SunLife Farm & Ranch

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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 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 Prineville,” 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.
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 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, SherpTek, Ocracoke, and manufacturers high-end aftermarket aluminum truck 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, the former Woodgrain mill site, 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 future speculative development and build-to-suit projects adjacent to new construction. Baldwin Industrial Park had 40,000 sq. ft. of 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.
Crooked River Roundup Saddles Up for Annual Rodeo
with Young Guns Special Feature

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, Kudae Kimball, Garrett Gallagher, Triften Every
- Team Roping — Landon O'Malley and Tyler Silva, Dayne O'Malley and Cade Muller, Shaym 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 Woolard, 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 J.J. Harrison
- Professional Rodeo Announcer Marty Campbell (sponsored by Susie Yancey Papé)
- Professional Bullfighters Logan Blasdell, Erick Schwindt and Dave Murdoch (sponsored by High Desert Mulching)
- Kids calf scramble every night

Thursday is Family Night
- General admission: $25 (13 years and older); $10 (5-12 years); 4 and under free

Friday is Patriotic 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:

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

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- Gross annual revenues $100,000 or greater in fiscal year 2021.
- Gross annual revenues $100,000 or greater in fiscal year 2021.

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

wildridebrew.com
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 from 15,155 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. Lending 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.

Ruth Lehner, an economist, who works 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 the sharp increase in jobs and production — all those things 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 adjustments 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 couple of months, without saying that we’re in the clear.”

“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 Federal Reserve policy will slow inflation meaningfully, not just in terms of the contours, of the words of Federal Reserve chairman Jerome Powell, where “there is a clear path here to land the plane.”

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“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 benefits at the start of the pandemic had eased.

“Those 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 boom era” 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 likely 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 is 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 of factors 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 over loaded because businesses are trying to spend so much money and there 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.

“Then there is kind of the medium-term, in the next six to 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 we are going to see some some improvement from the Federal Reserve policy.

“The higher interest rate means 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 unhedged 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.

“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 industry 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 “dramatic structural shift in the economy.”

“Deschutes Nutley” and shoppers who continue to support local business for 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 average wage was up 14.8 percent to $54,950.

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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
- Home and building supplies
- Lawn and garden with a nursery for plants
- True Value Hardware and Benjamin Moore Paint

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.”

“We have a tremendous amount of openings for a variety of reasons,” Runberg said. “In an attempt to increase productivity, industries were increasingly turning to automation, investment in new equipment and additional training to skill the unemployed workers per job ad, which means relatively slim pickings, but we are still open. An option was to start adding additional training to skill the unemployed workers per job ad, which means relatively slim pickings, but we are still open. An option was to start adding additional training to fill many of them. Second, demand for goods and services was elevated during much of 2021 due to excess savings.

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.

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 population growth due 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.

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
# Central Oregon Employment

## Employment Resources (Listed Alphabetically)

<table>
<thead>
<tr>
<th>Company / Address</th>
<th>Phone</th>
<th>Fax</th>
<th>WebSite/Email</th>
<th>Contact</th>
<th>Staff</th>
<th>CO Year Est.</th>
<th>Parent Company</th>
<th>Services</th>
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<tbody>
<tr>
<td>Big Easy Employment Services</td>
<td>541-526-1330</td>
<td>541-526-5809</td>
<td><a href="http://www.bigeasyemployment.com">www.bigeasyemployment.com</a></td>
<td>Amy Zucknap</td>
<td>3</td>
<td>2014</td>
<td>N/A</td>
<td>Locally owned &amp; operated for over 10 years. We provide payroll services, human resources, and temporary, along with temporary contracts to businesses and direct hire employees.</td>
</tr>
<tr>
<td>Business Health Resources, Inc.</td>
<td>541-447-1299</td>
<td>541-330-8408</td>
<td>541-475-7640</td>
<td>Courtney Michael,</td>
<td>5</td>
<td>1997</td>
<td>BHR Prineville, OR</td>
<td>Oregon family owned &amp; operated, has been helping local business owners achieve marketplace success since 1994. We offer a full range of employment services customized to fit any size and type of business. Offers employment staffing/recruiting, onboarding services, payroll &amp; HR administration, safety services, work-related drug testing, alcohol testing, DOT, non-DOT, breath alcohol testing. Located in the four Mid Oregon Personnel offices in Bend, Redmond, Madras &amp; Prineville.</td>
</tr>
<tr>
<td>Cardinal Services, Inc.</td>
<td>541-389-4239</td>
<td>N/A</td>
<td><a href="http://www.cardinal-services.com">www.cardinal-services.com</a></td>
<td>Matthew Brebrick, C.J. Redman, Aaron Trudell</td>
<td>10</td>
<td>1984</td>
<td>Cardinal Services, Inc.</td>
<td>Oregon family owned &amp; operated, has been helping local business owners achieve marketplace success since 1994. We offer a full range of employment services customized to fit any size and type of business. Offers employment staffing/recruiting, onboarding services, payroll &amp; HR administration, safety services, work-related drug testing, alcohol testing, DOT, non-DOT, breath alcohol testing. Located in the four Mid Oregon Personnel offices in Bend, Redmond, Madras &amp; Prineville.</td>
</tr>
<tr>
<td>COIC WorkSource Office - Bend</td>
<td>541-388-6870</td>
<td>N/A</td>
<td><a href="http://www.coic.org">www.coic.org</a></td>
<td>Dana Dunlap</td>
<td>5</td>
<td>1972</td>
<td>COIC</td>
<td>Career job training, job placement assistance, career counseling, business resourcing, retraining assistance, employment workshops &amp; more.</td>
</tr>
<tr>
<td>COIC WorkSource Office - Redmond</td>
<td>541-388-6416</td>
<td>N/A</td>
<td><a href="http://www.coic.org">www.coic.org</a></td>
<td>Dana Dunlap</td>
<td>5</td>
<td>1972</td>
<td>N/A</td>
<td>Career job training, job placement assistance, career counseling, business resourcing, retraining assistance, employment workshops &amp; more.</td>
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Prineville 541-447-1299

Call today!
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
<table>
<thead>
<tr>
<th>Company / Address</th>
<th>Phone</th>
<th>Fax</th>
<th>WebSite/Email</th>
<th>Contact</th>
<th>Staff</th>
<th>CO Year Est.</th>
<th>Parent Company</th>
<th>Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>ExecuFeed</td>
<td>541-522-1170</td>
<td>N/A</td>
<td><a href="http://www.execufeed.com">www.execufeed.com</a></td>
<td>Markos Jerius, MA</td>
<td>3</td>
<td>2015</td>
<td>N/A</td>
<td>Organizational effectiveness, leadership development, executive coaching, corporate retreats.</td>
</tr>
<tr>
<td>G.A. Rogers &amp; Associates</td>
<td>541-797-7622</td>
<td>541-797-6510</td>
<td><a href="mailto:go@agrogers.com">go@agrogers.com</a></td>
<td>Marc Erde</td>
<td>3</td>
<td>2013</td>
<td>PRIDE STAFF</td>
<td>Bend</td>
</tr>
<tr>
<td>Latino Community Association - Bend</td>
<td>541-382-4360</td>
<td>N/A</td>
<td><a href="http://www.latinocommunityassociation.org">www.latinocommunityassociation.org</a></td>
<td>Brad Porterfield</td>
<td>10</td>
<td>2000</td>
<td>Latino Community Association</td>
<td>Empowering Latino families by providing workforce services including English classes &amp; tutoring, computer and math skills, assistance with work permits &amp; citizenship. Offices in Redmond: 412 SW Eighth St., Redmond, OR 97756; Madras: 715 SW 4th St., Madras, OR 97741 &amp; Prineville: 430 NW 4th Street.</td>
</tr>
<tr>
<td>Latino Community Association - Madras</td>
<td>541-750-8850</td>
<td>N/A</td>
<td><a href="http://www.latinocommunityassociation.org">www.latinocommunityassociation.org</a></td>
<td>Ana Bueno</td>
<td>2</td>
<td>2012</td>
<td>Latino Community Association</td>
<td>Empowering Latino families by providing workforce services including English classes &amp; tutoring, computer and math skills, assistance with work permits &amp; citizenship. Offices in Redmond: 412 SW Eighth St., Redmond, OR 97756; Madras: 715 SW 4th St., Madras, OR 97741 &amp; Prineville: 430 NW 4th Street.</td>
</tr>
<tr>
<td>Latino Community Association - Prineville</td>
<td>541-325-8877</td>
<td>N/A</td>
<td><a href="http://www.latinocommunityassociation.org">www.latinocommunityassociation.org</a></td>
<td>Ofelia</td>
<td>1</td>
<td>2000</td>
<td>Latino Community Association</td>
<td>Empowering Latino families by providing workforce services including English classes &amp; tutoring, computer and math skills, assistance with work permits &amp; citizenship. Offices in Redmond: 412 SW Eighth St., Redmond, OR 97756; Madras: 715 SW 4th St., Madras, OR 97741 &amp; Prineville: 430 NW 4th Street.</td>
</tr>
<tr>
<td>Latino Community Association - Redmond</td>
<td>541-325-8877</td>
<td>N/A</td>
<td><a href="http://www.latinocommunityassociation.org">www.latinocommunityassociation.org</a></td>
<td>Ana Bueno</td>
<td>2</td>
<td>2010</td>
<td>Latino Community Association</td>
<td>Empowering Latino families by providing workforce services including English classes &amp; tutoring, computer and math skills, assistance with work permits &amp; citizenship. Offices in Redmond: 412 SW Eighth St., Redmond, OR 97756; Madras: 715 SW 4th St., Madras, OR 97741 &amp; Prineville: 430 NW 4th Street.</td>
</tr>
<tr>
<td>Mid Oregon Personnel Services</td>
<td>541-447-1299</td>
<td>541-382-0485</td>
<td>541-475-7669</td>
<td>541-923-5260</td>
<td>541-447-1889</td>
<td>541-389-6094</td>
<td>541-475-7656</td>
<td>541-923-3509</td>
</tr>
<tr>
<td>National Engineering Search (NES)</td>
<td>541-317-4120</td>
<td>541-317-5600</td>
<td><a href="http://www.nes-llc.com">www.nes-llc.com</a></td>
<td>Gary Tread</td>
<td>5</td>
<td>1994</td>
<td>National engineering recruiting firm specializing in geotechnical, civil &amp; environmental services.</td>
<td>We’re nurturing wellbeing &amp; 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. Because our community needs us now more than ever. 18 • Cascade Business News • June 15, 2022</td>
</tr>
<tr>
<td>Company / Address</td>
<td>Phone</td>
<td>Fax</td>
<td>WebSite/Email</td>
<td>Contact</td>
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<td>Parent Company</td>
<td>Services</td>
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<td>-------</td>
<td>-------------</td>
<td>----------------</td>
<td>----------</td>
</tr>
<tr>
<td>OnePoint Employer Solutions, LLC</td>
<td>541-620-1360</td>
<td>N/A</td>
<td><a href="http://www.onepointroregon.com">www.onepointroregon.com</a></td>
<td>Ron Burns</td>
<td>18</td>
<td>1987</td>
<td>Central Oregon Employment Resources LLC</td>
<td>Employee leasing, payroll services, (PEO) professional employer organization, HR administration &amp; support, employment law consultation advice, employee benefits, policy development, risk management, workers compensation insurance, employee handbook, development, co-employment, employee leasing, time &amp; attendance systems.</td>
</tr>
<tr>
<td>Opportunity Foundation of Central Oregon</td>
<td>541-548-2881</td>
<td>541-548-0575</td>
<td><a href="mailto:info@opportunityfound.org">info@opportunityfound.org</a></td>
<td>Ellyn Waker, Seth Johnson</td>
<td>340</td>
<td>1983</td>
<td>N/A</td>
<td>Our mission is empowering people of diverse abilities.</td>
</tr>
<tr>
<td>Pace Medical Staffing</td>
<td>541-512-5580</td>
<td>541-512-0877</td>
<td><a href="http://www.pacesstaffing.net">www.pacesstaffing.net</a></td>
<td>Chris Vogelpoel</td>
<td>20</td>
<td>1996</td>
<td>Agia Health Services</td>
<td>Supplemental medical staffing, RNS, LPNS, CNAs, CMA &amp; various other medical professions for part time or contract.</td>
</tr>
<tr>
<td>PeopleReady</td>
<td>541-518-7340</td>
<td>541-518-7382</td>
<td><a href="http://www.PeopleReady.com">www.PeopleReady.com</a></td>
<td>Katie Clemens</td>
<td>3</td>
<td>1989</td>
<td>True Blue</td>
<td>Employing workers for temporary or permanent jobs in all fields of work, with expertise in manual labor to the construction industry, other light industry &amp; small businesses.</td>
</tr>
<tr>
<td>PeopleReady, Inc.</td>
<td>541-518-7340</td>
<td>541-518-7382</td>
<td><a href="http://www.PeopleReady.com">www.PeopleReady.com</a></td>
<td>Katie Clemens</td>
<td>3</td>
<td>1989</td>
<td>True Blue</td>
<td>Employing workers for temporary or permanent jobs in all fields of work, with expertise in manual labor to the construction industry, other light industry &amp; small businesses.</td>
</tr>
<tr>
<td>PRIDESTAFF</td>
<td>541-797-6941</td>
<td>541-797-6945</td>
<td><a href="mailto:Bend@pridestaff.com">Bend@pridestaff.com</a></td>
<td>Matt Ertle</td>
<td>5</td>
<td>2016</td>
<td>N/A</td>
<td>Staffing &amp; recruiting.</td>
</tr>
<tr>
<td>Staffing Partners, LLC</td>
<td>541-518-5950</td>
<td>541-518-5952</td>
<td><a href="http://www.staffingoregon.com">www.staffingoregon.com</a></td>
<td>Diana Stonebraker</td>
<td>3</td>
<td>1996</td>
<td>SP Eugene, OR</td>
<td>Administrators, professional, industrial, temporary, long term &amp; temp to hire. Also medical including LPN, RN, CNA &amp; MA.</td>
</tr>
<tr>
<td>Workcapacities, LLC</td>
<td>541-306-0276</td>
<td>541-306-0244</td>
<td><a href="http://www.workcapacities.com">www.workcapacities.com</a></td>
<td>Scott Elms, MPT</td>
<td>3</td>
<td>1992</td>
<td>N/A</td>
<td>Services physical work capacity evaluations, ergonomic assessments, fit for duty evaluations, disability evaluations, physical capacity evaluations for vocational purposes.</td>
</tr>
</tbody>
</table>

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

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.
Hire to Win

Three Outcomes to Build a Remote Team

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

n 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 opportunity 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 $1800K, 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 someone who wants; remote work. The other way to state this is that ignoring remote work is further away in a remote role is significantly less scary. That accountant. Once these outcomes have been achieved, hiring someone with just an accountant. Recruit from the 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.

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 entirely 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.

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

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### Largest Central Oregon Employers

**Listed by number of employees over 100 - includes multiple Central Oregon branches**

<table>
<thead>
<tr>
<th>Company / Address</th>
<th>Phone</th>
<th>Fax</th>
<th>WebSite/Email</th>
<th>Contact</th>
<th>Staff</th>
<th>COY Ext.</th>
<th>Payroll</th>
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</thead>
<tbody>
<tr>
<td>McMenamins Brewery</td>
<td>515-847-0888</td>
<td>N/A</td>
<td><a href="http://www.mcmenamins.com">www.mcmenamins.com</a></td>
<td>John McLeod</td>
<td>892</td>
<td>1983</td>
<td>$1.4 million</td>
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<tr>
<td>Black Butte Ranch</td>
<td>541-588-6251</td>
<td>N/A</td>
<td><a href="http://www.bbwresort.com">www.bbwresort.com</a></td>
<td>Don Hoover</td>
<td>120</td>
<td>1979</td>
<td>$27.5 million</td>
</tr>
<tr>
<td>Deschutes Brewery</td>
<td>541-594-8080</td>
<td>N/A</td>
<td><a href="http://www.deschutesbrewery.com">www.deschutesbrewery.com</a></td>
<td>Kurt Kemcke, Cheryl Stewart</td>
<td>702</td>
<td>1989</td>
<td>$13.5 million</td>
</tr>
<tr>
<td>Brasada Ranch</td>
<td>541-548-6636</td>
<td>N/A</td>
<td><a href="http://www.brasada.com">www.brasada.com</a></td>
<td>Brandon Sirstins</td>
<td>1,075</td>
<td>2007</td>
<td>$12.1 million</td>
</tr>
<tr>
<td>Summit Medical Group - Regional</td>
<td>541-344-9950</td>
<td>N/A</td>
<td><a href="http://www.summitmedicalgroup.com">www.summitmedicalgroup.com</a></td>
<td>Iman Simmons</td>
<td>4,509</td>
<td>1918</td>
<td>$5.2 million</td>
</tr>
<tr>
<td>Madras Memorial Hospital</td>
<td>541-475-2234</td>
<td>N/A</td>
<td><a href="http://www.madrasmemorial.org">www.madrasmemorial.org</a></td>
<td>Charles Calica</td>
<td>2,200</td>
<td>1882</td>
<td>$5.8 million</td>
</tr>
<tr>
<td>St. Charles Redmond</td>
<td>541-647-6636</td>
<td>N/A</td>
<td><a href="http://www.stcharleshealthcare.org">www.stcharleshealthcare.org</a></td>
<td>Iman Simmons</td>
<td>3,575</td>
<td>1952</td>
<td>$14.9 million</td>
</tr>
<tr>
<td>Prairie Home Foundation</td>
<td>541-548-3110</td>
<td>N/A</td>
<td><a href="mailto:info@prairiehome.org">info@prairiehome.org</a></td>
<td>Greg LeDuc, John Williamson</td>
<td>435</td>
<td>1982</td>
<td>$0.6 million</td>
</tr>
<tr>
<td>St. Charles Bend</td>
<td>541-383-7257</td>
<td>N/A</td>
<td><a href="http://www.stcharleshealthcare.org">www.stcharleshealthcare.org</a></td>
<td>Don Harmon</td>
<td>360</td>
<td>1974</td>
<td>$73 million</td>
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<tr>
<td>Crook County School District</td>
<td>541-355-1000</td>
<td>N/A</td>
<td><a href="mailto:info@bend.k12.or.us">info@bend.k12.or.us</a></td>
<td>Andrea Wilson</td>
<td>2,200</td>
<td>1883</td>
<td>$73 million</td>
</tr>
<tr>
<td>Medline ReNewal</td>
<td>541-773-1680</td>
<td>N/A</td>
<td><a href="mailto:customer.service@medlinerenewal.com">customer.service@medlinerenewal.com</a></td>
<td>Steve Bettis</td>
<td>160</td>
<td>1997</td>
<td>$0.7 million</td>
</tr>
<tr>
<td>Brasada Ranch</td>
<td>541-548-6636</td>
<td>N/A</td>
<td><a href="http://www.brasada.com">www.brasada.com</a></td>
<td>Brandon Sirstins</td>
<td>1,075</td>
<td>2007</td>
<td>$12.1 million</td>
</tr>
<tr>
<td>Summit Medical Group - Regional</td>
<td>541-344-9950</td>
<td>N/A</td>
<td><a href="http://www.summitmedicalgroup.com">www.summitmedicalgroup.com</a></td>
<td>Iman Simmons</td>
<td>4,509</td>
<td>1918</td>
<td>$5.2 million</td>
</tr>
<tr>
<td>Summum Wood Products Co-op</td>
<td>541-381-9023</td>
<td>N/A</td>
<td><a href="http://www.summumwood.com">www.summumwood.com</a></td>
<td>Craig Merz, Kevin Benjamin</td>
<td>480</td>
<td>1975</td>
<td>$0.1 million</td>
</tr>
<tr>
<td>Deschutes National Forest</td>
<td>541-588-6251</td>
<td>N/A</td>
<td><a href="http://www.fs.usda.gov/main/deschutes/home">www.fs.usda.gov/main/deschutes/home</a></td>
<td>Keith Covlin</td>
<td>226</td>
<td>1989</td>
<td>$0.7 million</td>
</tr>
<tr>
<td>Deschutes National Forest</td>
<td>541-588-6251</td>
<td>N/A</td>
<td><a href="http://www.fs.usda.gov/main/deschutes/home">www.fs.usda.gov/main/deschutes/home</a></td>
<td>Keith Covlin</td>
<td>226</td>
<td>1989</td>
<td>$0.7 million</td>
</tr>
</tbody>
</table>

Continued on Page 23
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, employers and employees 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 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 Workplace Culture: Consider how many employers 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.

To contribute or not to contribute?

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• You do not have any delinquent reports or contributions, and have no unpaid penalties or interest related to the program; and
• 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;
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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 federal and state tax rates for 2021. 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 an 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 profit. That’s the highest in estate taxes 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 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 tax undermines the American Dream shared by hard working citizens to build a prosperous life for themselves and their families.

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 tax undermines the American Dream shared by hard working citizens to build a prosperous life for themselves and their families.

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. When 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

Can You Resist this Face?

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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.

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

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Sheppard Wealth Management welcomes Nick Daily to its team as a client analyst. Daily 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. Daily 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. After returning to the area and officially joined the company in 2020 as a graphic designer, Dickey was promoted to marketing manager in 2020 and has been overseeing the department since then.

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 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 letterhead, flyers and more.

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 financial institutions 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.

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 to participate in their school’s science fair.

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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 Trails 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 addition of 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.

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 for transfer students.

This funding is part of a $7.75 million donation to Habitat for Humanity that 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

E ach 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 January and April 2022. During this time, the campaign’s recruitment rate was 8.29 percent, and 101 new commercial accounts were activated. With

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
COMMERICAL 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 # 711-21-000841

$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 # 711-21-000702

$750,000.00 - Commercial (Tenant Improvement) 8,948 sf. at 333 NW Larch Ave. Redmond 97756 OR Owner: Timothy Hensley 3595 Crossan 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 # 711-21-000702

$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 (Addition) 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

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

$720,000.00 - Commercial (New) 1475 NW 4th St. Redmond 97701 OR Owner: Timbergon, Inc. PO Box 1528 Redmond, OR 97756 Permit # 711-22-000460

$536,000.00 - Commercial (Alteration) 10,066 sf. at 367 NW Oak Tree Ln. Redmond 97756 OR Owner: Wellmax, LLC PO Box 1583 Corvallis, OR 97339 541-273-2144

$720,000.00 - Commercial (New) 1437 NW 4th St. Redmond 97701 OR Owner: Timbergon, Inc. PO Box 1528 Redmond, OR 97756 Permit # 711-22-000468

$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 541-273-2144
Builder: Legacy Wireless Services, Inc. 503-656-5300 Permit # 247-21-001536

$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 # 247-21-001536

$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

$1,250,000.00 - Commercial (New) 63,440 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

$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 # 247-21-001536

$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

$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 # 711-21-000702

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 541-679-9190 Permit # 247-22-000367

$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

$656,608.00 - 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
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 24
4-5pm Bend Chamber Ribbon Cutting at LRS Architects, Bend.

June 24

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-29082133137, Todd.peplin@or.nascdnet.net or 541-550-6339.

(ongoing)
COC Small Business Development Center Virtual Classes. View options and registration at https://www.cocc.edu/departments/continuinged/

Watch for Upcoming Editions of CASCADE BUSINESS NEWS

2022 EDITORIAL CALENDAR

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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 WMAN, 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 Fetzer (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); Paula 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