**Enhancing & Promoting the Economic Vitality of Central Oregon Since 1994** 

### RDD's LX7 — Riding the Wave into 2023... & Beyond

Innovative Experimental Aircraft Continues to Soar Despite Growing Pains

by CAM DAVIS



PHOTO | COURTESY OF RD

Since returning from the 2022 EAA AirVenture in Oshkosh, Wisconsin — the nation's massive annual summer gathering of aviation enthusiasts — RDD's Co-Owner and Director of Marketing, Sales and Business Development, David McRae has been swamped with inquiries about the company's LX7 personal aircraft.

"We had to take a two-year hiatus from Oshkosh due to COVID-19," said McRae. "But after going back this year, I've been getting three or four calls a day from interested customers. As a result, we have developed quite a waiting list."

Over the past several years, Redmond-based RDD has transformed the iconic Lancair IVP into the revolutionary LX7. This experimental aircraft delivers unsurpassed speed and performance with its turbo-prop reaching up to 315 KTAS (Knots True Airspeed) and its piston model achieving a range of up to 2,125 Nautical Miles in 8.5 hours, while offering critical safety features like an all-carbon-fiber structure, front seat airbags and a whole-aircraft parachute.

The excitement over the LX7 has created a two-year backlog of work for the tight-knit team of engineers and technicians at the company's headquarters near the Redmond Airport. That type of demand has the potential to fuel tremendous growth for a company like RDD. However, as many other local businesses have found recently, hiring is not as simple as putting out a Help Wanted sign.

"First of all, we are pretty particular about the kind of men and women we hire," said McRae. "But candidly, we are dealing with some of the growing pains that are common with other industries in Central Oregon.

"Of course, we can offer an incredible lifestyle, as well as competitive salaries for the aviation industry. Yet, when talented prospects from outside the area discover the cost of housing in the Redmond area, which has literally doubled since 2020, it can be hard to close the deal."

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### Fifth Annual Fastest 20 Awards Spotlight Central Oregon Rising Stars

Sponsored by Columbia Bank & Capstone CPA's

by JEFF MARTIN — President, Cascade Publications Inc.

Growing Businesses, celebrating the most rapidly rising stars of the increasingly diverse local business scene. Profiles of these businesses can be found on pages 9-16 of this publication. These businesses are

aware they are part of the fastest 20, however they won't find out where they fall on the list until the awards party at the Oxford Hotel in downtown Bend.

Columbia Bank and Capstone CPAs joined forces with CBN to recognize the fastest-growing companies located in the Tri-County region. This year, Columbia Bank will award the number one fastest-growing company with a \$1,000 prize!

The qualifying criteria for this group included companies established and operating on or before January 1, 2019, with gross annual revenues of at least \$100,000 in the last fiscal year, reporting consistent year-over-year growth in earnings through 2021. CBN teamed with Columbia Bank and Capstone CPA's

to help find these companies, and then certify the percentage of growth.

The top 20 featured a wide array of business types and industry sectors, from construction services, real estate, manufacturing, consulting and more. These companies

are reflective a broadening platform for the local economy, with a heavy emphasis on the entrepreneurial spirit for which Central Oregon is well known.

Latest economic indicators show Central Oregon's economy growing faster than the national average, and Columbia Bank's Senior Vice President, Commercial Banking Team Lead, Chris DuPont said, "Columbia Bank is proud to continue in its 5th year, our support of Central Oregon's Fastest 20!

"It's exciting to see the incredible growth of these businesses in our community and Columbia Bank is honored to recognize and acknowledge the hard work of all of the businesses nominated — Congratulations!!"

Lance Brant, a CPA with Capstone,

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### **Aviation Spotlight — Pages 17-25**

CERTIFIED PUBLIC ACCOUNTANTS, LLC

### **Skyservice Raises Bar for Business Aviation**

New State-of-the-Art Redmond FBO Complex Provides Best-in-Class Facilities

by SIMON MATHER — CBN Feature Writer

A 32,000-square-foot new Fixed Base Operations (FBO) complex has been unveiled at Redmond Municipal Airport-Roberts Field (KRDM) as part of an expansion in U.S. markets by leading Canadian aviation service provider Skyservice.

The facility — designed by Bend's BBT Architects and built by Redmond-based general contractor SunWest Builders — includes a 7,000-square-foot FBO terminal with passenger and pilot lounges, refreshment bar, snooze room, flight-planning area, 16-seat conference room, concierge, hotel shuttle and on-site car rental.

An adjoining state-of-the-art 25,000-square-foot hangar, complete with under-floor radiant heating spanning over 1,000 feet of piping, can accommodate aircraft up to a Gulfstream G650 jet or Bombardier Global 7500 and brings the location to some 85,000 square feet of aircraft shelter.

The expansion by Skyservice Business Aviation is part of a widening footprint for four new locations in the Pacific Northwest, under an overhaul and rebranding of the former Leading Edge Jet Center to enhance a platform of services and growth potential in what are seen as attractive North American markets for business aviation.

The other recently newly-branded facilities, services and



MANAGER, SKY SERVICES AND KRISTY THOMPSON, PROJECT MANAGER, SUNWEST BUILDERS | PHOTO BY CASCADE BUSINESS NEWS

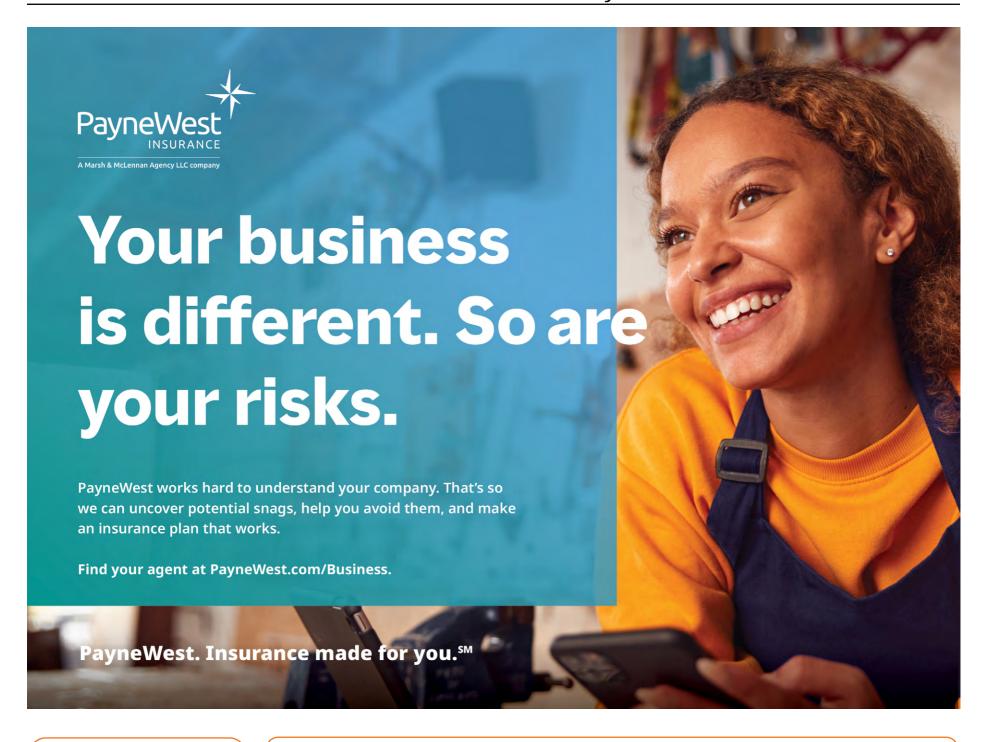
teams under the Skyservice banner include those at Bend Municipal Airport, King County International Airport-Boeing Field in Seattle, Washington and Helena Regional Airport in Helena, Montana — establishing a significant physical presence for the company in the United States in FBO's, aircraft maintenance, charter flights, aircraft management and aircraft on ground support services, among other best-in-class offerings.

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www.cascadebusnews.com

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Bend, Oregon



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#### **HOT NEWS**

#### **RECENT TRANSACTIONS**

Compass Commercial Real Estate Services broker Russell Huntamer, CCIM, Peter May, CCIM and Eli Harrison represented the landlord, Forum Holdings, LLC, in the lease of a 3,990 SF retail suite to Sherwin Williams in the Forum Shopping Center, located at 2680 NE Highway 20 in Bend.

Brokers Ron Ross, CCIM and Luke Ross with Compass Commercial Real Estate Services represented both the seller, Cygnus Properties, LLC, and the buyer, Eric and Barbara Fleming, in the sale of 20511 Builders Court in Bend. The 4,716 SF industrial building on 0.78 acres sold for \$1,200,000.

Compass Commercial Real Estate Services brokers Bruce Churchill, Russell Huntamer, CCIM and Eli Harrison represented the landlord, Rhine Family Ventures, LLC & Three Sisters Holdings, LLC, in the lease of a 2,326 SF retail suite to Breathe Deep Dental at Reed South located at 21175 & 21185 SE Reed Market Road in Bend.

Brokers Terry O'Neil, CCIM and Luke Ross with Compass Commercial Real Estate Services represented the landlord, Paiute **Building, LLC**, in the lease of a 5,929 SF industrial

suite located at 1052 SE Paiute Way in Bend.

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### Public Art Call to Artists for Colorado Avenue & Columbia Street Roundabout

Art in Public Places seeks to commission a permanent large-scale work of art for the Colorado Avenue & Columbia Street Roundabout in Bend.

The Colorado Avenue & Columbia Street Roundabout connects drivers coming from downtown Bend to the West side of town over the Colorado Bridge where the Bend Whitewater Park is located on the Deschutes River. Along Colorado Avenue is The Pavilion (Bend Park & Recreation District ice skating rink for the community) and Deschutes Brewery Warehouse & Tasting Room.

This roundabout also provides direct access to the Old Mill District, Riverbend Park and Hayden Homes Amphitheater one mile away. The roundabout is near numerous office buildings and a half

mile from Century Drive which is a main thoroughfare for the westside of Bend filled with restaurants and shops. The volume of cars on 14th Street/Century Drive is estimated at over 15K car per day and approximately 20K cars cross the Colorado Bridge daily.

Art in Public Places will announce the finalists and the community will have the opportunity to view digital renderings and submit their input online or in person in the spring 2023. Fabrication and installation of the sculpture will take place over 2023-2024. The cost of the sculpture is being covered by the Bend Foundation with administrative

ontinued on Page 38

### Nominations Now Being Accepted for **Business Excellence Awards**

Award Recipients to Be Announced in Early February 2023

The nomination process for the Bend Chamber's annual Business Excellence Awards is now open through January 1, 2023. The 2023 Business Excellence Awards event is a celebration of the accomplishments and contributions of the Bend Chamber's member organizations in 2022.

"This event is a time for us to take a moment and reflect back on some of the amazing work that is occurring in our community and recognize those that continue to contribute to our thriving economy. The Chamber aims to create opportunities for a diverse range of organizations and individuals to be recognized through creating a

non-profit specific category, as well as different age criteria for leaders to be awarded," shared Cyrus Mooney, Bend Chamber Events and Programs lead. "We feel encouraged about how this event has evolved and adapted over the years and we will be diligent in ensuring our Business Excellence Awards are a strong reflection of the Bend business community."

There are four award categories for organizations to choose from: Organizational Growth, Workplace Engagement, Community Stewardship

ontinued on Page 38

### Downtown Redmond Sees Dramatic Rise in **New Businesses Opening**

Occupancy Jumps to 94%

The Redmond Urban Renewal Agency announced that 17 new businesses in the retail/restaurant/service sectors have opened downtown since the beginning of 2022. The growth in startups also led to an increase in the occupancy rate, up from 88 percent in 2021 to a strong 94 percent in 2022. These new businesses contribute to the expanding offerings including clothing boutiques, food and drink, home furnishings, and others.

Tobias Colvin, Chair, Downtown Urban Renewal Advisory Committee says the activity in downtown continues to grow and that Urban Renewal is playing its role. "Many of the new businesses partnered with Urban Renewal for improvements to buildings that are adding value to the entire downtown," Colvin adds. "We will continue to work with businesses awarding grant and loan resources to help make their investment in our community possible."

The new businesses downtown include:

• Three new clothing boutiques are: Born To Be Wild (children's clothing at 239

SW Sixth Street), Cares & Whoas (women's and men's western wear at 436 SW Sixth Street), and Desert Prairie Boutique (women's clothing and

🖜 ontinued on Page 38





**DESCHUTES COUNTY** 

♦ Deschutes County is accepting

applications from interested resi-

dents with public sector project man-

agement experience to serve on the

Facility Project Review Committee.

The committee provides recommen-

dations to the Board of County Com-

missioners on pending and upcoming

County building and facility projects,

The seven member committee in-

cludes members with construction,

architecture, real estate and develop-

The committee provides recom-

mendations in the following areas:

development options and alternative

solutions, conceptual proposals, proj-

ect scope, cost estimates and cost,

contracting methodology, and value

engineering. The committee may also

be asked to provide feedback and rec-

ommendations on whether to build, remodel, buy or lease a facility.

The Board of County Commissioners

as requested by the Board.

ment experience.

will assign projects for review based on the projected costs (in general, projects over \$200,000) and projects that are challenging, crit-

ical, or high profile. Projects will be limited to those that being considered or planned by the County. Projects will not include private development or projects from other governmental entities.

The committee meets quarterly, or on as needed basis.

Meetings are typically held in Bend at the Deschutes County Services Center.

To apply visit deschutes.org/jobs. Applications will be accepted until January 2.

♦ Deschutes County seeks two residents to serve on the County's Investment Advisory Committee. Applications are being accepted through January 3.

The Deschutes County Investment Advisory Committee is composed of five members with a background and/ or experience as a banker, security broker or CPA/accountant.

The Committee meets with the County Treasurer at least twice per year and reviews the investment portfolio with regard to compliance with the adopted investment policy. The committee makes recommendations to policy changes and possible investment procedures.

The County Treasurer and the Board of County Commissioners make appointments to the Investment Advisory Committee. The two open positions carry two-year terms.

To apply, submit of a letter of interest, including qualifications and experience valuable to the Committee,

and complete an application. The volunteer application is available at deschutes.org/jobs.

#### **BEND**

♦ The Bend City Council plans to declare a vacancy on the Council on January 4, 2023, when Melanie Kebler becomes Mayor. Because Kebler was elected as Mayor in the middle of her four-year Council term, her move to the Mayor's seat vacates the remaining two years of her seat on the Council (Position 1). The Council Position 1 term expires in December 2024.

The Bend Charter requires that a vacancy on the Council be filled within 30 days of declaring the vacancy by a Council appointment. Council Rules describe the process for filling a vacancy.

In consideration of the timeline, Council began accepting applications on December 2, 2022.

Applicants can complete an online application and submit a letter of interest which may address such areas as reasons for wanting to serve on the Council, working as a part of a team and representing various areas of the community. A description of the application process and application will be available on the "Council vacancy" tab on the City Council webpage: bendoregon.gov/citycouncil.

Applicants can also come to City Hall, 710 NW Wall Street, Monday through Friday between 9am and 4pm to fill out an application. Contact Melissa Mitsch to set up an appointment at 541-388-5505 or mmitsch@bendoregon.gov.

Completed applications are due by 5pm on Friday, January 6, 2023. The Council will review the applications then can select candidates for interviews. The Council anticipates conducting interviews the week of January 9 and expects to make an appointment at the regular Council meeting on Wednesday, January 18.

The Council aims to have the appointment made prior to the start of its goal-setting process, which takes place in late January. Dates, times and locations for all meetings will be available on the City Calendar once scheduled.

♦ The City of Bend seeks community feedback to guide priorities and direction for the next two years. People in Bend may receive a call or a text in early December asking participants to answer questions about the City and City services. Phone calls and texts requesting survey participation began December 1.

The community survey intends to get a sense of how Bend residents perceive City services and to assess what City services the community prioritizes. The phone survey should take about ten minutes. Community participation will help the City set priorities and will be presented to the Bend City Council as they embark on their next round of biennial goal setting.

Also, for those who don't get randomly chosen for a call on a cell phone or a landline, the City will launch a similar online Community Survey on December 12 so everyone can have an opportunity to provide input. The online survey will be available in English and Spanish. Online survey results will complement the representative phone survey and will also be shared with the Council. Watch bendoregon.gov for the online survey later in December.

Can You Resist





### People-focused Design

### Local Design Studio Prioritizes People over Profit

#### by NOAH NELSON — CBN Feature Writer

BLASTOFF! Studio is a new creative design studio based in Bend that specializes in branding, websites and graphic design. On top of those specialties, BLASTOFF! Also maintains an emphasis on supporting local by helping members of the community achieve their business dreams. Each project is worked on from a unique angle every time, meaning BLASTOFF! Is against the use of generic website and design templates. The studio was started in early 2022 by founder and chief creative officer (CCO) Nate Kupish.

Kupish was an instructional designer at Apple from '07 to '11. After that, he became the creative director at two other organizations and eventually decided to start his own studio for some altruistic reasons, "The decision to open up BLASTOFF! Studio came from a passion to help people move forward with life and learn how to do things that would otherwise require expert help," Kupish said. "I just have a passion for helping people make their ideal reality happen in real life."

This passion can be seen in Kupish's professional pursuits, including a short film he and his team helped create that ended up raising over \$215,000 to combat poverty and sex trafficking.

At BLASTOFF! Studio, Kupish plays an all-encompassing role where his people skills and passion for meeting new faces meets his professional design savvy, "In my role, I listen to people talk about their goals for their business and then strategize from a 30,000-foot view to see how we can realistically get there," Kupish said.

Throughout his time at BLASTOFF!, Kupish and his team have been able to create a business that is, on all levels, people-focused. From prioritizing the family life of his employees (Kupish has a 2-year-old and a 4-year-old that keep him busy) to prioritizing the needs and dreams of each and every client they work with,

Enhancing your life performance through movement practice, resilience training, lifestyle coaching, and communicate.

BLASTOFF! STUDIO BRANDING AND WEBSITE FOR BEND BASED COMPANY V2 PHYSIO & WELLNESS

Kupish and his team are evidently not motivated by earning as much money as possible, but instead head to work every day with the goal of helping others, "I could make a lot more money elsewhere, like back at Apple," he said. "That's not my goal. I've been lucky enough to work in this role where I get to work with people, designs and details on a daily basis."

Kupish and his team have a soft spot for helping locals achieve their business dreams, as they see it as a way to truly benefit their local community. Around town, they hope to be known as the place



NATE KUPISH, OWNER AND CCO OF BLASTOFF! STUDIO WITH KIDS EZRA (LEFT) AND ARLO (RIGHT) | PHOTOS COURTESY OF BLASTOFF! STUDIO

to go for genuine human connection and high quality, people-focused design, "We want to be those people who everyone knows they can go to. We want to be known for high quality and good personal experiences," Kupish said, while adding that he has a certain distaste for impersonal design and generic templates.

On every project, BLASTOFF! promises to provide clear communication to each client, so there is no discrepancy as to how far along the project is. "We've all had these bad experiences where we have to ask 'is this person even working?' and at BLASTOFF!, we avoid that by providing clients full transparency," Kupish said.

In the long term, Kupish wants to keep things as personal as possible, "I don't want to grow it into a 50-person company," he said. "I do this because I love it. Poor design that I see on billboards or random fliers drive me nuts. Also I don't want to just be a people manager, I'd like to remain working as a designer."

In the future, Kupish would like to have a more visible office in Bend where clients feel welcome to hang out, enjoy a cup of coffee and chat about their projects in a comfortable environment. At the end of everything, Kupish plans on keeping things based on the people, "So much of today is just selling," he said. "Hoarding money, climbing endless ladders, it makes me sad to see. I always want to be the friend that people can go to when they want to avoid stuff like that."

blastoffstudio.com



# Quarterbacking Your Business in 2023 — Scrambling or Scoring?

#### by MICHAEL SIPE, President — CrossPointe Capital

magine for a minute that the last three years have been the first three "quarters" of a football game, and you are the quarterback. Now you're coming up on the fourth quarter (2023). Your first quarter (2020) started great with an eighty-yard kickoff return and a quick surgical pass to the endzone for a touchdown,

followed by a picture-perfect field goal.

In your second possession, the defense was like swiss cheese, and your running game kicked in, with the backs punching through holes everywhere. Ten carries later and you'd scored again. The two-point conversion worked. It looked like the game was yours for the taking.

Right after that, however (March/April 2020), everything changed. Now there was a whole new lineup. Suddenly you faced the biggest, meanest linemen you'd ever seen and two panther-quick rushing linebackers. Three body-crushing sacks later, and the game stopped being fun.

The rest of the quarter (2020) you scrambled. There was no pocket. No protection. Each time you had the ball you were hunted and often pulled down by that #@\$%& linebacker wearing the #19 COVID jersey. Then there was political bickering in the huddle, arguments about inequity in play calls and seven referees with flags in hand holding a grudge against your team.

So, you scrambled. Sometimes you had to just ground the ball. Occasionally, your tight end broke free for an unplanned screen pass and a couple yards gain. Mostly, your team just got pummeled.

Finally, the "quarter" (2020) ended. You survived. Maybe you were a little ahead, maybe a little behind. Regardless, you and your team were bloody and battered. But the game continued. For most business "quarterbacks," 2021 and 2022 involved even tougher conditions and a lot more scrambling.

If you're a business owner, the metaphor is probably

painfully applicable. Many business owners survived 2020, 2021 and 2022, and some even came out ahead by dodging, weaving, scrambling and "pivoting." The entrepreneurial MVPs were the ones who creatively figured out how to stay alive to play another year. They navigated the simultaneous challenges of constantly changing government regulations, lockdowns, health concerns, social unrest, political chaos, supply chain breakdowns, inflation, escalating prices and a crumbling economy. Just surviving, when so many other businesses struggled and failed, was often a reason to celebrate.

However, scrambling is not a sustainable business practice. Continual scrambling is exhausting...and it often ends

painfully. Constant pivoting does not build enterprise value. Business value is built on a buyer's assessment of predictability, opportunity and minimized risk. As heroic (and maybe even a bit exhilarating) as the scrambling game might look, business value is not built on the CEO/quarterback's creative maneuvering through marketplace minefields.

Maybe you were one of the few who didn't have to change their game the last three years. But you probably will, since the aftershocks and fallout in the market from 2020-2022 are still to come.

In 2023, we have, yet again, a new playing field. For many businesses, the old game is gone forever. 2023 is a year to figure out how to consistently and predictably score in the new marketplace conditions. If you continue to execute the same old plays, or even constantly scramble to make up new ones on the fly, you may survive, but **you will not build enterprise value**.

2023 takes fresh strategy. How will you develop your predictable scoring strategy in the year ahead? Who will you select to bring a fresh perspective and



BRADY | PHOTO COURTESY OF CROSSPOINTE CAPITAL

help you re-invent your business and thrive? It's totally possible. Twelve months from now you can look back with confidence and pride in the increasingly valuable business you've built.

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The last three years have probably felt like a long game. But now it's time to stop scrambling and start predictably scoring again. If the concepts you read here are intriguing, reach out through our website to discover ways you can end 2023 with a strong "fourth quarter" win, starting with our complimentary Value Builder Assessment.

Michael Sipe is an entrepreneur, local business coach and mergers and acquisitions advisor.

CrossPointeCapital.com







Michael Sipe, President CrossPointe, Inc.

# How to Increase the Value & Marketability of Your Business

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

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

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



# How to End 2022 Right for New Year Success

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

Ith the remaining weeks left in 2022, we're officially in the final stretch of the year. Before the calendar switches to 2023, now is the best time to buckle down, tie up loose ends and review the final needs of you or your organization. So before closing the books on 2022, check out these four things to do to end the year right for new year success.

#### **Close Outstanding Projects**

For many organizations, this has been an extremely busy year. With new production demands and larger accounts, there are bound to be some outstanding projects that aren't completed. Now is the perfect time to see what needs to be finished to close out these projects.

Sometimes, it can simply be signing off on an item or getting an invoice paid, but either way, it's best not to have loose ends carry into the new year.

#### **Plan for Employee Vacation**

During the holidays, you can expect a good amount of your team needing to take time away from the office. Whether it's to travel to see loved ones or stay home with the kids during their holiday break, your workforce may look a lot different over the next few weeks.

Make sure to plan for their absence and possibly hire temporary help through a staffing agency to maintain production levels.

#### **Choose Your Word for 2023**

A recent trend that has become popular is not just making resolutions, but to come up with a single word that will represent you during the new year.

Whether it will represent a personal goal (e.g., focus), how you treat others (e.g. kindness), or a characteristic to define you (e.g. determination or grit), choosing a word is a great way to help boil down all resolutions into a memorable, more manageable way.

#### **Evaluate 2022 and Make New Year Goals**

Goalsetting is one of the most important items to cross off during December. Without clear goals, you and your organization may struggle to focus on a direction. However, before you know where you want to go, it's imperative to look back at where you've been.

Take time to evaluate this past year. Determine what went right, what went wrong and what you'd like to change. Then, mold new goals to further enhance your drive and success in the new year.

The Central Oregon Express office is located at 61379 S Hwy. 97 in Bend and serves the tri-county region. Local businesses and applicants are encouraged to stop by.

expresspros.com/bendor 541-389-1505

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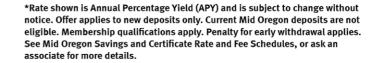




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# EarthCruiser USA Expands CORE Expedition Vehicle Commercial Line-Up with New Dual-Cab Chassis Option

#### provided by EARTHCRUISER

arthCruiser, a globally recognized brand behind the most accomplished 4x4 expedition vehicles available in the world, is expanding options of CORE (Commander Off Road Equipment) Vehicles, a division of EarthCruiser USA, created to meet the growing demand of high-performing 4X4 chassis for commercial use. Available immediately, the CORE Dual-Cab Chassis is upfitted with CORE's tried-and-trusted proprietary, industry-tested four-wheel drive system.

"The CORE Dual Cab is changing the game for utility and commercial chassis. The Dual Cab design can bring more personnel and gear to remote and rugged locations safer and more efficiently than current chassis offerings on the market. Its capable and compact footprint can get crews and equipment wherever needed to get the job done," said John Stafford, head of CORE Business Development.

CORE Vehicles addresses a critical gap in the market for high-performing 4X4 chassis for commercial markets. CORE's cab-over-engine platform increases driver visibility, creating a safer driving environment for any crew. Custom-built CORE chassis are designed to withstand an unparalleled range of environments and situations and are tested to the extreme to ensure Commercial professionals have the technology and equipment they need to complete the toughest jobs on the planet. CORE chassis are fully FMVSS/DOT compliant.

Originally launched with a production V8 cab over chassis, CORE vehicles' purpose-built footprint also means a lighter, more agile vehicle, providing any crew increased access for when, and where, it matters most. With a track width comparable to a standard pickup truck, CORE vehicles are intuitive to drive and can access terrain larger vehicles can't. With seating for six, CORE's Dual-Cab Chassis offers transportation solutions for an entire crew, plus carrying capacity for the equipment needed to get the job done.

#### **CORE Platform and Features**

CORE products stem from more than two decades of experience building, field testing and traveling in expedition vehicles. The CORE Chassis are one-of-a-kind and designed and tested for the U.S. market, and applicable globally.

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BEST Staffing St

CORE Vehicles are engineered to minimize vehicle downtime with widely-sourced parts readily found at retail auto supply shops and serviceability anywhere on the planet through an extensive Chevy/Isuzu global dealer network.

CORE Chassis are put through extensive testing to meet rigorous standards including a full brake system certification, conducted by one of the top independent automotive test laboratories in the country. Fuel system and exhaust routing are designed to ensure the truck stays in compliance with EPA and other standards.

### CORE Vehicles Use Case: Oregon Fire Departments Granted CORE Vehicles for Emergency Preparedness and Response

CORE Vehicles have been in active duty supporting multiple Oregon fire departments who were awarded vehicles as part of a contract with the Oregon Military Department and the Oregon Office of Emergency Management for the State Preparedness and Incident Response Equipment (SPIRE) grant for high-axle water rescue vehicle to support state-driven emergency preparedness and response at the local level.

Fire Chief Crume with Evans Valley Fire District #6 said, "CORE Vehicles has created the perfect apparatus chassis to meet our needs for wildland emergency response. It can simply go places that most fire trucks can't. This added off-road capability to our fleet is a game changer for light rescue and remote wildland operations."

#### **Additional Commercial Uses**

Interested parties in commercial application can purchase a CORE Chassis directly to build upon themselves or work with EarthCruiser and to create a custom configuration to meet unique mission requirements including: Forest service, Homeland Security, fish and game, oil and gas, remote/mobile medicine and disaster relief situations, to name a few.

CORE commercial models provide shelter and support in a range of critical ways, and can be outfitted with a variety of systems including a top-grade water filtration system and solar power generation, both necessities for extended excursions through remote areas. Potential commercial applications include:

- Remote terrain high axle rescue
- UAV launch and recovery systems
- Delivering mobile shelter units to remote locations
- Wildland firefighting
- Foreign governments (natural disasters) easily shipped anywhere in the world and operate effectively out of the box vs most domestic build products
- Mobile Command and control stations
- Homeland security/Customs and border patrol

### To see a full CORE Dual-Cab Chassis spec list, visit earthcruiser.com/vehicles/core.

Chassis style: Chevy LCF or Isuzu NPR Gas, C-channel straight frame

#### Drivetrain

- Engine: 6.6L V8, 350 horsepower, 425 pound-feet
- Transmission: 6-Speed Automatic
- Transfer Case: 2-Speed
- Axles: Front and rear electronic locker, manual locking hubs
- Tires: 37 x 13.50R17LT, Mud terrain, E rated
- Wheelbase 150" (available in multiple wheel bases)

#### Suspension

- Front Configuration: Live axle, custom tuned leaf spring
- Front Shock Absorber Type: Performance Shocks
- Rear Configuration: Live axle, custom turned leaf spring
   Rear Shock Absorber Type: Performance Shocks
- Type: Four-wheel vented disc, dual piston caliper with ABS
- Front (Rotor Diameter): 13.7 inches
- Rear (Rotor Diameter): 13 inches

#### **Exterior Dimensions**

- Overall Width 81 inches
- Dual Cab Overall Length (exc. rear bumper) 241.5 inches
- Usable Dual Cab to Rear Axle 88 inches

#### **About EarthCruiser:**

EarthCruiser USA designs, engineers and manufactures the world's most accomplished overland adventure vehicles based in Bend, Oregon. We are a company built on integrity and the pursuit of relentless quality and innovation in everything we do which is reflected in our world-class products.

earthcruiser.com

#### ifth Annual Fastest 20 Awards

Continued from page 1

added, "We need to recognize small business owners and their positive efforts to our community. Owners of small business clients are the engine to our business environment and they provide the local opportunities for employees and future owners of small business. I could not be prouder to support this event."

Thank you to our sponsors, nominators and all of the exceptional businesses for making this great event possible!

Cheers and congratulations!



L-R) PAUL MACCLANAHAN AND MATT STEFFENS | PHOTO COURTESY

Official Name of Business: Cascade Civil Corp Address: 255 SE Black Butte Blvd., Redmond

Phone: 541-527-1400 Website: cascadecivilcorp.com

Contact Email: paulm@cascadecivilcorp.com

CEO/owners, background:

Paul MacClanahan / Matt Steffens

**Number of Employees: 27** 

Year Established in Central Oregon: 2019

Product/Services Offered: Heavy civil construction — bridge and culvert, retaining wall, concrete paving, curb and sidewalk, excavation, river restoration.

Hot News: Recently moved to our new location in Redmond where we have combined our office, shop, equipment and materials yards to one centralized location at 255 SE Black Butte Blvd.

### #1 — Cascade Civil Corp

Some notable local projects we are currently working on:

1. Riverbend Park Access and Restoration Project — Owner: Bend Park and Recreation District and Upper Deschutes Watershed Council (bendparksandrec. org/project/deschutes-river-restoration-planning). Work being performed: construct river access and bank restoration, wetland excavation and development, in-water excavation and habitat improvements as general contractor.

2. Drake Park Project — Owner: Bend Park and Recreation District (bendparksandrec.org/project/ drake-park-project). Work being performed: construct elevated boardwalk over Mirror Pond, retaining walls, concrete pathways, parking lot improvements as a subcontractor to Emery and Sons Construction.

3. Bend North Corridor Project — Owner: Oregon Department of Transportation (oregon. gov/odot/Projects/Pages/Bend-North-Corridor-R4. aspx#:~:text=The%20U.S.%2097%20Bend%20 North, Support %20 economic %20 vitality). being performed by Cascade Civil: Concrete Paving, concrete curbs, curb and gutter, sidewalk, ADA curb ramps, as subcontractor to Kiewit Infrastructure West Co.

Outlook for Growth: Grow our people and our business will continue to grow as well. Our plan is to remain committed to the success of our people. To best position for their success, the business will remain primarily focused on public works and infrastructure improvement contracting; assuming key subcontractor roles as needed and fulfilling the role of general contractor where we can provide increased value to public clients through greater self-performance.

#### What do you attribute your rapid growth to?

We answer a need both locally and throughout the state for a professional infrastructure concrete company capable of rapid mobilization and execution on projects of all size and scale. This focus on public infrastructure throughout our state and region, combined with our core values, pay and benefits, have allowed us to attract, hire, train and retain some of the finest folks in all of construction.

What is your vision for growth and/or expansion over the next five years? Remained focused on our core business of public works infrastructure. Continue to train and retain talented leaders and employees who will answer the need for infrastructure expansion throughout the region. In five years, we envision a company of 40+ employees operating out of our Redmond, OR location building projects throughout Oregon and select regions of Washington and Idaho.

What is your philosophy to running a successful company? For us, success requires uncompromising discipline in following and maintaining our core values of People, Integrity, Collaboration, Service.

People are the backbone of our company; ours are the best in our industry and we are dedicated to their success and wellbeing.

Integrity requires adherence to quality, honesty, timeliness. Collaboration demands teamwork and project-first solutions. Service provides our clients clear value in everything we do.

### #2 — Brightways Counseling Group, LLC

Official Name of Business: Brightways Counseling Group, LLC

Address: 7515 Falcon Crest Drive #200, Redmond

Phone: 541-904-5216

Website: brightwayscounseling.com

**Contact Email:** 

angie@brightwayscounseling.com kevin@brightwayscounseling.com

CEO/owners, background:

Kevin Shaw, LCSW, CADC III/Co-Owner

Angie Shaw, Co-Owner

Number of Employees: 73 in Central Oregon and 10 in Woodburn

Year Established in Central Oregon: 2017

Product/Services Offered: We provide comprehensive behavioral counseling services and Psychiatry services in Central Oregon and the Willamette Valley area. We work directly with PCPs and BHCs to ensure rapid help for our mutual patients. We offer in-person and telehealth options for counseling and medication management.

Hot News: Kevin and Angie Shaw were awarded "Small Businesspersons of the Year — 2022" for the State of Oregon by the U.S. Small Business Administration.

Averaged approximately 200 percent growth each year since 2018. We currently have over 70 employees and are now the largest private behavioral health provider group in Central Oregon.

Outlook for Growth: Our goal has not been to grow. Our goal has been to help people in our community learn ways to cope with depression and anxiety as well as heal from past hurts and pains that keep them from being the best version of themselves. Because the need has grown, it has compelled us to expand to better serve them.

What do you attribute your rapid growth to? In everything we do we believe in breaking down barriers and getting help to the community now. That was our philosophy before and during the pandemic as well. Since we had already started our telehealth program, when COVID came we repurposed all our resources to acquire state of the art technology, implemented quality protocols and trained our staff to provide all our services online. While other groups were laying off staff, we found a way to quickly adjust to our new normal and we expanded during the pandemic. We also have a great relationship with our community partners who we collaborate and work closely with to provide whole person care to our clients.

What is your vision for growth and/or expansion over the next five years? We have learned how to break down barriers that keep people from getting help. We are sharing these ideas with new community partners and are expanding to meet the needs of many people in other areas. Besides having now served people in Bend, Redmond and Madras, this past year we have found others to join our mission which led us to opening an office in Woodburn. In the next five years we will continue to meet community needs







which will likely bring us to Salem, Eugene and Portland. We will also expand our telehealth therapy and psychiatry services to reach people in rural areas that struggle with access to therapy and psychiatry.

What is your philosophy to running a successful company? Our employees are just as valuable as our clients, and we strive to make this the best place they have ever worked. The biggest obstacle since starting Brightways is deepening connection and collaboration with each other while adding new staff. We call it growing small while growing big. People in the helping profession will stay at a job that aligns with their values. We have made connection and collaboration a part of everything we do. We have built our business model to reinforce these values with our staff as well as our community partners. We hire and are able to keep our amazing staff as we highly value our employees and work hard to make sure they are well taken care of and happy at their jobs.

To meet the needs of our clients and community partners they need to be able to access help immediately. For our community partners we created a standard called "Right Now Response" which means if we receive a call from our partners, we will either answer that call or text them immediately and let them know that we got their call and how many minutes they will wait to get a call back. All voice messages and emails are returned the same day. If we aren't able to complete something that day for our community partner, we call them and let them know when they can expect it. For our clients we have created the standard of "First Call Resolution" which is answering the phone within three rings 90 percent of the time. Also, all voicemails are returned ASAP and on the same day the message was left. We are a leader in our industry in trying to make it as easy as possible to get the care they need quickly and not creating barriers to getting help. Finding innovative ways to get clients in quickly drastically increases the chances that person will engage and stay in therapy and complete treatment.



Official Name of Business: Broken Top Brands Address: 2491 NE Twin Knolls Dr. Bend **Phone:** 541-306-3079

Website: brokentopcandleco.com **Contact Email:** 

influencer@brokentopcandleco.com CEO/owners, background: Affton Coffelt, entrepreneurship, home fragrance start-ups

### #3 — Broken Top Brands

**Number of Employees: 20** 

Year Established in Central Oregon: 2015

Product/Services Offered: Naturally safe and healthy home fragrance & body products for both men and women.

Hot News: 2023 will see 20-30 new SKU's introduced in various product categories and fragrances. There will be 3-5 new major retailer partnerships will be announced, In addition to strengthening our current relationships with over 2,000 boutiques in both USA and Canada. Broken Top Brands will participate in 1% for the Planet again in 2023, with sights set on shaking up the candle market with a huge sustainability push in the packaging sector!

Outlook for Growth: Our general outlook for growth is positive, both metaphorically and in actuality. Our trajectory has been in the green since fruition and continues to point that direction heading into 2023.

What do you attribute your rapid growth to? Vision from the leadership team, love of the hustle by the sales team, positive motivation from the managers, the attention and care by the production team and passion for the product by the entire company. Our team is proud of what we look like, sound like, feel like and smell like as a brand. We're authentic in everything we do, and customers feel

that and gravitate towards it.

What is your vision for growth and/or expansion over the next five years? Starting in 2023, we're looking to break into markets where we currently don't exist to aid in growth. Based on our research these markets have major potential to return big dividends once the R&D of new products is complete and placement of new products has been established. Each new market is a natural extension of the home fragrance market and a logical next step for us as a company.

What is your philosophy to running a successful company? The answer to this is two-fold for me. The first part is treating your employees like they're your biggest asset. Without them, the machine doesn't work. So, making sure they feel valued, respected, heard, loved and compensated fairly. After that, it's identifying their strengths and weaknesses and setting them up for success in the work place. Your success depends on their success.

The second part is knowing who you are as a company and staying true to that before anything else. For example, we're a majority wholesale company, and make decisions accordingly. A large part of that is focusing the proper amount of resources towards the maintenance and growth of current relationships with buyers, before we go out and get new ones.

### #4 — Deschutes Plumbing Co LLC

Official Name of Business: Deschutes Plumbing Co LLC

Address: 1080 SE Centennial St., #5, Bend

Phone: 541-385-6060

Website: deschutesplumbing.com

**Contact Email:** casey@deschutesplumbing.com

CEO/owners, background:

Chris Powers: plumber for 20 years. Casey Krahenbuhl: plumber growing up, designed and built golf courses for 20 years and then got back into the plumbing business.

Number of Employees: 13

**Year Established in Central Oregon: 1998** 

**Product/Services Offered:** Plumbing contractor — commercial, residential and remodels. Full plumbing service department for residential and commercial customers

Hot News: Deschutes Plumbing has moved into the bathroom renovation market. We now are the exclusive distributor and installer of Bath Planet products in Central Oregon. Bath Planet shower and bath systems are a revolutionary way to remodel your bath or shower often in the same day.

**Outlook for Growth:** We have always ensured that we are the premier service plumbers in Central Oregon and strive to ensure that we do quality work at a fair price. So, even as the residential construction market slows, we believe we are poised to continue to grow. On our construction side, we are focusing on custom homes and multifamily housing.

What do you attribute your rapid growth to? A good team of plumbers, apprentices and office staff. We pride ourselves on creating a good working environment and treating our team members with respect and admiration

What is your vision for growth and/or expansion over the next five years? We really expect to continue to grow, even in a potentially down turning market. We continue to recruit and are always hiring the right person. In our industry,



a downturn for some of our competitors could help us in finding and retaining talented plumbers. The market is shifting and we are constantly examining the sectors that are performing the best and focus are time and energy ensuring that we are the best in those sectors.

What is your philosophy to running a successful company? Treat every client and employee with respect. Kindness goes a long way in this world. Answer the phone when clients call. Treat others the way you would like to be treated.

### **#5 — Marks Auto Repairs SVS LLC**



JENNIFER AND MARK HODGES | PHOTO COURTESY OF MARKS AUTO REPAIRS SVS LLC

Official Name of Business: Marks Auto Repairs SVS LLC Address: 675 S Fifth St., Madras **Phone:** 541-475-6140 **Contact Email:** 

marksautorepair@madras.net

CEO/owners, background:

Mark and Jennifer Hodges

Year Established in Central Oregon: 20+ years in business

Product/Services Offered: Automotive repairs, maintenance such as fluid checks and oil changes, custom exhaust and muffler repair and design, free estimates and diagnostics. We offer towing service if you need help getting your vehicle to our shop for repair. We also provide some small engine repair and some specialty motor rebuilds or vehicle repairs

Hot News: We became incorporated in 2022. We also purchased the location of our business after leasing it for 20 years.

Outlook for Growth: Jefferson County, Madras area is a growing community. We pride ourselves on being a small town, local business, and we support other local businesses by purchasing supplies and parts from local parts stores when possible. We enjoy being able to give back to the community that has helped us grow throughout the years. We look forward to assisting you in future automotive repair needs, feel free to stop by and see us.

What do you attribute your rapid growth to? We provide quality customer service and friendly atmosphere, and fair pricing. We always try to have the better flat rate than other shops in town. We work hard to meet your expectations, and your satisfaction is always our goal.

What is your vision for growth and/or expansion over the next five years? We are hoping to construct a new building and upgrade our landscaping. We offer tow services, but would like to fence in our property and offer impound services in the future.

What is your philosophy to running a successful company? Treating customers with respect and honesty. Upfront disclosure of maintenance and repair costs. Courteous customer service, doing your auto in a timely fashion.

### #6 — NAI Cascade: Commercial Real Estate Services



Official Name of Business: NAI Cascade: Commercial Real Estate Services

Address: 243 SW Scalehouse Loop, St. 1B, Bend

**Phone:** 541-706-9370 Website: naicascade.com

Contact Email: khaines@naicascascade.com

**CEO/owners, background:** 

Walt Ramage, Partner/Broker and Jenn Limomges, Partner/Principal Broker

**Number of Employees: 11** 

**Year Established in Central Oregon: 2013** 

**Product/Services Offered:** Commercial real estate leasing, sales and management. Hot News: Since the acquisition of property management mid-2021, NAI Cascade (NAI) has more than doubled our portfolio from 222,830 sq. ft. with 16 properties to 547,527 sq. ft. with 34 properties. With this exponential growth we have been able to add highly skilled and qualified staff to manage and maintain this asset portfolio. NAI Cascade has also been fortunate to secure expansion space in the Evergreen Office Building in the Old Mill, where the owners and NAI Cascade continue to share an excellent working relationship. NAI's Property Management team will expand into the existing space and the majority of the brokerage team will relocate to the second floor, complete with a comfortable lounge area and deck overlooking the Old Mill. Please keep an eye out for an invite to our cocktail hours in the New Year!

Outlook for Growth: Growth in a period of economic uncertainty may look different than it has in the past few years. It will be more about adding to the foundation of the relationships, being resourceful and underwriting the risk in acquisitions. NAI Cascade will continue to support our longstanding clients, providing advisory services and matching them with the right deals at the right time to align with their long-term strategies. Many of NAI's clients were already

expecting a shift in the economy and are well poised to take advantage of opportunities that an unpredictable market may bring.

What do you attribute your rapid growth to? NAI Cascade's growth occurred very organically and can be solely attributed to adding the right people to our team. The growth and increased revenue are a byproduct of finding brokers and managers whose business was based on building relationships. Those relationships have brought us off-market transactions and have put us on the other end of a call when property owners and buyers are looking for a brokerage they trust. NAI Cascade's brokerage team takes the time to thoroughly understand our client's goals and connect buyers with sellers to achieve those goals.

What is your vision for growth and/or expansion over the next five years? NAI Cascade's growth will continue to be focused and intentional: the right relationships with the right people and the right properties. We are careful to say yes to opportunities which align with our philosophies and goals, which also sometimes means saying no to others.

What is your philosophy to running a successful company? NAI Cascade operates under the philosophy that contracts expire, relationships don't. This includes the relationships within our office. Our people are genuinely connected to each other and their clients. They want to come to work every day to grow those connections and provide full-circle service that creates relationships that lasts much longer than a listing contract, or the duration of a sale. Our office culture thrives on self-sufficiency, but also showing up for each other the best we can each day. Jenn and Walt's purchase of the NAI Cascade brokerage at the end of 2020 has launched the next generation of big ideas; focused on the future of CRE, generational transitions, leveraging the NAI global network and building a "Got Your Six" culture.

#### #7 — Bunk+Brew

Official Name of Business: Bunk+Brew Address: 42 NW Hawthorne Ave., Bend

Phone: 458-202-1090 Website: bunkandbrew.com

Contact Email: management@bunkandbrew.com

CEO/owners, background:

Frankie Maduzia (Medical Tech) & J. Charles Griggs (Tech Lawyer)

**Number of Employees: 13** 

Year Established in Central Oregon: 2016

**Product/Services Offered:** Lodging and event venue.

Hot News: Hey! What's better than winning an award for fastest growing business in Central Oregon?? Winning it TWICE!! Fresh off our win in 2021, Bunk+Brew is on a tear as THE destination in Bend for international travelers and and outdoor adventurers. Only 2.5 blocks from downtown, Bunk+Brew is hosting live music every weekend and weekly events like trivia, karaoke and film night. Come enjoy our food carts, have a beer, play some pool, make new friends and jump in new

Outlook for Growth: Honestly the outlook looks rough. The fear of recession looms. Just as we're congratulating ourselves for surviving COVID, the aftermath of it all is setting in. But at least one thing remains true: people need to get away, to take a break, to do the things they love. And that's why we're hopeful. Because people love Bend, outdoor adventure, beer and Bunk+Brew.

What do you attribute your rapid growth to? This year our biggest push was events. We had bigger names, more shows, wider varieties. We crushed it. We owe it all to our events manager and all the breweries in town that keep us supplied.

What is your vision for growth and/or expansion over the next five years? While hard times are no fun, they sometimes expose us to new opportunities. With the expansion of remote work, we're seeing the emergence of a new kind of working traveler. Rather than coming to Bend for a weekend, maybe now you can come for a whole month! We're preparing for these travelers. We've purchased and expanded onto an adjacent property and we're drawing up plans and seeking out funding to bulldoze and build up. We're building a community where you can work AND play.

What is your philosophy to running a successful company? Community and systems. It can be slippery trying to get both to fit together, but when you do,



PHOTO | COURTESY OF DESCHUTES PLUMBING CO I

you'll be rewarded. The best thing we ever did wasn't building this business — it was discovering this community. Once we found the community, we just built a business around it. And the systems are what keeps it going. We work very hard to prepare for the worst so we can go play with peace of mind.

### #8 — Broken Top Window Coverings Inc.



PHOTO | COURTESY OF BROKEN TOP WINDOW COVERINGS INC

Official Name of Business: Broken Top Window Coverings Inc.

Address: 20183 Firerock Rd., Bend

Phone: 541-357-3252

Website: brokentopwindowcoverings.com

**Contact Email:** rob@brokentopwindowcoverings.com **CEO/owners, background:** Rob and Laurie Imhoff — Owners

**Number of Employees:** 6-7

Year Established in Central Oregon: 2005

**Product/Services Offered:** Residential and commercial interior and exterior automated shades from Hunter Douglas, Mecho Shade, Draper, Insolroll' and Bali/ Graber/Springs Window Fashions.

**Hot News:** We are performing more and more fully automated residential estates and commercial office spaces — from large data centers to the largest estates, we are continuing to expand and grow throughout all of Central Oregon. We will be looking to grow an additional one to three employees for installation and sales over the next year.

**Outlook for Growth:** We are excited about the coming year. Our team of dedicated staff are family to us and to each other. This family approach leads

to more and more than success and therefore more financial success for each employee and their families. It has always been our goal to create a purchasing experience that is second to none, and our employers make that happen daily. 2023 will be our best year yet!

What do you attribute your rapid growth to? Dedicated customers who constantly tell their friends about us, and employees with a strong sense of ownership. We strive and continue to offer the highest wages for anyone in our industry. As our people feel ownership, a sense of freedom with their schedules, and like they are compensated reflective of their worth to us, that bleeds into each and every one of our customer encounters and relationships. As we treat each of our new clients as friends and family, there is a loyalty generated that can't be purchased, only earned. Without either piece, we no longer thrive in a competitive environment.

What is your vision for growth and/or expansion over the next five years? We hope to open at least one brick and mortar, modern, state-of-the-art showroom, where clients and potential clients can interface with the many products we offer. As COVID impacted all of our livelihoods, we were fortunate to grow through it. With a dedicated staff and loyal clients, we expect and strive to double in size over the next five years. We would strive to be the best and only option for automated shading within Central Oregon, and possibly beyond. As we grow, the rate will be dictated by our ability to maintain these benchmarks. We will never sacrifice service for growth, as that is paramount to excited and happy clients, employees who are excited to come to the office and client projects each day, and neighbors and friends that we are sure to see at the many activities throughout Central Oregon. At Broken Top Window Coverings, we understand that EVERYTHING in life comes down to relationship. Feeding into and fostering these relationships is how we will continue to grow and reach our goals.

What is your philosophy to running a successful company? As stated previously, be relational in everything we do. We cannot be perfect, and sometimes mistakes happen. Owning these mistakes, and then making them right, is the key to continue success. We try to always put ourselves into the shoes of our clients, listening well, and offering helpful advice based on our experience. A successful company requires a leader(s) who serve their employees well, never ask them to do a job you are unwilling to do, and treat them the way you want to be treated. This recipe is what keeps a company successful.

### #9 — Euro Style Inc

Official Name of Business: Euro Style Inc

**Address:** 223 E Hood Ave., Sisters; mailing PO Box 1421, Sisters

Phone: 541-549-2471 Website: eurosports.us

Contact Email: bsb@bendbroadband.com

**CEO/owners, background:** Brad Boyd: 33 years own Eurosports; co-founder Peterson Ridge Tr. System; Sisters Trail Alliance Lifetime Member; COTA founding member. Brad was also Sisters City Councilor 2005-06; Mayor 07-08; Mayor 2013-14.

Year Established in Central Oregon: 1989

**Product/Services Offered:** Bikes, skis, repair, rentals, beer/wine/cider/bottle shop, food cart garden, outdoor beer garden, music venue/trivia night/community events/weekly car show, etc.

**Hot News:** During the pandemic, morphed business outdoor space so people felt safe to gather, eat, drink and experience community. Innovations included flag system for table cleaning, multiple fire pits, etc. Resulted in growth of business and increased usage as a center of community.

**Outlook for Growth:** Positive due to increase in visibility, inclusiveness, population growth, friendly and service-oriented atmosphere, reputation and close-by availability of many outdoor activities. Eurosports is seen as an information center to help people have fun. We've made a conscious, intentional decision to be a community center and offer broad and welcoming experiences instead of being just a place that sells and rents gear. We love that people love to come here and be

with people they love, creating memories. People enjoy our experienced-based business and reward us with loyalty: wanting to shop local instead of the internet.

What do you attribute your rapid growth to? Thirty-three years in business with a reputation for integrity, value, dependability, inclusiveness and morphing the business model over the years to meet customers' and community needs. Additionally, the pandemic created a greater need for safe, outdoor gathering spaces and increased interest in outdoor recreation and activities.

What is your vision for growth and/or expansion over the next five years? Continue to meet the needs of the community as it grows and changes by listening and observing. Volunteer and help where needed.

Strengthening our balance sheet; continuing to offer cutting-edge equipment; continued focus on sustainability for buildings and outdoor space, green energy and recycling; and meeting the needs of all generations

Open to transitioning business with fresh ideas either from a new manager or new owner(s) who understand that this is a community resource, not just a retail shop.

What is your philosophy to running a successful company? Show up, pay attention, change with the needs of customers and community.

Diversified revenue streams!

Give where needed, for example: the Peterson Ridge Trail System, which Brad cofounded, now brings in more than several million dollars a year to the Sisters community (per Sisters Trail Alliance research).

Treat everyone (customers, vendors, employees) with honesty, dignity and respect.

### #10 — Diversified Heating & Cooling, Inc

Official Name of Business: Diversified Heating & Cooling, Inc

Address: 61511 American Lane, Bend

**Phone:** 541-323-1840

Website: diversifiedheating.com

Contact Email: rita@diversifiedheating.com

**CEO/owners, background:** 

Ken Ledbetter (business and HVAC)

Tanya Ledbetter (business and accounting)

Number of Employees: 36

Year Established in Central Oregon: 2011

**Product/Services Offered:** Furnaces, A/C's, heat pumps, mini splits, fireplaces, service gas piping, humidifiers, air filtration and annual maintenance.

**Hot News:** Extended our replacement department. We added second crew and a Comfort Coordinator.

**Outlook for Growth:** We anticipate 2023 growth at a 15-20 percent in the Service & Replacement departments, new construction will depend on interest rates.

**What do you attribute your rapid growth to?** We have an amazing team, good managers and a great reputation with customers in the Central Oregon Community. A company is only as good as the team that stands behind it.

What is your vision for growth and/or expansion over the next five years? Our vision is to continue our growth, then the next generation to take the torch over in the next three years. We think Bend and the Central Oregon Area will always be a desirable place to live and travel to.

What is your philosophy to running a successful company? Hiring, developing and retaining team members who are committed to our growth and customer satisfaction. Continuing trust and loyalty among team members and customers alike.



PHOTO | COURTESY OF DIVERSIFIED HEATING & COOLING, INC



STONE · GLASS QUARTZ

#### **Official Name of Business:**

Imagine Stoneworks Inc.

Address: 221 NE Hawthorne Ave., Bend

Phone: 541-312-3885

Website: imaginestoneworks.com

Contact Email: info@imaginestoneworks.com CEO/owners, background: Rob Angelo **Year Established in Central Oregon: 2003** 

### #11 — Imagine Stoneworks Inc.

**Product/Services Offered:** Imagine Stoneworks provides solid surface solutions for a variety of applications which includes, countertops, wall panels, fireplace hearths and mantels, interior and exterior cladding systems. We are able to use natural stone quartz and porcelain for just about anything that requires a flat surface.

Hot News: We built our own building at 221 NE Hawthorne Avenue in the Bend Central District and moved the operation and showroom in July of this year. Stemach Design was the architect and the building was built by Stilson Builders.

Outlook for Growth: We see the home building market stabilizing and consolidating over the next couple of years. Currently, demand for home building products, stone products in our case remains strong. We usually lag any slowdown in the home building market but our monthly bid counts remain robust. We are seeing a fairly large uptick in larger multi-family/ apartment projects that will provide work for our company moving forward. Between those projects and large custom home builds, we see substantial opportunity for growth.

What do you attribute your rapid growth to?

Bend continues to be a growth market that is very desirable for folks that are relocating. That brings in money to build homes, start businesses and build apartment complexes for middle income earners.

What is your vision for growth and/or expansion over the next five years? My vision for growth and expansion heavily relies on the growth of the economy around Central Oregon. We have grown rapidly the last five years but I see a bit of a slowdown in that growth as we move forward mostly due to employee hiring issues and economic uncertainty. I do believe that some of our potential growth may move towards larger, multi-family projects as infill building begins in earnest. I believe that Bend will always be a desirable place to live, therefore, driving organic growth into the future.

What is your philosophy to running a successful company? My philosophy has always been to hire people that have more skill than me for my key positions and pay them well. After 20 years in Bend, this has proven to be a good model. I am also a big fan of not micro-managing unless it is absolutely necessary and letting my key employees implement their own systems and processes.

### #12 — BG Agility/NADAC

Address: 262 S Cedar St., #2, Sisters

Phone: 458-218-1181

Contact Email: nadacchris@gmail.com

CEO/owners, background: Brad Boyd **Product/Services Offered:** 

Retail resource for all outdoor activities.

### #13 — Precise Flight, Inc.

Official Name of Business: Precise Flight, Inc. Address: 63354 Powell Butte Hwy., Bend **Phone:** 541-382-8684 Website: preciseflight.com **Contact Email:** 

scott.greenstone@preciseflight.com

**CEO/owners, background:** 

Doug La Placa, CEO and Scott Greenstone, CFO

**Number of Employees: 35** 

**Year Established in Central Oregon: 1981 Product/Services Offered:** 

From major commercial airlines and fleet operators, to business jets, rotorcraft and all segments of general aviation, Precise Flight products make flying safer, and the business of flying more profitable. Our innovative products, including the Pulselite System, Fixed and Portable Oxygen Systems, Fabricated Tubes, Avionics, Environmental Control System, Speedbrakes and Twistlock Drinkware Systems are installed on over 40,000 aircraft around the world.

#### **Hot News:**

Precise Flight grew its sales by over 50 percent in 2022.

#### Outlook for Growth

Precise Flight forecasts a sustained growth (CAGR) exceeding 20 percent between 2023 and 2027.

#### What do you attribute your rapid growth to?

Our innovative products, our excellent reputation within the Aerospace industry and our incredibly dedicated and high performance team.

#### What is your vision for growth and/or expansion over the next five years?

Precise Flight forecasts a sustained growth (CAGR) exceeding 20 percent between 2023 and 2027. We will expand our products, customers, capabilities and operational facilities to achieve our growth objectives.

#### What is your philosophy to running a successful company?

We are obsessive about maintaining a culture marked by winning attitudes,



PHOTO | COURTESY OF PRECISE FLIGHT, INC

excellence, accountability, mutual respect/support and rock solid commitments to putting our team and our customers first. These values have enabled us to consistently deliver a very high level of quality, reliability and white glove customer service for many years running. We also have many outstanding suppliers who are vital to our success, including our A+ banking and lending partner, Columbia Bank, who has helped us achieve our aggressive growth by providing the financing that has been critical to our success.

### #14 — Composite Approach LLC



PHOTO | COURTESY OF COMPOSITE APPROACH LLO

Official Name of Business:

Composite Approach LLC

Address: 1475 NE Jackpine Ave., Redmond

**Phone:** 541-316-7161

Website: compositeapproach.com

Contact Email: office@compositeapproach.com

CEO/owners, background: Brian Harris and Holly Harris Number of Employees: 42

Year Established in Central Oregon: 1998

**Product/Services Offered:** Contract manufacturer of composite parts, primarily carbon fiber and fiberglass.

**Hot News:** We are working with a company developing a novel reusable satellite launch platform that could launch several satellites in a single day without requiring a traditional rocket launch. It has the potential to revolutionize the industry.

**Outlook for Growth:** We strategized to evolve from primarily an aviation business to a composites manufacturer supporting a wide variety of industries. While we still build a lot of parts for 'things that fly,' our clients base has diversified significantly. We now build parts used in the aviation, aerospace, medical, RV, marine and alternative energy markets. This diversification provides multiple

pathways to significant future growth.

What do you attribute your rapid growth to? Composite Approach has a two-prong approach to business development — working with emerging companies to build prototype projects and building production parts for well established companies and products. Our production work provides the foundation of the business and our prototype and development work provides the 'rocket fuel' for our growth.

What is your vision for growth and/or expansion over the next five years? Composite Approach growth forecast is in excess of 15 percent per year for the next five years.

What is your philosophy to running a successful company? Composite Approach is really a collection of people and the individual relationships that exist with each person both internally and externally to the company. Running a company, or any organization, is largely about managing each relationship. If you can focus on each relationship and interaction every day and do it well... you'll have successful relationships which will lead to a successful company. I am blessed to be surrounded by the best team of people and the best group of customers imaginable. When it comes to the work we do — we must keep quality and timeliness as our top two priorities and we must leave them in that order. We must do what we said we would do — we miss sometimes, but we relentlessly pursue it.

### **#15** — Premier Printing Solutions

Official Name of Business: Premier Printing Solutions

Address: 63052 Layton Ave., Ste. 170, Bend

Phone: 541-617-9899 Website: ppsbend.com

Contact Email: pps@ppsbend.com CEO/owners, background: Brett Davis

**Number of Employees:** 5

Year Established in Central Oregon: 1999

**Product/Services Offered:** Commercial printing for marketing products such as business cards, brochures, catalogs, postcards, etc. as well as large format printing for display graphics and trade show banners. Packaging products and custom labels printed in house.

**Hot News:** We are in the process of expanding our website with our new website launch that happened earlier this year. Our goal is to provide more industry information to our customers as well as provide additional support for graphic design, product ordering and product pricing.

**Outlook for Growth:** As our industry evolves we expect our expanded products such as large format and label products to support additional business growth. Our client base has steadily expanded within and outside of Central Oregon.

What do you attribute your rapid growth to? Wide range of product offerings and supporting our clients through excellent customer service as well as superior print product quality.

What is your vision for growth and/or expansion over the next five years? We will continue to diversify our products and bolster marketing efforts beyond Central Oregon.

What is your philosophy to running a successful company? Empowering employees and making sure to manage expectations.

I really attribute much of our success to the amazing people who work here now and past. We have not been immune to the current staffing troubles and the people here really have stepped up to keep things running smoothly.

Over the last couple years managing expectations has never been more



PHOTO | COURTESY OF PREMIER PRINTING SOLUTION:

important. With supply shortages, rising costs and staffing issues communicating expectations clearly with clients has helped us keep relationships with clients positive as well as maintain good relationships with my employees.

### #16 — Sunset Plumbing of Bend, Inc.



PHOTO I COURTESY OF SUNSET PLUMBING OF BEND, INC.

**Official Name of Business:** 

Sunset Plumbing of Bend, Inc.

Address: 62979 NE Plateau Dr., Ste. 1, Bend

Phone: 541-382-0109

Website: sunsetplumbingofbend.com

Contact Email: hailie@sunsetplumbingofbend.com

CEO/owners, background: Jeff Cook & Rocky & Julie Childress — family-owned

**Number of Employees: 19** 

**Year Established in Central Oregon: 1982** 

**Product/Services Offered:** New construction in residential and commercial.

Remodels. Service department that serves all of Central Oregon.

**Hot News:** Sunset Plumbing celebrated our 40th year in business this year. **Outlook for Growth:** Continue to grow company along with construction demand. Expand the service department with more technicians and vans.

What do you attribute your rapid growth to? New commercial/home construction and population growth of Central Oregon.

What is your vision for growth and/or expansion over the next five years? To create a better everyday life for our customers and employees with integrity and respect.

What is your philosophy to running a successful company? Recruiting and retaining outstanding people to cultivate employee and customer loyalty.



MONICA ELSOM

#### **Official Name of Business:**

Insure Pacific, Inc./Prineville Insurance Agency

Address: 297 NW Third St., Prineville

**Phone:** 541-447-6372

Website: insurepacific.com/prinevilleins.com

**Contact Email:** 

info@insurepacific.com info@prinevilleins.com

CEO/owners, background: Monica Elsom owns two local agencies in Oregon. Our agencies are licensed and sell in 11 states. Have built an amazing

### #17 — Insure Pacific, Inc./ **Prineville Insurance Agency**

team of women to sell and service our clients. Elsom has two kids, one just graduated high school and a junior at Linfield University. Before insurance, she was a successful clothing designer for 12 years. She also volunteers for Rimrock Trails Treatment Center and Ronald McDonald House whenever she can.

Number of Employees: 12 **Year Established in Central Oregon: 1935** 

Product/Services Offered: We like to consider ourselves the one stop for insurance. We offer most anything you will need in insurance—for your family and your business. Liability, property, health and life insurance benefits are just a few of the products we offer. After I lost my husband, it solidified for me how much insurance impacts people's lives. Our team is passionate about helping protect our clients and educating them about what policies are best for them. Customer service and helping our clients protect their assets is our focus. We are licensed in and service eleven states. With over 100 carriers to work with, our agency almost always has an option for our clients!

Hot News: We have a few new team members, and it has made us stronger! This growing team has allowed us to implement new insurance programs and the resources to expand and better service our customers. Workers' compensation, nonprofits, building owners, veterinarian, farming and employee benefits are just a handful of the programs we have to offer!

Outlook for Growth: We are seeing new business in all directions. Our residential communities are growing, and new businesses are opening every day. Having a solid core, our offices have been able to add more strong local talent—allowing us as a team to become stronger. Each day, we keep moving forward and making sure we take excellent care of our amazing customers. Our new 24/7 phone app is one

of the ways we are streamlining and strengthening our processes to make it easier for clients to manage their insurance.

What do you attribute your rapid growth to? We have a passionate team that takes care of almost any insurance need our customers may have. We like to be the one stop shop! Our customers should not have to run around trying to get the coverage they need. Whether it's their home, health, business, or bonding, we can cover them. Our customers are very much to thank for our rapid growth! They appreciate our consistent effort, so they send us referrals. Our job is to listen to our client's needs and find the best fit available, and that is what we do.

What is your vision for growth and/or expansion **over the next five years?** As we prepare for growth, our team is expanding. Our hope is to expand our agencies in the surrounding areas to build on our success while simultaneously being able to provide more options for our customers. We strongly hope that people will want the local connection to an independent agent instead of the big corporations moving in.

Our team takes the time to file claims, follow claims and ensure that our client's insurance experience is as seamless as possible from beginning to end. We value that local connection, and we know our customer's do too!

What is your philosophy to running a successful company? It takes a team to succeed. Recognizing the strengths of each team member and what role they should play and what role they desire is essential. In our offices, each team member is trusted to manage their position and know who to go to for guidance. Education and collaboration are key; the desire for personal growth and having a good attitude are a must! I am so proud and excited for our team to grow together.

### #18 — Baggett, Inc.

**Official Name of Business:** 

Baggett, Inc.

**Address:** PO Box 710, Madras

**Phone:** 

541-475-0162

**Contact Email:** 

rockyridge620@gmail.com

CEO/owners, background:

Lee Baggett, Owner **Number of Employees:** 

**Year Established in Central Oregon:** 

**Product/Services Offered:** 

Excavation and materials. What do you attribute your rapid growth to?

Loyalty of good employees, good customer base and experience.

What is your vision for growth and/or expansion over the next five years?

Hiring new employees, growing company with new technology, branching out to other types of business.

What is your philosophy to running a successful company?

Good customer service and be responsive, work harder than anyone else.

### #19 — Bend Mailing Services, LLC

Official Name of Business: Bend Mailing Services, LLC

Address: 20901 Cooley Rd., Bend

Phone: 541-388-0789 Website: bendmailing.com

Contact Email: connor@bendmailing.com

CEO/owners, background: Nick Di Spaltro, software development

**Number of Employees: 46** 

Year Established in Central Oregon: 1997

Product/Services Offered: Full-service transactional mailing, print services, direct marketing mail, commercial envelope manufacturing.

Hot News: We are investing in new equipment that will expand the services we can provide, such as printing on additional media.

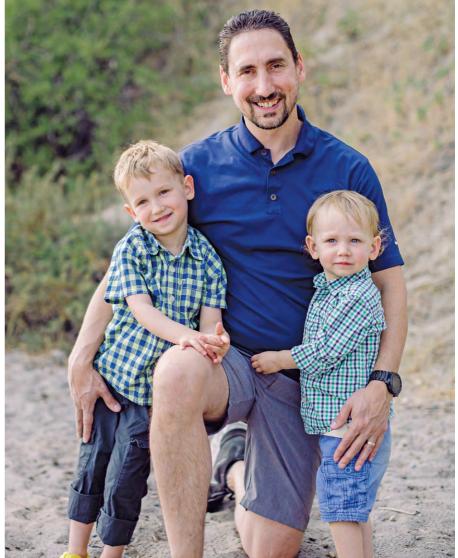
Even more exciting, we are developing a new platform to connect our client's billing processes to our services. Be on the lookout over the next couple of vears for updates.

Outlook for Growth: Despite the last few years of supply chain challenges, BMS has been able to maintain steady growth. With some expansion into new market segments, we are expecting to keep that growth even as the global market outlook possibly is diminishing. Historically, the company has performed well during challenges and that should remain constant. We have been able to eliminate some suppliers by producing envelopes in-house, which has helped keep costs down and opened new opportunities through increased flexibility.

What do you attribute your rapid growth to? Our growth is tied to the valueadded approach to our services. While many of our competitors are simplifying services, we continue with our data-centric focus. Our proprietary processes allow us to ingest data from our clients and transform that data to a physical media.

What is your vision for growth and/or expansion over the next five years? The core of the business has been historically solid despite economic corrections/ downturns. Inflationary and other economic factors duration will result in internal re-evaluations. However, we are looking to transform our business services using our 20 years of experience in helping our clients bill from a mail service company to a business services company. We see great opportunities within the next five year increasing the services we provide - such as the new platform we are developing to more closely connect our clients to the value we produce.

What is your philosophy to running a successful company? Creating a culture of inclusiveness and belonging where all are welcome. Exceeding customer expectations in everything we do and holding ourselves accountable at every step. Embracing change and innovation and looking for new ways to grow our organization and ourselves.



NICK DI SPALTRO WITH RAYLAN (6) AND LELAND (3) | PHOTO COURTESY OF BEND MAILING SERVICES, LLC

### #20 — Crossroads BBQ Pit & Pub (Barney Prines Steakhouse & Saloon Corp)



JOE LITZINGER | PHOTO COURTESY OF CROSSROADS BBQ PIT & PUB

Official Name of Business: Crossroads BBQ Pit & Pub

Address: 121 NE Third St., Prineville

Phone: 503-997-8343

Website: crossroadsdinerandpub.com

Contact Email: joe@crossroadsbbqpitandpub.com

CEO/owners, background:

Joe Litzinger: 20 years in the industry; have owned several restaurants; have culinary degree.

**Number of Employees: 23** 

Year Established in Central Oregon: 17

Product/Services Offered: Full-service bar and lottery; full menu, ranging from breakfast, lunch and dinner.

Hot News: All products made in-house, including from chicken fried steak to prime rib and everything else in between.

Outlook for Growth: We have a steady growth — from 2015, when we opened on through COVID — with a strong market for catering, we see a good future.

What do you attribute your rapid growth to? We attribute our growth to quality of product and service — along with a large local customer base, also at a fair price. We work very close with our local chamber and businesses, we stav involved.

What is your vision for growth and/or expansion over the next five years? To continue with what is working, with a focus on catering and quality.

What is your philosophy to running a successful company? Nobody looks after your business like you do — in order to become successful you must work!

### The Local Aviation Industry

### New Changes Coming to the Bend Airport & More

#### by NOAH NELSON — CBN Feature Writer

he aviation industry in Central Oregon has been steadily climbing for years, and this year we see that pattern being repeated. From renovations and upgrades coming to Bend's private airport to RDM adding in several direct flights to major cities over the last few years, growth to the aviation industry has been a welcome sign of overall economic growth in Central Oregon.

However, keeping up with that growth and the demand that comes with it has presented the industry with some challenges, particularly in the form of training, hiring and maintaining a proper workforce of pilots.

Licensed flight instructor and airline transport pilot Clay Trenz said that, "The pilot job market is hot as a firecracker, right now." Trenz goes on to discuss the many barriers that bar potential pilots from becoming actual pilots, "The training can be very expensive and depends heavily on the weather. You're constantly flying away from home, which can be an issue for many people, and historically speaking, the pay is decently low for pilots with little to no experience."

A reason this job market has become hotter and hotter over recent years is due to many Vietnam-Era pilots aging out of the system, as airline pilots are required to retire at 65, "With more demand, we're seeing more and more planes in the air," Trenz said. "Tons of our Vietnam-Era pilots are retiring and we're simply not seeing that many young people get into this as a career."

A potential solution to some of those barriers listed above is the emerging flight



CIRRUS AIRFRAME PARACHUTE SYSTEM (CAPS)



simulator technology that pilots can use to gain practice hours on, "Simulators can help decrease the overall entry cost for new pilots," Trenz said. "With access to a technically advanced flight simulator, pilots in training can gain instrument skills, save both time and money, and their practice flights are no longer dependent on the weather. However, this is not the end-all, be-all."

Simulators aside, there are some leading programs in Central Oregon for new pilots. Leading Edge, Central Oregon Community College and Bend Aircraft Mechanics can all help prospective new pilots reach their professional goals and turn an interest into a career.

In terms of new developments, not too much has changed in the past year, but there are new hangars coming to the Bend Airport, along with a few other upgrades, according to Gwil Evans, an operating partner at Aero Facilities, which is a hangar development and sales company at the Bend Airport.

"We are currently building 17 new hangars, which will put the total number of hangars at the Bend Airport at 65," Evans said. This growth, particularly in the

Continued on Page 22 ►



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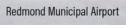
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Prineville Airport

### Central Oregon Aviation-Related Companies (Not including local airports.)

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Products/Services
Advanced Aviation Inc. 63336 Powell Butte Hwy. Bend, OR 97701	541-330-5817	541-318-4776	www.advancedaviationinc.com aaron@advancedaviationinc.com	Aaron Brook	2	1994	Experimental aircraft builders assist shop.
Advanced Flight Dynamics of Redmond 701 SE Salmon Ave. Redmond, OR 97756	541-604-2331	N/A	www.advancedflightdynamics.com info@FlyAFD.com	Dani Hebner	4	2015	Specialized flight school teaching upset prevention & recovery training (UPRT), stall/spin, aerobatics & formation training.
Aircraft Rubber Manufacturing (ARM-USA) 1550 NE Kingwood Ave. Redmond, OR 97756	800-433-6524	541-923-6015	www.fuelsafe.com sales@fuelsafe.com	William Hare	30	1988	Fuel cells for race cars, planes & boats. Armored tanks, industrial tanks. Welding & fabrication.
CIES, Inc. 1375 SE Wilson Ave., Ste. 150 Bend, OR 97702	541-977-1043	N/A	www.ciescorp.net scott.philiben@ciescorp.com	Scott Philiben	14	2010	Digital fuel, oil & glycol senders for aircraft & other high value applications.
Composite Approach 1475 NE Jackpine Ave., Ste. 300 Redmond, OR 97756	541-316-7161	N/A	www.compositeapproach.com info@compositeapproach.com	Brian Harris, Holly Harris	52	2008	Aircraft composites.
CV International 20680 & 20676 Carmen Loop Bend, OR 97702	541-205-0195	541-639-4633	www.cvintl.com info@cvintl.com	Dan Warden	26	1981	50 innovative solutions ranging from nitrogen generators, contaminated fuel detection systems, cryogenic sampling kits, nitrogen servicing carts, jacking systems to custom designed aviation maintenance platforms.
Epic Aircraft 22590 Nelson Rd. Bend, OR 97701	541-318-8849	541-382-5125	www.epicaircraft.com info@epicaircraft.com	Doug King	221	2004	High performance, all carbon fiber, single-engine turboprop aircraft.
Erickson Aero Tanker (Aero Air) 2322 NW Berg Dr. Madras, OR 97741	N/A	N/A	www.aeroair.com	Kevin McCullough	60	1956	Aerial firefighting.
Flight Line Air Conditioning, Inc. 1842 SE First St., Unit B Redmond, OR 97756	541-330-5466	N/A	www.flightlineac.com	John Stream	3	2000	Develops the most highly efficient & effective air conditioning systems available for the light aircraft industry.
Garmin - Bend (PulsedLight, Inc.) Bend, OR 97701	541-639-8842	N/A	www.pulsedlight3d.com sensors@pulsedlight3d.com	N/A	50	2011	Developed a patented, optical proximity & distance measurement technology that can be quickly & inexpensively adapted to a variety of applications, from single beam distance measurement to line scanning & complex 3-D imaging Technology can yield a tenfold improvement in cost, size or performance over competitive non-contact sensors.
Innoviator LLC 15820 Barclay Dr. Sisters, OR 97759	541-719-1797	N/A	www.innoviator.com sales@innoviator.com	Steve Marsan	12	2014	Aircraft certification, engineering, fabrication, quality & integration services.
Kawak Aviation Technologies 20690 Carmen Lp., Ste. 102 Bend, OR 97702	541-385-5051	541-617-9857	www.kawakaviation.com andrew@kawakaviation.com	Steven Sawyer, Andrew Sawyer, Mike Reightley	34	1993	Aviation company that manufactures & fully supports many mission equipment product lines & is known as an industry leading mission equipment supplier in helicopter firefighting systems, aerial agri-culture, propulsion systems, motion control, flight control products, auxiliary power & precision agricul-ture power systems. Produces auxiliary power systems for aircraft & ground vehicle support including hydraulic & custom electric motor solutions. Complete aerial firefighting systems & product lines for wildfire support & suppression. Aircraft engine control quadrants. Air cargo freighter door control sys-tems & components. Offers a full spectrum of products & disciplines from specialized product lines & engineering services to production & fast track development programs in a global market.
Leading Edge Aviation, Inc. 63048 Powell Butte Rd. Bend, OR 97701	541-383-8825	N/A	www.flyleadingedge.com info@flybend.com	Noma Nelson, Travis Warthen, Brad Fraley	80	1989	Largest flight school in Central Oregon utilizing a growing fleet of Robinson R22s & R44s as well as Bell helicopters for helicopter training & Cessna 172s & Beechcraft Bonanzas & Barons for airplane training. Flight provider for the COCC associates degree program in applied science for aviation & train students from other countries under the M1 visa where they can receive their FAA ratings. Certified Robinson Helicopter sales, service, maintenance & overhaul facility, authorized distributors for most major avionics manufacturers as well as contract work for the forest service & film industry. Operates a USFS & DOI approved charter division assisting with wild land firefighting activities as well as oil & gas exploration & other utility based helicopter flying including tours. Parent company to Leading Edge Jet Center, the leading Fixed Base Operator & fuel provider in Central Oregon, located at Redmond's Roberts Field Airport, servicing all commercial airlines & transient aircraft.

### Career Liftoff

### Central Oregon Community College's Aviation Program Provides a Complete Learning Experience for Fixed-Wing, Rotary-Wing & Unmanned Aerial System Futures

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

yler Jenness traces his love of flying back to an early childhood fascination — which only intensified when he took a ride in a Cessna 152 as a young teen and later racked up countless hours at the controls of his Microsoft flight simulator. He turned that complete fascination into a full-blown career when he enrolled at Central Oregon Community College (COCC), finding the expertise and guidance he was looking for.

"Former Navy, Air Force, Coast Guard and commercial pilots, helicopter tour operators, aviation safety consultants and mechanics, just to name a few," Jenness says of the myriad aviation backgrounds his instructors brought to his well-rounded education. "Everyone always had an open-door policy if there were any questions or concerns, and everyone really wanted us to all be successful."

Beyond expert, supportive instruction, Central Oregon's consistently clear weather and flight visibility, plus the added dynamic of highelevation flying, make for an ideal learning environment as aviation students progress from class concepts to simulators to takeoff. The program partners with Leading Edge Flight Academy, located at the Bend Municipal Airport, also home to COCC's CAT IV advanced aviation training devices, or flight simulators, and hangars of fixedwing and rotary-wing aircraft. Airplane students train on Cessna 172 and Beechcraft Bonanza or Baron aircraft; helicopter students train on Robinson R22, Robinson R44 and Bell 206 series aircraft.

Careers can take flight as part of the training. In Horizon Air's Pilot Development Program, accepted trainees complete their education and build experience as COCC flight instructors, leading to a position as a first officer with Horizon Air. The program offers a guaranteed two-year contract and a \$12,500 training stipend.

"It was definitely a catalyst for my career," says Jenness, who entered the program and went on to captain a Horizon Airlines Q400. "In addition to providing muchneeded financial support to help with flight training costs, the program provided a seamless transition to Horizon Air once I reached the airline transport pilot minimum requirements. Just knowing that the next step in my career was there waiting for me was a huge relief and removed a huge amount of stress. I would absolutely recommend this program to others."

Students of COCC's aviation program can earn one of four degrees: an aviation technology and management associate of science, which prepares students



COCC'S PROGRAM PARTNERS WITH LEADING EDGE FLIGHT ACADEMY, LOCATED AT THE BEND MUNICIPAL AIRPORT | PHOTO COURTESY OF COCC

to continue to Oregon Institute of Technology or Embry Riddle Aeronautical University for further studies; a professional pilot airplane associate of applied science; a professional pilot helicopter associate of applied science; and, an unmanned aerial systems (UAS) operations associate of applied science, which trains individuals to work as UAS operators in both the U.S. and abroad.

Karl Baldessari, director of COCC's aviation program and a former chief of operations for the U.S. Coast Guard's northwest region, is proud of how the college's robust training creates a recipe for success: "We get students into the industry quicker, at about one-third the cost of most aeronautical universities."

cocc.edu/programs/aviation

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- » Helicopter
- » Unmanned Aerial Systems (UAS)

Record demand, exceptional salaries, and an accelerated pathway make this the best time to achieve your dream of becoming a professional pilot through COCC's aviation degree programs. Our expert faculty, strong industry partnerships, and outstanding training facilities will set you up for success in the rewarding field of aviation. While you complete your degree, you will also earn the FAA ratings required to be a professional pilot.

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### **Aviation**

Continued from page 1

There is no denying that COVID had a tremendous impact on the personal aircraft industry. With people being more self-centered and cautious of



public spaces, flying without the hassles and health risks of commercial airlines has become very appealing. But with inflation, higher gas prices and a shakier economy, McRae doesn't expect the current demand to last forever.

"We could see a downturn in the market in the not-too-distant future," he claims. "So, we are already planning our next move that will give current LX7 owners and future customers an even better flying experience. On top of that, we will be able to develop it even more efficiently than our current operation."

With some suppliers having delivery challenges of their own, McRae is somewhat coy about revealing when the company's next venture will be launched.

"But when the time comes," he says, "I'm sure the phone will be ringing off the hook again."

#### **About RDD:**

RDD Enterprises is a premiere Americanowned and funded aviation Research, Design & Development group with a rich aviation heritage serving the personal aircraft community. Our goal is to provide serious aviators technologically advanced aircraft and systems with impeccable safety and world-class support.

Located in Redmond, Oregon, RDD is proud to have been selected to help achieve aviation goals for a wide range of customers, from individuals to large corporations. Collectively, the RDD team has extensive experience with both experimental and certified aircraft in the areas of engineering, research, design,

development, modification, fabrication, construction and customer support. To learn more about the LX7 piston or turbine models, visit lxaircraft.com or call



David McRae, at 541-504-0305, extension 1. lxaircraft.com 541-504-0305

### Central Oregon Aviation-Related Companies (Not including local airports.)

CONTINUED FROM PAGE 18

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Products/Services
Mountain High Equipment & Supply/ Aerospace Instrumentation Research 2244 SE Airport Way, Ste. 100 Redmond, OR 97756	541-923-4100	541-923-4141	www.mhoxygen.com sales@mhoxygen.com	Brad Stankey, Eric Westeren, Patrick McLaughlin	15	1985	Specialized inventory of custom built-in & carry on aviation oxygen systems & support accessories for private pilots, hang gliders, sailplanes & high-altitude adventurers around the globe. Research, design & manufacturer of patented state-of-the-art digital aviation oxygen equipment.
PCC Schlosser 345 NE Hemlock Ave. Redmond, OR 97756	541-548-0766	N/A	www.pccstructurals.com	Keith Colvin	226	1989	A subsidiary of PCC Structural, Inc., head- quartered in Portland. They manufacture com- plex titanium castings for use in the aerospace industry & for the U.S. Military.
Precise Flight, Inc. 63354 Powell Butte Rd. PO Box 7168 Bend, OR 97701	800-547-2558	541-388-1105	www.preciseflight.com karen.conard@preciseflight.com	Brad LeHuquet	24	1980	Supplier of advanced technology to the aviation industry including lighting, oxygen & electromechanical technologies.
Prineville Aviation 4597 SW Airport Rd. Prineville, OR 97754	541-447-1118	N/A	pvavia@prinetime.net	Eldon Nimmo, Peggy Nimmo	2	1998	Aircraft maintenance, flight instruction.
RDD Enterprises 2244 Airport Way, Ste. 130 Redmond, OR 97756	541-504-0305	N/A	www.rddent.com info@rddent.com	David McRae	13	2006	The LX7 Conversion is RDD's flagship product. The LX7 provides great speed & useful load capability with modern aerodynamics & handling. RDD also offers custom aircraft paint, aircraft interiors, composite manufacturing, avionics installations & aircraft maintenance & fabrication for discerning high-performance aircraft owners. Follow us on FaceBook @RDDEnterprises.
Samson Sky 915 SW Rimrock Way, Ste. 201-134 Redmond, OR 97756	855-772-6766	N/A	www.samsonsky.com marthab@samsonsky.com	Sam Bousfield	9	2010	Flying sports car, Kit Aircraft; builder assist center.
Snowline Manufacturing 63360 Powell Butte Hwy. Bend, OR 97701	541-617-1107	N/A	www.snowlinemfg.com mikes@snowlinemfg.com	Mike Snow	10	1990	Precision welding & machinery providing a wide variety of structural & non-structural components
Stratos Aircraft 253 SE Franklin St. Redmond, OR 97756	541-330-0714	N/A	www.stratosaircraft.com info@stratosaircraft.com	Carsten Sundin, Kevin Jordan	17	2013	The Stratos 714 is a Very Light Personal Jet (VLPJ).
Tiger Tugs 2895 SW 13th St. Ste. A Redmond, OR 97756	541-585-4041	N/A	www.tigertugs.com info@tigertugs.com	Scott Mills	4	2009	Helicopter transport system.
Windward Performance LLC 63008 Powell Butte Hwy. Bend, OR 97701	541-382-1056	N/A	www.windward-performance.com info@windward-performance.com	Greg Cole	28	1999	Aerospace products, glider & sailplane design & manufacturing.

# Oregon-based KinectAir Reaches the Parts Airlines Can't

#### by CHRIS ROGERS — KinectAir

ou get an incredible panoramic view from the windows of a small passenger aircraft flying past our gorgeous Oregonian towns, coastlines and Cascade mountain ranges. You also see how hard those places are to connect together by ground transportation. Incredibly for KinectAir, out of the ashes of the pandemic, all the ingredients to change how people access private air travel just lined up ahead of us as we set out to open the skies!" says Jonathan Evans, CEO of KinectAir.

 $Jonathan founded \, Kinect Air \, to \, apply \, software \, to \, bring \, much-needed \, innovation$ to both the private air charter industry and aviation in general. Spotting the gap for a software-driven "operating system" to deliver a dynamic on-demand aircraft network booked simply using a smartphone, he argues it is more like requesting an Uber than booking a private jet. "Charter has long been a complex process that is heavy on concierges and brokers, requiring passengers to have scores of interactions per flight. With KinectAir we've opened up a transparent view to the available fleet within our operator partnerships for people to book instantly at fly. kinectair.com," says Evans.

Private air travel has been enjoying a sustained increase in popularity in recent years. According to flight data analysts WingX, business jet flights in North America are up 13 percent since 2021, and up 18 percent since 2019. Meanwhile the elimination of commercial air travel routes has been severe. Regional airlines are in a vice between the international carriers absorbing their pilots and the lower demand for certain routes making flying larger aircraft unprofitable. According to the Regional Airlines Association, 324 (76 percent) of U.S. airports lost service with the average loss being 31 percent of their flights. However, the mid-sized and smaller, non-hub airports are the hardest hit, since regional airlines are prioritizing larger aircraft.

"We launched in May 2022 out of Bend, Oregon as we know this city epitomizes the challenges faced across the state. People want to live in such a beautiful place and remote working allows this today. The city has expanded rapidly to accommodate demand and is cultivating businesses that are booming, but the transport infrastructure hasn't kept pace. When the local air services to Portland were cut from Redmond Airport in late 2021, this cemented our resolve to start operating here. We're just getting started growing to three aircraft in just a few months: an eight-seat Pilatus PC12 and two four-seat Diamond DA 62s. We are booking these aircraft out to a higher and higher degree as the word gets out!"

As a result, the company has already converted hundreds of passengers in the Pacific Northwest with around 50 percent coming back as repeat bookings. With this success has come demand from businesses to leverage KinectAir's point-topoint air travel solution to increase their own operating efficiency and manage



PHOTO | COURTESY OF KINECTAIR

their travel expenses and budgets heading into 2023.

"We are rapidly approaching an inflection point whereby the benefits of subregional private air travel are converging with the decreasing cost of operating those flights. For businesses, KinectAir is increasingly able to beat commercial air travel when you consider cost and billable hours spent traveling inefficiently. By offering businesses corporate accounts with bonus value on their pre-payments and access to our network of aircraft, we're improving their outcomes and enabling our own growth," said Evans.

As we all experience the delays and cancellations associated with flying commercial these days, most clients coming to KinectAir are seeking a trusted partner for their journeys. Casey Wyckoff of Portland-based LSW Architects shared his experience.

ontinued on Page 22





### FOR LEASE - OLD MILL

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3,002 sqft of well-maintained office space in the Old Mill District

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- Prime location in Old Mill District
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#### JENNA JOHNSON

Broker, Licensed in Oregon 541.322.5966 x5 jenna@cobaltpropertiesgroup.com

info@keypropertiesbend.com 541.728.0033 keypropertiesoregon.com

BEND 431 Franklin Ave Bend | 97703



### **Aviation**



"Travelers need to trust their transportation partners and KinectAir is leveraging software to provide a guaranteed service and consistent experience that is lacking today. We travel frequently between Portland, Bend and Kalispell. Our team can get to their destination faster and more reliably with KinectAir than with any other form of travel. The time saving versus flying commercial and driving by car far outweighs the associated cost of taking the whole plane in today's market. We love KinectAir because it saves hours of time per month to service our own growing client base doing what we love, not wasting time in airports or driving. I can envisage sending teams much further afield than I had previously considered."

The company is starting to apply machine learning and Al to ensure planes are used most efficiently including not letting them fly empty whenever possible. As our fleet and customer base increase, we forecast that our flight



PHOTOS I COURTESY OF KINECTAIR

prices will drop significantly — that's the promise of the machine learning we've built into the software. In addition, new innovations by aircraft manufacturers, such as Epic and VoltAero, will drive more sustainable air travel that the industry deeply needs.

The 'wow' moment, according to Evans, comes when people understand the time they can save by using the hundreds of local community airports across the region. Routes to date have reached cities including Bend, Seattle, Sun Valley, Napa and other destinations throughout Washington State, Oregon, Idaho and California.

With the cost of flying commercial flights going up, the seeds for scaling this new approach have been sown and appear to be flourishing in the skies above Oregon.

To inquire about corporate accounts via KinectAir please contact Jennipher Smith at: jennipher@kinectair.com or call 360-903 1131.

KinectAir is partnered with FAA certified operators Direct2\_Air and Precision LLC. KinectAir acts as charter broker in attaining air charter services for its clients. For more information please visit: kinectair.com.

#### ocal Aviation Industry

Continued from page 17

private aviation sector, is happening at an accelerated rate. In previous years prior to the pandemic, Aero Facilities could only afford to build two or three new hangars a year.

Now, with 17 hangars being built this year, Evans chalks up this growth to the increasing popularity of private flight, among those who can afford it, "Bend has been a hot spot to move to, and for some people looking for specific routes, public aviation can be found lacking," Evans said. "Private aviation allows total West Coast and PNW travel from anywhere. After the pandemic, it seems like folks who could afford to decide to move to non-commercial air travel, and we've seen a huge influx of private airplane ownership, as a result."

Among the reasons to move private, Evans spoke about the work freedom it can provide, and reiterated the often-heard point that Bend is a hot spot for remote



PHOTO | COURTESY OF AERO FACILITIES



CIRRUS 22 SR A2A | PHOTO COURTESY OF CLAY TRENZ

workers looking to explore and travel.

Although the price to develop a hangar has gone up in recent years, Evans said that construction is still steady, citing the fact that the people who are wealthy enough to own multi-million dollar aircraft aren't too fazed by the increased construction cost.

Aside from hangars, Evans says that the Bend Airport is looking at a few key upgrades. First, there are plans to build a new air traffic control tower to accommodate for increased demand; the tower should be operational by spring 2025. Second, the main runway will be lengthened by 1000 feet, allowing for larger aircraft to land and take off from the airport. Lastly, there are plans to install a fence around the entire property to increase security.

Evans says that once the runway has been improved, we might start to see larger aviation-based companies set their sights on Bend, which could mean more convenient air travel for the people of the community.

With the way Bend and Central Oregon are growing, it seems like the aviation industry is only moving up. Assuming the community can prioritize and incentivize the training of new pilots, the industry should be able to continue its economic growth while satisfying our demand for travel.

### Global Leader in Aviation Sensor Technology Grows in Bend

by NICOLE MCNEW, Director of Marketing & Communications — EDCO

ave you ever noticed in movies, anytime something goes wrong with an airplane, the pilot starts tapping on the fuel gauge? As Scott Philiben, president of Bend-based CiES explains, "That actually comes about because small to medium size aircraft haven't been able to reliably and effectively measure fuel."

The problem is so well known across the industry that pilots are taught not to trust their fuel gauge but to rely instead on calculations of their aircraft's fuel burn per flight hour. According to the Code of Federal Regulations (CFR) '23.1337(b), "the gauge cannot be depended upon for checking the fuel quantity in a tank. This is especially true of smaller, less sophisticated general aviation aircraft. Visual or physical checking or both are the only safe means of determining the actual quantity of fuel onboard such aircraft."

Philiben launched CiES in 2010 after working with industry partner Cirrus to solve this critical problem by using patented digital sensor technology that allows accurate fuel measurements to be displayed on screen in the cockpit. "If pilots have accurate information in the cockpit, they are able to make better decisions about when they need to land," said Philiben.

Over the last decade, the Bend-based company has grown to be the largest supplier of fuel quantity measuring systems in the world. CiES provides fuel-sensing systems to new aircraft manufacturers and is certified for retrofitting dozens of older airplane models. CiES' magnetic field sensing technology is the preferred product for Garmin Aviation Displays and is used by customers around the world including Cirrus, Cessna and Daher aircrafts.

The company saw a 40 percent growth in sales in 2020-2021 and has sold over 100,000 units since 2010, bringing an estimated \$50 million in revenue back into the local economy. According to a recent article in *Fortune*, private aviation has seen record growth since the start of the pandemic with monthly private flights up 30 percent since 2019.

Philiben explained that a growing interest in private aircraft travel for convenience as well as modernization of aircraft that makes it less daunting to learn how to fly have created a real boom market for small aircraft manufacturers.

"Personal aviation transportation is an emergent technology field. There are billions of dollars in investment being made by major players in the transportation industry, such as Toyota, Boeing, Airbus and major airlines. A growing part of this push is autonomous flight; requiring no pilot or pilot skills to operate a plane."

Philiben continued, "CiES basically builds intelligent and accurate sensing systems. This core capability is being expanded into a larger range of products like angle of attack, haptic systems, throttles and flight controls. These systems and interfaces as well as accurate fuel quantity will be necessary for safe autonomous



PHOTO | COURTESY OF CIES

or semi-autonomous flight."

Central Oregon offers the right mix of talent and resources to attract a diverse group of aviation companies to operate in the area. With three General Aviation and Commercial/GA airports and a growing regional airport, the aviation industry has an important place in the region with companies like Stratos Aircraft, KDE Direct, Kawak Aviation, Composite Approach, Epic Aircraft and RDD Enterprises all calling Central Oregon home. Since the last Great Recession, employment in Central Oregon's aviation industry has seen a 421 percent increase.

#### Source: Jake Procino, Oregon Employment Department

Next year, CiES will move into the former KOHD studio building in Bend, which will allow them to do more intensive manufacturing in-house. The company is looking to bring an electric braking system to market amid growing sales in parcel delivery and marine and helicopter sensing systems.

Philiben spoke of future innovation, saying, "CiES is positioned ideally as an FAA-certified manufacturing facility and is presently working with several manufacturers to support a larger range of products. We are continuing to see double-digit expansion and growth, especially as we move into our new facility next year. You think it's a small market, but we really captured an interesting niche that has allowed us to scale very organically."

ciescorp.net

### Redmond Municipal Airport Prepares for Busy 2022 Holiday Travel Season

#### by HEATHER CASSARO, Director of Communications ullet City of Redmond

Redmond Airport (RDM) has experienced a record number of passengers again in 2022 and expects the trend to continue over the upcoming holiday travel season. The increased passenger volume may lead to limited parking availability and increased waiting time in security screening lines. Travelers are encouraged to check RDM's website at flyrdm.com for parking availability, located on the message scroll at the top of the page, before arriving at the airport.

To help RDM passengers 'know before they go', the airport website will be updated every 30 minutes with current parking availability. If limited spaces show available, please consider using alternate travel ride-share options during this holiday season. "It is important for travelers to understand we may reach our parking capacity a number of times throughout the holidays," states Zachary Bass, Airport Director. "Passengers are advised to arrive two hours prior to flight departure to check luggage and clear security, especially for flights departing between the hours of 5am and 7am."

The Transportation Security Administration (TSA) requires all travelers from RDM to place all electronics larger than a cell phone individually in bins separately from other items for X-ray screening. Items must comply with TSA's 3-1-1 liquids rule. Solid food items are acceptable. Containers of jams, jellies and nut-butters are not allowed in carry-on baggage. If traveling with gifts, please leave them unwrapped. While state law allows marijuana possession, air service is regulated by federal law which prohibits marijuana possession. More information about traveling with allowed/prohibited items is available at tsa.gov.

- Airport parking rates are \$1 for the first 30 minutes, after 31 minutes the \$2.00 hourly rate is effective. Cash, credit and debit cards are accepted forms of payment. The maximum daily parking cost is \$15.
- RDM has recently opened a new credit card-only parking lot, *located on the* southwest side of the Airport near the main entrance (first lot entrance on the right-hand side).
- The "cell phone waiting" area is free and located across the street from the Airport on Salmon Avenue.
- The curb at the terminal is for active loading and unloading only, no parking or waiting is allowed, due to Federal regulations. (*Parking citations are \$50*).
- Be prepared to leave or arrive in winter weather that may present slippery or hazardous conditions. Wear proper footwear and allow extra time for driving and walking safely.

The airport terminal is open 24 hours a day, seven days a week. Boarding lounge amenities include a children's play area, Nursing Room, a free book exchange, a coffee/gift shop, a family-friendly restaurant and a full-service bar (located post-security) that opens daily at 10am.

Additional links to TSA, Airport amenities, Air Carrier and flight information can be found online at flyrdm.com.



PHOTOS | COURTESY OF SUNWEST BUILDERS

**S**kyservice
Continued from page 1

"With an understanding of the need for investment into upgraded infrastructure, this new FBO represents a robust expansion meeting the client's customer's needs," said Matt Appleby, project architect. "Along with a new larger hangar for private aircraft storage, upgrades to the facility include an enhanced and expanded meeting facility with a large outdoor space for events. The interior also includes a new reception area and lounge area with showers for pilots. Additional modern

last summer after former older-era buildings were torn down and temporary facilities were installed while new construction was completed.

"This expansion is a big step for Central Oregon and was undertaken in response to increasing demand for business aviation services both locally and further afield," said Nelson Carrick, Skyservice regional manager. "This project actually started and stopped three times. Originally, it was two-story then COVID hit, and we went back to a single-level structure.

"We also wanted to be sympathetic to the Central Oregon Cascades style which is reflected in some of the architectural features and use of native wood."

Carrick, who previously oversaw FBO development at McClellan Palomar Airport in Carlsbad California, one of the largest single runway general aviation airports

in the U.S., added, "As part of highly awarded chain of business aviation centers and full-service aviation company, Skyservice Redmond offers a complete range of aircraft services. It's kind of like a hotel for airplanes.

"From fueling, hangarage and hospitality services to robust aircraft maintenance services, we are available 24/7 to support aviation needs and our reputation for excellence means that it can be trusted that your aircraft is in the best hands."

The recently constructed facility in Redmond is centered around the contemporary hangar designed with 28-foot hangar doors and a large ramp, expanding the company's service offering to include modern aircraft, such as the Global 7500 and 8000.

SunWest Project Manager Kristy Thompson highlighted the hangar's safety features including an extensive sprinkler system and trench drain accessing a series of large 30,000-gallon underground holding tanks that can separate and contain jet fuel and water in the event of a major spill.



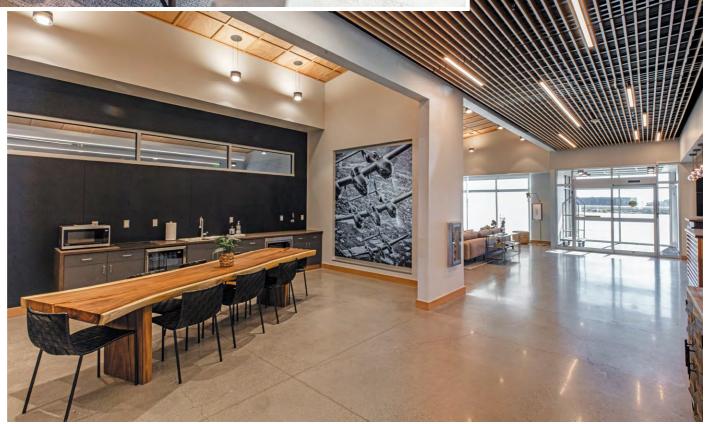
amenities include charging stations for electric aircraft and vehicles."

Appleby added that throughout the facility, visitors are greeted by historic images harkening back to the history of Roberts Field with photographs of historic World War II B-17 and P-38 aircraft, which is also a nod to the legacy of local hero Rex Barber, a highly-decorated fighter pilot from Central Oregon who changed the course of history during World War II.

Born and raised in Culver, Barber achieved fame by being the pilot who in 1943 shot down the airplane carrying Japanese Adm. Yamamoto, the mastermind of the attack on Pearl Harbor.

At Bend Municipal Airport, where Skyservice is also the lone service provider, it recently added a 16,000-sq-ft hangar for based aircraft to complement the location's existing 12,000 square feet of hangar space, including a 10,000-square-foot Maintenance Repair and Operations complex.

The Redmond project commenced



### kyservice Continued from previous page

Other features of the complex include ramp site auto access, and an approved weather service and flight planning center. Among the range of services offered are aircraft detailing, fuel and ground support and anti-icing

The facility currently employs a workforce of around 30, and Carrick said future plans include looking at possible further expansion through rehabilitating a couple of former WWII hangars on the site. "Skyservice is committed to delivering worldclass business aviation services across all of our business service lines, addressing the growing demand for private aviation travel in North America," said company president and CEO Benjamin Murray.

"We are excited to open our newest fixed-base operations and hangar facilities in Oregon, a popular place for recreation and tourism, and to improve the client



#### **LEADING EDGE JET CENTER**

1050 SE Sisters Ave., Redmond, OR 97756

#### **Property Owner/Developer:**

Skyservice / Leading Edge Jet Center **Contractor:** SunWest Builders

**Project Cost:** \$9M

Sitework Start: August 18, 2021 Completion: September 28, 2022

Square Footage: 30,525 SF Amenities: FBO with Lounge, Conference Room, Snack Bar, Pilot Lounge, 25,000-square-foot heated airplane hangar.

**Project Manager:** 

**Kristy Thompson** Supervisor: Jim Skelly **Architect: BBT Architects** 

**Principal Architect:** Renee Alexander **Project Architect:** Matt Appleby **Structural Engineer:** 

Walker Structural Engineering LLC Civil Engineer: Hickman Williams & Associates, HWA Inc.

Landscape Architect: Jay Battleson

**Mechanical Engineer:** 

ColeBreit Engineering

**Electrical Engineer:** ColeBreit Engineering

**Plumbing Engineer:** 

ColeBreit Engineering

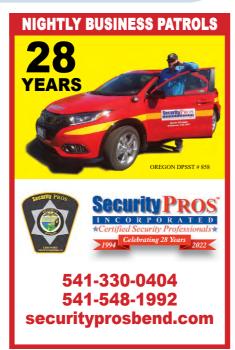
Geotechnical Engineer:

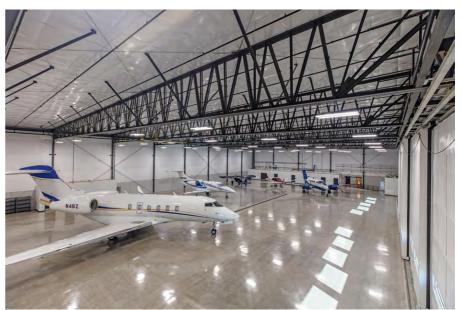
Wallace Group

#### **Subcontractors and Suppliers:**

AM-1 Roofing, Inc., Bell Hardware - Bend, Bend Commercial Glass, Bend Concrete Services, Co., Cascade Civil Corp, CCI Bend, LLC, Cement Elegance, ECI, Fabulous Floors, LLC, Foster Creek Construction, GEM Buildings, Havern Cabinetry Design, Hickman Williams & Associates, HWA Inc., High Desert Aggregate & Paving Inc., Imagine Stoneworks, Integrity Industries, LLC dba Cement El, J & R Fire Protection, Lakeview Millwork Sales, Inc., Marc Riverman Painting, LLC, Mike's Fence Center, Mountain Sky Landscaping, Inc., North Country Building Specialties, North Rim Electric, Northwest Framing Systems, Quality Heating, Redbuilt Engineered Wood Products, River Roofing Bend, LLC, Service Partners, Severson Plumbing & Mechanical, Sign Pro, Sunburst Fabrications, Inc., Superior Garage Floors, Tim Bloom Construction, Inc., True Line Steel, W.H. Cress Company, Inc, Wallace Group, Western Protective Coatings, Western Wood Structures









PHOTOS | COURTESY OF SUNWEST BUILDERS

experience through excellent service, safety and amenities."

Founded in 1986, Skyservice is the only fully integrated business aviation services company in Canada, managing the largest fleet of business aircraft in the country with a premium brand that is recognized and trusted globally. In October 2021, Skyservice became the first business aviation provider in Canada to offer sustainable aviation fuel to its customers, reflecting Skyservice's dedication to reducing carbon emissions and achieving carbon neutrality by 2050.

skyservice.com



### Central Oregon Security Services (Listed Alphabetically)

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Services
Bend Patrol Services PO Box 1374 Bend, OR 97709	541-617-9999	N/A	www.patrolservices.org bendpatrolservices@yahoo.com	Nick Thompson, Suzanne Bowers	30	2005	Full service security patrol & special events.
Bend Security PO Box 8034 Bend, OR 97708	541-706-1900	N/A	protectingbend@gmail.com	Chuck Hahn	2	2007	Security patrol, on site guards & alarm response.
Cascade Security Inc. 2498 S Hwy. 97, Ste. G Redmond, OR 97756	541-848-7763	888-400-7299	www.cascade-security.com info@cascade-security.com	Steve Meyer	15	2005	Armed & unarmed security guards, security surveillance technology, security certification training.
East Cascade Security 410 SW Columbia St., Ste. 120 Bend, OR 97702	541-389-0015	541-389-0715	www.ecssecurity.com mattk@ecssecurity.com	Matt King	9	1969	Home security, business security, fire alarm, video surveillance, access control, cyber security, home theater, custom audio, central vacuum, local security monitoring.
Innovate Security for Life 17 NW Irving Bend, OR 97703	541-948-0207	N/A	www.innovatesfl.com ghousler@innovatesfl.com	Graham Hausler	3	2020	Professional, residential & business security, video & automation, easy DIY or professionally installed locally.
North Pacific Security Inc. 960 SW Disk Dr., Ste. 103 Bend, OR 97701	541-617-7491	541-617-3895	Weguardit.com jsmith@weguardit.com	Joshua Smith	45	1980	Posted security officers, patrol service, commercial, industrial, government & medical.
Security One 60899 Parrell Rd. Bend, OR 97702	541-312-2266	N/A	centraloregon@outlook.com	Kathy Leming	2	1989	Residential & commercial security system design & installation with UL Certified Monitoring Services. CCB# 74101
Security Pros Inc. 61533 American Lp., Ste. 12 Bend, OR 97702	541-548-1992	N/A	www.securityprosbend.com info@securityprosbend.com	Brian Shawver	25	1994	Commercial-only business security services: posted on-site officers, nightly business patrol checks & verified burglar alarm response. The largest fleet of security vehicles, along with our own in-house automotive shop & mechanic, utilizing fleet management software.
SOS Alarm 1560 NE First St., Unit #6 Bend, OR 97701	541-585-3613	N/A	www.sosasap.com sales@sosasap.com	Customer Service	50	1968	Residential systems, commercial systems, camera systems, OLCC.
Syscor Protection Services, LLC PO Box 6687 Bend, OR 97708	541-728-0301	844-342-7428	www.syscorprotection.com koryfriedman@syscorprotection.com	Kory Friedman	3	2008	Residential & commercial security system design & installation, fire alarm systems, fire alarm system testing, fire & security alarm system monitoring (optional wireless monitoring via radio), video surveillance systems, access control systems, telephone entry systems.
Trident Professional Security 300 NE Kilnwood Pl., Ste. B Redmond, OR 97756	458-292-8044	N/A	www.tridentprofessionalsecurity.com cmattison@tridentprofessionalsecurity.com	Chris Mattison	35	2019	Security patrol, physical security for events, private investigation, DPSST instructor & training, 24-hour dispatch, live reporting, posted onsite security, alarm response, security consulting & more.

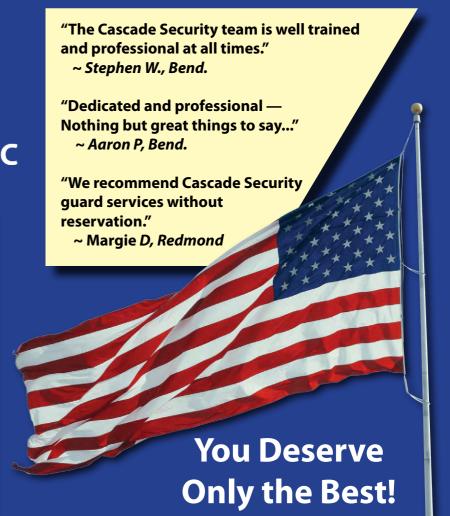
CBN has made every effort to ensure that all information is accurate and up-to-date. We cannot, however, guarantee it. Please contact us immediately if you know that certain information is not correct or you would like to be added to a list, 541-388-5665 or email cbn@cascadebusnews.com.

# Central Oregon's Most Experienced & Professional Security Team



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- Armed and Unarmed Certified Security Professionals, 24/7
- Mobile Camera Surveillance Trailers, 24/7/365
- State Approved Armed & Unarmed Security Certification Training
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### Danger & Opportunity

### Healthcare's Cyber Crisis

#### by BRUCE ARNOLD

ansomware hacks, in which attackers encrypt computer networks and demand payment to make them functional again, have been a growing concern for both the private and public sector since the 90s. But they can be particularly devastating in the healthcare industry, where even minutes of downtime can have deadly consequences, and have become ominously frequent.

The number of ransomware attacks on healthcare organizations increased 94 percent from 2021 to 2022, according to a report from the cybersecurity firm Sophos. More than two-thirds of healthcare organizations in the U.S. said they had experienced a ransomware attack in 2021, the study said, up from 34 percent in 2020.

Ransomware attacks on healthcare are particularly common in the U.S., with 41 percent of such attacks globally having been carried out against U.S.-based firms in 2021.

Ransomware hacks have caused major healthcare disruptions, including delayed chemotherapy treatments and ambulances being diverted from a San Diego emergency room after computer systems were frozen. In 2021, a lawsuit filed by the mother of a baby who died in Alabama alleged the first "death by ransomware", blaming a 2019 hack of a hospital for fatal brain damage of the newborn after heart rate monitors failed.

The possibly devastating consequences for medical facilities may be one of the reasons hackers have identified them as a high-profile target. "The North Korean state-sponsored cyber actors likely assume healthcare organizations are willing to pay ransoms because these organizations provide services that are critical to human life and health," said an advisory from Homeland Security's Cybersecurity and Infrastructure Security Agency (CISA).

CISA and others advise hospitals against paying ransoms, but providers often feel they have no choice, said Barak. In 2021, 61 percent of healthcare organizations that suffered a ransomware attack paid the ransom — the highest percentage of any industry sector.

Attacks are typically carried out by private groups of criminals, experts say: in the third quarter of 2021, 30 percent of ransomware attacks on healthcare entities were carried out by Conti, a crime syndicate thought to be based in Russia.

But the North Korea incident revealed last week is just the latest state actor to orchestrate ransomware attacks on healthcare organizations after the FBI revealed in June it had thwarted an attack from Iran on a Boston Children's hospital.

The healthcare industry has been hit by a perfect storm of factors that have escalated the ransomware problem, experts say: patient information is increasingly being digitized as hospitals struggle with small internet security budgets.

In 2009, the Obama administration passed a bill requiring all public and private healthcare providers to adopt electronic medical records by 2014, resulting in a massive migration of paper patient records to online systems. But today, just four to seven percent of the average healthcare provider's annual IT budget is focused on cybersecurity.

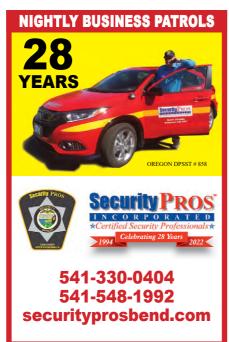
Legislators are attempting to fill in those gaps. In May, Senator Patty Murray of Washington led a hearing on strengthening cybersecurity in the healthcare and education sectors, saying that the U.S. "needs to address cybersecurity attacks and ensure they are treated like the national security threat they are".

In March 2022 the Senate introduced a bipartisan bill called the Healthcare Cybersecurity Act, which would direct CISA and the Department of Health and Human Services (HHS) to collaborate on a plan to bolster cybersecurity measures among healthcare and public health organizations.

The state of Oregon also has legislation pending to provide funding for cyber security. Additionally, Oregon community colleges and universities are developing cyber security curriculum for a new generation of cyber security professionals. If you'd like to learn more about cyber security services available in Oregon, please visit us at: upstartcyber.com.

UpstartCyber.com









### Cyber Security For The Rest of Us

Created by the team that provides cyber security for Fortune 1000 companies, international banking institutions and US government agencies, Upstart Cyber now provides the same elite and powerful cyber security solutions, tools and training to companies of all sizes throughout Oregon.

- Straight forward pricing based on number of users
- · Affordable, scalable and seamless implementation
- Threat assessment & solution design tailored to your digital infrastructure
- Ongoing Vulnerability & Event Monitoring and reporting
- · Layered approach addresses people, processes & technology

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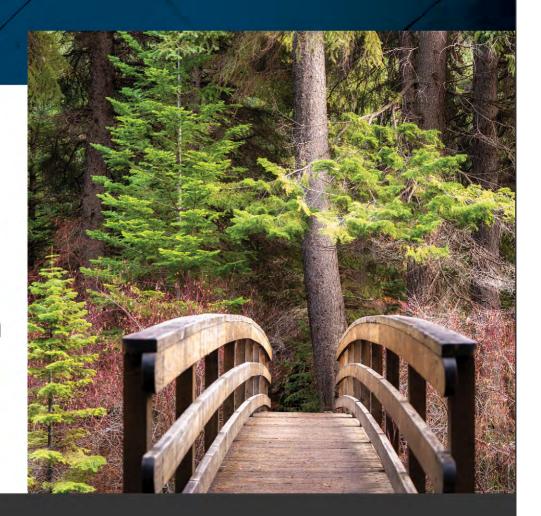
### Central Oregon Law Firms (Listed Alphabetically)

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Services
Albertazzi Law Firm 296 SW Columbia St., Ste. B Bend, OR 97702	541-317-0231	541-385-3106	www.albertazzilaw.com info@albertazzilaw.com	Anthony Albertazzi	7	1996	Consumer bankruptcy, business bankruptcy, family law, criminal law, estate planning, civil litigation, landlord/tenant, asset protection & debt negotiation.
Ambrose Law Group LLC 2900 NW Clearwater Dr., Ste. 320 Bend, OR 97703	541-617-0707	N/A	www.realestateandmortgagelaw.com	Christopher Ambrose	10	1993	Legal services.
Best Best & Krieger LLP (formerly Karnopp Petersen LLP) 360 SW Bond St., Ste. 400 Bend, OR 97702	541-382-3011	541-388-5410	www.bbklaw.com Elizabeth.Clyne@bbklaw.com	Elizabeth Clyne	32	1935	Business law, corporate finance & securities, creditor's rights, employment law, franchise law, Indian law, intellectual property & licensing, land use, litigation & appellate practice, mediation & arbitration, mergers & acquisitions, natural resources & water law, probate & trust administration, real estate & construction, taxation, trusts & estates. (15 attorneys.)
Brinich & Bertalan LLP 250 NW Franklin Ave., 101 Bend, OR 97703	541-382-4980	541-382-9060	www.bboregonlaw.com	Ken Brinich, Kristie Hornbeck	6	1988	Business, real estate, civil, patent law, land use, corporate law, wills, probate & consumer law.
Brix Law 15 SW Colorado Ave., Ste. 3 Bend, OR 97702	541-617-1309	N/A	www.brixlaw.com bbayliss@brixlaw.com	Bronte Bayliss	3	2015	Real estate, land use & corporate law, including acquisitions, leasing, equity investment negotiations, financing, construction & design, zoning & permitting, employment & more.
Bryant Emerson, LLP 888 SW Evergreen Ave. PO Box 457 Redmond, OR 97756	541-548-2151	541-548-1895	www.redmond-lawyers.com be@redmond-lawyers.com	Steven D. Bryant, Alison M. Emerson	20	1905	Bankruptcy, Business, Civil Litigation, Conservatorships & Guardianships, Corporate, Criminal, Debt Collection, Employment Law, Estate Planning & Probate, Family Law, Foreclosure, Land Use, Landlord/Tenant, Municipal, Personal Injury, Real Estate, Trust Administration & Workers' Compensation.
Bryant, Lovlien & Jarvis, PC 591 SW Mill View Way Bend, OR 97702	541-382-4331	541-389-3386	www.bljlawyers.com bljadmin@bljlawyers.com	Melissa Lande	25	1915	General civil trial & appellate litigation, business, corporate, taxation, real estate, land use, water, municipal law, estate planning & family law.
Cosgrave Vergeer Kester LLP 747 SW Mill View Way Bend, OR 97702	541-585-1035	541-585-1036	www.cosgravelaw.com info@cosgravelaw.com	Jay Richardson, Deanna Franco	56	1934	Business, estate planning & taxation.
Crabtree & Rahmsdorff Defense Services, Inc. 215 NW Greenwood Ave., Ste. 200 Bend, OR 97703	541-389-7723	541-383-7177	info@crlaw.org	Thomas J. Crabtree	25	1981	Criminal, juvenile.



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D'Amore Law Group 750 NW Charbonneau St., Ste. 201 Bend, OR 97701	800-905-4676	N/A	www.damorelaw.com help@damorelaw.com	Tom D'Amore	19	1994	Represents clients in catastrophic injury, wrongful death & complex litigation claims.
De Alicante Law Group, LLC 19570 Amber Meadow Dr., Ste. 140 Bend, OR 97702	541-390-8961	N/A	www.dealicante.com hello@dealicante.com	Tony De Alicante	1	2013	Estate planning, trusts, wills, living trusts, revocable living trusts, power of attorney, living wills, probate & business law.
Donn Harms, Registered Patent Attorney 20475 Outback Ct. Bend, OR 97702	541-678-5209	N/A	www.patentpending.com dharms@patentpending.com	Donn Harms	5	1998	Patents, trademarks, patent searches & trademark searches.
Dwyer Williams Cherkoss Attorneys, P.C 1558 SW Nancy Way, Ste. 101 Bend, OR 97702	541-617-0555	541-617-0984	www.roydwyer.com	Tim Williams	19	1982	Personal injury litigation.
EagerLaw PC 62910 OB Riley Rd., Ste. 130 Bend, OR 97703	541-323-9726	N/A	www.eagerlawpc.com Jeff@eagerlawpc.com	Jeff Eager	2	2015	Helping business owners clear legal hurdles so they can focus on their goals.
Fitch & Neary, PC 210 SW Fifth St., Ste. 2 Redmond, OR 97756	541-316-1588	541-316-1943	www.fitchandneary.com info@fitchandneary.com	Sean M. Neary, Andrew Fitch	9	2013	Civil litigation, estate planning, business, real estate, family law, bankruptcy, immigration, wills & trusts, probate, land-use & landlord/tenant.
Francis Hansen & Martin LLP 1148 NW Hill St. Bend, OR 97701	541-389-5010	N/A	www.francishansen.com info@francishansen.com	Theresa Trudeau	17	1993	Business & commercial law, construction, real estate, employment law, wills, trusts & probate.
Hart Wagner LLP 439 SW Umatilla Ave. Redmond, OR 97756	541-548-6044	541-548-6034	www.hartwagner.com glw@hartwagner.com	Gordon Welborn	10	1998	Business & commercial litigation, appellate law, employment litigation, general & product liability, health law, insurance coverage, licensing, board matters & regulatory agencies, medical malpractice defense, municipal defense & consultation, personal injury & wrongful death, professional liability defense.
Hawn & Walsh LLC 965 SW Emkay Dr. Bend, OR 97702	541-241-6991	541-382-3328	www.brotherslaw.com	Jennifer L. Coughlin	4	1980	Personal injury, automobile accidents, insurance claims, medical malpractice, insurance coverage/claims.
Hughes Law & The Hughes Companies 747 SW Mill View Way Bend, OR 97702	541-408-9884	541-408-9894	www.mrhugheslaw.com contact@mrhugheslaw.com	Michael Hughes	1	2013	Consulting & legal services specializing in the cannabis & hemp industries. Representing businesses & investors. Business formation & structuring. Licensing & compliance. Land use & zoning. Expert opinion for legal cases. Criminal defense (State & Federal).

Continued on Page 30



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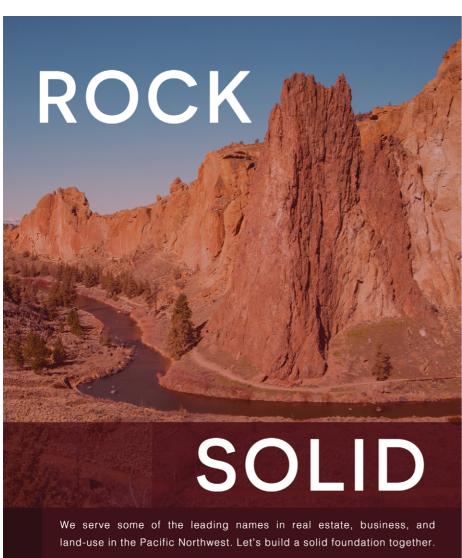


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Hurley Re, P.C. 747 SW Mill View Way Bend, OR 97702	541-317-5505	541-317-5507	www.hurley-re.com info@hurley-re.com	Michele Huntington-Palmer	8	1994	Wills & Trusts, probate, trust administration, guardianships & conservatorships, long term & Medicare/Medicaid planning, tax planning, estate tax returns, gift tax returns, family law mediation, litigation & real estate.
Jamie L. Gerlitz 155 NW Hawthorne Ave., Ste. 3 Bend, OR 97703	541-389-6964	541-389-6969	jamie@gerlitzlaw.com	Jamie Gerlitz	1	2009	Criminal defense.
Jordan Ramis PC, Attorneys at Law 360 SW Bond St., Ste. 510 Bend, OR 97702	541-550-7900	503-598-7373	www.jordanramis.com steve.shropshire@jordanramis.com	Steve Shropshire	5	1963	N/A
Kollie Law Group PC 40 NW Greenwood Ave., Ste. 100 Bend, OR 97703	541-388-1660	541-383-0610	www.kollielaw.com info@kollielaw.com	Shawn Kollie	8	1992	Criminal Defense, DUII, Gun Rights & Personal Injury
Krider Law Office 203 N Main St. Prineville, OR 97754	541-447-1830	541-447-1833	www.kriderlaw.com frontdesk@kriderlaw.com	Ellen Krider	3	2011	General practice including domestic relations, real estate litigation, business & estate planning.
Larsson Immigration Group, P.C. 243 SW Scalehouse Lp., Ste. 2B Bend, OR 97702	541-749-2102	541-749-2103	www.america-immigration.com drlarsson@america-immigration.com	Dan R. Larsson	3	1999	Business & family immigration & deportation defense, employer compliance, citizenship & criminal defense consulting.
Lynch Murphy McLane LLP 1000 SW Disk Dr. Bend, OR 97702	541-383-5857	541-383-3968	www.lynchmurphy.com info@lynchmurphy.com	Kaci P <del>ri</del> ce	18	2016	Legal services.
McCord & Hemphill LLC 65 NW Greeley Bend, OR 97703	541-388-4434	541-550-2007	www.ourbendlawyer.com staff@ourbendlawyer.com	Michael B. McCord, Brian T. Hemphill	3	2005	Estate planning, probate & trust administration, small business, bankruptcy.
Merrill O'Sullivan, LLP 805 SW Industrial Way, Ste. 5 Bend, OR 97702	541-389-1770	541-389-1777	www.mosattorneys.com lawfirm@mosattorneys.com	Louanne MacKenzie	18	1974	Provides counsel & representation in business transactions, commercial litigation, land use, taxation, real estate transactions, employment law, estate planning, probate administration, family law & appeals & adoption.
Oliver & Duncan, Attorneys at Law 2622 SW Glacier Pl., Ste. 130 PO Box 1471 Redmond, OR 97756	541-504-8250	541-504-8287	www.oliverandduncanlaw.com	Donald E. Oliver	2	1997	Domestic relations, wills & trusts, business, civil litigation, personal injury.
Oregon Legacy Law LLC 438 NE Irving Ave. Bend, OR 97701	541-241-6655	N/A	www.eldercounsel.com linda@oregonlegacy.com	Linda Ratcliffe	2	2014	Elder law, Medicaid, estate planning, probate.





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Paul F. Sumner, PC 185 SW B St., PO Box 16 Madras, OR 97741	541-475-7277	541-475-2857	N/A	Paul F. Sumner	1	1979	General practice, land use, real property, land development, criminal law, adoption, estate planning & trusts.
Peterkin Burgess 222 NW Irving Ave. Bend, OR 97703	541-389-2572	541-389-6298	www.peterkinburgess.com mburgess@peterkinburgess.com	Megan K. Burgess	5	1989	Real estate, commercial litigation, construction & water law.
Resonate IP 115 NW Oregon Ave., Stc. 12 Bend, OR 97703	541-240-8020	N/A	www.resonateip.com dsmith@resonateip.com	Drew Smith	1	2021	Boutique intellectual property firm specializing in all aspects of trademark representation including brand counseling, clearance, prosecution & enforcement.
Schmid Malone LLC 937 NW Newport Ave., Ste. 220 Bend, OR 97703	541-388-1107	541-388-7370	www.schmidmalone.com	Kyle Schmid, Christian Malone	3	2010	Represents individuals & businesses in the areas of civil litigation, criminal defense, real estate, land use, business transactions, employment, tax, nonprofits, estate planning & probate.
Schwabe, Williamson & Wyatt 360 Bond St., Ste. 500 Bend, OR 97702	541-749-4044	541-330-1153	www.schwabe.com tlewis@schwabe.com	Tia Lewis	12	1997	Real estate, land use, condemnation, environmental, forest products, water & agriculture, employment & labor, business formation & transaction, construction, business & commercial litigation, intellectual property, estate planning & tax, immigration.
Stahancyk, Kent & Hook P.C. 158 NE Greenwood Ave. Bend, OR 97701	541-318-9115	541-318-9116	www.centraloregondivorce.com shana.sellers@stahancyk.com	Joel J. Kent, Jody Stahancyk	30	1998	Family law & estate planning.
Western Environmental Law Center Bend, OR 97702	541-914-9698	N/A	westernlaw.org hardy@westernlaw.org	Pam Hardy	1	2017	We represent organizations & individuals aligned with our mission who are seeking to safeguard the public lands, wildlife & communities of the American West in the face of a changing climate. We envision a thriving, resilient West, abundant with protected public lands & wildlife, powered by clean energy & defended by communities rooted in an ethic of conservation.
Widmer Mensing Law Group, LLP 339 SW Century Dr., Ste. 201 Bend, OR 97702	541-318-3330	541-382-1030	www.bendlawgroup.com cynthia@bendlawgroup.com	Steve Mensing, Jeffrey Traylor, Patrick Widmer	5	1996	Business transactions & litigation, contracts, collections, bankruptcy, employment, family law & estate planning
Will Dennis, Attorney at Law 438 NE Irving Ave. Bend, OR 97701	541-388-3877	541-388-3878	www.willdennislaw.com wd@willdennislaw.com	Will Dennis	2	2006	Elder care, medicaid, VA aid & attendance, estate planning, asset protection. Licensed in Oregon & California.

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Peterkin Burgess has been serving Central Oregon for over thirty years. We have cemented our reputation as highly skilled and effective advocates for our clients.

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RESULTS MATTER.

### Think Rate of Return is the Most Important Measure of Investment Success? Think Again.

#### by DAVID ROSELL — Rosell Wealth Management

any Central Oregonians are at or near retirement. I refer to this as "The Fragile Risk Zone" as contributions into 401(k)'s and IRA's come to a halt and now they will need to live off these assets for the remainder of their lives, often two to three decades. It can be daunting to develop a plan to turn these accounts into an income stream that needs to last while they navigate the inevitable recessions and down markets that have always and will continue to be a natural part of the economy. They have worked their entire careers to accumulate these funds and there are no second chances.

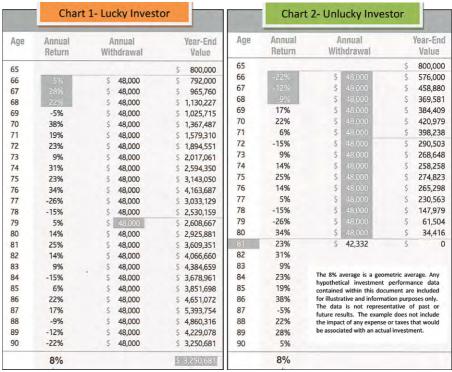


As financial advisors, our objective is to guide clients to help them attain their goals with the least amount of risk. It's okay to take risks but not foolish ones. One of the most effective ways to lessen your risk is to recognize the risks you're running. So, let's embark on a speed-dating course on one of the most significant and least understood risks you face in retirement — Sequence of Returns. Most investors have never been introduced to it but if you don't account for it, it can mean the difference between having enough income in retirement and running out of money too soon. 2022 has been a year with significant market volatility however this risk could potentially impact you even more than this year's market losses, high inflation, and interest rates.

In the accumulation phase, the focus is usually on the average of investment returns. As individuals move into the retirement distribution phase, the sequence of the investment returns should become one of the primary areas of focus as it's critical to the overall success of the financial plan. Setbacks in the sequence of returns could potentially be the biggest hazard you will face in retirement. Often, someone will share with me their previous financial plan that was created for them. Upon inspecting it, I'll often comment that the plan looks accurate but only if their assumptions were to become a reality. My first concern for them is that the assumed rate of return is often too aggressive for the second half of their financial journey as I'll often see 8%, 9% and even higher returns used in projections. This concerns me as for each percentage point of higher return you are willing to assume, you take on an exponential amount of risk and there are absolutely no mulligans in retirement!

The other assumption most plans make is that they achieve this specific return in a straight-line manner- meaning if they have a proposed 8% return, they would receive this return each and every year. We know this isn't possible. Sometimes they will experience stellar years as we did in 2019, 2020 and 2021 and not-so-happy times such as the market cycle we currently face. They may average 8% over time however when you're in the distribution phase and starting to live off your IRAs and brokerage accounts, I'll go as far as saying that the sequence you achieve your returns is — at least as important — if not more important than the returns themselves.

The two charts illustrate two different investors. The lucky investor on the left chart and the unlucky investor on the right. They share a great many similarities. They are 65 years of age and have account balances of \$800,000 that are experiencing an 8% average rate of return. They are each taking a 6% annual withdrawal (6% of \$800,000 = \$48,000). One would think they would have the same chance for a successful retirement and yet the lucky investor is able to grow his account value significantly over time while taking his 6% withdrawals each year and the unlucky investor is broke just part way through retirement. How can this be? What is the difference?



CHARTS | COURTESY OF ROSELL WEALTH MANAGEMENT

The only difference between Chart 1 and Chart 2 is the sequence of the returns. I illustrated the returns using the exact same numbers but just reversed their order. Where the lucky investor began his retirement with positive rates of return: 5%, 28% and 22%, the unlucky investor experienced these same returns at the end of his life. Where the unlucky investor began his retirement with three negative years of returns; -22%, -12% and -9% the lucky investor experienced these same returns at the end of his life. This illustrates the dramatic impact of early negative market performance. As if market risk, inflation risk, interest rate risk isn't enough of a challenge in retirement planning, WHEN one experiences gains or losses, can have a significant impact on your retirement assets. Someone who retired in 2019 may have a completely different outcome from someone who retired in 2022-even if they are invested in the exact same portfolio.

What should you take away from this? When planning for your years of financial independence, understand that using historical averages is misleading when looked at alone. Even though a portfolio may return aboveaverage numbers, consideration must be given to when those returns took place. Be careful when an analysis states you should achieve your goals by obtaining a specific rate of return. In most cases, it has not considered the sequence of returns.

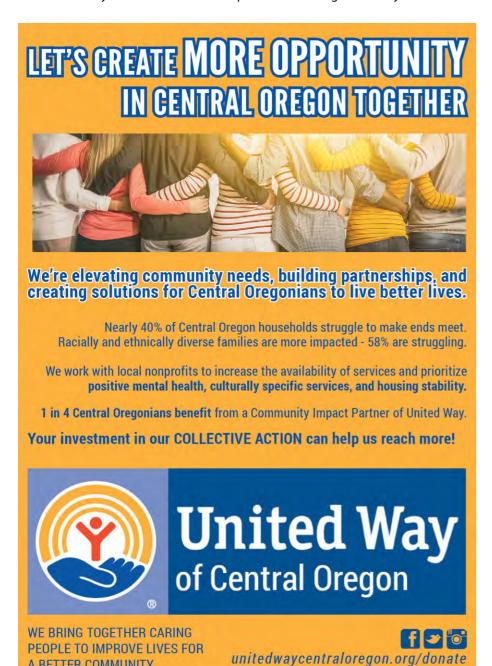
I understand that many people are exhausted and emotionally frustrated as the world recovers from the COVID pandemic, witnesses the war in the Ukraine, experiences the highest inflation in four decades while interest rates continue to spike. Unfortunately, many are immobilized and doing nothing. It's not luck that enables people to retire, travel, and enjoy themselves. It is planning. Today, retirement planning should involve more than investment decisions. A R.I.S.K Blueprint™

creates a distribution plan with strategies to overcome these risks including ways to protect yourself from the potential of a harmful sequence of investment returns. Feel free to give me a call at the office or pick up my book Failure is Not an Option -Creating Certainty in the Uncertainty of Retirement which spells out the eight risks everyone faces in retirement and effective ways to overcome them. I wish you and your family a fun and festive holiday season.

David Rosell has been the president of Rosell Wealth Management in Bend for the past 22 years. He is the host of the popular Recession-Proof Your Retirement Podcast and author of Failure is Not an Option — Creating Certainty in the Uncertainty of Retirement, Keep Climbing — A Millennial's Guide to Financial Planning and In The Know — Turning Your Unneeded Life Insurance Policy Into Serious Cash. Find Rosell's books at local bookstores, Amazon, Audible as well as the Redmond Airport.

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A BETTER COMMUNITY

### Know the Lingo

#### by STU MALAKOFF, CPFA, CDFA, CRPC, CFP, Founder — Bend Wealth Advisors

n the rare occasion I visit a coffee shop, I often feel that orders are given by most patrons in a code that I haven't cracked (venti, half-whole, half heavy, extra hot, split quad shots, two pumps...are they ordering a drink or describing their new shoes?). Coffee shop language is foreign to me; maybe that's why I don't frequent them very often. Is that how those same coffee-confident patrons feel about investing lingo? Do they avoid investing as a result?

I have no doubt that I use too much jargon as I wax poetic to my barber about swap spread directionality and yield curve convexity. Yuck. I'll try to atone for my sins by providing some insight into basic investment lingo, and use Tesla for illustrative purposes. This is not a recommendation to purchase Tesla stocks or bonds, mind you; it's just that I'm seeing more and more snazzy Teslas driving around Bend like some sort of well-heeled, tech-savvy gang.

A **stock** (**or equity**) is a fractional ownership of a business, giving the stock shareholder a piece of the assets and earnings. If you own 100 shares of Tesla, for example, you own about 0.000003% of the company since there are nearly 3.2 billion shares outstanding of Tesla stock as I write this just before Thanksgiving 2022.

Divide the stock price by the company's earnings per share and you get the **price to earnings (P/E) ratio**, a common metric to gauge whether a stock is reasonably priced. Since Tesla trades at \$169 per share and its most recent 12-month earnings per share was \$3.24, the P/E ratio is about 52.

Is Tesla's 52 P/E ratio reasonable? Well, the stock market's P/E is about 21, so at first blush Tesla may appear overpriced. But keep in mind that Tesla's stock price likely reflects investor expectations of improving future profitability as production ramps up (growing revenues) and manufacturing is optimized (lowering expenses per vehicle produced). Indeed, the expectation of strong, improving earnings is typical of **growth** stocks which, collectively, enjoy higher P/E ratios than the broad stock market. Conversely, many **value** stocks are the Rodney Dangerfields of equities; based on their low P/E ratios, they get no respect! But investors should show some love to value stocks, because they tend to be less volatile than their growth counterparts. Utility companies, which are highly regulated, slow-growth businesses that often pay generous **dividends** (regular cash payments to stockholders) thanks to their stability and dependable earnings, are classic value stocks. Thus far in 2022, utility stocks as a sector have lost less than 2% for investors, versus a nearly 16% decline for the overall stock market (as measured by the S&P500 plus dividends).

Like most companies, Tesla has debt (over \$2 billion of it!), and investors who lend to Tesla own their **bonds** (also known as **fixed income**). Unlike the stockholders, Tesla's bondholders are not owners of the company. But they do get regular, contractually-obligated income payments on the bonds (whereas Tesla stock does not currently pay a dividend). And, should Tesla experience difficulties and default on an interest or principal payment, the Tesla bondholders can force Tesla into bankruptcy. The company's assets would get sold, and the bondholders would be first in line to get repaid (hopefully in full) from the proceeds. The stockholders will be left with whatever remains, quite possibly experiencing a loss on their initial investment.

As you can see, owning stock is riskier than owning a bond of the same company. The anticipated investment return from purchasing the stock must, therefore, be higher than the expected bond return. It is for this reason that, as investors approach retirement, they tend to steadily shift out of equities and into bonds; retirees value the greater certainty and income of bonds, and are willing to lose out on the potential for even greater wealth creation which results from the long-term stock ownership.

A key to growing wealth is the amount of time invested, whether in stocks or bonds; the sooner you stop fearing the lingo and start investing, the greater the likelihood you'll amass enough savings to retire comfortably. And enjoying those delicious iced white chocolate mochas with two hazelnut pumps.

To learn more investing lingo, contact me at stu@bendwealth.com.

Stu Malakoff, CPFA, CDFA, CRPC, CFP, Founder, Bend Wealth Advisors, Certified Financial Planner, D 541-306-4325, stu@bendwealth.com, O 541-306-4324, Office: 2474 NW Wyeth Place, Bend, OR 97703; mailing: PO Box 5757, Bend, OR 97708.

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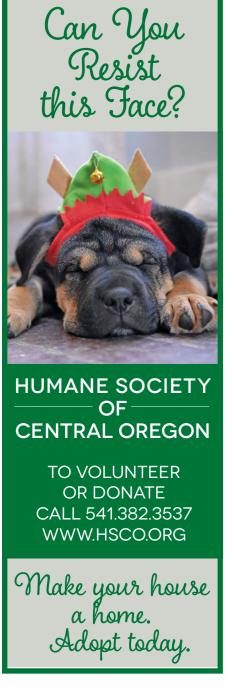
This is not a recommendation to purchase or sell the stocks or bonds of Tesla.

Any opinions are those of Stuart Malakoff and not necessarily those of Raymond James. Expressions of opinion are as of this date and are subject to change without notice. Investing involves risk and you may incur a profit or loss regardless of strategy selected.

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continue to provide tailored services to

clients, construction projects and

solving skills and comprehensive understanding of design and construction will provide solutions that protect the integrity of design intent throughout a project's lifespan. She enjoys tackling various projects that enable her to collaborate and interact with other team members. Lopez Cushnie approaches her positions with a solutions-based mentality, allowing her to focus on different aspects of design and technology for the betterment of the client's end goals. Her technical proficiency resides in Revit, BIM360, ReCap, Civil 3D, AutoCAD, Navisworks, Enscape, Bluebeam, Microsoft Office Suite and Adobe Creative Suite. She received her Bachelor of Architecture from the University of Houston.

Salazar's creativity, enthusiasm and technical acumen will help LRS facilitate more robust detailing of project elements through software implementation, conceptual design, design development, program analysis and schematic design. He thrives in collaborative environments where his affable personality enables transparent communication of project goals, priorities and problems. Salazar's passion lies in high-rise architecture, urban design, public transit and technology. He is proficient in Revit, AutoCAD, Bluebeam, BlM360, Dynamo, Enscape, Excel, Google Earth, Grasshopper, Illustrator, InDesign, Lightroom, Lumion, Newforma, Navisworks, Orkestra, Plannerly, Photoshop, Procore, PyRevit, Python, Rhino, SketchUp, Smartsheet, Speclink and UNIFI. He received his Master of Architecture from the Illinois Institute of Technology and his Bachelor of Architecture from the Georgia Institute of Technology.

**Virginia Bailey**, design staff 2, has joined **Steele Associates Architects** in Bend. She attended University of Oregon, studied abroad in France and Vancouver, B.C. and graduated Magna Cum Laude with a bachelor of architecture degree and minors in interior architecture and French. Bailey is a Certified Passive House Consultant and is experienced in project planning. She has been working with team members on a variety of projects including public, commercial, recreational and childcare and education.



Virginia Bailey

**Bend-Redmond Habitat for Humanity** has recently been awarded two Earth Advantage Awards: Most Net Zero Homes and Project of the Year — Affordable Single Family for its Northwest Cottages community, completed in 2021.

The Earth Advantage Awards (formerly Green Builder of the Year) are awarded to builders across the state of Oregon who are exceeding requirements for energy



EARTH ADVANTAGE PRESENTS TWO AWARDS TO HABITAT FOR HUMANITY. (L-R)) SCOTT BROWN, MATT DOUGLAS, VIKI WOOSTER, GRACE WEGER | PHOTO COURTESY OF BEND-REDMOND HABITAT FOR HUMANITY

efficiency and indoor air quality. This also includes building Zero Energy homes, which generate at least as much energy as they consume. Winners were chosen by third party judges from within the green building industry.

In addition to the Northwest Cottages Net-Zero community, Bend-Redmond Habitat for Humanity has 30 additional energy efficient homes completed or in development, and plans to continue to build homes with these standards into the future. Bend-Redmond Habitat for Humanity builds energy efficient homes using advanced framing methods, super insulation and air sealing to reduce energy consumption. Water conservation is addressed with efficient plumbing fixtures, short plumbing runs and xeriscape landscaping.



Andee Phillips

**Andee Phillips**, licensed Oregon real estate broker at **Premiere Property Group**, **LLC** has just graduated from the Illumni Institute as a Certified Divorce Real Estate Expert (CDRE), making her the only realtor in Central Oregon to hold this designation.

A CDRE is a realtor who has passed a rigorous certification program taught by attorneys, mediators, certified mortgage professionals, real estate professionals and judicial officers.

As a crossover expert between real estate and family law, a CDRE is trained to prevent and resolve real estate disputes that may arise in family law cases. Attorneys and clients can rely on a CDRE to help resolve their cases.

Phillips, a veteran Realtor in Central Oregon, aspires to effectively serve the dynamic needs of no-to-high conflict

divorcing couples and their attorneys by creating a trusting, confidential and unbiased working relationship.

Phillips has resided in Bend for over 30 years and is a 2019 CBN Accomplished under 40 awardee.

**Oregon State University – Cascades** announced that **Saoirse Jones** has joined its campus leadership team as director of development.

Jones, an employee of the OSU Foundation, the philanthropic partner of Oregon State University, brings a background in developing and implementing giving and engagement strategies for individuals, foundations and corporations in the nonprofit and higher education sectors.

Jones most recently served as divisional vice president of philanthropy for Evergreen Goodwill of Northwest Washington, where she led advancement strategy. Prior to working with Goodwill, she spent most of her 20-year career supporting fundraising efforts at Seattle University, the University of California, Berkeley and the College Success Foundation.



Saoirse Jones

In her role at OSU-Cascades, Jones joins Olivia Townsend, assistant director of development, to lead philanthropic initiatives to support student success and access, academic programs and research efforts.

Jones succeeds Julie Hotchkiss who served as director of development for OSU-Cascades for 13 years and retired in January 2022.



Molly Nichols

**Central Oregon Dermatology** welcomes **Molly Nichols** as a physician assistant certified by the National Commission on Certification of Physician Assistants (NCCPA) and a member of the American Academy of Physician Assistants (AAPA), Oregon Society of Physician Assistants (OSPA) and the Society of Dermatology Physician Assistants (SDPA).

She earned her bachelor of science degree from Oregon State University in health management and policy, graduating Magna Cum Laude, and her master of physician assistant studies from Oregon Health and Sciences University. Nichols was a Rural Health Scholar at OHSU and is committed to providing healthcare and improved access to rural areas throughout Central Oregon. Raised in Redmond, Nichols is a Central Oregon native. She joined Central Oregon

Dermatology in 2022 and has been receiving extensive dermatology training while working alongside Dr. Mark Hall.

After graduating PA school, she worked in Family Medicine for four years, building a strong medical foundation. Nichols has been drawn to dermatology since her clinical rotations in PA school. Being extremely detail oriented, she specifically enjoys the visual aspect of the specialty that allows her to employ both her medical and surgical skills daily.

More Who's Who Next Page ▶

### who's who who's who who's who who's who who's who who's who

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

### Who's Who!

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

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

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Continued from previous page

While she enjoys all aspects of dermatology, she has a special interest in treating acne and acne scarring, skin cancer prevention and early detection, and cosmetic dermatology. One reason Nichols chose the PA profession was due to the professions core value of teamwork. She executes this value in her practice by ensuring she works collaboratively with Dr. Hall, support staff and the patient in ensuring patients have a positive experience, understand their diagnosis and develop a treatment plan that is specifically tailored to each patient.

In her spare time, Nichols enjoys spending time with her husband and daughter, alpine skiing, listening to live music, hiking, trying new foods/restaurants and traveling.





Kevin Moriarty

Corinne Heiner

**Deschutes County** has hired **Kevin Moriarty** as its new county forester and **Corinne Heiner** as its new fire adapted communities coordinator.

Moriarty, who started in his new role in November, has served as a natural resources manager for Bend Parks and Recreation District since 2021. He previously worked for the Bureau of Land Management and the Forest Service. Moriarty has a master's degree in forest sciences from Colorado State University and bachelor's degrees in general sciences, biology and

environmental studies from OSU-Cascades and the University of Oregon.

As county forester, Moriarty will lead the day-to-day operations of the County's Natural Resources program, which focuses on fire prevention, mitigation and preparedness. The program also provides education and support to landowners for noxious weed control.

Heiner, who also started in her new role in November, has wildland fire fighting and digital media experience. She worked for more than five seasons as a wildland fire fighter for GFP Enterprises. Heiner earned a bachelor's degree in natural resources: forest fire and restoration and a minor in communications from Oregon State University's College of Forestry.

She will facilitate fire adapted community strategies through the management of the Firewise Communities Program and will work closely with the community and partners to prepare, revise and implement Community Wildfire Protection Plans. She will also support educational opportunities for county residents and stakeholders.

Both Moriarty and Heiner will be working closely with the Oregon Living with Fire organization, which is supported by four counties and many interagency stakeholders. The primary role of Oregon Living With Fire is to facilitate the implementation of the National Cohesive Wildland Fire Strategy in Central Oregon and the programs led by the County Forester and Fire Adapted Community Coordinator directly implement the strategic goals of the Cohesive Strategy.



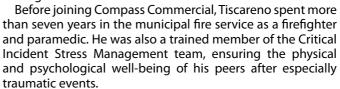
Zavi Borja

**Zavier "Zavi" Borja, Latino Community Association**'s (LCA) board president, was recently selected as one of five Líderes (Leaders) of the Year by Coors Light, a division of the Molson Coors Beverage Company. Borja emerged as a winner in a national nomination process. The company sought individuals of Latino descent, age 21-39, who were active with a 501c(3) nonprofit organization that impacts the Latino community.

In its 16th annual Líderes program, Coors Light is "honoring remarkable Latino leaders who have dedicated their lives to making a long-lasting impact in their communities," the company said in a news release. Each winner takes home a \$10,000 grant for their nonprofit organization.

Borja grew up in Central Oregon. Before joining the LCA board, he worked for several youth organizations. In 2019, he founded a chapter of Latino Outdoors in Central Oregon, and later worked with other organizations to create and run Vámonos (Let's go) Outside. Currently, he works for the City of Bend as a community relations manager.

Compass Commercial Asset & Property Management welcomes Emilio Tiscareno to the team. Tiscareno joined the company in summer 2022 as a property coordinator and broker. He works with tenants and vendors to ensure timely maintenance and improvements to our client's commercial properties. Since joining the company, Tiscareno has been an exceptional addition helping the property managers provide the highest level of service.





Emilio Tiscareno

Tiscareno and his family moved to Bend in 2021 from the East Bay area in California.

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### Businesses Serving Community



K.I.D.S CHECK PRESENTATION | PHOTO COURTESY OF FAMILY ACCESS NETWORK

#### **FAMILY ACCESS NETWORK**

In a check presentation ceremony at Deschutes Children's Foundation East Bend Campus in Bend, members from Trinity Episcopal Church recently presented Family Access Network (FAN) with a second grant for a total of \$20,000 to support scholarships for extra-curricular activities for students in Bend-La Pine schools. FAN advocates were grateful to receive these funds, as they have noticed more families have needed help to support these activities due to the current economic strain. Access to after-school activities allows students to explore new interests and learn new skills, leading to an increase in self-esteem both in and out of the classroom.

Trinity Episcopal Church members believe in promoting collaborative work to address the needs of others. The Church has partnered with FAN for a number of years and in addition to providing scholarships for youth

activities, they also serve the community through their Family Kitchen, Highway Cleanup and Central Oregon Neighbor Love projects.



PHOTO | COURTESY OF J BAR J BOY'S RANCH

#### J BAR J

It's been shown that students with greater exposure to vocational programs are more likely to graduate from high school, enroll in a two-year college, be employed and earn higher wages. J Bar J Boy's Ranch's Vocational Program not only builds resiliency and increases employment possibilities for the boys and reduces the likelihood of youth re-offending in our community, it helps to build a local workforce.

J Bar J Youth Services is grateful to Roundhouse Foundation for your \$25,000 grant supporting this program for youth! The Roundhouse Foundation is a private family foundation based in Sisters that supports creative solutions to the unique challenges associated with rural culture and the landscapes of the Pacific Northwest.

### Oregon Community Foundation's 'Go Kids' Initiative Surpasses \$2M in Funding for Oregon's Underserved Children & Families

#### by MAUREEN KENNEY, Public Relations Manager — Oregon Community Foundation

regon Community Foundation (OCF) has announced that it has granted \$904,220 to 30 Oregon-based nonprofits that are working to close the 'opportunity gap' for children from low-income families, communities of color, and rural areas. OCF research illustrates where and how place, race and family circumstances can determine the future success and mobility of Oregon's kids — at home, in school, or in their communities. In total, GO Kids has distributed over \$2 million in funding from 2019-2022.

"Oregon Community Foundation's investment in arts, education, literacy and childcare programs for underserved children clearly affirms that we can work together to establish innovative, community- led solutions and build momentum to help close the opportunity gap for low-income families in Oregon," said Ruby Buchholtz, Community Engagement coordinator, Oregon Community Foundation.

Following is a snapshot of just a few of the community-based organizations that Oregon Community Foundation supports through GO Kids two-year grant funding:

#### Families Connected/Familias en Conexion

#### The Arc Lane County (Parent Education and Support) \$72,000

To support The ARC of Lane County in providing parent support to 300 families raising a child with an intellectual and/or developmental disability in rural Lane County (including the more rural areas of Oakridge, Blue River, Cottage Grove and Florence), also known as the Families Connected/Familias en Conexion program.

"Oregon Community Foundation's GO Kids grant allows us to do targeted outreach to parents living in rural areas of Oakridge, Florence and Cottage Grove," says Nancy Berge, The Arc of Lane County's program director for Families Connected/Familias en Conexion program. "We are bringing services and resources into these communities that are helping parents in their journey of raising children with a disability and helping families chart a course for a positive and possible future. With better access to supports and services for their children and the camaraderie of other parents, parents are feeling less isolated and less overwhelmed."

#### Juntos Aprendemos

#### Better Together Central Oregon (Early Literacy) \$45,000

To support Juntos Aprendemos, a culturally and linguistically specific program that invites Latinx parents and their children, ages three-five, throughout Deschutes, Jefferson and Crook counties to work together on early literacy skills prior to entering kindergarten.

"Juntos Aprendemos is a program supporting families with three- to five-yearold children to help them prepare for Kindergarten in Spanish so they all have the fundamental skills to enter Kindergarten," said Gabriela Peden, Juntos Aprendemos program manager. "Our model supports both the child and the participating adult (parent, guardian grandparent, etc.) Oregon Community Foundation GO Kids funding supports the growth and expansion of the Juntos Aprendemos program into Jefferson County and neighboring areas. Our goal is to reach all of the communities in Central Oregon so it can be more accessible to the Latinx-Spanish speaking families who live here."

#### Ready for Kindergarten McMinnville School District

#### (Early Literacy and Out of School Time Activities) \$20,000

To support the Ready for Kindergarten (RK4) program of the McMinnville School District which provides teaching, learning, academic enrichment and family engagement for students and families in Yamhill County. RK4 engages with families historically underserved with children ages birth to five (60 percent native Spanish speakers).

"Our priority is to enable parents to become their child's first and best teacher through child development instruction and materials resources," said Laurie Fry, communications manager, McMinnville School District. "Using a research-based curriculum, the workshops teach age- appropriate activities that show parents how to talk, sing, read and play with their child in simple ways that foster essential pre-literacy, pre-math and social-emotional skills."

See the comprehensive lists of current GO Kids grantees (*organized by geography*) in the OCF Press Room online at: oregoncf.org/press-room.

#### **About OCF's GO Kids Project:**

Learn more about OCF's GO Kids project: GO Kids, oregoncf.org/assets/PDFs-and-Docs/PDFs/go-kids-2020.pdf, oregoncf.org/community-impact/impact-areas/community-engagement/go-kids.

#### **About the Opportunity Gap:**

Learn more about the opportunity gap: oregoncf.org/community-impact/opportunity-gap.

Also see: TOP Report 2020: 'Cornerstones: Economic Mobility and Belonging in Oregon,' oregoncf.org/community-impact/research/top-report-2020.

#### **About Oregon Community Foundation:**

Oregon Community Foundation (OCF) works with donors and volunteers to award grants and scholarships to every county in Oregon. From 2020 to 2021, OCF distributed more than \$549 million, supporting more than 4,000 nonprofits and 6,000 students. With OCF, individuals, families, businesses, and organizations create charitable funds that meet the needs of diverse communities statewide. Since its founding in 1973, OCF has distributed more than \$2 billion toward advancing its mission to improve lives for all Oregonians.

oregoncf.org



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### Treat Your Employees with Free Lunch & Chair Massages by Elk Ridge Chiropractic & Wellness Center

#### by ABIGAIL MORSE — Elk Ridge Chiropractic & Wellness

s the holiday season approaches, businesses are looking for cost-effective ways to show staff appreciation that really makes a difference. Whether you're a large corporation or a small town operation, you want to let your team know how much they mean to you without breaking the bank. Thanks to Elk Ridge Chiropractic & Wellness Center, you can get the best of both worlds, with FREE lunch and chair massages for you and your team!

That's right, we said FREE! When you reach out to the Elk Ridge team to schedule your office for a complimentary lunch and chair massages by our certified massage therapists and chiropractic assistants, you won't pay a thing. Just give us a head count and your team's choice of lunch from one of Bend's delicious restaurants, and that's it!

We'll come to you at your place of business so your team can receive tasty food and luxury service in the convenience of their work space. Plus, they'll receive

helpful information on how they can continue to receive exceptional care with Elk Ridge Chiropractic & Wellness Center in the future. With the upcoming holiday stress, not to mention icy road conditions that could lead to motor vehicle accidents, we want you and your team to be prepared for any and all possibilities.

We also offer gift certificates that you and your team can purchase as holiday gifts for all your friends and family! Elk Ridge gift cards can be redeemed for all manner of treatment options, including chiropractic care, laser therapy from one of Bend's top-rated lasers, physical therapy services & even massages with our licensed massage therapists!

Schedule your business today by calling Elk Ridge at 541-388-3588 or email us at elkridgechiropractic@gmail.com.

See you and your amazing team soon! thebendchiropractor.com

### It's Time for Mid Oregon's Holiday Dough Fundraiser

#### by STEPHANIE CURTIS, Marketing Specialist — Mid Oregon Credit Union

id Oregon Credit Union invites the community to participate in their annual Holiday Dough fundraiser, which supports local charities to provide food, clothing and shelter to individuals and families in need during the holiday season.

Holiday Dough kicked off November 14 and will continue through December 16. Donations will be collected at each of its seven branches, online at midoregon. com/dough or by calling their Contact Center at 541-382-1795. One hundred percent of the contributions stay in the community where they were collected and will benefit these local nonprofits:

- The Giving Plate (Bend) Coordinating the Monthly Food Box program, Grow & Give Garden, Kid's Korner food bank and Backpacks for Bend.
- La Pine Christmas Basket Association Providing Christmas food baskets to low-income families, singles and seniors in southern Deschutes County area.
- **Redmond Jericho Road** Providing hot meals, backpacks of food, emergency and housing assistance to those in need in the Redmond area.
- Jefferson County Food Bank (Madras) Supplying food to families and individuals.

- Crook County Holiday Partnership (Prineville) Providing holiday support to seniors, children, veterans, people with disabilities and families who are less fortunate in Crook County. Funds are used for food, gifts and related items.
- Sisters Kiwanis Food Bank The food bank's Christmas program provides holiday meals to approximately 175 families. The food bank relies on cash donations to help buy items that are not normally donated, such as meat and dairy products.

Giving back to the community is a core value of Mid Oregon, aligning with its credit union philosophy of "people helping people."

"When putting food on the table is a daily struggle, planning a festive holiday meal can be almost impossible," says Kyle Frick, VP of Marketing for Mid Oregon Credit Union. "We are humbled by the community's generosity and honored to facilitate this effort that supports those who are less fortunate."

Since 2011, Mid Oregon members and the community have donated nearly \$29,000 to local food banks through Holiday Dough — helping to bring holiday cheer to local families.

midoregon.com





### ominations Continued from page 3

(exclusively for nonprofits) and Innovation. Two award categories for individuals are also available: Emerging Leader and Lifetime Leader.

One large (greater than 40 employees) and one small (40 employees or fewer) award will be presented for each organizational category, plus the two individual awards, for a grand total of ten awards.

Award recipients will be announced in early February 2023, with the awards celebration taking place on March 7, 2023, at the Riverhouse Convention Center.

Detailed descriptions, criteria and nomination forms for each award category can be found at BendChamber.org/Excellence.

bendchamber.org

### Dublic Art Continued from page 3

work being managed by Art in Public Places. The work of art will be owned and maintained by the City of Bend as part of its public art collection.

This is an open competition for Artists or Artist Teams residing in in the Northwest and Southwest United States, specifically Oregon, Washington, Idaho, Montana, Nevada, California, Arizona, Texas, New Mexico, Wyoming, Colorado and Utah. Black, Indigenous, People of Color (BIPOC), Women and LGBTQAI+ community members are highly encouraged to apply. Artists living in Oregon are highly encouraged to apply. The project timeline is 2023-2024 and the total project budget for the roundabout is \$130,000.

A full listing of the Call to Artists site context and submission requirements can be found on CAFÉ.

Colorado & Columbia Roundabout: artist.callforentry.org/festivals\_unique\_info.php?ID=10887.

artinpublicplaces.org

### <u>owntown Redmond</u>

Continued from page 3

furnishings at 404 SW Sixth Street-leased and soon to open).

- Food and drink options now include; The Annex (General Duffy's new venue at 413 SW Glacier Avenue),
- Los Brothers (Mexican cuisine at 542 SW Sixth Street), and Shalom Coffee (239 SW Sixth Street).
- Businesses focused on health and fitness are Focus Dance Studio (239 SW Sixth Street), Jamie's Sun Spa (tanning and spa services at 632 SW Sixth Street), and High Desert Vision (eye care on Fifth and Evergreen at 443 SW Evergreen Avenue-leased and soon to open).
- Home furnishings now found at Cascade Mattress & Furniture (224 SW Sixth Street) and Arome (kitchenware in the building at the arch 432 SW Sixth Street).

- Supplies for pets available at Local Paws (435 SW Evergreen Avenue).
- Real Estate companies downtown have additions of Cascade Sotheby's Realty (535 SW Sixth Street) and Harcourt's Real Estate (444 SW Sixth Street-leased and soon to open).
- Salon services can be now found at Nuage Salon (344 SW Seventh Street), Hail Hair Salon (354 SW Seventh Street), and Raw Aesthetics (339 SW Sixth Street).

The Redmond Urban Renewal Agency works to attract new businesses and investment to the Downtown as prescribed in the Downtown Urban Renewal Plan. Incentives are available to support new and existing business investment through grants and loans to help make projects a reality.

More information on incentives including grants and loans as well as the Redmond Urban Renewal Plan can be found at RedmondOregon.gov or by contacting Meghan Gassner, Urban Renewal Program Analyst, at 541-923-7759 or email Meghan.Gassner@RedmondOregon.gov.

\*The occupancy rate is determined by an evaluation of approximately 100 ground floor commercial spaces in the downtown district as of November 14, 2022.

RedmondOregon.gov

## Connecting our clients to innovative real estate solutions

NAICascade.com/Recent-Transactions



### RECENT TRANSACTIONS

Continued from Page 3

Compass Commercial Real Estate Services broker Robert Raimondi, CCIM represented the seller, Paul Crowley, in the sale of a 4,125 SF hangar at the Redmond Airport located at 1900 SE Airport Way in Redmond. The hanger sold for \$260,000.

Brokers Russell Huntamer, CCIM, Jay Lyons, SIOR, CCIM, Grant Schultz and Eli Harrison with Compass Commercial Real Estate Services represented the landlord, Neff Place II, LLC, in the lease of a 992 SF retail suite to Teacupfuls located at 1500 NE Cushing Drive in Bend.

**Compass Commercial Real Estate Services** broker **Howard Friedman** represented the landlord, **Murph 420, LLC**, in the lease of a 2,500 SF retail suite located at 399 SW 6th Street in Redmond.

Brokers **Russell Huntamer, CCIM, Jay Lyons, SIOR, CCIM, Grant Schultz** and **Eli Harrison** represented the landlord, **Mt. Nolan, LLC**, in the lease of a 2,269 SF retail suite to Coco's Kids located at 875 SW Rimrock Way in Redmond.

### Watch for Upcoming Editions of CASCADE BUSINESS NEWS

2022 EDITORIAL CALENDAR

**ISSUE DATE** 

SPECIAL SECTIONS

**INDUSTRY LISTS** 

December 21
Deadline Dec 14

Top Commercial Projects/Construction Review Commercial Contractors

January 2023 Deadline Nov 30 **Book of Lists** 



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### Central Oregon Business Calendar

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

#### **BUSINESS EVENTS**



11am-1pm City of Bend Virtual and In-Person Environment and Climate Committee Meeting at City of Bend City Council Chambers.

10-11am Bend Chamber Membership 101 at East Bend Library.

#### December 14

4-7pm Bend Chamber Ribbon Cutting at Proactive Physical Therapy Specialists, Bend.

#### **December 14**

4:30-6:30pm City of Bend Virtual and In-Person Human Rights and Equity Commission Meeting at City of Bend City Council Chambers Boardroom.

6:30pm City of Bend Virtual and In-Person Human Rights and Equity Commission Meeting at City of Bend City Hall Boardroom.

#### December 15

11:30am City of Bend Virtual and In-Person Public Hearing for LUBA Remand -PLLD20210848 and PLMISC20211093 at City of Bend City Hall Council Chambers.

#### January 25, 2023

5:30-6:30pm COCC Project Management Information Meeting at COCC Bend Campus CAS 104.

#### **February 4, 2023**

4pm Seventh Annual Redmond Crab Crack. Tickets at Wild Ride Brewing.

#### February 6, 2023

8:30am-5pm 2023 Staffing Summit: Recruitment and Retention in the post-COVID World at COCC Hitchcock Auditorium, Pioneer Building, Bend Campus.

#### May 1, 2023

8:30am-5pm Inclusive Employers' Summit at COCC Hitchcock Auditorium, Pioneer Building, Bend Campus.

### **WORKSHOPS & TRAINING**



#### (Ongoing)

COCC Small Business Development Center Virtual Classes.

### **Building Permits**

#### **COMMERCIAL PERMITS WEEK ENDING 11-11-2022**

#### City of Redmond

\$100,000.00 Commercial (New) 915 sf. at 2910 NW 25th St. Redmond 97756 OR

Owner: City of Redmond 411 SW 9th St. Redmond, OR 97756 541-923-7710 Permit # 711-22-001416

#### **Deschutes County**

\$191,646.00 Commercial (New) 12,560 sf. at 17400 Finley Butte Rd. La Pine 97739 OR

Owner: La Pine Water District PO Box 2867 La Pine, OR 97739 541-536-1432 Permit # 247-22-006939

#### **COMMERCIAL PERMITS WEEK ENDING 11-18-2022**

#### City of Redmond

\$2,576,146.00 Commercial (Multi Family) 16,000 sf. at 3085 NW 7th St. Redmond 97756 OR Owner: VDV Properties, LLC 16298 Skyline Dr. Bend, OR 97703

Builder: Christiansens Contracting Company, LLC 541-526-0195 Permit # 711-22-000802

#### City of Bend

Commercial (Alteration) 4,100 sf. at 2739 NW Potts Ct. Bend 97703 OR Owner: District 2 East, LLC Permit # PRRE202205109 \$162,793.00

#### **Deschutes County**

Commercial (New) 600 sf. at 21690 Neff Rd. Bend 97701 OR Owner: Bend Metropolitan Park and Recreation 799 SW Columbia St. Bend, OR 97702 \$130,000.00

Builder: Deschutes Construction Corporation 541-923-1440 Permit # 247-22-005510

#### **COMMERCIAL PERMITS WEEK ENDING 11-25-2022**

#### City of Bend

\$1,200,000.00 Commercial (New) 4,077 sf. at 981 NW Galveston Ave. Bend 97703 OR Owner: Colvin Oil, LLC Permit # PRNC202006269

#### **Deschutes County** \$80,000.00

Commercial (Alteration) at 395 NW Pershall Way Redmond 97756 OR Owner: Cinder Butte Rock Products, LLC PO Box 395 Terrebonne, OR 97760

Builder: Ericsson, Inc. 469-266-1818 Permit # 247-22-008389

Commercial (Alteration) at 15200 McKenzie Hwy Sisters 97759 OR Owner: Deschutes County School District No. 6 15200 McKenzie Hwy Sisters, OR 97759 Permit # 247-22-006913

#### City of Redmond

\$15,000.00

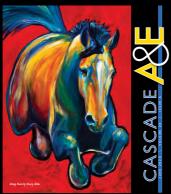
Commercial (Alteration) 1,580 sf. at 909 NE 7th St. Redmond 97756 OR \$105,000.00

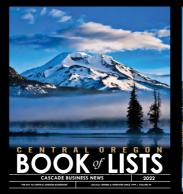
Owner: Underwood Investment Group, LLC 8442 SW Mapleridge St. Portland, OR 97225 Permit # 711-22-002584

### Cascade Publications Inc.

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- Sunriver Magazine Visitor's Guide and More





Along with providing a comprehensive list of Central Oregon Commercial Contractors, Cascade Business News will feature

### **TOP PROJECTS COMPLETED in 2022**

in our December 21 issue!

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

### **DEADLINE TO SUBMIT TOP PROJECTS IS DEC. 14**



