



When it Rains,
it Pours
— Page 15

Enhancing & Promoting the Economic Vitality of Central Oregon Since 1994

**Bend Dermatology Clinic
Announces Expansion**
with Construction of New
Building & Relocation in Redmond

by **PATRICE WILDING**



PHOTO | COURTESY OF BEND DERMATOLOGY CLINIC

Bend Dermatology Clinic recently announced its expansion in Redmond, with plans to break ground for a new building at 440 NW Maple Ave. Construction is expected to begin by the fall with the new location slated to open in 2023.

Starting August 1, the practice will temporarily relocate to its interim location at 111 NW Larch Ave., Redmond. There, six dermatology providers — including a board-certified dermatologist and fellowship-trained Mohs Micrographic Surgeon, three additional board-certified dermatologists, and two advanced practitioners — will welcome patients of all ages for medical dermatology conditions of the hair, skin and nails.

“It’s been our privilege to care for the dermatological needs of this community since 1980. Our investment in a new, modern medical facility to better serve the greater Redmond community further solidifies our commitment to the region,” said Dr. William Delgado, who serves as medical director, board-certified dermatologist and fellowship-trained Mohs surgeon at the practice.

To schedule an appointment, visit BendDerm.com or call 541-382-2605.

About Bend Dermatology Clinic:

Established in 1980, Bend Dermatology Clinic cares for Oregon residents in Bend, Redmond, and Klamath Falls with patient-oriented, best-in-class dermatological expertise and cosmetic treatments. Bend Dermatology specializes in medical dermatology, Mohs Micrographic Surgery for skin cancer, and cosmetic dermatology including injectables and fillers, laser treatments, clinical peels, microneedling and more. Bend Dermatology’s team includes some of the area’s most experienced and highly trained advanced practitioners, board-certified dermatologists, fellowship-trained Mohs surgeons and aestheticians.

PAGE 3

New Commercial Rises in East & Heart of Bend

Users Sought as Cascade Lakes to Open Second Brewpub off 27th & Reed Market

by **SIMON MATHER — CBN Feature Writer**

A new commercial development anchored by a brewpub complete with rooftop garden, and a convenience store/gas station is rising in the East of Bend.

“Reed South” at the key southwest corner intersection of Reed Market Road & 27th Street is set to become a major hub for that fast-growing quadrant of town, which is also seeing sizeable residential projects emerge.

First up on the site will be a second Bend brewpub location for Cascade Lakes Brewing to go along with its successful west side establishment off Century Drive.

The two-story 5,000 square foot building to be completed by year-end will have its own distinct flavor, featuring brick and steel elements rather than a lodge style, and will boast spacious rooftop deck facilities with overhangs and sweeping Cascades views.

The 3.4-acre Convenience Commercial (CC) zoned site will also feature a C-store/gas station which will also be run by a local operator, with details to be confirmed, and potentially a coffee shop plus possible drive-through

option, with several other Class A spec flex/retail suites available to lease in different possible configurations.

The mixed-use commercial venture is being developed and built by long-time Bend businessperson Kevin Spencer

PAGE 8



PHOTO | BY CASCADE BUSINESS NEWS

What’s your Vision for Bend?

Share it with the Bend Vision Project

by **KRISTINE THOMAS — CBN Feature Writer**



PHOTO | COURTESY OF ENVISION BEND

Wanted: Ideas, dreams, visions, opinions and more for what the greater Bend area should look like in the future to improve and enhance people’s lives.

In early July, Envision Bend launched its Bend Vision Project, a community-wide engagement project to gather input on what they envision for the greater Bend area.

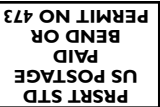
Envision Bend Executive Director Lauren Fritz said the community conversation is a collaborative, inclusive and nonpartisan way for everyone to share what they want Bend to be in the next 20 years. “Our world is changing fast and so is the Bend area, Fritz said. “It’s critically important

that we plan for our future today. It’s equally important we gather community input. We want to make sure the plan tackles the most pressing challenges and delivers for all who call the greater Bend area home.”

Fritz shared this is the first large-scale community visioning project for the greater Bend area since 2005-06. Ideas that came to fruition from that project include building and opening the OSU-Cascades campus and diversifying the economy.

Fritz said there are numerous activities and events during this project’s public phase including “Listen

PAGE 10





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INSIDE
THIS ISSUE

Business & Industry 2

Hot News 3

Central Oregon Engineering... 12

Engineering Firms 11

Central Oregon Insurance..... 21

Largest Insurance
Companies & Brokers 22

Health Plan Companies 24

Money & Investment..... 25

Who's Who 26

Businesses Serving Community ... 27

Healthy Communities..... 28

Business Calendar 31

Permits 31

Town & Country 32



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ED WETTIG 25

KATIE BRADSHAW 28

DESCHUTES COUNTY HEALTH SERVICES 28

JAMIE DAWSON 29

HAWTHORN HEALING ARTS CENTER..... 29

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RECENT TRANSACTIONS

Compass Commercial Real Estate Services brokers **Dan Kemp, CCIM** and **Terry O’Neil, CCIM** represented both the seller, **Denardis Properties, Et. Al.**, and the Buyer, **A.H. Northwest, Inc.**, in the sale of 7535 Falcon Crest Drive in Redmond. The 10,242 SF retail building on 0.39 acres sold for \$2,668,000.

Brokers **Russell Huntamer, CCIM** and **Peter May, CCIM** with **Compass Commercial Real Estate Services** 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.

Compass Commercial Real Estate Services brokers **Bruce Churchill, Jay Lyons, SIOR, CCIM** and **Grant Schultz** represented both the landlord, **River Bend Investors I**, and the tenant, **Cloud Crest**

Continued on Page 30 ►

Bend Dermatology

Continued from page 1

From treating skin cancer to cosmetic dermatology to managing everyday skin, hair, and nail conditions the entire team at Bend Dermatology is dedicated to empowering patients to love their skin with effective dermatological care.

BendDerm.com

CORRECTION

South Deschutes County Undergoing Rapid Expansion
printed on July 6, 2022
Submitted by James Tyvand of Sunriver:

I have read, with interest, your feature titled South Deschutes County Undergoing Rapid Expansion in the July 6th edition of the CBN. Writing about the Sunriver Trail on page 14 (... (accessible from Sunriver over Cardinal Bridge and from Forest Road #41). . .) was done well, but some important information regarding access to the trail was not included in your text.

First off, despite its name, the Sunriver Trail does not begin or end

within Sunriver. All trailheads are on the west side of the Deschutes River. This is public land (National Forest).

Next, Cardinal Landing Bridge is a footbridge labeled as such on all current known official maps of the area. There is no vehicular access from Sunriver streets to cross the Deschutes River to the trail. Including Cardinal Bridge in the same sentence

Continued on Page 30 ►

Barre3 Bend Relocates to the Mill A Building in the Old Mill District

New Space along the Deschutes River
Includes an Expanded Studio Area & Room for Outdoor Classes

For nearly a decade, Alisha Wiater has been an advocate for barre group fitness classes. She signed up for her first Barre3 class in 2013, instantly fell in love, and took over the Barre3 Bend studio when the previous owner sold it in 2017.

From the beginning, Wiater enjoyed how each class focused on strength conditioning, mindfulness and cardio — and how those lessons could be applied to exercises away from the studio, such as hiking, mountain

Continued on Page 30 ►



PHOTO | COURTESY OF THE OLD MILL DISTRICT

Apply Now — Bend Sustainability Fund

The Bend Sustainability Fund is a grant program investing tourism dollars into projects that protect, steward, and create sustainable experiences in Bend’s community.

Do you know of a project or organization that could benefit from this type of funding?

Want to learn more about our

funding criteria?

Visit BendSustainabilityFund.com for program details and to apply.

Deadline for applications is Sunday, July, 31, 2022.

Taking care of the places that take care of us is our top priority.

visitbend.com

Worthy Garden Club Purchases WinterCreek Nursery

The Worthy Garden Club has announced the purchase of WinterCreek Nursery, the largest native plant nursery in Central Oregon. The purchase is part of the Garden Club’s expansion into active conservation and restoration of natural areas. This purchase grants us the opportunity to produce our own plant material for essential work in preserving

biodiverse ecosystems across Oregon and throughout the region.

WinterCreek Nursery has been producing native plants since 1993. They are recognized leaders in the conservation of semi-arid environments

Continued on Page 30 ►

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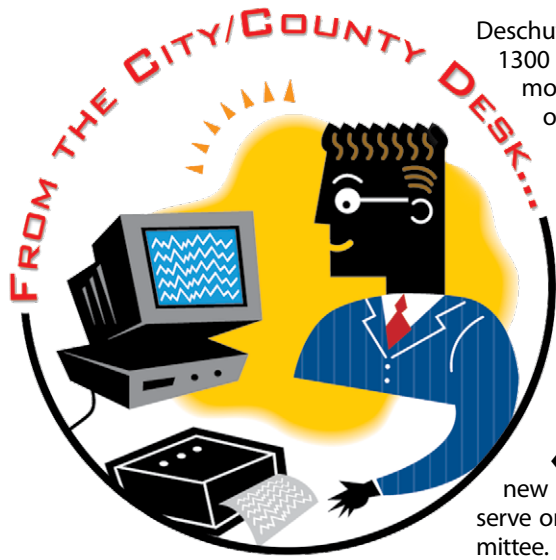


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DESCHUTES COUNTY

◆ Deschutes County is seeking a new volunteer member who is interested in serving on its Audit Committee. The Audit Committee is an advisory committee to the Board of County Commissioners that:

- Provides oversight and coordination to auditing (external and internal) for the County.
- Reviews and comments on the work plan for internal audits to be performed.
- Discusses whether further recommendations are needed to the Board.
- Reviews provided audit reports and information on your own time to prepare for meetings.

The Audit committee is appointed by the Board of County Commissioners and plays a role in overseeing and advising on audit activities (internal and external) performed for the County. The committee has more public citizen members than management.

Meeting dates sometimes vary, but are normally on the second Friday of the last month in the quarter. Currently meetings are held in a hybrid format, and members can choose to attend via zoom or in person. In person meetings will occur at the

Deschutes County Services Building at 1300 NW Wall Street, first floor, DeArmond conference room OR the second floor Allen conference room. Meeting agendas are normally available two weeks in advance of meetings.

For more information, or to apply, visit deschutes.org/jobs.

If you have questions regarding this position, please contact Deschutes County Internal Auditor David Givans at 541-330-4674.

◆ Deschutes County is seeking a new volunteer committee member to serve on the Facility Project Review Committee. Candidates should have financial industry experience.

The committee provides recommendations to the Board of County Commissioners on pending and upcoming County building and facility projects, as requested by the Board.

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

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

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

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

To apply, visit deschutes.org/jobs.

◆ Deschutes County is announcing an opportunity for communities to apply for grants that will provide funding for projects that reduce the risk of wildfire.

The County's Fuel Reduction Grant Program is designed to assist communities with specific, short-term projects related to reducing fuels and improving defensible space in Deschutes County.

A total of \$100,000 is available to fund fuel reduction projects. Funding is supplied by the County's portion of proceeds from video lottery gaming.

Preference will be given to communities or neighborhoods that are working to be recognized as a Firewise USA site or are currently recognized as a Firewise USA site and are proposing projects consistent with their Firewise action plan and community assessment.

Applicants must be working at the neighborhood or community scale (individual property owners are not eligible) to reduce wildfire risks.

A wide range of activities may be eligible for funding, including, equipment rental, supplies needed for community work parties, contracting out roadside chipping, fuel reduction or defensible space and debris disposal fees.

Deschutes County discourages requests for regular maintenance (i.e. pine needle raking and removal) and ongoing operational funding that cannot be sustained beyond the grant period.

Interested applicants can learn more and ask questions about the grant opportunity by attending one of two meetings. A virtual meeting option will be held on Tuesday, August 2, at 9am. Register at <https://bit.ly/FWGrant-Aug2>.

An in person meeting will be held Wednesday, August 10, at 3pm, at the Deschutes County Road Department main conference room, located at 61150 SE 27th Street in Bend.

Pre-registration is required. Register at the links below:

- August 2 — online only — zoom registration: <https://bit.ly/FWGrant-Aug2>
 - August 10 — in person: please RSVP to ed.keith@deschutes.org
- Find more information and an application by visiting deschutes.org/grants.
- Applications are due by 5pm on Friday, September 16.

BEND

◆ The City of Bend is considering a Home Energy Score Program to improve transparency around the energy cost of homes and encourage energy-efficient homes and is seeking feedback on the proposed program at bendoregon.gov/city-projects/community-priorities/sustainability/energy/home-energy-score.

A Home Energy Score is a rating that assesses a home's energy efficiency. Like a miles-per-gallon rating for a vehicle, a home energy score provides information about how efficiently a home uses energy which can inform a buyer's purchase decision. The proposed Home Energy Score Program would require that homes listed for sale in Bend obtain a Home Energy Score prior to listing. The homeowner or their realtor would share the energy scorecard with prospective buyers.

Creating the program is a priority set by the City's Environment and Climate Committee from the Bend Community Climate Action Plan, a roadmap to achieve the City's climate action goals to reduce greenhouse gas emissions. The City Council supports developing a Home Energy Score Program this year. The Home Energy Score tool was created by the U.S. Department of Energy and is used in cities across the country.

There will be several ways the community can learn more and provide input. Members of the public are invited to share their feedback about the proposed program during the on the project webpage.

Also, City staff are available to present information, answer questions and solicit feedback for interested groups. Groups or organizations interested in inviting staff to their meetings can contact Cassie Lacy at clacy@bendoregon.gov.

Community members are invited to listen and share public comments during Environment and Climate Committee meetings. The committee is expected to recommend the program to the City Council in the fall, and if the proposal goes to the City Council for consideration, the public could provide input at City Council meetings. Watch bendoregon.gov/councilagenda for City Council meeting agendas.

Key dates:

- **July 25, 11:30am** — City Council Stewardship Subcommittee program discussion
- **August 1, 3pm** — Open house and Q&A session about the proposed program

All meetings will be in hybrid format, with in-person participation in Council Chambers at City Hall. More information about meetings will be found on the Environment and Climate Committee webpage.



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Negotiating Lessons from Big Whitewater

by MICHAEL SIPE, President — CrossPointe Capital

As a business owner, you probably spend a lot of time negotiating, whether with vendors, customers, creditors, landlords, or employees. Therefore, negotiating is one of the most important skills for an entrepreneur to refine.

Negotiating is one of those words that unfortunately has often come to be construed as meaning “figuring out how to get my way, no matter the cost.” Tons of books have been written about negotiating. Many of them focus on manipulative tactics or hard-nosed, hip-shooting techniques that you’re supposed to use to beat the other guy. Most of this stuff is useless or detrimental.

Even if a particular technique has merit, it’s usually impossible for most of us to remember it unless we use it all the time. Fortunately, there are better and more effective ways to think about negotiating.

After thousands of negotiations over the years, and spending countless hours in kayaks, drift boats and rafts, I have found it more useful to think of negotiating like navigating a whitewater rapid. There are more similarities between big whitewater and big deals than you might initially think.

Big rapids have waves, rocks, trees, and incredible pressures and stresses that can flip your boat and keep you from getting through safely. You don’t “beat” the river, you don’t beat rocks, trees and swift currents. You negotiate them. Likewise, big deals have incredible pressures, stresses and obstacles that can rock or flip your business “boat.” You don’t beat them. They have to be negotiated.

Here are five lessons from the river I keep learning to apply in business. Reflect on them as you consider your own negotiating situations.

1. Pay Attention to the River. A river has its own agenda. It will go where it goes. You can’t re-direct it. Ignore the river’s objectives at your risk. Like the river, people with whom you negotiate have their own agenda. Unlike the river, you may be able to re-direct people...if you are properly prepared. Even if you cannot re-direct them, you can certainly work with their agenda in order to reach a successful outcome. But it takes preparation. Before you enter negotiations, consider what the other party’s objectives are. In what direction are they headed? Where are the powerful currents? How can you get where you want to go by working with, instead of fighting those currents? For river runners, pay attention to the river. For sellers, put yourself in the mind of the buyer. For buyers, put yourself in the mind of the seller. The key word is — Empathy.

2. Know Where You Want to Go. Entering a rapid without a clear idea of your objective leads to disaster. There are places you can “go with the flow,” and places you must paddle hard to reach safety. But it’s imperative to know where you want to end up. In negotiating, if there are points that are critical to you, be very clear about them in advance so you know when to “dig in.” Likewise, figure out in advance where you can “go with the flow” and let the other side have their way without significant cost to you. Make sure you have a clear picture of where you want to end up. The key word is — Goal.

3. Enter Strong. How you enter a rapid has a lot to do with how you exit. If you hit the right entry points and develop positive momentum, you’ll be positioned well for



PHOTO | COURTESY OF CROSSPOINTE CAPITAL

the rough stuff. Similarly, in negotiations, get positive momentum early by finding areas of easy agreement. Build a collaborative mood and the more difficult points get easier to handle. There are obviously exceptions to this. Sometimes there is no easy water and there are no easy points. You just have to plunge in and dig. Usually, though you can delay your entry long enough to plan properly, get lined up and enter strong. The key word is — Momentum.

4. Keep Your Eyes on the Prize. Once you are in a rapid, it’s easy to get so involved fighting each foot of turbulence that you lose sight of your overall objective. One secret of successful river runners is that they always focus on where they want to go, not on where they are. In every sport I know, your body follows your eyes. What you focus on, is what you’re most likely to get. The same is true with negotiations. Don’t get distracted by minutia. Keep your head up and look to the desired outcome. The key word is — Focus.

5. Be Prepared to Walk. Some rapids are too tough to run. Occasionally, the water rises unexpectedly, and a normally easy stretch becomes ferocious. The risks of attempting to run it are simply not worth the rewards. Instead of trashing yourself and your boat, just portage — walk around it. Sometimes it’s better to live to float another day. The same is true with deals. Some deals just aren’t worth trying to make and some negotiations are not worth the effort. Know when it makes sense to walk. If you decide in advance the conditions under which you’ll have to walk, it will make it easier to get out of the boat and avoid being pummeled in the rocks. The key word is — Common Sense.

Best wishes for your next negotiation. Plan well, prepare properly, paddle smart and keep your eyes on the prize.

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Dominate with Digital Advertising

by **RON MONTGOMERY** — Cight Solutions

Whether you're a business owner or a consumer, you've likely heard of digital advertising. Much like traditional advertising methods such as print, digital advertising brings a message to buyers in a strategic way.



Digital advertising content comes in many forms:

- **Text** — Content that includes a powerful call to action, engaging copy and extensions that allow viewers to click and navigate to more information.
- **Video** — Conveying feelings with video engages consumers on an emotional level. In fact, 90 percent of users say video assists them in making buying decisions.
- **Image** — Creates an image in the viewer's mind of the product or service being advertised. Studies have shown content with imagery is viewed more often
- **Audio** — Audible advertisements are those you hear between podcasts, or in a pause in steaming songs on Spotify.

There are six main types of digital advertising to consider.

1. **Search Engine Marketing (SEM)** — These are the ads that appear in search engine results. Typically, in a text format, these ads are generally used to increase the visibility of your website.
2. **Display** — These ads are seen within or alongside content on a website. Typically, in a text and/or image format, these can also be seen in apps or on devices.
3. **Social Media** — These ads appear on social platforms. Depending on the platform requirements, these can be text, video, image or audio format.
4. **Streaming Media** — These ads appear in streaming media and are solely internet delivered. Also in a video format, these are the ads you see while binging your favorite shows.
5. **Online Video** — These ads appear in the same places as display ads with the advantage of also being able to appear before, during or after other video content. As stated in the name, these are in a video format.

While you may still utilize traditional advertising methods (print, direct mail, billboards), including digital ads in your marketing strategy is how you become a contender!

Here are some additional benefits to adding digital to your strategy.

Flexibility

Unlike traditional ads, digital format ads can be updated after initial publication. This flexibility allows you to make changes such as:

- Text/copy
- Update audience targeting

- Refine length and/or frequency
- Adjust overall spend and ad placement

Exactness and Precision

Digital ads are more precise in their targeting than traditional advertising methods. While you cannot control who sees a billboard along a highway, you have more control over viewers with digital ads.

Consider these targeting options:

- **Interest/Behavioral** — Segment viewers based on their browser activity. Use data on what sites they visited, links they clicked, or previously purchased products.
- **Demographic** — Reach viewers of a certain age, gender, race, even those who have a birthday coming up.
- **Geographic** — Perhaps your business supports a specific city or region, target your ads to viewers in that area only.
- **Contextual** — Ad placement in contextually relevant locations. For example, advertise your new kitchen gadget on a frequently visited recipe website.
- **Search/Keyword** — Utilizes the keywords being used in search to place your ads in front of viewers. For example, a user searching for "summer dress" would see an ad for your boutique women's clothing store.
- **Platform/Device** — Where and how your ad is displayed. For example, the demographic for a specific social platform may be better suited for a younger age group.
- **Site Retargeting** — Ads are displayed to viewers who visited your website but did not complete a purchase.
- **Predictive** — This artificial intelligence-driven method uses web browsing data (also used in behavioral targeting) to identify buying patterns and predict future behaviors.

Lots of great info, right? But where do you start...

1. **Budget** — What is a realistic spend for your business. While overall marketing budget varies based on your specific business,
2. **Targeting** — Take a moment to consider your business's typical and ideal customers. How and where are they searching for businesses like yours. What demographic do they fit?
3. **Ad Type** — Social ads on Instagram, you'll need images. Audio advertising through your favorite and relevant podcast, you'll need audio

Digital advertising can be limitless when done properly. With the ability to ebb and flow with budget and results, the additional form of marketing is a great way to make any business a contender in their industry.

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The Fractional Executive

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

As the cost of housing in Bend has skyrocketed in recent years, the people able to justify relocating have been trending towards those that have made enough money to make the move happen. In other words, we are over-indexing on senior level, highly experienced, highly compensated individuals.

As a community of small businesses, it's a challenge to justify a full-time senior leader who is used to a certain compensation level. Enter the fractional executive.

Most of us are familiar with a fractional financial service provider. Companies like ProCFO or NowCFO have been around for decades to supplement (or replace) a business' internal accounting and finance workload. There is a growing demand locally for a similar arrangement for other operational roles. Engineering, sales, HR, project management and marketing, to name a few, are areas where a fractional leader can be the right solution for a small business.

As an example, let's look at engineering leadership. There are large engineering companies in the pacific northwest that hire and produce thousands of engineering leaders (e.g. Intel, Boeing, Nike, Amazon, & Microsoft). As one progresses in their career, the compensation structure broaches hundreds of thousands of dollars, with tens to hundreds of thousands in bonuses added on top. Given that most



local businesses can't compete with those numbers, the only way to engage those leaders is to offer something that works for them — flexibility.

Bringing a leader in as a fractional executive is a win-win for the individual and the business. The individual gets the satisfaction of being able to build a company locally plus the freedom to explore all central Oregon has to offer. The company gets access to a level of talent and leadership that would otherwise be unattainable.

Next time your team identifies a talent gap, instead of going right to a permanent, full-time hire, consider bringing in an interim or fractional employee that can prove if full-time is actually needed. A good leader can keep the wheels on the bus and the alignment straight in a part-time role. With good SOPs in place, a business can then keep things humming along smoothly without a full-time, permanent leader.

As Bend continues to attract high earners, workforce challenges will continue. The fractional leader is one solution that is easily deployable and more cost-effective than shelling out for a permanent hire.

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27th & Reed Market

Continued from page 1

who owns Empire Construction and Development, with design input by Steele Architects.

Five buildings in total, in a similar contemporary style, spanning a combined 18,000 sq ft are being constructed in shell condition awaiting tenant improvements. Parking capacity is over 130 spaces.

Remaining available space ranging from 1100 to almost 10,000 sq ft is being offered for lease through Compass Commercial Real Estate and listing co-broker Bruce Churchill commented, "Reed South offers an excellent and rare opportunity for a wide spectrum of restaurants, retailers, medical, service retail and office users.

"Strategically located at the corner of Reed Market and 27th, it will provide an exceptional location for tenants to capitalize on an underserved market in Bend, and we have already seen strong interest in the project."

The site also borders Urban Growth Boundary expansion areas, including the 382-acre future large-scale mixed-use development known as Stevens Ranch – sold by the State of Oregon to private developer Lands Bend Corp., which is planned to have 1,710 residential units and over 1.5 million square feet of commercial/industrial space.

Meanwhile, commercial expansion is also occurring in the downtown area of Bend with the development of "Pioneer Marketplace" at the northeast corner of Wall Street and Olney Avenue.

The high-traffic corner sits next to the 112-room Element by Westin extended-stay hotel and is being developed by the same operators.

Listing brokers Compass Commercial said there are two buildings of approximately 3,000 sq ft each available, with a lease already in place for hair removal specialists Urban Waxx for half of the building facing Wall St. The remainder of the space is available for a retail-type tenant, while the preference for the building oriented more toward Olney would be for restaurant use.

On-site parking will be reciprocal with the adjacent hotel, and the property



PHOTO | BY CASCADE BUSINESS NEWS

benefits from high visibility and being situated at the signalized intersection of two of the major north-south and east-west connector roads in Bend, together with easy access to Highway 97/Bend Parkway. Annual average daily traffic (AADT) counts are in the region of 14,500 trips per day.

The site features views of Pioneer Park and the Deschutes River while ample outdoor patio seating is available to potentially increase traffic for restaurant uses.

As the development rolls out, it represents something of an extension of downtown Bend just north of the urban core.

The adjoining hotel, Element Bend, has been built in an environmentally conscious way and focuses on sustainability, and utilizes eco-friendly products and practices. Amenities include an indoor swimming pool, free breakfast, a fitness room, and a full kitchen in each suite.

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Classifying Employees as Exempt or Non-Exempt in an Agile Business

by **CHRIS MORGAN, Partner & JOSHUA WAUGH, Law Clerk — Barran Liebman LLP**

If you have had employees retire or change jobs at a quicker pace than normal over the past couple of years, you are not alone. All employers in Oregon and throughout the nation face heightened rates of turnover in the current labor market and are exposed to the risks that come along with shifting leadership, workloads and duties among employees. Exempt employee classification is probably the last thing that comes to mind for any business owner or manager when a critical employee leaves and their duties need to be reshuffled, but a failure to revisit employee classification compliance during a personnel transition could entail serious legal risk.



Chris Morgan



Joshua Waugh

Although employers make the initial classification determination upon hire, they often fail to reconsider that determination on any sort of consistent basis. But the reality is that changes in duties or pay often have a significant impact on a worker's exempt status.

Consider this example: an employee who is classified as exempt under Oregon's "executive duties test" is required, at a minimum, to supervise two or more full-time employees (or the equivalent of two or more). If a Company has a manager who has supervised two employees for the last several years, but those two employees suddenly leave for another company, the manager may very well have just lost their exempt status.

The Fair Labor Standards Act (FLSA) as well as Oregon law require employers to pay most employees at least the applicable minimum wage for all hours worked, and at least time and a half for hours worked in excess of 40 in a given week. These are the standards of compensation which generally apply to employees classified as "non-exempt." Non-exempt employees are also entitled to rest and meal breaks, the amount of which is dependent upon the number of hours worked.

However, employers often choose to classify employees as "exempt," as opposed to non-exempt, the most common reason being that exempt employees are not subject to an entitlement to overtime pay. With that said, properly classifying employees as exempt is not an easy task, and employers subject themselves to significant legal risk in the event that they misclassify a non-exempt employee as exempt. A misclassification for just a few months could lead to a large number of unintended consequences — including unpaid overtime wages, state penalties and federal penalties.

There are very specific circumstances under which an employee may properly be classified as exempt. In Oregon, that includes meeting the applicable salary threshold of \$684 per week, as well as at least one of the applicable white-collar "duties" tests (administrative, executive or professional). Oregon Administrative Rule 839-020-0125 also sets out a number of circumstances under which an employee may be exempt from overtime by nature of the substance of their work (for example, fishermen or workers who process fish).

Often times, the Company may understandably be too consumed with the business impact of the departing personnel to consider the internal classification issue that has presented itself as a result. Any time things change, HR should take the time to consider *all* potential personnel impacts which result.

Furthermore, even if there are no dramatic personnel changes which necessitate an immediate review, ensuring that job descriptions are up to date and consistent with the specific exemption under which an employee is qualified is a best practice for a Company to undertake on at least an annual basis. Each of the "white collar" exemptions under Oregon law require employees to meet *all* of the outlined requisites, not just one or two. Going down the list to ensure that an employee's job description and actual substantive duties align with each of the requisites is key to ensuring ongoing qualification and mitigating risk.

Chris Morgan is a partner at Barran Liebman LLP. For questions on classification status, contact him at 503-276-2144 or cmorgan@barran.com.

Joshua Waugh is a law clerk at Barran Liebman LLP. He can be contacted at 503-276-2138 or jwaugh@barran.com.

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Bend Vision Project

Continued from page 1

& Envision” workshops for community members, a presence at numerous festivals and events and prize giveaways.

In the fall, citizen teams will meet to vet the public input and develop an action plan that will include a vision statement, strategies for new projects and programs and ideas for actions that people can understate in their own lives. The action plan is scheduled to be published and presented in 2023.

Fritz said it’s important for everyone who wants an opportunity to provide input.

The Bend Vision Project reviewed articles and reports to understand the challenges, growth projections and trends. According to its report, “Bend is one of the nation’s fastest growing small cities with increased traffic congestion and skyrocketing housing prices. Bend’s economy is diversifying with tech start-ups and remote workers. The population is also becoming more diverse, and there are more incidents of prejudice and incivility.”

Challenges also include a large population of unhoused community members and climate change with more frequent droughts and wildfires.

The Bend Vision Project is focusing on the areas of livability, affordability, resiliency, innovation and inclusion.

EDCO CEO Jon Stark shared how important it is to plan, especially since everything is tied together.

For example, businesses need an available and ready workforce to meet the demands of the changing landscape and to grow, and employees need affordable housing, childcare and transportation.

Stark shared that when companies are looking to relocate or start in a location, they want to know what’s in place to ensure their success. “The reason many companies located in Bend was because they first came here as visitors and saw everything we had to offer,” Stark said. “We need to make sure to preserve the things that have made Bend great for everyone.”

Gwenn Wysling is the executive director of the Bethlehem Inn, a non-denominational, community-based facility providing shelter to those

experiencing homelessness in Central Oregon. She has witnessed the challenges of people finding affordable housing. “It’s important everyone has a say and participates in this process,” she said. “It’s not always easy to find a solution but by working together with intent and purpose, it’s possible.”

Wysling said Bend is a generous community in how it looks out for one another. “The Bethlehem Inn has solved homelessness for many families, and we can solve homelessness in our community,” she said. “We need to look to the future to plan what we can do better.”

Anna Higgins, assistant superintendent of the High Desert Education Service District, said it has been a challenge to find employees for the six school districts it serves due to affordable housing. “We have staff members who are skilled, passionate and creative but cannot afford to live here,” Higgins said. “It’s important we address the issue of affordable housing.”

Higgins said she is hopeful the people will hold in esteem the importance of being respectful to one another’s ideas and come to a shared vision.

Fritz shared that the Envision Bend project encourages people to work together to build community. “We want everyone who wants a say to be able to have a say,” Fritz said. “We want to make sure everyone has a voice at the table for what they want for their community in the future.”

envisionbend.org

For information about upcoming community visioning projects or to learn more about Envision Bend, visit envisionbend.org or email info@envisionbend.org.




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ODOT’s US07 & US20 Bend North Corridor Project Brings Economic Vitality to Central Oregon

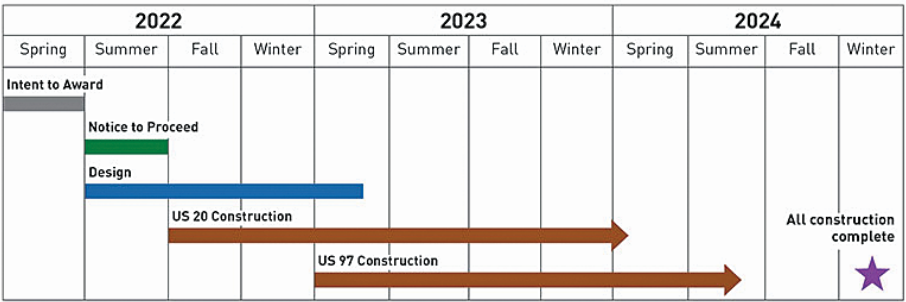
by **MATTHEW TIPTON, PE, Project Manager — Century West Engineering**

The Oregon Department of Transportation (ODOT) has been working with the City of Bend (City) for more than a decade to develop the US97 and US20 Bend North Corridor Project, which will break ground in early 2023. US97 and US20 are the primary north-south and east-west routes, respectively, through the booming Bend area and provide access to shopping, dining, businesses, school and recreation. The more than four miles of proposed improvements will result in:

- Improved pedestrian and bicycle safety and connectivity including multi-use paths, better crossings and accessible ramps
- New bus stops and improved connectivity for transit
- Improved and more consistent travel times

ODOT selected a design-build team led by Kiewit Corporation (Contractor) and Jacobs Engineering Group (Lead Designer) earlier this year and has been working diligently with the team to prepare shovel-ready plans within 2022. At an estimated \$175 million, Bend North Corridor is the most expensive project ODOT Region 4 has ever built. “It’s also the first time ODOT has used the design-build method in ten years,” says Miranda Wells, ODOT’s project manager. “We’ve already seen more reliability and innovation resulting from this method, particularly as it relates to temporary traffic control.” Construction is expected to kick off in early 2023 with completion by the end of 2025, so managing traffic over a multi-year period will be critical to the project’s success. “The Kiewit/Jacobs team reduced the project footprint and increased construction efficiency to reduce project costs and impacts to the traveling public,” says Steve Litchfield, PE of Jacobs.

Another innovation that pre-dates the design-build team is the partnership between ODOT and the City to upgrade sewer and water infrastructure in the areas disturbed by project improvements. The City will fund these improvements, but they have been included in the design-build package so that they will be constructed seamlessly as a single project, reducing both cost and construction impacts. Other improvements include irrigation canal upgrades to Swalley infrastructure and a quiet crossing at the intersection of Cooley Road and the BNSF rail line.



1220 ODOT BEND NORTH CORRIDOR SCHEDULE | GRAPHIC COURTESY OF CENTURY WEST ENGINEERING

The project was developed in alignment with ODOT’s commitment to building sustainable and equitable transportation systems for all users. “We focused on travel time reliability and safety for all modes,” Miranda says. The project will re-align US97 and reimagine the existing US97 roadway as a pedestrian- and bicycle-friendly corridor focused on business and economic vitality. Improvements to US20 will include roundabouts that will encourage traffic to move slower but more smoothly without the stop-and-go pattern created by the existing traffic signals. This is consistent with ODOT’s Climate Action Plan, which seeks to reduce greenhouse gas emissions among other initiatives.

Many local contractors and professional services firms are involved in the delivery of the project. While Kiewit is a large, international company, they place an emphasis on hiring local subconsultants and have worked with ODOT to establish aspirational targets for women and minorities who will be hired from within the local community for a variety of positions. The Jacobs design team includes in-house engineers living and working in Central Oregon and several subconsultants with local offices. ODOT also hired an outsource support team headed by STV, Inc. who will serve as an extension of ODOT

Continued on Page 19 ►



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|-------------------------------------------------------------------------------------------|--------------|--------------|----------------------------------------------------------------|----------------------------------|-------|--------------|--------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| AKS Engineering & Forestry 2777 NW Lolo Dr., Ste. 150 Bend, OR 97703 | 541-317-8429 | N/A | www.aks-eng.com WilkinsonB@aks-eng.com | Brian Wilkinson, Joey Shearer | 25 | 2008 | 7 PEs & 2 PLS | Civil engineering, land surveying, site planning, natural resources, water resources, forestry, arborist services, construction support, GIS, landscape architecture. |
| Ashley & Vance Engineering 33 NW Franklin Ave., Ste. 110 Bend, OR 97703 | 541-647-1445 | N/A | www.ashleyvance.com info@ashleyvance.com | Jim Lord, John Fischer | 15 | 2005 | 9 | Committed to offering our clients creative, collaborative & cost-conscious civil & structural engineering solutions that range from residential to large-scale community infrastructure projects. |
| BECON 549 SW Mill View Way, Ste. 100 Bend, OR 97702 | 541-633-3140 | N/A | www.beconeng.com info@beconeng.com | Erik Huffman | 13 | 2012 | 5 | Civil engineering, environmental engineering, land surveying & construction services. |
| Bend Structural Engineering, PC 1555 NE Third St., Ste. B4-453 Prineville, OR 97754 | 541-977-3738 | N/A | www.bendstructuralengineering.com sandy.c@bendbroadband.com | Sandy Crenshaw | 1 | 2005 | 1 | Structural engineering services for architects, designers, homeowners & contractors on residential, commercial & industrial projects. Licenses in Oregon, Washington, Idaho, California & Montana. |
| CA Rowles Engineering, PC 1345 NW Wall St., Ste. 200 Bend, OR 97703 | 541-585-2207 | N/A | carowlesengineering.com info@carowles.com | Charlie Rowles | 5 | 2004 | 1 | Architectural & engineering design, civil, planning. |
| Cascade Crest Consulting Engineers PO Box 2242 Sisters, OR 97759 | 541-549-1331 | N/A | www.cccengr.com cccengr@msn.com | Eugene L. Trahern | 2 | 2002 | 1 | Structural, seismic evaluations & renovation design. Insurance & litigation claim support. |
| CEA Consulting Engineers 1345 NW Wall, Ste. 101 Bend, OR 97701 | 541-318-0404 | 541-322-5731 | www.cca-engineering.com larrys@cca-engineering.com | Larry Scharf | 5 | 2000 | 2 | Mechanical & plumbing engineering & collaborative electrical engineering. |

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Cross-Laminated Timber Applications for Every Project

by REED NEWCOMER, PE, Structural Engineer — Morrison-Maierle

Cross-laminated timber (CLT) is seeing increased use by architects and engineers because of the numerous structural applications it can accomplish in various building projects. While CLT panels are typically used for horizontal elements such as roof and floor elements, they are becoming more common for vertical elements such as walls and cores. In other words, there are CLT applications for nearly every project in the built environment.

What’s So Special About CLT?

CLT falls under the mass timber umbrella. While there are similar mass timber products like nail-laminated timber (NLT) and dowel-laminated timber (DLT), CLT construction is much different.

In CLT, fabricators place wooden planks into rectangular panels consisting of several layers of dimensional solid-sawn lumber or structural-composite lumber boards. These boards are stacked in an alternating orientation and glued together on their broad faces. This layering allows CLT to span bi-directionally within the plane, properties that make it the most versatile among mass timber products.

Where Can You Use CLT?

CLT can benefit structural applications in several ways. Here are some ideas that may work well in your next project:



PHOTO | MORRISON-MAIERLE

Floors — Floor panels are the most common use of CLT. Typical configurations consist of post-and-beam construction for single-span systems or post-and-panel construction where the panels span in two directions and are supported directly on posts. Floor systems often incorporate a thin concrete topping slab.

Continued on Page 17 ►

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|----------------------------------------------------------------------------------------|--------------|--------------|----------------------------------------------------------------|---------------------------------|-------|--------------|---------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Century West Engineering Corporation 1020 SW Emkay Dr., Ste. 100 Bend, OR 97702 | 541-322-8962 | 541-382-2423 | www.centurywest.com jroshak@centurywest.com | Joe Roshak | 14 | 1969 | 8 | General, civil & aviation. |
| ColeBreit Engineering 721 SW Industrial Way, Ste. 110 Bend, OR 97702 | 541-728-3293 | N/A | www.colebreit.com emily.foltz@colebreit.com | Laura Breit, Emily Foltz | 52 | 2013 | 22 | Mechanical, electrical, plumbing engineering & design services. |
| David Evans & Associates, Inc. 320 SW Upper Terrace Dr., Ste. 102 Bend, OR 97702 | 541-389-7614 | 541-389-7623 | www.deainc.com kws@deainc.com | Ken Schalk | 2 | 1986 | 1 | Civil engineering, water resource engineering, geographic information system (GIS), traffic engineering, surveying, landscape architecture, planning. |
| DENT Instruments Inc. 925 SW Emkay Dr. Bend, OR 97702 | 800-388-0770 | 541-385-9333 | www.dentinstruments.com sales@dentinstruments.com | Christopher L. Dent | 22 | 1988 | 2 | Design & manufacture of portable energy & power measurement instruments. |
| DOWL 963 SW Simpson Ave., Ste. 200 Bend, OR 97702 | 541-385-4772 | N/A | www.dowl.com jamason@dowl.com | Justin Mason | 15 | 2013 | 7 | Engineering, surveying, construction management & inspection. |
| E::SPACE Labs LLC 48 Bridgeford Blvd., Ste. 180 Bend, OR 97702 | 541-241-8801 | N/A | www.espacelabs.com david@espacelabs.com | Rick Silver, David V. Robson | 2 | 2015 | N/A | Affordable local prototype development lab to inventors, entrepreneurs, startups & corporations in the electronic & electromechanical space. |
| Eclipse Engineering 365 NE Quimby Ave. Bend, OR 97701 | 541-389-9659 | N/A | www.eclipse-engineering.com jarmstrong@ceimt.com | Julie Armstrong | 14 | 1998 | 5 | Structural engineering services with six office locations in the west. Licensed to provide structural engineering services on projects throughout the United States & Canada. |
| ESI 15820 Barclay Dr. Sisters, OR 97759 | 541-549-8766 | N/A | www.esisolutions.com corporate@esisolutions.com | Benny Benson, Julie Benson | 45 | 2007 | 13 | An innovative engineering, construction & operations consulting firm committed to delivering quality renewable energy solutions in today's rapidly changing energy markets to provide clients with unmatched experience, flexibility & follow-through within the renewable energy industry. |
| Ferguson & Associates, Inc. PO Box 1994 Redmond, OR 97756 | 541-788-6282 | N/A | www.traffic-team.com gscott@traffic-team.us | Scott Ferguson | 2 | 1999 | 1 | Regional transportation planning, traffic engineering, parking studies, traffic impact studies, trip generation studies. |
| Froelich Engineers, Inc. 745 NW Mt. Washington Dr., Ste. 204 Bend, OR 97703 | 541-383-1828 | N/A | www.froelich-engineers.com kclifford@froelich-engineers.com | Kim Clifford, Dean Azimi | 7 | 1991 | 7 employees in the Bend office & 33 overall | Structural & Civil |
| Garland Engineering, LLC 61360 King Solomon Ct. Bend, OR 97702 | 541-948-1539 | 541-508-0766 | www.garlandengineering.com ggbend@gmail.com | Glenn D. Garland | 1 | 2008 | 1 | Residential & light commercial structural design, building design, heavy timber design, site plans, grading & drainage plans, drafting & plan production. Licensed in OR, WA, ID & CO. |

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When it Rains, it Pours

by ADAM LARSON, P.E. — Wallace Group, Inc.

Public and private infrastructure have largely withered in the face of decades of neglect and under-funded repairs, and now, changing climate. Even modest rainfall events in central Oregon over the past few months have caused numerous roads to flood after stormwater systems are overwhelmed. As the ambient air temperatures rise, so too does its capacity hold more moisture and increase the potential for flooding.

Central Oregon is located in the rain shadow of the Cascade Range and typically receives less than 12-inches of precipitation each year. Despite the relatively dry high desert environment, central Oregon cities experience high intensity precipitation and rapid snow melt events that do cause flooding.

Stormwater management provisions are prescribed in local building codes and mandate that stormwater generated on private property must be treated and disposed of on the same property. For public property, there are no municipal stormwater collection and disposal systems in central Oregon. Instead, parking lots, hard surface areas and streets collect runoff to catch basins and transmit the water to swales or drywells. You can think of swales as dry ponds that hold water temporarily until it percolates into the ground. Drywells on the other hand are large open holes in the soil and rock that are around 15-feet in diameter and 15-feet deep. While you can't see drywells from the surface, they are located throughout central Oregon where



RUNOFF FROM NEW CONSTRUCTION OVERWHELMED EXISTING STORMWATER DRYWELLS, CREATING A TEMPORARY POND | PHOTO COURTESY OF WALLACE GROUP, INC.

manholes are seen in streets and parking lots. Like swales, stormwater can be collected in drywells until it percolates down through the soil and rock.

Continued on Page 19 ►

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| H.A. McCoy Engineering & Surveying, LLC 1180 SW Lake Rd., Ste. 201 Redmond, OR 97756 | 541-923-7554 | N/A | www.ham-engr.com office@ham-engr.com | Hayes McCoy | 12 | 2013 | 1 licensed engineer, 2 licensed land surveyors. | Civil engineering, land surveying & land use planning. |
| Harper Houf Peterson Righellis Inc (HHPR) 250 NW Franklin Ave., Ste. 404 Bend, OR 97703 | 541-318-1161 | 541-318-1141 | www.hhpr.com nicolass@hhpr.com | Nicolas Speros | 10 | 2005 | 4 Licensed Engineers, 1 Licensed Surveyor | Civil engineering, land surveying, structural engineering, water resources, land use & planning, landscape architecture, construction management, natural resources & environmental permitting, visual communications & software sales (Civil Tools Pro). |
| HDR Engineering, Inc. 404 SW Columbia St., Ste. 240 Bend, OR 97702 | 541-693-9020 | 541-693-9021 | www.hdrinc.com/home sandra.siemens@hdrinc.com | Sandy Siemens | 10 | 2010 | 5 | Architecture, asset management, commissioning & operations, economics, engineering, environmental sciences, finance, planning & consulting, project delivery, real estate, research, sustainability & resiliency. |
| HWA 62930 OB Riley Rd., Ste. 100 Bend, OR 97703 | 541-389-9351 | 541-388-5416 | www.hwa-inc.org granth@hwa-inc.org | Grant Hardgrave | 14 | 1987 | 7 PEs & 3 PLSs | Civil Engineering, surveying & land use planning. |
| JJC Engineering 70 SW Century Dr., Ste. 100-156 Bend, OR 97702 | 541-728-3624 | N/A | www.jjceng.com jjc@jjceng.com | Jay Castino | 1 | 2005 | 1 | Mechanical engineering. |
| Kittelson & Associates, Inc. 1001 Emkay Dr., Ste. 140 Bend, OR 97702 | 541-312-8300 | N/A | www.kittelson.com sbeaird@kittelson.com | Scott Beaird | 9 | 2008 | 4 | International transportation planning, engineering & research firm. |
| LB Engineering, Inc. 1902 NE Fourth St. Bend, OR 97701 | 541-317-2939 | 541-317-2940 | lennie@lbeng.com | Lennie Brant | 6 | 1995 | 2 | Structural engineering & planning, civil engineering. |

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Cross-Laminated Timber Applications

Continued from page 13

Roofs — CLT roof panels are installed like floor panels. Since CLT comes in large panels, a roof can be installed to enclose the structure from inclement weather quickly. CLT roof panels can also form two orthogonal, cantilevered overhangs for soffits without additional reinforcing. Panels can also span

up to 40 feet, a significant benefit in low-snow-load regions.

Walls — CLT panels are also great solutions for non-load bearing and load-bearing walls. Due to the dimensional stability of the alternating layers of wood, CLT can achieve long spans with relatively thin and lightweight panels. The panels can help with the insulation in the building envelope for exterior walls.

Shear Walls and Diaphragms — CLT panels can create effective lateral load resisting systems. It's important to know that there is no prescriptive code path or design standard when using CLT in lateral force resisting systems. Consult the 2015 NDS and 2015 IBC, and please consult your structural engineering team for more information and clarifications.

Cores and Shafts — CLT cores and shafts are quick to erect while providing load-bearing support or being part of the lateral force-resisting system. Elevators and stair shafts can also have two-hour fire resistance ratings without needing a drywall finish.

Plan Early

Though there are several applications and benefits of CLT, it is not the only solution for every building. However, if you are considering using it in your next project, discuss it with your engineering team early in the project cycle to determine if CLT fits your goals and constraints.

We would love to know how you've incorporated CLT into your projects. We've

had some recent experience using CLT for various applications and are always happy to share some ideas and hear about the plans for your projects. Please reach out any time!

Reed Newcomer, PE, is a structural engineer based in Morrison-Maierle's Bend office. Contact him at renewcomer@m-m.net

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When it Rains

Continued from page 15

Local geology contributes to how well a given property will drain stormwater. In general, basalt bedrock drains well because it is typically fractured and jointed which more readily transmits excess stormwater. What can become problematic over time is when small soil particles build up in drywells and plug the drainage pathway. Drywells need to be maintained to clear debris.

What are local engineers doing to help address stormwater runoff amid erratic weather patterns and limited stormwater infrastructure?

At the Wallace Group, we are advocates of performing infiltration testing on soil and rock so an economical stormwater management plan can be developed. All too often we see large portions of properties devoted to swales that never fill up, or where drywells cannot accommodate the stormwater runoff and over-flow. Not only is flooding a nuisance, but it also can often be found in crawl spaces leading to mold growth. We have found that using appropriate infiltration rates for soil in swales and another rate for infiltration through fractured basalt in drywells can help developers ensure that stormwater facilities are designed to accommodate the actual runoff, with a margin of safety for even more erratic and high intensity precipitation events.

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Century West Engineering

Continued from page 11

staff for technical reviews and project administration. STV's team includes three local businesses and over 30 percent engagement of disadvantaged and women-owned businesses.

When complete, the Bend North Corridor project will improve connectivity in the project area; increase safety for motor vehicles, pedestrians and bicyclists; provide travel time reliability for transit, freight vehicles and commuters; and contribute to the overall health and wellbeing of the local area. In the

meantime, it will provide quality jobs to support many Central Oregon individuals and businesses.

Matthew Tipton is serving as the Design Compliance Lead providing support services to ODOT for the Bend North Corridor project. After moving to La Pine from the Portland metro area three years ago, Matthew has quickly established himself in the Central Oregon public works community. His other projects include a roundabout design with Deschutes County, working with the Central Oregon Intergovernmental Council to site and design bus stops for a new transit line, and providing construction management services to the City of Bend.

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| Allstate Insurance 141 NW Sixth St., Ste. A Redmond, OR 97756 | 541-548-1416 | 541-647-6317 | www.allstate.com/cheritowery cheritowery@allstate.com | Cheri Towery | 6 | 1986 | 6 | All lines except health/also do life insurance & financials. | Allstate Insurance, Chicago, IL. |
| Bancorp Insurance 51473 Hwy. 97 PO Box 327 La Pine, OR 97739 | 800-452-6826 | 541-536-1568 | www.bancorpinsurance.com bancorp@bancorpinsurance.com | Cheri Martinen | 12 | 1978 | 10 | Specializing in contractors, RV parks & resorts, wildland fire contractors & caterers, private water districts, fishing guides & outfitters, small business insurance. Three agents on staff specializing in personal home & auto insurance, Medicare supplement plans, life insurance & health insurance. | Martinen Inc. DBA Bancorp Insurance. |
| Brown & Brown NW Insurance 1160 SW Simpson Ave., Ste. 100 Bend, OR 97702 | 541-749-4978 | N/A | www.bbnw.com mmastroni@bbnw.com | Mike Mastroni | 20 | 1980 | 20 | All lines of insurance. | Brown & Brown |
| Cascade Insurance Center 1201 NW Wall St., Ste. 100 Bend, OR 97702 | 541-382-7772 | 541-388-5403 | www.cascadeinsure.com service@cascadeinsure.com | Patrick O'Keefe | 13 | 1985 | 10 | All lines of insurance. | Cascade Insurance Center, LLC, Bend, OR |
| Century Insurance Group LLC 320 SW Upper Terrace, Ste. 104 Bend, OR 97702 | 541-382-4211 | 541-382-7468 | www.centuryins.com jepple@centuryins.com | Jason Epple, Jeff Weichman | 30 | 1996 | 12 | All lines. | Century Insurance Group LLC, Bend. |
| Farmers Insurance, Scott Robson 644 NE Greenwood Ave., Ste. 1 Bend, OR 97701 | 541-382-9111 | 541-383-8949 | farmersagent.com/srobson srobson@farmersagent.com | Scott Robson, Darrin Prickett | 5 | 1989 | 5 | All lines. Licensed in Oregon, Washington, Idaho & California. | Farmer's Insurance, Hillsboro, OR |

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|---------------------------------------------------------------------------------------------------|--------------|--------------|--------------------------------------------------------------|-------------------------|-------|--------------|--------|-----------------------------------------------------------------------------------------------------------------|---------------------------------------------------|
| High Desert Insurance & Financial Services 1543 NE Third St., Ste. 100 Bend, OR 97701 | 541-388-4242 | 541-388-4250 | www.highdesertinsurance.com patsy@highdesertinsurance.com | Jeffrey W. Melville | 4 | 2008 | 2 | Ind. & group health, life, home, auto, RV, boat, business. | N/A |
| Insure Pacific, Inc. / Prineville Insurance Agency 297 NW Third St. Prineville, OR 97754 | 541-447-6372 | 541-447-5742 | www.prinevilleins.com Monica@prinevilleins.com | Monica Elsom | 11 | 1935 | 8 | All personal & commercial lines of insurance. Life, group health & disability & your local MASA representative. | Insure Pacific Inc., Prineville, OR |
| Juniper Insurance 19855 Fourth St., Ste. 106 PO Box 2367 Bend, OR 97703 | 541-226-3590 | 888-744-8933 | www.juniper-insurance.com service@juniper-insurance.com | Deana Fowler | 2 | 2011 | 1 | All line of Property & Casualty, specializing in Farms & Commercial policies, as well as life & group health. | Juniper Insurance |
| MASA Medical Transport Solutions 70 SW Century Dr. Bend, OR 97702 | 541-848-8124 | N/A | masamts.com/biz-solutions turioste@masamts.com | Tony Urioste | 140 | 1974 | N/A | Emergency Medical Transport Coverage. | N/A |
| PayneWest Insurance 606 NW Arizona Ave., Ste. 200 Bend, OR 97703 | 541-306-2080 | N/A | www.paynewest.com ttdavis@paynewest.com | Travis Davis | 14 | 2012 | 12 | Commercial / personal / employee benefits (all lines). | PayneWest Insurance, a Marsh McLennan Agency |
| Phil & Doreen Hetz Independent Agents Representing PO Box 9694 Bend, OR 97708 | 541-318-7581 | 541-318-5453 | www.aflac.com philip_hetz@us.aflac.com | Dory Hetz, Phil Hetz | 2 | 1992 | 2 | Voluntary employee benefits, section 125-cafeteria plans | Independent Representative of AFLAC, Columbus, GA |



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|--------------------------------------------------------------------------------------------------------|--------------|--------------|----------------------------------------------------------------------------|-----------------|-------|--------------|--------|--------------------------------------------------------------------------------------------------|----------------------------------------|
| Preferred Choice Insurance 370 SE Third St., Ste. B Bend, OR 97702 | 541-330-5882 | 541-330-5695 | woolhiserr@yahoo.com | Robin Woolhiser | 3 | 1996 | 3 | Contractor, general liability, bond, auto, property, homes, life, disability, health, annuities. | Preferred Choice Insurance, Bend, OR |
| Ray Austin Insurance Agency, Inc. - COUNTRY Financial 8283 11th St., Ste. 4 Terrebonne, OR 97760 | 541-923-7105 | 541-548-1466 | www.countryfinancial.com/ ray.austin ray.austin@countryfinancial.com | Ray Austin | 2 | 1925 | 1 | All lines. | Country Financial, Bloomington, IL |
| SAIF Corporation 999 SW Disk Dr., Ste. 103 Bend, OR 97702 | 541-382-0322 | 541-383-2400 | www.saif.com saifinfo@saif.com | Mike Elliott | 18 | 1914 | 2 | Workers' compensation insurance. | SAIF Corporation Salem, OR |
| SELCO Insurance Services 501 NE Bellevue Dr. Bend, OR 97701 | 541-312-1809 | 541-312-1809 | www.selco.org dchaney@selco.org | David Chaney | 1 | 2008 | 1 | Wide range of insurance policies & other services. | SELCO Credit Union, Eugene, OR |
| State Farm Insurance - Agent Joe A. Lochner 123 SW Fifth St. Redmond, OR 97756 | 541-548-6023 | 541-548-6024 | www.joelochner.com joe@joelochner.com | Joe A. Lochner | 3 | 1998 | 3 | Auto, fire, life, health, business, farm/ranch, financial services. | State Farm Insurance, Bloomington, IL. |
| State Farm Insurance - Agent James Chrisman 1052 NW Newport Ave., Ste. 101 Bend, OR 97703 | 541-388-9204 | 541-388-9804 | www.jameschrisman.net james.chrisman.ne9j@statefarm.com | James Chrisman | 2 | 2002 | 3 | All lines & financial services. | State Farm Insurance |

Continued on Page 24 ▶



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|----------------------------------------------------------------------------------------------------|--------------|--------------|--------------------------------------------------------------|-----------------|-------|--------------|--------|-------------------------------------------------|-----------------------------|
| Tanner Eastlick Insurance Agency 61396 S Hwy. 97, Ste. 229 Bend, OR 97701 | 541-382-6700 | 541-388-5417 | www.farmersagent.com/teastlick teastlick@farmersagent.com | Tanner Eastlick | 2 | 1983 | 1 | All lines. | Farmer's Insurance, Tigard. |
| United Risk & Insurance Services 2660 NE Hwy. 20, Ste. 610-532 PO Box 3798 Bend, OR 97701 | 541-728-2040 | 541-728-2041 | www.unitedriskinsurance.com donna@unitedriskinsurance.com | Bill McCabe | 10 | 2017 | 7 | Commercial, personal lines & benefits coverage. | N/A |

Health Plan Companies *(Listed Alphabetically)*

| Company / Address | Phone | Fax | WebSite/Email | Contact | Staff | CO Year Est. | Number of Members | Parent Company/ Headquarters |
|----------------------------------------------------------------------|--------------|--------------|-------------------------------------------------|-------------|-------|--------------|-------------------|-----------------------------------------------|
| PacificSource Health Plans 2965 NE Conners Ave. Bend, OR 97701 | 541-330-8896 | 541-330-8948 | www.pacificsource.com info@pacificsource.com | Dan Stevens | 336 | 1933 | 290,000 | PacificSource Health Plans Springfield, OR |

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



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Steps to Free Yourself from Debt

by ED WETTIG, CFP — Cornerstone Financial Planning Group

With a potential recession looming, inflation at a 40-year high, and interest rates rising, if you have debt-especially revolving (credit card) debt, you will be facing higher interest rates on your debts and with those higher rates come higher payments.

Being in debt can be a stressful experience. But once you start looking for ways to get out of debt, you'll find some peace of mind and start down the road to financial independence. If you're ready to rid yourself of burdensome debt, here are some simple steps you can take to get started.



- 1. Stop borrowing.** If you're serious about eliminating or reducing your debt, it's essential that you only borrow in case of emergency. Make a commitment to stop charging everyday things like gas, groceries or clothes, and only buy what you can afford to purchase in cash.
- 2. Determine your budget.** Identify all your monthly expenses, and list them in order of necessity. You may find that many of your least necessary expenses can easily be eliminated, and the savings can be used for making higher payments on your debt.
- 3. Choose a strategy.** There are two common approaches to paying off debt. With the "snowball" method, you pay as much as you can toward the debt with the smallest balance, while making the minimum payment to your other debts. Once you pay off your lowest balance debt, repeat the process with the next lowest balance debt. With this method, you'll pay

off one of your debts sooner, which can provide an emotional boost and the motivation to continue the process of getting out of debt.

The other common approach to eliminating debt is known as the "avalanche" method. Here you begin with the debt with the highest interest rate, while paying the minimum payment on the rest of your debts. Once you pay off the debt with the highest interest, you move to the next one with the highest interest rate.

So which method is better? In terms of saving on the total amount of interest you pay; the avalanche method is the clear winner. However, if all your debts carry roughly the same interest rate, the difference can be minimal.

While creating a debt elimination strategy is relatively simple, it takes commitment and sacrifice to become debt free.

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Wesley B. Price, III announced his retirement as managing partner from **Price Fronk & Co.** effective June 30, 2022. During the transition process, Price stayed on as a partner emeritus, working closely with the firm to ensure all client relationships are smoothly transitioned. Partner emeritus is an honorary title, which holds counsel, historical perspective and other leadership services and research privileges within the firm.

Price is an Oregon native who dedicated most of his career to Price Fronk & Co. He joined the firm in 1979 and became a partner in 1989. For 33 years, Price served as a leader in the firm's corporate business group and concentrated his practice in business and tax planning issues for closely held businesses and their owners. A major focus of his practice included business acquisitions and dispositions and all related tax issues for the business owners.

R&H Construction welcomes **Matt Simpson**. Simpson joins the team as project manager and has already kicked off several tenant improvement projects. Simpson brings years of Central Oregon industry and project management experience to the team.

When asked what he enjoys outside of the office, he said 95 percent of the time you can find him outdoors doing any adventure with his two dogs, Libby May and Maximus Mojo, including bouldering, snowshoeing, trail running and night hiking. A solid high desert enthusiast and great addition to the team.



Four umpires with local connections will enjoy post-season regional and national assignments this summer.

Paul Eaton of Redmond will be a member of the 12-man crew staffing the **Senior League Softball World Series** at Lower Sussex in Delaware from July 31 through August 6, 2022. This will be Eaton's first national assignment after umpiring at the 2010 Major Softball Western Regional (Vancouver, Washington), the 2015 Major Baseball Western Regional (San Bernadino, California) and the 2016 Senior Softball Western Regional (Missoula, Montana).

Dave Kramer of Bend is one of three Oregon umpires who will join 11 other men in blue to staff the **Little League Baseball Mountain, Northwest and West Region Tournaments** in San Bernadino, California from August 6 through 12, 2022. Kramer has served at national, regional and high school post-season tournaments including the 2016 5A Oregon State High School Softball Championship and the 2016 Big League Softball World Series.

Scott Vernon of Bend will be heading to Tucson, Arizona, to serve on the umpire staff for the **Western Regional Junior Softball** tournament from July 23 through 28, 2022 — his first regional or national assignment.

Derek Gillespie will be a member of the 13-person staff at the **Junior League Baseball World Series** in Taylor, Michigan. Gillespie, who got his start with Bend North Little League before relocating to Sparks, Nevada and then, Bradenton, Florida, has served the 50/70 World Series and Western Regionals for Majors, Juniors and Seniors.



Congratulations to **Rick Heider** and **Kathy Murch** for their recent hole in ones at **Awbrey Glen Golf Club**.

Heider's hole in one happened July 11 on Hole #13. Heider used a 7 Iron from 225 yards for his first hole in one.

Murch's hole in one happened Wednesday, July 13 on Hole #11. Murch used a 6 Hybrid from 128 yards.

NAI Cascade's property management team welcomes **Julia Sutter**.

Sutter brings an impressive business acumen to NAI Cascade which can only come from 25+ years' experience in business operations and management. Sutter's real estate knowledge is derived from her time as a licensed general contractor and owner of a custom home building and design company, an escrow officer and mortgage loan coordinator.

Sutter moved to Bend in 2005 with aspirations of being a horse wrangler at Rock Springs Guest Ranch. She joined the ranch's hospitality department where she helped to coordinate staff and events as well as leading guests on trail rides. Sutter is a master event planner and has facilitated events all over the U.S.

United Way Central Oregon's Executive Director, **Ken Wilhelm**, is retiring after 34 years of service to the region. **Whitney Swander**, who will serve as interim executive director, will lead the organization's transition with a focus on reinventing United Way's local business model and enhancing impact through an equity and social justice approach. Swander brings more than 14 years of community outreach and engagement experience to United Way, including leadership positions with Foundations for a Better Oregon and Better Together Central Oregon.



Wilhelm said he's looking forward to road trips, camping and hiking with his wife, visiting family, enjoying his three grown children and playing Opa and Nana to their first granddaughter.

Swander's vision includes strengthening the organization's regional impact through building relationships and understanding the current community needs for collective action.



Central Oregon Community College (COCC) announced that **Jim Wilcox**, manager of the Small Business Management Program at COCC, has been selected as Oregon's 2022 State Star, a nationally recognized award for exemplary SBDC performance.

Each year at the Association of Small Business Development Centers (SBDC) annual conference, a star performer is honored from each state in recognition of exemplary performance. State stars are selected by the Oregon State Director and Associate Director and recognized and honored at a private reception that is attended by upwards of 600 peers from all over the country.

Accounting firm **Kernutt Stokes** promotes **Jonathan Davenport** and **Charlotte Kreitlow** to manager, and three associates to senior associates.

Davenport, CPA, is promoted to tax manager. He works with family owned businesses, along with real estate and foreign taxation projects. Davenport joined the Kernutt Stokes team in 2016 and works in the Eugene office. He is a member of the Eugene Springfield Tax Association and prior to joining the firm, he earned a bachelor of science in accounting from BYU-Idaho, and amasters of accountancy from Idaho State University.

Kreitlow, CPA, is promoted to virtual accounting manager in the Kernutt Stokes' virtual accounting department. Kreitlow works with a number of small- to medium-sized businesses, maintaining and analyzing their business finances. She joined the firm in 2018 and is a member of the Oregon Society of Certified Public Accountants (OSCPA), and volunteers as treasurer for the Mount Pisgah Arboretum. Prior to joining the firm, Kreitlow earned a bachelor of science in environmental studies with a minor in business administration from the University of Oregon in 2008.



Randy Dean, CPA, is promoted to tax senior associate. Dean joined Kernutt Stokes in 2018 and works in the firm's Bend office.

Veronica McCauley, CPA, is promoted to senior associate in the firm's Employee Benefit Plan team. McCauley joined Kernutt Stokes in 2017 and works in the Eugene office.

Liz Spreier, CPA, is promoted to audit and assurance senior associate. Spreier joined Kernutt Stokes in 2019 and works remotely.

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

New hires, promotions,
accolades, awards, retiring?
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Who's Who!

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the next edition of *Cascade Business News*.

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Who's Who
Continued from previous page

The **Bethlehem Inn** Board of Directors announced that **Linda Jackson-Shaw** and **Linda Levinson** have been elected to its board.

Jackson-Shaw has a passion and empathy for homelessness and hunger, which stems from her personal experience. While she no longer is faced with homelessness, she has a continuing passion to help others. Serving on the Board provides her with an opportunity to work with a team of likeminded people who reach out and help those in need. She also assists families find resources and support for their loved ones who struggle with mental health.

Levinson is a certified employee assistance professional (CEAP) with many years of experience in administration and hands-on organization of multidisciplinary mental health and addiction programs. She has been an advocate for the mentally ill working with families to assist them in finding resources. Levinson's volunteer



background includes Special Olympics, Aid Support Group, Junior Achievement, Well in the Desert, PIT homeless count (Palm Springs) and is currently a member of Redmond Rotary and their Homeless Task Force Committee.

Bethlehem Inn also announced the promotion of **Liz Clemens**, LCSW and **Tara Feurtado** to directors. Both have been with the organization since 2011, though Clemens started in 2010 as an Americorp volunteer.

Clemens obtained her master of social work degree from Portland State University and is now a licensed social worker. She achieved these degrees while working full time at the Inn. Clemens received her undergraduate degree in social work from Goshen College, Goshen, Indiana, served on Central Oregon's Oregonians Against Trafficking Humans (2014-2016) and served as co-chair on the Family Access Network steering committee. She currently serves on the Board of Directors of the Homeless Leadership Coalition, is a member of the National Association of Social Work and serves on the advisory board with Fair Housing.

Feurtado earned her masters from Portland State University in 2006 with a certificate in curriculum and instruction and specialization in early childhood development and education. She received her bachelors from Portland State University in 2002 majoring in child and family studies with emphasis in family support and advocacy. Feurtado served as secretary for the Central Oregon Homeless Leadership Coalition from 2017 to 2018. She also served on the Board of Directors of the Bend International School for two years. Currently, she chairs the Regional Shelter Committee of the Homeless Leadership Coalition and was selected to serve on the City of Bend's The Emergency Homelessness Task Force for the City of Bend.

The Families First and Next Steps Programs provide programmatic direction for the Inn, through a trauma-informed lens. As co-directors, Clemens and Feurtado implement policies, and manage operational staff as well as supervise resident services staff through collaboration with our 70+ partner agencies. Important aspect of these roles include monitoring program effectiveness through pertinent metrics and regular reports. program co-directors work to guide communications with allied community organizations, a multitude of agencies and the general public.

COCC Abuzz with National “Bee Campus” Recognition

Central Oregon Community College (COCC) recently received Bee Campus USA designation from the Xerces Society for Invertebrate Conservation for its dedication to improving landscapes for pollinators.

Among its efforts, the college has planted pollinator-friendly native plants, created gardens, regulated pesticide usage and disseminated information about habitat and pollinator issues to internal and external audiences. COCC becomes just the sixth college or university campus in Oregon to be an affiliate of the Bee Campus USA program.

“Many pollinator species — about 40 percent — are facing potential extinction in the coming years due to things like shrinking habitats and pesticide practices,” said Noelle Copley, COCC’s sustainability coordinator. “At COCC we’ve done things to help mitigate that, like planting a milkweed garden and other native flowering plant gardens and trees on the Bend campus and developing an integrated pest management plan that stresses prevention and limits the use of pesticides.”

According to the Xerces Society, a national nonprofit organization based in Portland, pollinators such as bumble bees, sweat bees, mason bees, honey bees and others are responsible for the reproduction of almost 90 percent of the world’s flowering plant species and one in every three bites of food.

There are 140 Bee Campus USA affiliates across 45 states. Bee Campuses renew their affiliation each year and report on accomplishments from the previous year.

For more information, contact Noelle Copley at 541-383-7779 or visit cocc.edu/committees/sustainability/bee_campus_usa.aspx.



PHOTO | PxHERE

Businesses Serving Community

VOLUNTEERS IN MEDICINE CLINIC OF THE CASCADES

Volunteers in Medicine Clinic of the Cascades recently received grants from Central Oregon Health Quality Alliance and Chambers Family Foundation.

The Central Oregon Health Quality Alliance (COHQA) has awarded a Health Within Reach grant of \$30,000 to Volunteers in Medicine Clinic of the Cascades (VIM). The grant will sponsor a new pilot program for diabetes education with oral health and healthy food support for economically disadvantaged, Latino/a/x patients in Central Oregon.

For VIM patients, oral health is substantially untreated. In fact, individual interviews with 150 VIM patients showed that 40 percent had trouble eating or sleeping due to dental pain. The issue is most pronounced for diabetic patients. VIM has built an integrated, multispecialty, bilingual, culturally competent diabetes management program that includes RN case management, pharmacy, behavioral health, certified educators, primary care and specialty care at no charge to the patient and all at the same location.

The Chambers Family Foundation has awarded a grant of \$5,000 to VIM. The grant will sponsor four low-income, uninsured Deschutes County patients for one year so they can receive free-of-charge medical care.

LATINO COMMUNITY ASSOCIATION

Generous local donors have pushed the Latino Community Association (LCA) across the finish line in its campaign to meet a \$75,000 challenge match from the M.J. Murdock Charitable Trust. Thanks to the support of 31 returning donors and 165 new donors since July 2021, the Trust has granted LCA an additional \$75,000 to advance its work to empower Latino families to thrive in Central Oregon.

TOUCHMARK AT MOUNT BACHELOR VILLAGE

The retirement community Touchmark at Mount Bachelor Village recently held an celebration and raised more than \$14,500 for the Alzheimer's Association. The summer solstice is an annual awareness and fundraising event that seeks to raise awareness of the darkness of Alzheimer's on the day of the year with the most light. This year's fundraising efforts included a silent auction and partnership with Beach Hut Deli, with Touchmark team members and residents beginning the day with a mountaintop sunrise yoga session.

Five Tips to Prep Your Home for Hotter Summers, Future Heat Domes

by KATIE BRADSHAW

As we pass the anniversary of the 2021 heat dome event, Energy Trust of Oregon, a nonprofit charged with helping utility customers reduce energy use, recommends residents take steps now to improve the safety and comfort of their homes this summer. Plus, with energy prices climbing, home improvements can provide much-needed financial relief for families across Oregon.

“During the heat dome last summer, we saw some of the hottest temperatures on record,” said Scott Leonard, residential spokesperson with Energy Trust. “With temperatures and energy costs on the rise, this is a great time for folks to make simple, but effective home improvements. We also want to make sure Oregonians have access to air conditioners, which can be lifesaving in extreme heat events. Incentives for energy-efficient central AC units are available through Energy Trust and utility partners, for people of all income levels.”

More information on air conditioner incentives and income-qualified incentives can be found at energytrust.org/residential/incentives/air-conditioning, and by checking with your local utility. Energy assistance programs are also available through local community-based agencies. Find your local agency at bit.ly/3KR80ho.

Here are Energy Trust’s top five tips for keeping your home safe and comfortable this summer. For more energy-saving DIY tips, visit energytrust.org/residential/DIY.

1. Power down heat-generating devices: Home appliances, electronics and incandescent light bulbs create heat when on. Power down and consider upgrading to LED lights, which operate more efficiently and don’t give off excess

heat. Skip the oven and use the microwave, stovetop or grill outside, if possible.

2. Use your windows strategically: Less light = less heat. Close windows, blinds, shades and curtains to keep heat outside. Light-colored window coverings also help reflect heat away. Close windows and window coverings in hot weather during the day to keep hot air out and open windows at night or early morning to let cool air in. As a longer-term strategy, consider planting trees or tall shrubs to filter sunlight before it enters your home.

3. Join the fan club: A ceiling fan can help circulate cool air from your air conditioning. If you buy a new ceiling fan, choose an ENERGY STAR qualified ceiling fan/light combination unit model and run it to spin counterclockwise, which pushes air down and creates a cool breeze.

4. Keep hot air out and cool air in: Sealing air leaks and insulating your home can reduce cooling and heating costs. Add caulk or weatherstripping around drafty doors and windows and seal holes or cracks hidden in attics, basements and crawlspaces with caulk, spray foam or weatherstripping. Leaks make insulation less effective. So, if you’re adding insulation, seal air leaks first.

5. Make the most of air conditioning: When no one is home, set the air conditioner or heat pump thermostat a few degrees higher than normal. Check the system air filter regularly and change it when it looks dirty. A dirty filter makes the system work less efficiently and reduces airflow. Make sure all vents and registers are well-sealed where they meet floors, walls and ceilings.

energytrust.org

Deschutes County Health Services Smoke & Health Communication

provided by DESCHUTES COUNTY HEALTH SERVICES

Fire season is beginning across Oregon. In Central Oregon, we live in an ecosystem that is adapted to fire. This means that there will be periods of time when the air is smoky. During fire season, there are things you can do to protect your health from smoke exposure.

Some people are more sensitive to smoke exposure than others. Smoke may worsen symptoms for people who have pre-existing health conditions and those who are particularly sensitive to air pollution. Sensitive groups include:

- Persons with asthma or other chronic respiratory diseases, such as COPD
- Persons with cardiovascular disease
- Persons 65 years of age or older
- Infants and children
- Pregnant women

- Smokers, especially those who have smoked for several years
- Houseless persons

If you belong to one of these groups, or you know someone who does, we encourage you to visit CentralOregonFire.org/wildfire-smoke-your-health to learn how to protect their health.

We encourage you to share this content with anyone who may be interested in receiving it.

If you would like to receive printed copies of these materials mailed to you, including a flyer having some tips for protecting your health when it’s smoky outside, please email: info@jahnkeinsights.com for more information.

Thank you for helping to keep our community healthy and safe this fire season. deschutes.org

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Community Organizations across Oregon Support the River Democracy Act

by JAMIE DAWSON, Public Lands Campaigner — Oregon Wild

Seventy five organizations across Oregon have released a letter in support of the River Democracy Act (Senate Bill 192), introduced in February of 2021 by Senators Ron Wyden and Jeff Merkley.

The letter, released on July 15, showcases the diversity of organizations that support clean water, wildlife habitat and recreational opportunities that will be protected by the River Democracy Act. Riverkeeper groups, guiding associations, watershed councils, paddling clubs and even a community radio station grace the list of supporters.

The letter states: “Although our groups represent a wide variety of interests, purposes, and people across the state, we all have at least one thing in common — a love of Oregon’s rivers. From paddling clubs to birding groups, and youth-led climate organizations to watershed councils, we all recognize that rivers bring Oregonians together. They provide us with clean drinking water, our favorite swimming holes, and places to take our families fishing and boating.”

Tom VanderPlaat, board co-president of the Association of Northwest Steelheaders commented, “Declaring Oregon’s rivers and streams as Wild and Scenic not only preserves pristine riparian habitat and spawning grounds, but helps preserve our Northwest fishing heritage and the vast economy that angling supports. This is the leadership Oregon needs if we want to recover critically listed salmon and steelhead throughout our state.”

The legislation would add 4,700 miles of rivers and streams in Oregon to the Wild & Scenic Rivers system after Senator Wyden crowdsourced nearly 15,000 nominations from Oregonians. This would provide enhanced protections for fish, wildlife, clean drinking water and recreation in watersheds like the Deschutes, Metolius, Rogue, McKenzie, Willamette, North Umpqua, Sandy and more!

“Our members treasure our access to paddling on Oregon’s amazing rivers,”



INDIGO CREEK | PHOTO BY NORTHWEST RAFTING COMPANY

said Russ Pascoe of the Oregon Kayak and Canoe Club. “It’s one of the reasons many of us live here. Getting more of them protected is always one of our goals so we are excited to see Wild & Scenic protections proposed for some of our favorite rivers.”

The letter can be viewed at oregonwild.org/about/press-room.

Hawthorn Healing Arts Expands Acupuncture Services

provided by HAWTHORN HEALING ARTS CENTER

Hawthorn Healing Arts’ team of acupuncture and Chinese Medicine practitioners has recently doubled, offering twice the availability of providers for patients, as well as an expanded array of specialties and healthcare practices.

Acupuncture is an important aspect of an alternative healthcare practice, offering patients new avenues for pain management, addiction relief and treatment of gastrointestinal diseases, chronic stress, insomnia and more — facts borne out by science and research. Hawthorn Healing Arts’ acupuncture practitioners come from an educational background of Chinese Medicine, and along with that comes an even larger toolbox that includes Chinese herbal medicine, therapeutic massage, qi-based (energy) practices such as qi gong and Tai chi, as well as practical nutritional counseling and lifestyle guidance.

Expanded Offerings

Joining the team of Dr. Rob Neilson, ND LAc and Chelsea Phillips, LAc is Jessica Belknap, LAc and David Watts, LAc. Dr. Neilson offers Classical Chinese Medicine (CCM) and acupuncture along with his naturopathic medical practice. Chelsea Phillips offers acupuncture in addition to CCM. Her treatment focus is on women’s health and childbirth as well as pain relief and vibrational healing.

New to the team and with over 21 years of hands-on experience is Jessica Belknap. She offers acupuncture and CCM services with a focus on orthopedics, pain management oncology, allergies and more. David Watts offers a complimentary range of services including acupuncture and CCM to address chronic stress, insomnia, back and neck pain. He also specializes in essential oil applications, supplements and psycho/emotional support. David’s unique expertise creates a synergy between the action of essential oils and the healing power of acupuncture and Chinese medicine — helping to elevate the treatments in a very profound way.

This expansion into acupuncture makes it possible for Hawthorn Healing

Arts to facilitate a vibrant new Community Acupuncture Program. David Watts LAc leads this very affordable twice-weekly service. This unique modality of acupuncture has been available in China for a very long time. In addition to making acupuncture more affordable, there is an additional opportunity for enhanced healing/movement of stagnant Qi, something that happens when people receive treatment in a group setting. Community Acupuncture happens at the center on Wednesday and Friday 10:30am to 1pm.

hawthorncenter.com

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Barre3 Bend

Continued from page 3

biking and rock climbing. “The great thing about Barre3 is that it really supports anything else you’re doing,” Wiater says. “It can be that standalone thing that gives you everything you need, or it can be a great supplement to your other activities.” Earlier this week Wiater and Barre3 Bend became the newest fitness

studio in the Old Mill District, joining Orangetheory Fitness, Free Spirit Yoga + Fitness + Play and CycleBar. Barre3 Bend is now located in the historic Mill A building along the Deschutes River, next to Tumalo Creek Kayak & Canoe. Wiater’s classes have been growing at a steady clip in recent years, and she said that Barre3 simply outgrew its former space. So in scouting a new location, she found a lot to love about the new, more central outpost in the Old Mill District. For starters: she appreciates easy access to the Deschutes River Trail, which

heads through the heart of the Old Mill District, and the additional space, which allows her to grow outdoor classes. Not just that, but Wiater is thrilled to be closer to studio partners like Athleta, where she holds at least one class per month, and Deschutes Brewery, which crafts its ales and lagers just across the Deschutes River. Wiater hopes the new studio, surrounded by Barre3 partners and Bend’s famously beautiful outdoors, continues to grow the sense of camaraderie among clients.

“I really see our clients being able to work in a class and then go shopping, walk along the river and grab a coffee or something to eat,” she says. “It adds that piece of community, and I feel like we’ll be able to build on that so much more here.” Barre3 Bend is located at 805 SW Industrial Way, Suite 7 in Bend. Classes are offered seven days a week, typically starting at 6am. For more information, email Barre3 Bend at bend@barre3.com or call their studio at 541-323-2828. barre3.com • oldmilldistrict.com

Worthy Garden Club

Continued from page 3

and have worked for nearly 30 years to increase the interest in and knowledge of native plants in the west. Their mission aligns perfectly with that of the Worthy Garden Club and will help the WGC meet its long-term goals of preserving and restoring natural areas throughout the region.

WinterCreek Nursery will continue to operate as a wholesale and retail nursery open to the public and has retained all current employees and management, but all proceeds will now benefit the environmental and conservation work completed under the Worthy Garden Club’s non-profit status. It’s a unique model that will result in a substantial benefit to the conservation of natural areas across Oregon.

Concurrent with the nursery purchase, the WGC established a new environmental division and has hired Mr. Evan Heeb as its Director. Evan will be coordinating all restoration, re-wilding and volunteer planting projects for the Worthy Garden Club’s environmental program and works directly under the Executive Director. We’re excited to bring Evan’s knowledge and enthusiasm in native plant communities and restoration ecology into the WGC family.

The Garden Club continues to operate the Hopservatory, the small-scale regenerative farm providing fresh seasonal produce to the restaurant, and the pollinator and native plant gardens. The purchase of WinterCreek Nursery will help the WGC close the gap between theory and practice as a provider of native plants and an active contributor to restoration of natural areas around the region.

worthygardenclub.com

CORRECTION

Continued from page 3

as Forest Road #41 infers that both routes contemplate and permit vehicular traffic to access the trail. This is simply not true; the only way to get to Sunriver Trail in a vehicle is Forest Road #41.

Lastly, there is a complete lack of official parking spaces within Sunriver dedicated for those who have driven a vehicle into Sunriver for the purpose of biking, hiking, running or otherwise accessing the trail for recreational purposes. This fact is particularly relevant when understanding Sunriver has codified rules prohibiting vehicles stopped, parked, or idling on any Sunriver roads or streets. The practical impact at Cardinal Bridge is pretty straightforward: no parking at Cardinal Bridge or in the neighborhood surrounding it; no stopping at the bridge to unload or pick up people (and their equipment if they bring some); no standing-by or cruising a holding pattern in the neighborhoods awaiting the arrival of your party at the bridge; and a \$250 citation awaits those who may feel our vehicular rules don’t apply to them.

RECENT TRANSACTIONS

Continued from Page 3

- Homes, LLC**, in the lease of an 8,000 SF office suite located at 389 SW Scalehouse Court in Bend.
- Brokers **Pat Kesgard, CCIM** and **Kristie Schmitt** with **Compass Commercial Real Estate Services** represented the landlord, **Arthur Pozzi Trust**, in the lease of a 4,963 SF office suite located at 62915 NE 15th Street in Bend.
- Compass Commercial Real Estate Services** brokers **Jay Lyons, SIOR, CCIM** and **Grant Schultz** represented both the landlord, **Vision Plaza, LLC**, and the tenant, **TT Marketing, LLC**, in the lease of a 4,816 SF office suite located at 404 SW Columbia Street in Bend.
- Brokers **Peter May, CCIM** and **Russell Huntamer, CCIM** with **Compass Commercial Real Estate Services** represented the landlord, **G Group, LLC**, in the lease of a 1,151 SF retail suite located at 210 SW Century Drive in Bend. **Huntamer** also represented the tenant, **Velvet Goldmine**.
- Compass Commercial Real Estate Services** broker **Luke Ross** represented the tenant, **Neighborly Construction, LLC**, in the lease of a 10,240 SF industrial suite located at 665 SE Lake Road in Redmond.
- Brokers **Jay Lyons, SIOR, CCIM** and **Grant Schultz** with **Compass Commercial Real Estate Services** represented the landlord, **Shehadeh Leasing, LLC**, in the lease of a 3,391 SF industrial suite located at 1305 SE Armour Road in Bend.
- Compass Commercial Real Estate Services** brokers **Russell Huntamer, CCIM** and **Luke Ross** represented the landlord, **Property Systems, Inc.**, in the lease of a 1,686 SF retail suite located at Brookwood Meadow Plaza at 19530-19570 Amber Meadow Drive in Bend.
- Broker **Luke Ross** with **Compass Commercial Real Estate Services** represented the landlord, **Pine Cone Ventures, LLC**, in the lease of a 3,300 SF industrial suite located at 64435 Strickler Avenue in Bend.


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Central Oregon Business Calendar

WORKSHOPS & TRAINING



- July 21**
4:30-6pm Redmond Chamber Business After Hours at Faith Hope and Charity Vineyards.
- July 23**
Redmond Chamber and U.S. Bank Bacon, Brew and Balloons.
- August 2**
9am Deschutes County Virtual Fuel Reduction Grant Informational Meeting.
- August 2**
4-6pm Talent Acquisition Guild - Central Oregon (TAG-CO) Networking Event at The Players' Lounge, Bend.
- August 4**
3:30-5:30pm EDCO Annual Meeting and Celebration EDCO's Bend Office Patio.
- August 10**
3pm Deschutes County In-Person Fuel Reduction Grant Informational Meeting.

August 11
5:30-7:30pm Volunteers in Medicine Open House at 2300 NE Neff Road, Bend.

WORKSHOPS & TRAINING



- July 20**
4-6pm SCORE Central Oregon Free Workshop, Growing Your Small Business Through Contracting with the Government, at Deschutes County Library, Downtown Bend.
- 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.
- (Ongoing)**
COCC Small Business Development Center Virtual Classes.

Building Permits

COMMERCIAL PERMITS WEEK ENDING 6-24-2022

City of Bend

- \$60,000.00 - Commercial (New) 2,162 sf. at 61470 S Hwy 97 Ste. 3 Bend 97702 OR Owner: Cuddeback Real Estate Holdings, LLC Permit # PRNC202203046
- \$20,000.00 - Commercial (Alteration) 9,148 sf. at 20730 High Desert Ln. Bend 97701 OR Owner: KFBORÉ, LLC
Builder: Kirby Nagelhout Construction Company 541-389-7119 Permit # PRRE202202532
- \$10,000.00 - Commercial (Alteration) 354 sf. at 150 NE Bend River Mall Ave. Ste 260 Bend 97703 OR Owner: Pacific River Properties, LLC Permit # PRRE202204037

COMMERCIAL PERMITS WEEK ENDING 7-8-2022

City of Redmond

- \$1,600,000.00 - Commercial (New) 1,798 sf. at 3709 SW 21st Pl. Redmond 97756 OR Owner: MYOBY, LLC 2780 Gateway Rd. Carlsbad, CA 92009
Builder: Pacific Northern Environmental, LLC 360-423-2245 Permit # 711-22-000624

Deschutes County

- \$68,528.00 - Commercial (New) 1,134 sf. at 615 N Red St. Sisters 97759 OR
Owner: Hayden Homes, LLC 2464 SW Glacier Pl. Ste. 110 Redmond, OR 97756 541-923-6607 Permit # 247-22-003332
- \$39,159.00 - Commercial (New) 648 sf. at 615 N Reed St. Sisters 97759 OR
Owner: Hayden Homes, LLC 2464 SW Glacier Pl. Ste. 110 Redmond, OR 97756 541-923-6607 Permit # 247-22-003335
- \$19,579.00 - Commercial (New) 324 sf. at 615 N Reed St. Sisters 97759 OR
Owner: Hayden Homes, LLC 2464 SW Glacier Pl. Ste. 110 Redmond, OR 97756 541-923-6607 Permit # 247-22-003336

Watch for Upcoming Editions of **CASCADE BUSINESS NEWS** 2022 EDITORIAL CALENDAR

| ISSUE DATE | SPECIAL SECTIONS | INDUSTRY LISTS |
|----------------------------------|---------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| August 3 Deadline Jul 27 | | Internet Services, Computer Services, Education Services, Web Design & Digital Marketing |
| August 17 Deadline Aug 10 | Women in Business | Largest Women-Owned Businesses, Moving/Storage, Auto Dealers, Trucking & Transportation, Auto Body Repair |
| September 7 Deadline Aug 31 | Annual Healthcare | Asst'd. Living, Chiropractors, Dentists, Eye, Home Care, Hospitals, Physical Therapy, Physician Groups, Reconstructive Surgery, Audiologists, Emergency Transport, Acupuncture |
| September 21 Deadline Sept 14 | Sisters Profile | Financial Planners, Stock Brokers |
| October 5 Deadline Sept 28 | Nonprofit Profiles | Nonprofit Organizations, Accountants, Bookkeepers |
| October 19 Deadline Oct 12 | Accomplished Under 40 | Manufacturers in Deschutes, Crook & Jefferson Counties, Garbage/Recycling |
| November 2 Deadline Oct 26 | REDMOND Profile/Fastest 20 | Bio-Tech, High Tech Firms, Telecommunications, Utility Companies, Heating/Cooling Companies |
| November 16 Deadline Nov 9 | Made in Central Oregon | Products Made in Central Oregon |
| December 7 Deadline Nov 30 | Aviation | Law Firms, Security Companies |
| December 21 Deadline Dec 14 | Top Commercial Projects/Construction Review | Commercial Contractors |

Town & Country

Overland Expo PNW 2022

With 340 acres and more than 300,000 square feet of flexible event space and state-of-the-art amenities, Deschutes County Fairgrounds and Expo Center was the premier event facility in the Pacific Northwest to hosting more than 600 exhibitors — including some local favorites — at the Overland Expo PNW 2022.

Founded in 2009, Overland Expo is the world's premier event series for do-it-yourself adventure travel enthusiasts. Hundreds of vendors of adventure travel equipment, camping gear, bikes, vehicles and services convened at the Overland Expo event. Each Expo hosts hundreds of session-hours of classes, including for off-road driving techniques, adventure motorcycling,

inspirational programs, roundtable discussions, demonstrations, as well as the Overland Film Festival.

According to Overland Expo, the strongest argument for Oregon as an overlanding destination is the state's vast diversity of ecosystems. From the deciduous rainforests of the Willamette Valley to the more than 50 named mountain ranges dotted with alpine lakes that stretch across the state to the soft, sandy beaches along the western coast to the high deserts in the central and eastern sides of the state, Oregon has just about every environment imaginable to explore and enjoy.

overlandexpo.com

GIANT LOOP

PHOTOS | BY CASCADE BUSINESS NEWS



EARTHCRIUSER



PRO CALIBER BEND



LAIRD SUPERFOOD



EARTHROAMER



FOX RACING



PELICAN

