Fifth Annual Fastest 20 Awards Spotlight Central Oregon Rising Stars
Sponsored by Columbia Bank & Capstone CPA’s

by JEFF MARTIN — President, Cascade Publications Inc.

Tonight we award the Central Oregon Fastest 20 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 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 CPAs 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, PAGE 9

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 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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PAGE 20
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numerous office buildings and a half mile away. The roundabout is near the Bend Foundation with administrative headquarters and the sculpture is being covered by the Bend Chamber of Commerce. The cost of installation of the sculpture will take place over 2023-2024. The community will have the opportunity to view digital renderings of the sculpture 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 support.

The Colorado Avenue & Columbia Street Roundabout connects drivers coming from downtown Bend to the west side of town over 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 support.

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 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.”

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 accessories).

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 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, and Engagement, Community Stewardship, Organizational Growth.

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 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.”

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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 support.

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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 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 Council City 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 Mitz to set up an appointment at 541-388-5505 or mmitzsch@bendoregon.gov.

Completed applications are due by 5pm on Friday, January 6, 2023. The Council will review the applications then 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 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.
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, 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've been lucky enough to work in this role where I get to work with people, designs and details on a daily basis,” he said. “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. “Hoardings 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.”
Quarterbacking Your Business in 2023 — Scrambling or Scoring?

by MICHAEL SIPE, President — CrossPointe Capital

Imagine for a minute that the last 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 sternal pass to the endzone for a touchdown, followed by a picture-perfect field goal. 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 #85% & linebacker wearing the #19 COVID jersey. Then there was political bickering in the huddle, arguments about three years of 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 flags in hand holding a grudge against your team. For the 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 scored again. The two-point conversion worked. It looked like the game was yours to celebrate. Finally, the “quarter” (2020) ended. You survived.

But the game continued. For most businesses, 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 sternal pass to the endzone for a touchdown, followed by a picture-perfect field goal. 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 #85% & linebacker wearing the #19 COVID jersey. Then there was political bickering in the huddle, arguments about three years of 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. Mostly, your team just got pummeled.

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.

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 scored again. The two-point conversion worked. It looked like the game was yours for the taking.

But the game continued. For most businesses, 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 sternal pass to the endzone for a touchdown, followed by a picture-perfect field goal. 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 #85% & linebacker wearing the #19 COVID jersey. Then there was political bickering in the huddle, arguments about three years of 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 “quarters” (2021 and 2022) involved even tougher scrambling. 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 your game the last three years. But you probably will, since the aftershocks and fallout in the marketplace 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 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.

Perhaps we can assist. We use a 12-step process that’s been developed and proven over the last dozen years. Clients are enjoying a 71 percent increase in value... or more. Whether you plan to exit soon or build for the long term, our 10x Value Catalyst program can help you enhance the value of your business, enjoy more free time, control and peace while positioning you for transition under optimum terms.

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

How to Increase the Value & Marketability of Your Business

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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

With 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

Goal setting 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.

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

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: Fire 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 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: 33 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

Brakes
- 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
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!

#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 U.S. Forest Service Deschutes Watershed Council (bendparksandrec.org/project/deschutes-river-access), Work being performed: construct access road and pedestrian trail, retaining walls, parking lot, as subcontractor to Fehr & Peers.

2. Drake Park Project — Owner: Bend Park and Recreation District (bendparksandrec.org/project/drake-park-project), Work being performed: construct a boardwalk over Mirror Pond, retaining walls, concrete pathways, parklet 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%20%20%20%20%20%20%20%20%20North,Support%20economic%20vitality), Work 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 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 construction company capable of rapid mobilization and execution of 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

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 Cheers and congratulations!
Central Oregon 20 Fastest Growing Companies

#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 SKUs 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

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: 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? Treating customers with respect and honesty. Upfront disclosure of maintenance and repair costs. Courteous customer service, doing your auto in a timely fashion.
systems. It can be slippery trying to get both to fit together, but when you do, work AND play.

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 preparing for the worst so we can go play with peace of mind.

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 last 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.

#6 — NAI Cascade: Commercial Real Estate Services

Official Name of Business: NAI Cascade: Commercial Real Estate Services
Address: 243 SW Scalehouse Loop, St. 18, Bend
Phone: 541-706-9370
Website: naicascade.com
Contact Email: klmiones@naicascade.com
CEO/owners, background:
Walt Ramage, Partner/Broker and Jenn Limonges, 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 move into the expansion 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 preparing for the worst so we can go play with peace of mind.

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#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: 2013
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 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 Finnish sauna!

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.

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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 you now 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 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 you now 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.

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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, 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.
phoTO | COURTESY OF BROKEN TOP WINDOW COVERINGS INC.

#8 — Broken Top Window Coverings Inc.

Official Name of Business: Broken Top Window Coverings Inc.
Address: 61511 American Lane, Bend
Phone: 541-323-1840
Website: brokenstopwindowcoverings.com
Contact Email: rob@brokenstopwindowcoverings.com
CEO/owners, background: Rob and Laurie Imhoff — Owners
Number of Employees: 6-7
Year Established in Central Oregon: 2005

Hot News: During the pandemic, morphed business outdoor space so people felt safe to gather, eat, drink and experience community. Innovations included flag events/weekly car show, etc.

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 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: 323 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: 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 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 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: nita@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.
**#11 — Imagine Stoneworks Inc.**

**Official Name of Business:** Imagine Stoneworks Inc.

**Address:** 221 NE Hawthorne Ave., Bend

**Phone:** 541-312-3885

**Website:** imaginestoneworks.com

**CEO/owners, background:** Rob Angelo

**Year Established in Central Oregon:** 2003

**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 projects, stone products in our case remains strong. We usually lay 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.

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**#12 — BG Agility/NADAC**

**Official Name of Business:** Precise Flight, Inc.

**Address:** 63354 Powell Butte Hwy., Bend

**Phone:** 541-382-8684

**Website:** preciseflight.com

**Contact Email:** info@imaginestoneworks.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, 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.

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**#13 — Precise Flight, Inc.**

**Official Name of Business:** Precise Flight, Inc.

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

**Phone:** 541-218-1181

**Contact Email:** nadacchris@gmail.com

**CEO/owners, background:** Brad Boyd

**Product/Services Offered:** Retail resource for all outdoor activities.

**Year Established in Central Oregon:** 2003

**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 businesses have grown with rate limiting factors taken into consideration and operational efficiency taken to the next level.

**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.

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

- Our businesses have grown with rate limiting factors taken into consideration and operational efficiency taken to the next level.
Central Oregon 20 Fastest Growing Companies

#14 — Composite Approach LLC

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: 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 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 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.
Central Oregon 20 Fastest Growing Companies

#16 — 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 business since 1982.
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.

Outlook for Growth: Continue to grow and expand 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.

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

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 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 wherever 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!

Outlook for Growth: 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!

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 need to have 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: rockynridge620@gmail.com
CEO/owners, background: Lee Baggett, Owner
Number of Employees: 10

Year Established in Central Oregon: 1996
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.

What is your philosophy to running a successful company? Good customer service and be responsive, work harder than anyone else.

What is your vision for growth and/or expansion over the next five years? We see great opportunities within the next five year.

What do you attribute your rapid growth to? Our growth is tied to the value-added 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.

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

Official Name of Business: Crossroads BBQ Pit & Pub
Address: 121 N 3rd St., Prineville
Phone: 503-997-8343
Website: crossroadssaloonandpub.com
Contact Email: joes@crossroadssaloonandpub.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: 1996
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.

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 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 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

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**ENGINEERING**

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- Landside Project Design & Construction
- Airport Planning
- Environmental Documentation
- Federal Aviation Administration & State Grant Procurement & Administration

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[www.centurywest.com](http://www.centurywest.com)

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**SERVING CENTRAL OREGON AIRPORTS SINCE 1975!**
<table>
<thead>
<tr>
<th>Company / Address</th>
<th>Phone</th>
<th>Fax</th>
<th>WebSite/Email</th>
<th>Contact</th>
<th>State</th>
<th>CO Year Est.</th>
<th>Products/Services</th>
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</thead>
<tbody>
<tr>
<td>Advanced Flight Dynamics of Redmond</td>
<td>541-604-2331</td>
<td>N/A</td>
<td><a href="http://www.advancedflightdynamics.com">www.advancedflightdynamics.com</a></td>
<td>Dave Helber</td>
<td>4</td>
<td>2013</td>
<td>Specialized flight school teaching upset prevention &amp; recovery training (UPRT); stall/spin, aeronautics &amp; formation training.</td>
</tr>
<tr>
<td>CIES, Inc.</td>
<td>541-977-3143</td>
<td>N/A</td>
<td><a href="http://www.ciescorp.com">www.ciescorp.com</a></td>
<td>Scott Philiben</td>
<td>14</td>
<td>2010</td>
<td>Digital fuel, oil &amp; glycol senders for aircraft &amp; other high value applications.</td>
</tr>
<tr>
<td>Composite Approaches</td>
<td>541-316-7161</td>
<td>N/A</td>
<td><a href="http://www.compositeapproach.com">www.compositeapproach.com</a></td>
<td>Brian Harris, Holly Harris</td>
<td>52</td>
<td>2008</td>
<td>Aircraft composites.</td>
</tr>
<tr>
<td>CV International</td>
<td>541-205-0195</td>
<td>541-639-4633</td>
<td><a href="http://www.cvintl.com">www.cvintl.com</a></td>
<td>Dan Warden</td>
<td>26</td>
<td>1981</td>
<td>30 innovative solutions ranging from nitrogen generators, contamination fuel detection systems, cryogenic sampling kits, nitrogen servicing carts, jacking systems to custom designed aviation maintenance platforms.</td>
</tr>
<tr>
<td>Erickson Air Tanker (Aero Air)</td>
<td>N/A</td>
<td>N/A</td>
<td><a href="http://www.aerair.com">www.aerair.com</a></td>
<td>Kevin McGilvraugh</td>
<td>60</td>
<td>1956</td>
<td>Aerial firefighting.</td>
</tr>
<tr>
<td>Flight Line Air Conditioning, Inc.</td>
<td>541-330-5466</td>
<td>N/A</td>
<td><a href="http://www.flightline.com">www.flightline.com</a></td>
<td>John Steam</td>
<td>3</td>
<td>2000</td>
<td>Develops the most highly efficient &amp; effective air conditioning systems available for the light aircraft industry.</td>
</tr>
<tr>
<td>Garrett - Bend (PulsedLight, Inc.)</td>
<td>541-639-8842</td>
<td>N/A</td>
<td><a href="http://www.pulsedlight3d.com">www.pulsedlight3d.com</a></td>
<td>N/A</td>
<td>50</td>
<td>2011</td>
<td>Developed a patented, optical proximity &amp; distance measurement technology that can be quickly &amp; inexpensively adapted to a variety of applications, from single beam distance measurement to line scanning &amp; complex 3-D imaging. Technology can yield a tenfold improvement in cost, size or performance over competitive non-contact sensors.</td>
</tr>
<tr>
<td>Innovator LLC</td>
<td>541-719-1797</td>
<td>N/A</td>
<td><a href="http://www.innovator.com">www.innovator.com</a></td>
<td>Steve Marzani</td>
<td>12</td>
<td>2014</td>
<td>Aircraft certification, engineering, fabrication, quality &amp; integration services.</td>
</tr>
<tr>
<td>Kamak Aviation Technologies</td>
<td>541-385-5031</td>
<td>541-617-9857</td>
<td><a href="http://www.kamakaviation.com">www.kamakaviation.com</a></td>
<td>Steven Sawyer, Andrew Sawyer, Mike Reighley</td>
<td>34</td>
<td>1993</td>
<td>Aviation company that manufactures &amp; fully supports many mission equipment product lines &amp; 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 &amp; precision agricultural power systems. Produces auxiliary power systems for aircraft &amp; ground vehicular support including hydriac &amp; custom electric motor solutions. Complete aerial firefighting systems &amp; product lines for wildfire suppression &amp; suppression. Aerial engine control quadrants. Air cargo, freighter, door control systems &amp; components. Offers a full spectrum of products &amp; disciplines from specialized product lines &amp; engineering services to production &amp; fast track development programs in a global market.</td>
</tr>
<tr>
<td>Leading Edge Aviation, Inc.</td>
<td>541-383-8825</td>
<td>N/A</td>
<td><a href="http://www.flyleadingedge.com">www.flyleadingedge.com</a></td>
<td>Norma Nelson, Travis Warthen, Brad Frady</td>
<td>80</td>
<td>1989</td>
<td>Largest flight school in Central Oregon, utilizing a growing fleet of Robinson R22s &amp; R44s as well as Bell helicopters for helicopter training &amp; Coast Guard &amp; Reserve Battalion &amp; Baron for airplane training. Flight provider for the COCC associate degree program in applied science for aviation &amp; train students from other countries under the M-1 visa where they can receive their FAA ratings. Certified Robinson Helicopter sales, service, maintenance &amp; overhaul facility, authorized distributor for most major avionics manufacturers as well as contract work for the forest service &amp; film industry. Operates a USFS &amp; DOI approved charter division assisting with wild land firefighting activities as well as oil &amp; gas exploration &amp; other utility based helicopter flying including tours. Parent company to Leading Edge Jet Center, the leading Fixed Base Opera- tor &amp; fuel provider in Central Oregon, located at Redmond’s Roberts Field Airport, servicing all commercial airlines &amp; private aircraft.</td>
</tr>
</tbody>
</table>
Tyler 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 high-elevation 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 fixed-wing 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 much-needed 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 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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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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- Aircraft Paint Technician
- Composite Lay-Up Technician
- Aircraft Interior Technician
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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 American-owned 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.

A subsidiary of PCC Structural, Inc., headquartered in Portland. They manufacture complex titanium castings for use in the aerospace industry & for the U.S. Military.

RDD Enterprises 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.

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

<table>
<thead>
<tr>
<th>Company / Address</th>
<th>Phone</th>
<th>Fax</th>
<th>WebSite/Email</th>
<th>Contact</th>
<th>Staff</th>
<th>CO Year Est.</th>
<th>Products/Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>Precise Flight, Inc. 63345 Powell Butte Rd. PO Box 7168 Bend, OR 97701</td>
<td>541-548-0766</td>
<td>N/A</td>
<td><a href="http://www.preciseflight.com">www.preciseflight.com</a> <a href="mailto:karen.coman@preciseflight.com">karen.coman@preciseflight.com</a></td>
<td>Brad LeFouquet</td>
<td>24</td>
<td>1980</td>
<td>Supplier of advanced technology to the aviation industry including lighting, oxygen &amp; electromechanical technologies.</td>
</tr>
<tr>
<td>Pineville Aviation 4597 SE Airport Rd. Pineville, OR 97754</td>
<td>541-447-1118</td>
<td>N/A</td>
<td><a href="mailto:pineav@pineavtime.net">pineav@pineavtime.net</a></td>
<td>Eldon Nimmo, Peggy Nimmo</td>
<td>2</td>
<td>1998</td>
<td>Aircraft maintenance, flight instruction.</td>
</tr>
<tr>
<td>RDD Enterprises 22444 Airport Way, Ste. 130 Redmond, OR 97756</td>
<td>541-504-0305</td>
<td>N/A</td>
<td><a href="http://www.rddent.com">www.rddent.com</a> <a href="mailto:info@rddent.com">info@rddent.com</a></td>
<td>David McRae</td>
<td>13</td>
<td>2006</td>
<td>The LX7 Conversion is RDD’s flagship product. The LX7 provides great speed &amp; useful load capability with modern aerodynamics &amp; handling. RDD also offers custom aircraft paint, aircraft interiors, composite manufacturing, avionics installations &amp; aircraft maintenance &amp; fabrication for discerning high-performance aircraft owners. Follow us on Facebook @RDEnterprises.</td>
</tr>
<tr>
<td>Samson Sky 915 SW Rouse Rd. Redmond, OR 97756</td>
<td>541-772-4766</td>
<td>N/A</td>
<td><a href="http://www.samoskyn.com">www.samoskyn.com</a> <a href="mailto:marthaa@samoskyn.com">marthaa@samoskyn.com</a></td>
<td>Sam Bousfield</td>
<td>9</td>
<td>2010</td>
<td>Flying sports car, kit aircraft; builder assist center.</td>
</tr>
<tr>
<td>Snowine Manufacturing 63605 Powell Butte Hwy. Bend, OR 97701</td>
<td>541-617-1107</td>
<td>N/A</td>
<td><a href="http://www.snowine@msn.com">www.snowine@msn.com</a> <a href="mailto:miles@snowine.com">miles@snowine.com</a></td>
<td>Mike Snow</td>
<td>10</td>
<td>1990</td>
<td>Precision welding &amp; machinery providing a wide variety of structural &amp; non-structural components</td>
</tr>
<tr>
<td>Smusa Aircraft 205 SE Franklin St. Redmond, OR 97756</td>
<td>541-330-0714</td>
<td>N/A</td>
<td><a href="http://www.smusaerica.com">www.smusaerica.com</a> <a href="mailto:info@smusaerica.com">info@smusaerica.com</a></td>
<td>Canten Sandin, Kevin Jordan</td>
<td>17</td>
<td>2013</td>
<td>The Stratus 714 is a Very Light Personal Jet (VLPJ).</td>
</tr>
<tr>
<td>Tiger Daze 2805 SW 1st St. Ste. A Redmond, OR 97756</td>
<td>541-385-4041</td>
<td>N/A</td>
<td><a href="http://www.tigergx.com">www.tigergx.com</a> <a href="mailto:info@tigergx.com">info@tigergx.com</a></td>
<td>Scott Mills</td>
<td>4</td>
<td>2009</td>
<td>Helicopter transport system.</td>
</tr>
</tbody>
</table>

CBN has made every effort to ensure that all information is accurate and up-to-date. We cannot, however, guarantee it. Please contact us immediately if you know that certain information is not correct or you would like to be added to a list, 541-388-5665 or email cbn@cascadebusnews.com.
You 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 KinectAir 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-to-point air travel solution to increase their own operating efficiency and manage their travel expenses and budgets heading into 2023.

“We are rapidly approaching an inflection point whereby the benefits of sub-regional 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.

Continued on Page 22 ▶
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 workers looking to explore and travel. Although the price to develop a hangar has gone up in recent years, Evans said that the 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.

KinectAir
Continued from page 21

"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 AI 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 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.
Global Leader in Aviation Sensor Technology Grows in Bend

by NICOLE MCNEW, Director of Marketing & Communications — EDCO

H 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 Aircraft Displays and is used by customers around the world including Cirrus, Cesina 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 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 RRD 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 Proccino, 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 • City of Redmond

R edmond 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 and fully wrapable Containers of food, jellies and nut-butter 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 café 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.
Leading Edge Skyservice

“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 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 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.

Continued from page 1

PHOTOS | COURTESY OF SUNWEST BUILDERS
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 world-class 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 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
<table>
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<tr>
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<tr>
<td>Bend Patrol Services</td>
<td>541-617-9999</td>
<td>N/A</td>
<td><a href="http://www.patrolservices.org">www.patrolservices.org</a></td>
<td>Nick Thompson, Stacie Bowers</td>
<td>30</td>
<td>2005</td>
<td>Full-service security patrol &amp; special events.</td>
</tr>
<tr>
<td>Bend Security</td>
<td>541-706-1900</td>
<td>N/A</td>
<td><a href="mailto:protectingbend@gmail.com">protectingbend@gmail.com</a></td>
<td>Chuck Hahn</td>
<td>2</td>
<td>2007</td>
<td>Security patrol, on site guards &amp; security surveillance technology.</td>
</tr>
<tr>
<td>SecurityOne</td>
<td>541-312-2266</td>
<td>N/A</td>
<td><a href="mailto:crmlorgeng@outlook.com">crmlorgeng@outlook.com</a></td>
<td>Kathy Lanning</td>
<td>2</td>
<td>1989</td>
<td>Commercial &amp; residential security system design &amp; installation with UL Certified Monitoring Services. CCB# 74101.</td>
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<td>SOS Alarm</td>
<td>541-585-3613</td>
<td>N/A</td>
<td><a href="http://www.sosasap.com">www.sosasap.com</a></td>
<td>Customer Service</td>
<td>50</td>
<td>1968</td>
<td>Residential systems, commercial systems, camera systems, O&amp;L.</td>
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<tr>
<td>Sycox Protection Services, LLC</td>
<td>541-728-0301</td>
<td>844-342-7428</td>
<td><a href="http://www.syscoxptection.com">www.syscoxptection.com</a></td>
<td>Kory Friedman</td>
<td>3</td>
<td>2008</td>
<td>Residential &amp; commercial security system design &amp; installation, fire alarm systems, fire alarm system testing, fire &amp; security alarm system monitoring (optional wireless monitoring via radio), video surveillance systems, access control systems, telephone entry systems.</td>
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Ransomware 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
## Central Oregon Law Firms (Listed Alphabetically)

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<td>541-617-4707</td>
<td>N/A</td>
<td><a href="http://www.realestateandmortgagelaw.com">www.realestateandmortgagelaw.com</a></td>
<td>Christopher Ambrose</td>
<td>10</td>
<td>1993</td>
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<td>Brits Law</td>
<td>541-617-1309</td>
<td>N/A</td>
<td><a href="http://www.britsllc.com">www.britsllc.com</a> <a href="mailto:bbayliss@brixlaw.com">bbayliss@brixlaw.com</a></td>
<td>Bronte Bayliss</td>
<td>3</td>
<td>2015</td>
<td>Real estate, land use &amp; corporate law, including acquisitions, leasing, equity investment negotiations, financing, construction &amp; design, zoning &amp; permitting, employment &amp; more.</td>
</tr>
<tr>
<td>Bryant, Lovlein &amp; Jarvis, PC</td>
<td>541-382-4331</td>
<td>541-389-3386</td>
<td><a href="http://www.bajlawyers.com">www.bajlawyers.com</a> <a href="mailto:bladmin@bajlawyers.com">bladmin@bajlawyers.com</a></td>
<td>Melissa Lande</td>
<td>25</td>
<td>1915</td>
<td>General civil trial &amp; appellate litigation, business, corporate, taxation, real estate, land use, water, municipal law, estate planning &amp; family law.</td>
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<tr>
<td>Crabtree &amp; Rahmsdorff Defense Services, Inc.</td>
<td>541-389-7723</td>
<td>541-385-7177</td>
<td>info@crnblog</td>
<td>Thomas J. Crabtree</td>
<td>25</td>
<td>1981</td>
<td>Criminal, juvenile.</td>
</tr>
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<td>Dr. Alicante Law Group, LLC</td>
<td>541-390-8961</td>
<td>N/A</td>
<td><a href="http://www.dealicante.com/jeff@dealicante.com">www.dealicante.com/jeff@dealicante.com</a></td>
<td>Tony Dr. Alicante</td>
<td>1</td>
<td>2013</td>
<td>Estate planning, trusts, wills, living trusts, probate, power of attorney, living trusts, probate &amp; business law.</td>
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<td>EagerLaw PC</td>
<td>541-323-9726</td>
<td>N/A</td>
<td><a href="http://www.eagerlawpc.com/jeff@eagerlawpc.com">www.eagerlawpc.com/jeff@eagerlawpc.com</a></td>
<td>Jeff Eager</td>
<td>2</td>
<td>2015</td>
<td>Helping business owners clear legal hurdles so they can focus on their goals.</td>
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<tr>
<td>Finch &amp; Neary, PC</td>
<td>541-316-1988</td>
<td>541-316-1945</td>
<td><a href="http://www.finchandneary.com/info@finchandneary.com">www.finchandneary.com/info@finchandneary.com</a></td>
<td>Sean M. Neary, Andrew Finch</td>
<td>9</td>
<td>2013</td>
<td>Civil litigation, estate planning, business, real estate, family law, bankruptcy, immigration, wills &amp; trusts, probate, land use &amp; landlord/tenant.</td>
</tr>
<tr>
<td>Francis Hansen &amp; Martin LLP</td>
<td>541-389-5010</td>
<td>N/A</td>
<td><a href="http://www.francishansen.com/info@francishansen.com">www.francishansen.com/info@francishansen.com</a></td>
<td>Theresa Trudeau</td>
<td>17</td>
<td>1993</td>
<td>Business &amp; commercial law, construction, real estate, employment law, wills &amp; probate.</td>
</tr>
<tr>
<td>Hamm Wagner LLP</td>
<td>541-548-6044</td>
<td>541-548-6034</td>
<td><a href="http://www.hamwagner.com/gkw@hamwagner.com">www.hamwagner.com/gkw@hamwagner.com</a></td>
<td>Gordon Welborn</td>
<td>10</td>
<td>1998</td>
<td>Business &amp; commercial litigation, appellate law, employment litigation, general &amp; professional liability, health law, insurance coverage, licensing, board matters &amp; regulatory agencies, medical malpractice defense, municipal defense &amp; consultation, personal injury &amp; wrongful death, professional liability, defense.</td>
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<td>Hurley Re, P.C.</td>
<td>541-317-5505</td>
<td>541-317-5507</td>
<td><a href="http://www.hurley-re.com">www.hurley-re.com</a> <a href="mailto:info@hurley-re.com">info@hurley-re.com</a></td>
<td>Michele Huntington-Palmer</td>
<td>8</td>
<td>1994</td>
<td>Wills &amp; Trusts, probate, most administration, guardianships &amp; conservatorships, long-term care, Medicare/Medicaid planning, tax planning, estate tax returns, gift tax returns, family law mediation, litigation &amp; real estate.</td>
</tr>
<tr>
<td>Jamie L. Gerlitz</td>
<td>541-389-6964</td>
<td>541-389-6969</td>
<td><a href="mailto:jami@ggerlitzlaw.com">jami@ggerlitzlaw.com</a></td>
<td>Jamie Gerlitz</td>
<td>1</td>
<td>2009</td>
<td>Criminal defense.</td>
</tr>
<tr>
<td>Jordan Ramis PC, Attorneys at Law</td>
<td>541-550-7900</td>
<td>503-598-7373</td>
<td><a href="http://www.jordanramis.com">www.jordanramis.com</a> <a href="mailto:steve.shropshire@jordanramis.com">steve.shropshire@jordanramis.com</a></td>
<td>Steve Shropshire</td>
<td>5</td>
<td>1963</td>
<td>N/A</td>
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<tr>
<td>Lynch Murphy McLane LLP</td>
<td>541-383-8857</td>
<td>541-383-3968</td>
<td><a href="http://www.lychmucrmylp.com">www.lychmucrmylp.com</a> <a href="mailto:info@lychmucrmylp.com">info@lychmucrmylp.com</a></td>
<td>Kaci Price</td>
<td>18</td>
<td>2016</td>
<td>Legal services.</td>
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<tr>
<td>Oliver &amp; Duncan, Attorneys at Law</td>
<td>541-504-8250</td>
<td>541-504-8287</td>
<td><a href="http://www.oliverandduncanlaw.com">www.oliverandduncanlaw.com</a></td>
<td>Donald E. Oliver</td>
<td>2</td>
<td>1997</td>
<td>Domestic relations, wills &amp; trusts, business, civil litigation, personal injury.</td>
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<td>Oregon Legacy Law LLC</td>
<td>541-241-6555</td>
<td>N/A</td>
<td><a href="http://www.eldercounsel.com">www.eldercounsel.com</a> <a href="mailto:linda@oregonlegacy.com">linda@oregonlegacy.com</a></td>
<td>Linda Raeliffe</td>
<td>2</td>
<td>2014</td>
<td>Elder law, Medicaid, estate planning, probate.</td>
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<td>Paul F. Sumner, PC 185 SW B St., PO Box 16</td>
<td>541-475-7277</td>
<td>541-475-2887</td>
<td>N/A</td>
<td>Paul F. Sumner</td>
<td>1</td>
<td>1979</td>
<td>General practice, land use, real property, land development, criminal law, adoption, estate planning &amp; trusts.</td>
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<td>Resonant IP 115 NW Oregon Ave., Ste. 12 Bend, OR 97703</td>
<td>541-240-8020</td>
<td>N/A</td>
<td><a href="http://www.resonantip.com">www.resonantip.com</a></td>
<td>Drew Smith</td>
<td>1</td>
<td>2021</td>
<td>Boutique intellectual property firm specializing in all aspects of trademark representation including brand counseling, clearance, prosecution &amp; enforcement.</td>
</tr>
<tr>
<td>Schrabe, Williamson &amp; Wyatt 360 Bond St., Ste. 100 Bend, OR 97702</td>
<td>541-749-4044</td>
<td>541-330-1153</td>
<td><a href="http://www.schrabe.com">www.schrabe.com</a></td>
<td>Tia Lewis</td>
<td>12</td>
<td>1997</td>
<td>Real estate, land use, condemnation, environmental, forest products, water &amp; agriculture, employment &amp; labor, business formation &amp; transaction, construction, business &amp; commercial litigation, intellectual property, estate planning &amp; tax, immigration.</td>
</tr>
<tr>
<td>Western Environmental Law Center Bend, OR 97702</td>
<td>541-914-9698</td>
<td>N/A</td>
<td><a href="http://www.westernlaw.org">www.westernlaw.org</a></td>
<td>Pam Hardy</td>
<td>1</td>
<td>2017</td>
<td>We represent organizations &amp; individuals aligned with our mission who are seeking to safeguard the public lands, wildlife &amp; communities of the American West in the face of a changing climate. We envision a thriving, resilient West, abundant with protected public lands &amp; wildlife, powered by clean energy &amp; defended by communities rooted in an ethic of conservation.</td>
</tr>
<tr>
<td>Widmer Mensing Law Group, LLP 339 SW Century Dr., Ste. 201 Bend, OR 97702</td>
<td>541-318-3330</td>
<td>541-382-1000</td>
<td><a href="http://www.bendlawgroup.com">www.bendlawgroup.com</a></td>
<td>Will Dennis, Jeffrey Taylor, Patrick Widmer</td>
<td>5</td>
<td>1996</td>
<td>Business transactions &amp; litigation, contracts, collections, bankruptcies, employment, family law &amp; estate planning.</td>
</tr>
</tbody>
</table>

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

**Central Oregon Law Firms (Listed Alphabetically)**

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**HURLEY RE LAW GROUP LLC.**

Our law firm in Bend, Oregon has the expertise to guide you through the challenges of estate planning, probate, guardianships, conservatorships, divorce and custody matters.

**Focus on Families.** Our estate planning and family law attorneys specialize in assisting clients planning for and moving through all types of transitions, be it caring for aging parents, safeguarding a minor child, marriage planning or separation.

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**HURLEY RE LAW GROUP LLC.**

**404 SW Columbia St. Suite 200 Bend, OR 97702**

**Phone:** 541-316-6350

**Fax:** 541-316-6351

**Email:** info@hurley-re.com

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**PETERKIN BURGESS ATTORNEYS AT LAW**

**541) 389-2572 | PETERKINBURGESS.COM**

**Attorneys: Michael W. Peterkin, Megan K. Burgess, Christian Malone, Taylor Hale**

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. In our full-service practice, we identify and evaluate critical legal issues up front to develop targeted resolution strategies and help our clients navigate ever-changing market conditions. Our experienced team will walk you through each stage of dispute resolution whether in mediation, arbitration, or litigation. We focus on all aspects of litigation, both trials and appeals, in the areas of real estate, construction law, commercial and contract law, real property disputes, HOA law, commercial landlord/tenant disputes, and trust litigation.

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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

Many Central Oregonians are at or near retirement. I refer to this as "The Fragile Risk Zone" as contributions into 401(k)s and IRAs 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 downturns 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 nullifiers 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. 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 returns on overall 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 financial independence, understand that using historical averages is misleading when looked at alone. Even though a portfolio may return above-average 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 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 steps 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 Investing and author of Failure is Not an Option — Creating Certainty in the Uncertainty of Retirement. He can be reached at David@RosellWealthManagement.com.
Thanksgiving 2022.

nearly 3.2 billion shares outstanding of Tesla stock as I write this just before shareholder a piece of the assets and earnings. If you own 100 shares of overall stock market (as measured by the S&P500 plus dividends).

a sector have lost less than 2% for investors, versus a nearly 16% decline for the dividends which are highly regulated, slow-growth businesses that often pay generous they tend to be less volatile than their growth counterparts. Utility companies, get no respect! But investors should show some love to value stocks, because are the Rodney Dangerfields of equities; based on their low P/E ratios, they higher P/E ratios than the broad stock market. Conversely, many growth 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).

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 what 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. 

by STU MALAKOFF, CPA, CFPA, CRPC, founder — Bend Wealth Advisors

March 2022

STU: I still think that people like to order a drink or describing their new shoes (or maybe 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?

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Let me know what you think about swap spread directionality and yield curve convexity. Yuck. I’ll try to make your house a home. Adopt today.

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Make your house a home. Adopt today.
LRS Architects welcomes its newest Building Information Modeling (BIM) Manager, Leticia Lopez Cushnie and Matthew Salazar to the firm. Both specialists will work out of the firm's Portland office. Their expertise and problem-solving skills will help LRS continue to provide tailored services to clients, construct projects and design implementation.

Lopez Cushnie has worked on projects such as mixed-use/office buildings, hospitals, educational labs and cultural centers. Her enthusiastic problem-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. His 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, BIM360, Dynamo, Enscape, Excel, Google Earth, Grasshopper, Illustrator, InDesign, Lightroom, Lumion, Newforma, Navisworks, Orkestra, Plannery, Photoshop, Procore, Pyrevit, Python, Rhino, SketchUp, Smartsheet, Specklink and UNIFI. He received her Bachelor of Architecture from the University of Houston.

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.

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 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 ➤
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.

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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

Oregon 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 Conexión

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 Conexión 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 Conexión 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-year-old children to help them prepare for Kindergarten in Spanish so they all have the fundamental skills to enter Kindergarten,” said Gabriela Feder, 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:


About the Opportunity Gap:

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


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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Healthy Communities
Healthy Communities

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

by ABIGAIL MORSE — Elk Ridge Chiropractic & Wellness

As 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

Mid 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

On the Margins in our Towns:

An interactive forum on houselessness in Central Oregon

DECEMBER 15

At The Riverhouse Register Now! www.cityclubbend.com

Supported by Morgan Stanley

THE DESERT DEER GROUP AT MORGAN STANLEY

mysticdeer.com
Nominations
(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.

Public Art
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 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 and submission requirements can be found on CAFE.

Cascade Business News December 7, 2022
Central Oregon Business Calendar
Email Your Upcoming Business Events to CBN@CascadeBusNews.com
Event Details at CascadeBusNews.com/Business-Events

BASIC EVENTS

December 8
11am-1pm City of Bend Virtual and In-Person Environment and Climate Committee Meeting at City of Bend City Council Chambers.

December 13
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.

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 Chambers.

WORKSHOPS & TRAINING

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) 12,550 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

City of Bend
$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 541-923-7710 Permit # 711-22-000802

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

City of Redmond
$130,000.00 - Commercial (New) 600 sf. at 21690 Neff Rd. Bend 97701 OR
Owner: Bend Metropolitan Park and Recreation 799 SW Columbia St. Bend, OR 97702 541-923-1440 Permit # 247-22-005510

COMMERCIAL PERMITS WEEK ENDING 11-18-2022

City of Redmond
$510,000.00 - Commercial (New) 4,077 sf. at 909 NE 7th St. Redmond 97756 OR
Owner: Underwood Investment Group, LLC 8442 SW Mapleridge St. Portland, OR 97225 Permit # 711-22-002584

Deschutes County
$86,000.00 - Commercial (Alteration) at 395 NW Pershall Way Redmond 97756 OR
Owner: Cinder Butte Rock Products, LLC PO Box 395 Terrebonne, OR 97760 541-923-1440 Permit # 247-22-005510

City of Bend
$15,000.00 - Commercial (Alteration) at 15200 McKenzie Hwy Sisters 97759 OR
Owner: Deschutes Construction Corporation 541-923-1440 Permit # 247-22-005510

City of Redmond
$100,000.00 - Commercial (New) 915 sf. at 2910 NW 25th St. Redmond 97756 OR
Owner: Underwood Investment Group, LLC 8442 SW Mapleridge St. Portland, OR 97225 Permit # 711-22-002584

Building Permits

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.

Cascade Publications Inc.
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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