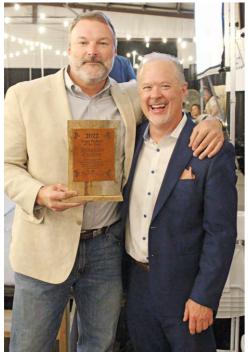
Building Mental Resilience

— Page 5

Enhancing & Promoting the Economic Vitality of Central Oregon Since 1994

Prineville 'Is Home for Our People,' says Rosendin Electric

by ANDREA HINE — CBN Feature Writer



ROBERT JOHN, REGIONAL MANAGER OF ROSENDIN ELECTRIC, ACCEPTS THE AWARD FOR LARGE BUSINESS OF THE YEAR FROM DR. PAUL SLATER, EVENT MASTER OF CEREMONIES | PHOTO COURTESY OF PRINEVILLE CHAMBER OF COMMERCE

n accepting the Prineville Chamber of Commerce's Large Business of the Year award on behalf of Rosendin Electric Inc., Regional Manager Robert John said that "this is home for our people, and we are honored to be recognized for our commitment to the community."

(As one of the largest employee-owned electrical contractors in the U.S. Rosendin was established in 1919, and is headquartered in San Jose, Calif. The company has more than 8,000 employees, 18 office locations nationwide, and \$3 billion in annual revenues.)

"Since setting up operations in Prineville a decade ago, Rosendin been involved in multiple charitable projects," said John. "These include lighting the 30-by-50-foot American flag that marks the entrance to town, sponsoring the summer Picnic in the Park events, and donating 11,000 pounds of food to the St. Vincent de Paul Society Crook County Food Pantry." (Earlier examples of giving back to the community include rewiring the local rodeo arena, and installing new wiring for the high school drama department.)

John added that "we also volunteer to do yearly maintenance at the Prineville Senior Center, contribute to the Crook County School District with volunteers and donations, and build the themed tree each year for the St. Charles Foundation Hospice Christmas Auction — which is a big one for a lot of us whose families have benefitted from the hospice services."

PAGE 10

Prineville Pieces Fall into Place EDCO Event Hears of Major Infrastructure Plans & Potential Biomass Plant

by SIMON MATHER — CBN Feature Writer

ajor infrastructure developments, completion of Meta's sprawling campus and a potential biomass energy plant that could yield over 100 jobs were among the subjects aired during a recent update on Prineville's current slate of economic projects.

Business and community leaders at Economic Development for Central Oregon (EDCO) Prineville/Crook County's new Quarterly Mixer networking event, held at Meadow Lakes Golf Club, heard news of progress on several fronts during

a presentation from City of Prineville Planning Director Josh Smith.

The public forum was sponsored by Western Title and local EDCO manager Kelsey Lucas said it was intended to illustrate the benefits of local economic development, with a different topic to be explored at each session.

Continued efforts towards town center revitalization were first on the agenda, with Smith outlining an ongoing vision for upgraded street lighting and sidewalks as well as raising curb appeal through façade improvements via incentives in



PROPOSED 112-UNIT OCHOCO MILL APARTMENTS | RENDERING COURTESY OF EDC

conjunction with Prineville Downtown Association.

Resources for electric vehicles will also get a boost with the installation of smart fast-charging EV stations, thanks to a grant from Pacific Power.

Infrastructure investment was a primary talking point including analysis toward a solution for the much-needed realignment of the Peters and Main intersection and the flagship \$10 million Combs Flat Road extension project which will provide an alternate anterior route North-South through town to alleviate core congestion on Main Street.

PAGE 8

Prineville Spotlight — Pages 8-15

The State of Employment Experts Discuss the Central Oregon Job Market

by NOAH NELSON — CBN Feature Writer

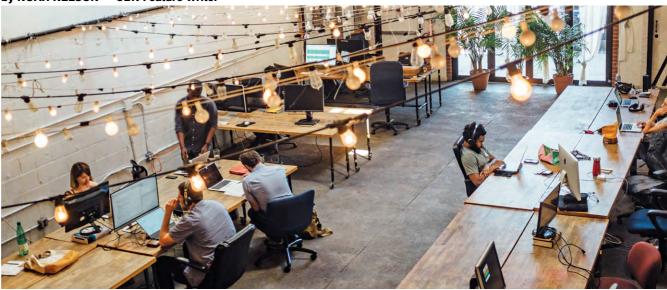


PHOTO | BY SHRIDHAR GUPTA ON UNSPLASH

n April 2020, the State of Oregon reached a new record: an unemployment rate of 14.7 percent. Due to many factors, including the onset of the COVID-19 Pandemic, Oregonians, along with plenty of Americans from around the country, were struggling to find and keep work. As of April 2023, that number is down to just 4 percent, with Deschutes County specifically coming in at 3.9 percent.

While the numbers look much better than they did in 2020, local businesses and individuals are facing a job market that has rapidly changed, and will likely continue to change in the future. From wages and remote work to just the cost of living, there are many factors that continue to influence the state of employment in Central Oregon.

Cascade Business News spoke to three local experts

PAGE 20

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INSIDE THIS ISSUE

Business & Industry2
Hot News3
City Desk4
Prineville/Crook County Spotlight8
Central Oregon Employment 16
Employment Resources 16
Largest Central Oregon Employers22
Money & Investment25
Who's Who26
Businesses Serving Community 27
Healthy Communities28
Permits 31
Rusiness Calendar 31



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404 NE Norton, Bend, Oregon 97701 541-388-5665

www.cascadebusnews.com
Send press releases/photos to cbn@cascadebusnews.com

CONTRIBUTORS

PRODUCERS

FounderPamela Hulse Andrews
President/CEOJeff Martin
Editor/Production Director/ Feature WriterMarcee Hillman Moeggenberg
Feature WriterAndrea Hine
Feature WriterNoah Nelson
Feature WriterSimon Mather
Distribution David Hill

RECENT TRANSACTIONS

Compass Commercial Real Estate Services brokers Jay Lyons, SIOR, CCIM, Graham Dent, SIOR and Grant Schutlz, CCIM represented both the seller, Mittry Farms Trust, and the buyer, QBW Investments, LLC in the sale of 413 W Hood Avenue in Sisters. The 10,184 SF retail building on 0.46 acres sold for \$1,625,000.

Brokers Bruce Churchill, Russell Huntamer, CCIM and Eli Harrison with Compass Commercial Real Estate Services represented the landlord, Rhine Family Ventures, LLC and Three Sisters Holdings, LLC, in the lease of a 2,552 SF drive-through retail space at the new Reed South development at 21175 SE Reed Market Road in Bend. Huntamer and Harrison also represented the tenant, Axel's Taco Shop.

Compass Commercial Real Estate Services broker Grant Schultz, CCIM represented the seller, Winnie Properties, LLC, in the sale of 65 SW Roosevelt Avenue in Bend. A 7,405 SF triplex on 0.17 acres sold for \$1,112,000.

Brokers Russell Huntamer, CCIM, Peter May, CCIM and Eli Harrison with Compass Commercial Real Estate Services represented the landlord, Northwest Asset Management Company, in the lease of a 4,600 SF retail suite located at 61334 S Highway 97 in Bend. Huntamer and Harrison also represented the tenant, The Little Gym.

Compass Commercial Real Estate Services brokers Russell Huntamer, CCIM and Eli

Continued on Page 30 ▶

Deschutes Public Library Awarded Grant for Construction of Solar Photovoltaic System

The Oregon Department of Energy (ODOE) recently awarded Deschutes Public Library a \$1,000,000 grant for construction of a powerful solar photovoltaic (PV) system at the planned Stevens Ranch Library in east Bend. Deschutes Public Library is one of 39 recipients of ODOE's Community Renewable Energy Grant Program funds, and one of only five entities that received the program's largest grant of \$1,000,000.

The new Stevens Ranch Library, which is designed to achieve LEED Gold standards, will include roughly 100,000 square feet of indoor and outdoor space on 9.3 acres at the northeast corner of 27th Street and Wilderness Way in Bend. The ODOE grant will fund the construction of an 828kW netmetered solar PV system on the building's roof and above portions of the parking

area. Construction on the new Stevens Ranch Library will start in early 2024.

"This grant will go a long way toward ensuring the Stevens Ranch Library's energy independence," said C0mmunications and Development Manager Chantal Strobel. "It will be an all-electric building, and the solar PV system allows us to capture the sunlight needed to be self-sufficient in terms of energy. From overhead lights to public computers to a collaborative maker space, the energy we need to operate will be supplied by the sun."

The Community Renewable Energy Grant Program supports planning and construction of renewable energy or energy resilience projects for Tribes, public

Continued on Page 30 ▶

Broken Top Club Set to Host Inaugural Central Oregon Junior Golf Association Classic

Broken Top Club in Bend will host the inaugural Central Oregon Junior Golf Association (COJGA) Classic on Monday, June 26. Proceeds from the sold out event will benefit the Central Oregon Junior Golf Association with funds supporting initiatives to get golf clubs in the hands of kids who have barriers to accessing organized recreation, including golf. This tenured organization has been providing meaningful life experiences through the game of golf in Central Oregon since 1993.

The COJGA Classic will feature 120 golfers (30 foursomes), made up of members of different private clubs from across Central Oregon. Local businesses, including title sponsor US Bank and supporting sponsors 10 Barrel Brewing Company, GoodLife Brewing Company and Aspire Wealth Advisors, have teamed to underwrite the event. Following the golf tournament, participants will enjoy

dinner and an awards ceremony. Former COJGA golfers who have gone on to play collegiate golf will be at the event as celebrity guests, hitting shots for teams, reflecting on their time in COJGA and the impact the organization made on their careers.

"The inaugural COJGA Classic aims to be one of the finest reoccurring fundraising tournaments in Central Oregon as it will bring the golf community of our area together in support of providing access to the game to those that may not have the opportunity that golf affords," said Tournament Director Nate Kitt. "The funds raised will support Central Oregon Junior Golf Association's philanthropic initiatives such as Free Golf Days, Girls Golf and PGA Family Golf. We believe that the time spent

Continued on Page 30 ▶

Bend Cultural Tourism Fund Announces \$400,000 in Grant Funding to Arts & Cultural Tourism Projects

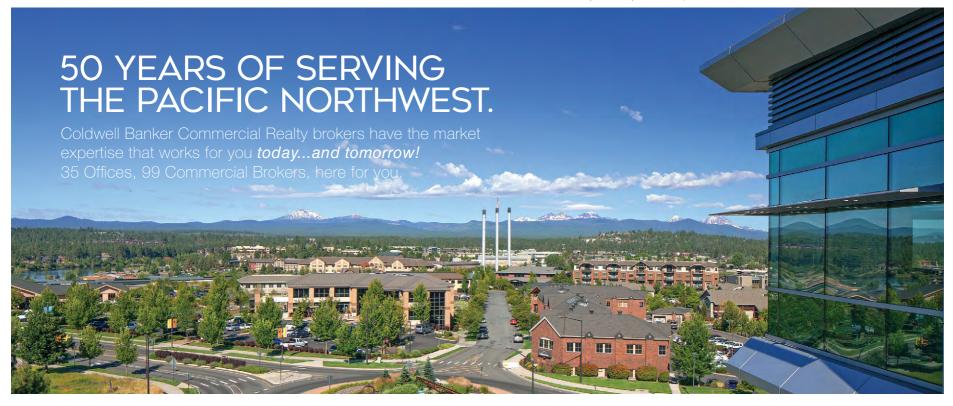
The Bend Cultural Tourism Commission, a Visit Bend Project overseeing the Bend Cultural Tourism Fund (BCTF), announces it has awarded \$400,000 in funding to grantees in arts and culture. The funds will help local organizations leverage marketing resources to attract more cultural tourists during the shoulder seasons and winter months. Funding begins July 1, 2023.

The Bend Cultural Tourism Fund, now in its eighth year, invests in cultural activities that draw visitors from beyond a 50-mile radius, benefiting the local economy and community, funding new activities through the Catalyst Grant program (Intended to support the bold ideas that aren't yet fully developed,

but can demonstrate extraordinary potential for increasing Bend's off-season cultural tourists), as well as long standing cultural traditions via the Marketing Grant program (intended to support high quality cultural tourism activities that demonstrate a clear and measurable economic benefit in Bend). Since its inception in 2015, the BCTF has awarded \$2,032,105 for 102 projects. For a full list of past projects and funding amounts, visit the BCTF website here.

"The Bend Cultural Tourism Fund is an important way for Visit Bend to diversify tourism offerings in our city,

Continued on Page 30 ►





AL EASTWOOD 541.350.0987 alvin.eastwood@cbrealty.com



PAULA VAN VLECK 541.280.7774 paula.vanvleck@cbrealty.com







JED BELLEFEUILLE 503.740.8399 jed.bellefeuille@cbrealty.com

Business & Industry



be used to provide assistance to residents who implement preventative or nonlethal wolf deterrence efforts.

The Deschutes Board of County Commissioners has appointed five members to the

committee, including: Owners or managers of livestock:

- Ethan O'Brien, Co-Owner, North 44 Farm LLC
- Johnny Leason, Owner, Pineridge Ranch Hay & Cattle LLC

Supporters of Wolf Conservation and Coexistence with Wolves:

- Sarahlee Lawrence, Owner/Operator, Rainshadow Organics
- Donna Harris, Core Member, Wolf Welcome Committee

County Commissioner:

- · Commissioner Phil Chang
- ♦ Deschutes County has extended the deadline for applications from residents who are interested in serving on its Historic Landmarks Commission until June 30.

The Deschutes County Historic Landmarks Commission (HLC) serves as a hearings body for matters concerning historic and cultural resources within unincorporated Deschutes County and the City of Sisters. It also coordinates historic preservation programs of the county, state and federal governments, and advises the Board of County Commissioners (BOCC) on historic and cultural resource policy.

The County has three vacant positions for at-large members who reside in Deschutes County. The first vacancy will fill the remainder of an existing term until March 31, 2024, with an opportunity for additional four-year terms. The second and third vacancies will fill the remainder of existing terms until March 31, 2026, with an opportunity for additional four-year terms.

The Historic Landmarks Commission meets quarterly on the first Monday of February, May, August and November at 5:30pm at the Deschutes Services Building in Bend. Additional meetings and locations throughout the County may be required.

Those interested in serving are invited to submit a complete application form which includes a letter of interest and resume, describing their interest in rural historic preservation issues and ability to serve collaboratively on a committee.

Please contact Tanya Saltzman at 541-388-6528 or tanya.saltzman@deschutes. org for additional information.

DESCHUTES COUNTY

♦ Deschutes County's newly established Wolf Depredation Compensation and Financial Assistance Committee will hold its first meeting on Monday, June 26, from 6-8pm at the Deschutes Services Building in downtown Bend.

The committee will focus on preventing and reducing conflict related to the presence of wolves by making recommendations to the Board of Commissioners on grant applications to the State's Wolf Depredation Compensation and Financial Assistance Grant Program. This grant program complements and supports Oregon Department of Fish and Wildlife's Wolf Conservation and Management Plan by working to proactively minimize wolf-livestock conflict and assist livestock producers experiencing wolf-related livestock losses.

Through this grant program, the state provides pass-through grants to counties to establish and implement county wolf depredation compensation and financial assistance programs. The grant funds can be awarded for compensation to residents whose livestock or working dogs are injured or killed by wolves. They can also



From the Legislative Desk



SALEM

♦ Addressing the state's child care deserts, the Oregon House voted in support of House Bill 2468 and House Bill 2683, critical legislation that will expand access to affordable, reliable child care for working families.

House Bill 2468 allows tenants to use rented units as child care facilities, supporting in-home child care providers and expanding care options for parents.

House Bill 2683 expands access to Oregon's Employment Related Day Care (ERDC) program, establishing independent bases of eligibility that includes household income, employment status, involvement with child welfare, and a child or family's use of homelessness services, amongst other eligibility criteria. These changes will help decrease financial barriers many low-income, working families face in accessing child care.

House Bill 2468 passed 37-20 and House Bill 2683 passed 54-3. Both bills now head to the Senate where they will fail to be considered unless Senate Republicans get back to work.

♦ Recently, the Oregon House passed House Bill 2697, addressing the hospital staffing shortage crisis by empowering nurses and other frontline health care workers to have a voice in staffing decisions.

The bill will specify nurse staffing ratios for specified hospital units and help providers deliver high-quality care for their patients. Oregon is the first state to have ratios in statute for nurses and staffing committees for health care workers.

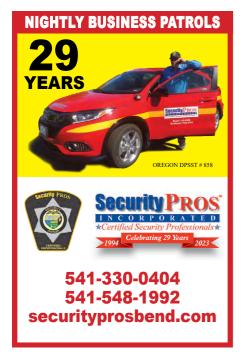
Nearly 70 percent of Oregon's nurses say they are experiencing severe burnout, with more than three-quarters reporting that their work lives are dangerously stressful due to unsafe levels of staffing and poor working conditions. This has led many to leave the profession.

House Bill 2697 addresses these concerns with common-sense provisions that will require a minimum number of hospital staff in specific units in order to have safe numbers of hospital staff to patients to provide the best care possible.

The bill provides protections for rest and meal breaks and a filing process through the Bureau of Labor and Industry. It will end hospital staff burnout and ensure patient care and safety are at the forefront of hospital systems.

The legislation also modifies hospital nurse staffing plan requirements and requires the Oregon Health Authority to issue civil penalties for hospital staffing plan violations beginning June 1, 2025.

House Bill 2697 passed 48-9 and now heads to the Senate, where it will only be considered if Senate Republicans show up and get back to work.





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Building Mental Resilience

The Key to Employee Engagement and Productivity

by ABBY GORMAN, Owner — Symplexi Employee Development

et's talk about building mental strength. We often hear about employee engagement, but there's an important aspect that seems to be overlooked — the toll on our mental well-being over the past few years. It's not just about realizing that we don't want to work; something deeper has changed and it's progressively getting worse.

When employees
have high life
satisfaction, they
tend to be more
productive, cheerful,
cooperative,
and innovative.

Generally, people need to feel productive to experience happiness. When employees have high life satisfaction,

they tend to be more productive, cheerful, cooperative, and innovative. However, many individuals have lost their previous mental balance, resulting in weakened connections to their jobs and employers. This isn't something managers can easily fix because employees are often hesitant to share these struggles with their employers. Since it's an inner condition, it needs to be addressed internally and individually with a trusted, experienced coach.

others find themselves in a mental health twilight zone. They may be functioning fine on the surface, but they experience high levels of irritability, emotional numbness, or a sense of personal powerlessness and purposelessness. They've lost their previous sense of life satisfaction, yet they can't pinpoint why, and long-term happiness feels elusive. This mental fatigue often leads to a low, often unnoticed, chronic stress level that affects all areas of life.

This is where coaches come in. They assist individuals in the internal work, helping them build mental strength and flexibility. This enables them to withstand stressors and understand how to utilize negative emotions as a catalyst for personal growth. Through this process, individuals can discover new meaning and purpose in life. Since happy employees are the most productive, employers need to find ways to support their employees in this journey. Failing to do so may result in further deterioration of their mental

Employers need to find ways to support their employees, and coaching is one answer.

Even though the government has declared the pandemic over, the last three years have been traumatic for everyone in some way. We typically associate trauma with violence or loss, but it can also stem from a series of smaller, accumulating negative events without enough time to heal in between. These microtraumas can create thought patterns that don't support us and unexpected emotional reactions, leaving us feeling disconnected from ourselves.

During the pandemic, we faced fear of death, uncertainty about the future, job losses, isolation, grief, political unrest, severed relationships, and financial hardship — all without sufficient time to process one before the next challenge arrived. Many people are now in a mental health crisis, while

As the result of the pandemic, many people are now in a mental health crisis, while others find themselves in a mental health twilight zone. resilience. It's crucial to prioritize mental well-being and provide the necessary resources and support for employees. By helping employees build their mental muscle, employers can foster a more engaged and resilient workforce, leading to greater productivity and overall success.

At Symplexi Employee Development, we understand that a company's success is directly tied to the growth and development of its employees. Our one-on-one coaching sessions are designed to help employees strengthen the mental muscle needed to navigate today's work environment and the stressors that are a normal part of any company.

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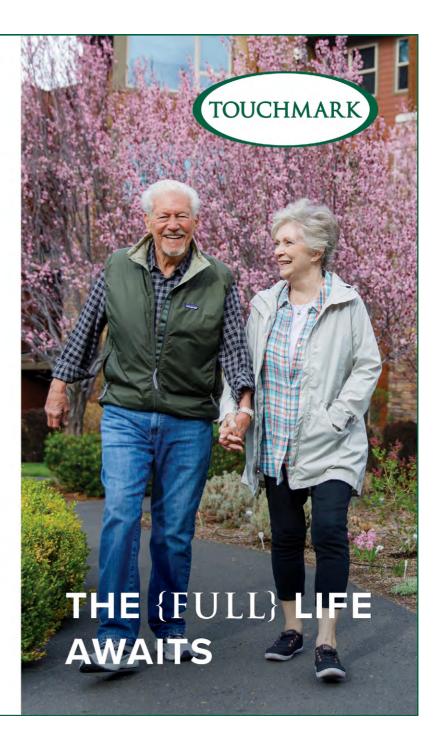
RSVP by June 23: 541-647-2956

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2023 Deschutes County Fair & Rodeo FREE Summer Concert Series Announced

by GEOFF HINDS, Director — Deschutes County Fair & Expo Center

he 2023 Bi-Mart Deschutes County Fair & Rodeo returns for its 103rd edition August 2-6. Fresh off one of the biggest fairs in its history, the Deschutes County Fair & Rodeo has an amazing star-studded entertainment lineup in store for your 2023 visit.

The Old Crow Medicine Show has established itself as America's most beloved Old-Time String Band and one of Nashville's most revered musical torchbearers. They will play the Kendall Toyota of Bend FREE Summer Concert Series at Deschutes County Fair & Rodeo on Wednesday, August 2. Their signature song Wagon Wheel is one of the most widely sung folk songs in history and was recently certified by Recording Industry Association of America (RIAA) as one of the top five country singles of all time. The Old Crow Medicine Show have nine Studio Albums, two Grammy Awards, one Country Music Television (CMT) Award and four music awards and seven nominations. Concert presented by 92/9 FM.

On Thursday, August 3, County Music rising star Carly Pearce takes the stage fresh off tour with Kenny Chesney. Pearce has four #1's including: What He Didn't Do, I Hope You're Happy Now, Never Wanted To Be That Girl and Every Little Thing. She has won: 2020 Country Music Awards (CMA) Awards Musical Event, 2021 Academy of Country Music (ACM) Awards Music Event, ACM Single of the Year, ACM Music Event of the Year in 2022, 2022 CMA Musical Event of the Year, GRAMMY Award for Best Country Duo/Group Performance, CMT's 2022 Artists of The Year, the 2021 CMA Female Vocalist of the Year and reigning ACM Awards Female Artist of the Year. Concert co-presented by KSJJ 102.9 & the Bulletin.

On Friday, August 4, All Time Low and their Pop/Punk catalog, streamed nearly half-a-billion times, will hit the High Desert. Since 2003, the group has notched five straight Top 10 entries on the Billboard Top 200, spanning the gold-certified Nothing Personal [2009], Dirty Work [2011], Future Hearts [2015] and Last Young Renegade [2017]. Their hit single, *Monsters* recently earned All Time Low nominations for Alternative Song of the Year and Alternative Artist of the Year at the 2022 iHeartRadio Music Awards, in addition to nominations for Top Rock Song at the 2021 Billboard Music Awards and "Favorite Rock Artist" at the 2021 American Music Awards. In 2021, the band returned with new singles *Once In A Lifetime* and *PMA* (Feat. Pale Waves). Concert presented by 92/9 FM.

On Saturday, August 5, the words "Yeah," "Ok," and "What" will have a new

meaning for Central Oregon as multi-platinum, Grammy award winning artist Lil Jon hits the stage. His smash hits *Turn Down For What, Bend Ova* feat. Tyga, *Get Loose, Live The Night, Savage*, have popularized the southern movement and lifestyle known as Crunk. His new hit with PITBULL *JUMPIN* is rocketing up the charts. Concert presented by Power 94.

For the second year in a row, the Deschutes County Fair will also present a Sunday concert as part of its Toyota of Bend FREE Summer Concert Series. On Sunday, August 6, Banda Machos y Banda Maguey. Banda Machos specializes in the Technobanda genre. They are best known for popularizing the Quebradita dancing style that became popular in the 1990s in Mexico and the United States. Their songs are often satirical, filled with double entendres. Some of these include Las Nachas, Me Llamo Raquel, El Próximo Tonto, La Manguera and Sigues Siendo La Reina. The band has been together for over 30 years and has recorded over 29 albums.

Along with Banda Machos, Banda Maguey have been called the two most successful exponents of the Technobanda sound. A favorite during the 1990s Technobanda craze, Banda Maguey took over the radio waves with their debut album Tumbando Caña in 1994, which contained a number of hits including *El Alacran*.

The Kendall Toyota of Bend FREE Summer Concert Series presented by Perfection Plus Auto Salon will again be held outdoors to take advantage of the beautiful Central Oregon summer evenings. All concerts are FREE with fair admission; no additional ticket required.

For 2023, additional free entertainment will be provided throughout the grounds, including multiple new exclusive attractions; including: Nightly Drone Light Shows, Sea Lions Splash, Extreme Sports Shows, J.D. Platt's K9 Kings dog show, circus performers, magicians, hypnotists, music and more.

The 2023 Bi-Mart Deschutes County Fair & Rodeo is sure to be an event that you will not want to miss. Make plans to join us August 2-6, 2023. Tickets for the 2023 Bi-Mart Deschutes County Fair & Rodeo are on sale now at DESCHUTESFAIR.com.

DESCHUTESFAIR.com



Summer Fun & Balancing Company Risks

by HEATHER WALL, Director of Human Resources — Brightways Counseling Group

t's the perfect time to discuss summer fun with leaders across all organizations. No matter what line of business you're in, summer is a time with increased absences amongst your staff due to all things vacation, summer fun, childcare and summer camps galore. In addition to the impacts on your staff during the summer months, many companies take this time to have a company picnic or team celebrations. While work goes on, there are some things to keep in mind if you are a people manager or business leader.

Make sure you are proactive in your communications with staff regarding attendance and requesting time-off in advance for proper staffing needs. This time of year is the perfect time to send a memo or email communications

reiterating your policy and "how-to guides" on how to input time-off requests into your systems. In addition to your staff, you should also ensure proper staffing amongst your people leaders, especially if you have new hires coming on board during the summer months. While summer is awesome, you don't want to find yourself short-staffed and providing a poor on-boarding experience for your newly hired employees.

Many companies tend to have time-off policies for new hires that do not allow use of their PTO until after an introductory period; this may be wise to remind impacted employees or include that reminder in the memo to all-staff regarding the time-off policy and procedures.

Now for the fun stuff! Company picnics! I have been to many over the years, some better than others. This is a great opportunity to come together as an organization outside of work to give thanks to your employees, share their impact to the organization with their loved ones; have some fun away from the office to reset and build a positive team morale (also great for cross-department collaboration and incorporation of remote employees).

However, there are a few things to keep in mind about these summer festivities shared between employee and company; those things involve risk. Sorry to be an HR buzzkill, but the risks that I have heard of resulting in poor execution of a company event are not worth the experience, not even close.

I will begin first by saying that while I am HR-I do support these events; I am even one that supports the beverages that are sometimes offered at these events. What I am not in support of however, is poor communication and planning around these risks.

So, if you proceed with these events, plan, and communicate in advance. If alcohol is being served, have a drink ticket system (reiterate professional and social etiquette that is expected during these events). If employees become intoxicated, make certain they have safe transportation to where they need to go (don't assume because it's off company property and/or outside of business hours, that this is not something you (the company) should disregard). Remember that these events should not be mandatory; they should be requested, but unless you are prepared to compensate, be careful making these events mandatory. Otherwise, if employees (specifically hourly paid employees) show-up, they do so on their own time because they want to participate in the experience without expectation of compensation (also, please look this law up if you are in other states, just to be safe).

Other things to consider: does your Worker's Compensation Insurance Policy cover

outside of the office events such as these (if not, you may be able to add additional coverage just to be safe)? Is the location of the event safe, is it safe for families with little ones; is there food served, (highly encouraged if alcohol is present). Are people checking IDs of employees and guests to confirm the legal drinking age? Other: food, drinks (specifically water to avoid dehydration), remind people of what to expect, what to bring if anything (i.e. swimming gear, sunscreen, comfortable shoes, etc.), location, start-time and end-time, objective/agenda of the event, and anything else that may be helpful in creating a fun experience for your staff outside of work, while also limiting potential risks.

Here's some scary scenarios I have heard about over the years in my HR world: sexual harassment claims, car accidents of guests following the event in which they were under the influence (charges were also filed against the company for negligence), assaults/crimes against employees when they were left by their leaders at the end of the event (don't leave until your employees leave), and of course the injuries that occurred resulting in significant workers compensation claims.

Now...there are always risks. Just because there are risks does not mean you still can't have a good time and put on a great company event. To avoid these risks and liabilities, it is all about planning and communication. If you cover your bases on all things that could happen and set up ways to avoid/limit those risks, then your liability lessens from malicious/negligent to accidental/unavoidable. Do what you can to create a fun, rewarding, and safe experience for your staff at summer (or any other time of the year) events.

Much good can come from hosting these events including increased morale amongst staff, increased appreciation and loyalty to the organization, teambuilding, and cross-department collaboration, and so much more. However, these rewards are not worth the risks. The key is to plan, communicate effectively, align your people managers with expectations and do your due diligence to ensure these efforts are in place so you can focus on the fun and not on the risks.

teambuilding.com/blog/company-picnic-ideas

mindtools.com/blog/office-party-dangers6

Heather Wall is the director of Human Resources at Brightways Counseling Group. She has 15 years in the HR profession, a master's degree in management, SHRM-CP, certified strategic HR business partner, certified in strategic workforce planning and a certified human capital strategist. Residing in Central Oregon for the last two years, Wall has worked with several small to mid-size business throughout the state of Oregon, Washington and California as a business partner focusing on building HR infrastructure and balancing compliance and culture within the workplace. In addition to her HR work, Wall volunteers as a Court Appointed Special Advocate (CASA) in Deschutes County, serving as an advocate for children in foster care. She resides in Sisters with her husband and two sons. In her spare time, she enjoys doing puzzles, playing in the snow and water (depending on the season), exploring new restaurants and spending time with friends and family.

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SPECIAL SECTION CROOK COUNTY

rineville EDCO Continued from page 1

Smith said the Barnes Butte Recreation Area is still being developed to its full potential but has preserved over 600 acres of land on the eastern edge of town, near the IronHorse subdivision, for public use.

The City was presented with a unique opportunity in 2016 when Brooks Resources deemed property, they controlled in the area unfeasible for development at the time and offered it to the municipality for just the debt owed.

Along with some 160 acres atop the butte owned by the Bureau of Land Management (BLM) it created a scenic recreation opportunity and the ability to protect wetlands and water rights, with work continuing on building out a trail system and future concept plans including a potential visitors' center.

Current development updates included Meta working on its 12th data center buildings towards completion of its campus complex, which when finished will span some six million square feet - making it the company's biggest worldwide. Meanwhile, Apple is looking to construct a third data center building, with approvals in place for three more.

Also on the private construction front, the Tom McCall Industrial Park, off Empire Drive, helmed by leading local builder and developer Kevin Spencer, continues its expansion, including a commercial node to provide additional business opportunities. The area forms part of the Prineville Enterprise Zone which offers tax incentives.

In terms of residential trends, Smith referenced plans for what would be the largest ever multi-family project in Prineville by some distance, in the shape of the 328-unit Reserve at Ochoco Creek Apartments proposed by Oregon-based Creations Northwest, LLC. The complex, off US-Hwy 26, would include a mix of traditional and cottage-style units.

In the same vein, another 112 units would come on stream with a proposal known as Ochoco Mill Apartments, which would provide additional workforce and affordable housing opportunities as well as spurring surrounding retail and commercial uses.

Other notable topics included progress with an Aquifer Storage & Recovery (ASR) System stacking water resources underground through an injection process and preserving native groundwater and further efforts towards water service infill for residents within city limits who currently have septic systems.

The data centers locally are also helping fund a feasibility study to assess if an innovative Wastewater Recovery potential plan could be environmentally practical.

Smith said the City of Prineville and Crook County were pursuing ambitious potential plans to build and operate a 20-megawatt biomass power plant facility.

Proponents say the Prineville Renewable Energy Project (PREP) would: reduce the risk of severe wildfires, reinvent jobs in the natural resources/ forest products industries, diversify energy supplies, reduce CO2 emissions,

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PRINEVILLE PLANNING DIRECTOR JOSH SMITH GIVES AN UPDATE ON CURRENT CITY PROJECTS AT EDCO

and reinvigorate the community and local economy, all while offering a clean, renewable energy source.

Over the past decade, the City of Prineville has gained recognition as a national leader in its innovative approaches to environmental protection and conservation. With an eye on the future, city leaders are focused on developing a renewable energy facility with significant environmental, community, and economic benefits.

Biomass power is carbon-neutral electricity generated from renewable organic material that would otherwise be left as a fuel hazard. Sustainable forest biomass utilization can provide environmental, economic, and social benefits.

Forest restoration, thinning and fuel hazard reduction activities, which generate biomass for energy use, are known to create more resilient forest stand conditions.

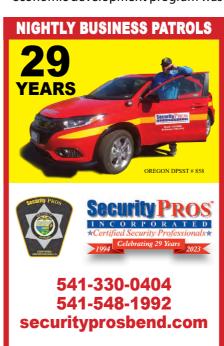
A report authored by Prineville City Engineer Eric Klann said the power plant would directly create 15 permanent, full-time, living wage jobs and indirectly create 100 jobs. In addition, over 200 jobs would be created over the course of construction and the re-invented forest products industry would provide additional employment in Prineville. "Since the 1880s, juniper range has increased tenfold in the Central Oregon area and the species elbows out native sagebrush and grasses and sucks up more than its fair share of water. Research has determined that up to 70 percent of rainfall is intercepted by the juniper canopy and never reaches the ground," added Klann. "The Prineville Renewable Energy Project would generate biomass for energy use and provide significant benefit to watersheds by improving the quantity of water available and enhancing ecosystems with improved soil and water quality.

"These improvements would be made by employing sustainable forestry practices, such as thinning and forest restoration. These efforts would also help to protect key watersheds from catastrophic damage, which ensures that sustainable quantities of high-quality water for both domestic and agricultural uses continue to flow."

Next steps involve exploring public-private partnerships, with the City seeking customers interested in purchase agreements for the power which would be created, and legislative action that supports market electric rates/schedules that accurately value the biomass baseload, renewable attributes.

About Prineville/Crook County EDCO:

Prineville/Crook County EDCO is a nonprofit corporation supported by private and public members and stakeholders. Its mission is to create a diversified local economy and a strong base of middle-class jobs in Crook County. With a focus on helping companies MOVE, START, and GROW, the local Prineville/Crook County economic development program was initiated in 2007, with a director dedicated



specifically to the success of Crook County businesses. The goal is to help attract and create new traded-sector jobs and capital investment through marketing and business recruitment; retain and expand existing businesses; and foster new business formation through entrepreneurial efforts. Additionally, EDCO works to improve the region's business climate and set the table for a successful economy in Central Oregon through strategic projects. Maintaining adequate acreage of industrial land, building an ecosystem of work ready talent, advocating for transportation and aviation projects, and aiding with state designations that increase chances of additional funding for companies and infrastructure are just a few examples of ways it works to improve the Central Oregon economy.

edcoinfo.com

SPECIAL SECTION

CROOK COUNTY

Prineville/Crook County EDCO Mission at Work

by KELSEY LUCAS, Prineville/Crook County Director — EDCO

rineville/Crook County Economic Development through Economic Development for Central Oregon (EDCO)'s mission is to help move, start, and grow traded-sector businesses to purposefully create a balanced and diverse economy both locally and region-wide. EDCO supports Central Oregon businesses in countless ways, including, but not limited to: advocating for state and local policies that promote economic growth; administering state incentive programs designed to help local businesses; accessing federal and state funds that aid in implementation of major infrastructure improvements, economic resiliency and community development efforts; identifying new local economic opportunities and retaining existing business wealth;



PHOTO I COLIRTESY OF EDCO

collecting and disseminating data on industry trends, workforce development, and business financing; working to further develop commercial air service in partnership with Redmond Municipal Airport (RDM) and local tourism/DMOs; catalyzing a network of innovation and entrepreneurial support; and encouraging other table-setting opportunities to further improve the business operating environment at the state and local levels.

Between 2020 and 2022, Crook County experienced the greatest cumulative population increase in the entire state of Oregon. The county also boasts one of the fastest growing job markets in the state, according to the Oregon Employment Department. Deschutes County saw the highest number of new residents between 2020 and 2022 with 8,293 new people, or 4.2 percent growth, which put the county's population at 206,549 people. Jefferson County saw a 3.4 percent increase in the same period, and Crook County saw a 6.6 percent increase, the greatest cumulative rate in the tri-county area.

Since early 2020, Crook County has added over 825 jobs, with nearly 200 of those added last year. Most of these jobs are in the information, private education, health services, business services, and manufacturing sectors, according to the employment department's press release. Crook County has seen a significant increase in employment over the past five years, with nearly 16 percent more residents employed in 2021 than in 2016. Unlike comparison geographies, including Deschutes, Jefferson, Oregon, the United States, and similar rural areas nationwide, employment in Crook County was minimally impacted by the pandemic. The 2021 GDP per worker in chained dollars in Crook County was \$84,278, which exceeds

those same comparators, and neighboring MSA, Deschutes County. A homegrown tech sector likely contributed to gains in this metric, increasing both personal wealth and broader economic output in the region. Over half of Crook County's workforce is employed in the tradable goods sector, with 21 percent of workers employed in manufacturing. Retail trade, construction, transportation and warehousing, and health care/social assistance round out the top five industries. In contrast, 11.2 percent of residents are employed in tradable services such as banking and financial services, consulting and tech. Proprietors account for over one-third of workers in Crook County, with nearly 15 percent more individuals identified as self-employed in 2021 than in 2016. Additionally, 12.3 percent of workers in Crook County work in young firms (companies less than five years old).

According to a 2022 report by Heartland Forward, Prineville, Oregon has been named one of the "Top 10 Dynamic Micropolitans in the United States." A "micropolitan" area is a community with an economic hub/central city of 10,000 to 50,000, and Prineville was ranked number nine of the 543 statistical Micropolitan areas nationwide. The report analyzed changes in key economic conditions from 2015 through 2020 and ranked micropolitan areas across the country. Prineville was ranked first for short-term average pay growth and second overall in short-term employment growth. The report suggests that micropolitans with outdoor recreation and some form of manufacturing

Continued on Page 14 ►

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CROOK COUNTY SPECIAL SECTION

Prineville's Pro-Business Environment has Been a 'Real Driver for Our Local Economy'

by ANDREA HINE — CBN Feature Writer

Then I founded Mid Oregon Personnel back in 1984, Prineville had five sawmills and a huge manufacturing base of secondary wood products companies employing up to 25 people. None of that is left in town," said

"So when the recession hit in 2008, the city was really in a pickle," he continued. "Fortunately, Prineville's leaders had the insight to diversify, and subsequently created a very pro-business environment to both attract outside enterprises, and support those on the inside."

Examples, according to Lambert, "include streamlining its regulations, and creating incentives such as enterprise zones in which tax exemptions are offered to encourage business investment and provide jobs. These have been a real driver for our local economy."

Reflecting this economic diversification, he continued, "are the large number of high-tech companies, as well as a concrete plant that manufacturers products such as feed troughs and road barriers; a company that produces salt materials used in de-icing; an RV manufacturer; and a wood grain company."

Lambert emphasized that "the data centers alone have been a gold mine to the local economy. They really pulled us out of the fire, and continue to play a critical role in tax contributions and support of local schools and nonprofits."

He added that "many companies are in Prineville now that weren't here before the economy became much more balanced. The same can be said for job openings. There are currently a number of them, some paying as to \$25 an hour to start. In fact, Mid Oregon Personnel could probably hire 50 people in the next two weeks if we could find them."

(Mid Oregon Personnel, with offices in Prineville, Bend, Redmond and Madras, bills itself as "consistently the largest supplier of industrial employees in Central Oregon." It also offers administrative, clerical, professional and seasonal employee support.)

187 NW Second St., Prineville midoregonpersonnel.com

osendin Electric Continued from page 1

Although "we have only so much money each year to donate," admitted John, "we're trying to do so more and more as the company expands into Bend and Redmond, and have set up a foundation to centralize all charitable giving. Our focus, however, will always be Prineville and Crook County — where 90 percent of Rosendin's work takes place — as we want to demonstrate how much it means to us to be here."

(Rosendin Electric won the Prineville Chamber's "Large Business of the Year" award for its "demonstrated excellence in providing products and services within the community and support of specific projects that have led to civic improvement and the overall development of the economy within the current year." The two other finalists were Meta and Fortis Construction.)

Rosendin's primary work in Prineville is with high-profile data center clients, starting with the first facility in 2011 that required 18 months of work. "Our two biggest markets are renewables and data centers — both new construction and sustaining (or maintenance) work," said John. "We're also involved in design and construction of wind energy plants, including grids and collection systems."

In Deschutes County, Rosendin has completed a two-year project to upgrade the electrical infrastructure throughout a St. Charles Health System facility in Bend; and provided electrical and data services for the construction of Academic



ROSENDIN PROVIDED ELECTRICAL AND DATA SERVICES FOR A NEW FOUR-STORY ACADEMIC LABORATORY
BUILDING AT OSU'S CASCADES CAMPUS | RENDERING COURTESY OF SRG PARTNERSHIP

Building 2 at Oregon State University's Cascades Campus. Future projects, he noted, include the next building for OSU, service work for the St. Charles Cancer Center — Redmond, and a job in the pharmaceutical field.

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CROOK COUNTY

The Perfect Plan

COCC's Center for Business, Industry, and Professional Development is Bringing an In-Person Training to Prineville Beginning June 28

by MARK JOHNSON — Central Oregon Community College

riting a business plan can be a daunting task. Sue Meyer knows that firsthand — and knows how to coach entrepreneurs through this critical part of business success.

"The number one thing people say about business plans is they're afraid," said the assistant director and instructor of the Small Business Development Center at Central Oregon Community College. As an entrepreneur and business owner since 1994, Meyer realizes how important the plan, and process, can be in shaping business success.

"Business Planning Made Easy" is a class Meyer teaches that eases those fears. The three-part training is being offered at COCC's Prineville campus for the first time, beginning June 28.

Attendees can start from scratch or bring a sketched-out concept in need of finetuning. "We work with what you have," added Meyer. "We don't teach in a linear fashion. Participants can move around the plan structure as needed."

The business-planning software, included with the cost of the class, makes the experience easy with prompts that guide users forward. It's an appropriate tool and curriculum for all. "Everyone is welcome, from first-time business owners to those pitching an investor," said Meyer.

The class helps business owners identify their market and forecast sales and expenses. Existing business owners can better manage their operations, ensuring they have the key elements for a viable, achievable enterprise. Cost is \$199; register at cocc.edu/cbipd.

"Business Planning Made Easy" is offered as three, three-hour sessions, either in person on campus or via a Zoom option, on Wednesday evenings on June 28, July 12 and July 26. Between classes, Meyer meets with attendees for one-on-one advising. That

classes, Meyer meets with attendees for one-on-one advising. That personalized attention brings an added dynamic to the class. So does the student connection piece.

"The synergy of working with other students can really add to it," said Keri Podell, program manager at the college's Center for Business, Industry, and Professional Development. "Participants see what works for others, and create a network that extends beyond the class."

Meyer's class is offered through the Small Business Development Center, which about a year ago was integrated into COCC's new Center for Business, Industry, and Professional Development, a regional workforce resource. The center combines the college's established small business program with a range of skill-building courses, trainings, licensing and certifications offered throughout Central Oregon on campuses and via Zoom.

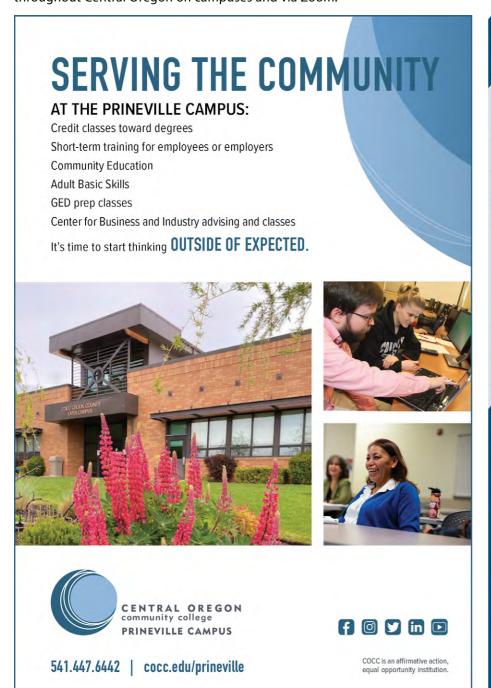


THE THREE-PART CLASS IS BEING OFFERED IN PRINEVILLE BEGINNING JUNE 28 | PHOTO COURTESY OF COCC

For Jake Guynup, who until recently owned Prineville's Grocery Bandit, COCC's small business classes helped him increase profitability and ultimately sell his discount and liquidation grocer business. "I had worked in or been around various other businesses but never fully managed one, so I needed to focus on pretty much every aspect of the business," he said. "I'm surprised by how much poor and mediocre advice and information I had from other people and small business owners. Business is hard enough with good advice and information — with poor information, it's brutal."

Explore COCC's full range of noncredit business course offerings and industry-specific resources at cocc.edu/cbipd, or contact cbipd@cocc.edu or 541-383-7575.

cocc.edu





SPECIAL SECTION **CROOK COUNTY**

'Come in Anytime & Ask Questions' Urges Prineville Planning Director

by ANDREA HINE — CBN Feature Writer

rineville, with a current population of 12,000 (a ten percent increase since 2020), and an annual growth rate of 3.2 percent, used to have four city planners. "Now it's just me," said Josh Smith.

This means that unlike other towns where separate departments handle issues such as housing, attracting new businesses, job creation, and image improvement, I'm constantly bouncing between all of them. And as it's impossible to focus on just one area without affecting the others, I'd describe what I do not as controlling these issues, but rather as managing them."

Land Use Flexibility

During his 18 years on the job, Smith has found that "the key to making this work is trying to stay flexible — particularly in the area of land use. As City Manager Steve Forrester says, 'We move at the speed of business, while still focusing on our mission of advancing Prineville's economic vitality.'

How does this translate? According to Smith, "while we have to prioritize, and adhere to codes, we don't need permits for everything that walks in the door, and try not to get wrapped around the axle like some cities. This means we can move faster. One example is the ease with which Facebook's first data center was approved — it happened in about a month."

Another example, he added, "is a 328-unit apartment complex that was recently approved in two months." (Plans call for 11 three-story apartment buildings that will house 270 units, and a 58-unit cottage development consisting of single and duplex-style homes — providing a total of 188,600 square feet of total living space.) Once completed, it will be the largest multi-family development ever built in Prineville.

Advancing Quality of Life

The planning department's mission also includes "advancing the quality of



THE LATEST EXPANSION OF FACEBOOK'S PRINEVILLE'S DATA CENTER CAMPUS — ITS LARGEST IN THE U.S. — RINGS THE TOTAL TO 11 BUILDINGS AND 4.6 MILLION SQUARE FEET I PHOTO COURTESY OF META — FACEBOOK





PRINEVILLE'S AQUIFER STORAGE AND RECOVERY (ASR) SYSTEM WON THE LEAGUE OF OREGON CITIES AWARD FOR EXCELLENCE IN 2022 | PHOTO COURTESY OF TREATMENT PLANT OPERATOR

life." In this regard, said Smith, "a city can't just point to industrial and commercial development. Prineville is also developing its recreational options, which feature the new Barnes Butte recreation area, and the Crooked River Wetlands Complex with its network of walking, running and hiking trails. Prineville also has a large amount of public land within five miles of the city limits."

In addition, he pointed out, the Crook County Parks and Recreation District manages 13 parks and three campgrounds, and is continually expanding its county-wide trail system in partnership with other local government agencies and the Central Oregon Trail Alliance.

Image Enhancement

Image enhancement is another planning department priority. "When I moved here in 1998," said Smith, "I'd describe the prevalent attitude as 'it's good enough." People didn't particularly care about having enough trash cans or benches in the downtown area, or enhancing its 'curb appeal."

"What they didn't realize," he continued, "is that a nice main street will attract more people and more businesses. In that regard, I'd say that Prineville is 'an emerging community' — similar to Redmond 15 years ago."

Rapid Growth in Diverse Economy

According to Smith, Prineville's recent construction boom actually began back in 2010 with the first Facebook data center — the company plans to have 11 total buildings by 2027 — followed by Apple's 338,000-square-foot facility on SE Baldwin Road. (The City approved an expansion in April, which will commence with site and infrastructure work.)

In the last three years, he said, "construction has exploded, with auxiliary manufacturers and contractors building like crazy. One result is the need to expand our industrial park, which has filled up so much that we're looking at building a second one."

Smith characterized Prineville's economy as "diverse — encompassing a range of enterprises from Les Schwab to government agencies, and a secondary mill that produces wood products. The town can't be pigeon-holed into one industry."

And, he continued, "Prineville is set to continue its rapid growth. I predict that we'll exceed our current three percent rate — whether everyone in the community wants it or not."

Smith cautioned that "In order to accommodate that growth, the city needs more water, sewer and transportation infrastructure — an example being a large pump, and a new well and tank. One factor contributing to our increasing demand for water is the fact that Prineville is attracting more manufacturing businesses, which have greater water needs."

Interest in Innovation

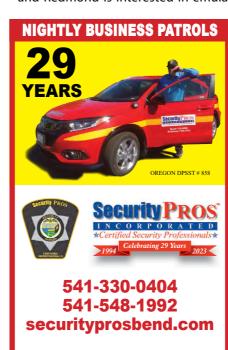
Fortunately, "one unique characteristic about Prineville is its interest in innovation and trying new approaches," he said. "Our Aquifer Storage and Recovery (ASR) system, for example, is based on pumping water into the aquifer beneath the Prineville airport during the winter, when demand is low, and retrieving it during the summer, when demand is high — thereby reducing the need to build expensive storage facilities."

The ASR system won the League of Oregon Cities Award for Excellence in 2022, and Redmond is interested in emulating our wastewater wetland system, said

Smith. "In a similar cost-effective and sustainable vein, we're exploring the use of wastewater — versus potable water — to cool local data centers."

Smith added that "Prineville is also unique, especially as a small community, for owning a railroad (an 18-mile shortline connecting Prineville and Redmond) and a golf course. In addition, we manage our airport, which just received \$450k in federal funds for runway and pavement improvements, and is constructing two rows of rental hangars to produce additional revenue for the city."

Despite his responsibilities in such a range of critical issues impacting Prineville's future, Smith remains modest and approachable. "One of the aspects I like best about my job is helping people, and offering information that they need. My attitude is 'come in any time and ask questions.'



SPECIAL SECTION CROOK COUNTY

Downtown Association 'Working to Make Prineville Even Better'

by ANDREA HINE — CBN Feature Writer

Bryan Iverson, in looking back at his decision to help "preserve and develop the quality and economic stability of downtown Prineville," has a straightforward explanation.

"Becoming a business owner on Fourth Street, and therefore vested in the downtown area, was the impetus for me to ask "what's going to make this better?" he recalled.

"But rather than just talking about possible improvements, a group of like-minded people — including my wife, my business partner, and the director of the Chamber — decided that someone has to own this, and championed the effort from there." Hence the Prineville Downtown Association, originally founded in 1868, was re-established in 2019.

According to Iverson, owner and chief strategist of the Iverson Group, "we realized from the start that although our members cared about the downtown, we had to do something that would shock the community to make them care as well. So we started by designing, fabricating, and putting up an archway on Main Street between Third and Fourth — all with private funding — and then gave it to the City of Prineville."

"This gesture made it clear that the Downtown Association was already doing something substantial, and also showed that we weren't in it for ourselves — but rather were working for the benefit of the entire community."

Subsequently, "just as we had hoped, more and more property owners joined in," Iverson said. "And to take advantage of more grant opportunities, the Downtown

Association moved into a 501(c)3 — which is for charitable organizations from a 501(c)6, a business membership category. (We've used grant money to fund most of our projects, but the 501c3 classification will allow us to build out this source.)"

He explained that "our focus has always been on infrastructure, as opposed to beautification (which is an easier way to start). One example is sidewalk lighting/walkability along Fourth Street so people have the ability to park with a lighted walkway leading to downtown destinations such as restaurants. This is a particularly important consideration between October and March when darkness comes earlier. Looking ahead to the prospect of having trees along the sidewalk, we also put water lines under the light poles."

Other examples of Downtown Association projects include making free WiFi accessible for the area encompassing the library, the downtown core and the fairgrounds — in partnership with Facebook; and "re-doing the downtown



UPON ITS COMPLETION, THE PRIVATELY FUNDED ARCHWAY ON MAIN STREET WAS GIVEN TO THE CITY OF PRINEVILLE | PHOTO COURTESY
OF BRYAN IVERSON

sidewalks, block by block. We're also aiming to earmark both sides of the road leading into Prineville, just as the archway does at one end," Iverson said.

In addition, the Downtown Association played a role in supporting state efforts to secure state funding build a new courthouse (while saving the previous 112-year-old building), and to extend funding for the Bowman Museum.

"The City of Prineville has always been super helpful," Iverson emphasized, "and can see our successes without having to carry the load."

He added that "members of the Downtown Association spend a lot of time 'overtalking,' as I like to say, in promoting our ideas before local groups and making sure that everyone's on board. By no means do our efforts take place without the community's endorsement. Together, we're working to make Prineville even better!"

prinevillechamber.com/downtown

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SPECIAL SECTION CROOK COUNTY

DCO Mission

Continued from page 9

fared better economically than others through the pandemic. The factors considered in the ranking include short-term average pay growth, shortterm employment growth, young firm share of total employment, young firm knowledge intensiveness, and per capita income.

The Redfin median home price for Prineville was at \$399,900 as of April 2023, a slight decrease from the \$402,000 median home price last year. Portland homebuyers searched to move into Prineville more than any other metro followed by Seattle, Washington; San Francisco and Los Angeles, California; and as far as Madison, Wisconsin; Washington, DC; and Nashville, Tennessee.

Our Top 25 Crook County Employers, based on employment numbers, totaled 3,829 employees for 2023, across diverse industries and occupations. According to the Oregon Employment Department, Crook County saw the highest annual average wage growth in the state between 2021 and 2022, with a 31 percent increase. In addition to the significant growth through 2022, Crook County also experienced the highest wage growth over the past ten years (2012-2022) at 43 percent, and post-Great Recession to present day (2008-2022) at 51 percent. Crook County now has the third highest annual average wage in Oregon, up from #6 in 2022, behind Washington and Multnomah Counties. The 2022 annual average wage for Crook County was \$70,221. Deschutes County was #7 with an annual average wage of \$60,430 for 2022 and Jefferson was #18 with \$50,741.

Some Crook County economic highlights from the past year include:

- Prineville/Crook County Economic Development assisted with two new company projects and one local company expanding their operations for a total of three projects, creating 21 new jobs locally and bringing in an estimated \$1,393,000 in capital investment. In addition to those three projects coming to fruition, there are currently 32 pending projects in the pipeline.
- The City of Prineville and Crook County co-sponsored the renewal of the local Crook County Enterprise Zone, the most widely used business development incentive in Oregon, for the next ten years. The program allows property tax exemptions in designated areas for up to five years in Urban areas and up to 15 years in Rural areas, in exchange for capital investment, job creation, and employee compensation requirements, in some cases. The current zone was set to expire on June 30, 2023, and will now renew on July 1, 2023, for the new term. Since the Crook County Enterprise Zone's initiation in 2012, 32 projects have utilized the program, which created 774 local jobs, and spurred \$7.18 billion in capital investment. There are currently 76 enterprise zones across Oregon — 58 in rural areas and 18 in urban areas.
- In March, Prineville received funding from Meta to partner with the Center on Rural Innovation (CORI) to analyze our entrepreneurial ecosystem and tech talent development opportunities, through a technical assistance process, including assessment, strategic planning, and funding recommended

findings. CORI is a national nonprofit committed to advancing economic prosperity in rural America through the creation of inclusive tech economy ecosystems that support scalable entrepreneurship and tech job growth. The organization provides strategic support to rural communities that want to develop inclusive, vibrant digital economies. Other CORI projects across the country have included development or support of incubator spaces, coworking facilities, career hubs, makerspaces, student programs, digital skills training for rural workforces, and mixed-used entrepreneurial/training hybrids. Each community has a tailored approach based on the existing infrastructure and perceived gaps based on the industry diversification post-wood products era.

- Top Gun Resources is a new traded-sector business to Crook County, but not to Central Oregon. Top Gun Resources is an Emergency Management Resource company that has been supporting government agencies in disaster resiliency efforts since 2015, and their work has helped provide resources throughout the pandemic, various hurricanes and natural disasters. Presently their focus is on wildland firefighting needs. The company is currently building a new facility in Prineville's Tom McCall Industrial Park, which will serve as a central location for many of their operations nationwide. Construction is expected to be completed in August 2023, and the company is excited to become part of the Prineville Business Community. Top Gun Resources' mission is to provide support to government agencies during emergencies, and they have been doing so successfully for several years.
- EDCO Prineville's newest events are the Quarterly Member Mixers. This event is aimed at gathering current members and reaching new members to learn more about EDCO' Prineville's work and partner organizations that impact economic and community development locally. These are hosted quarterly at various local businesses, offering a casual setting to network with other business leaders and stakeholders and spotlighting different topics each quarter, such as commercial real estate trends, Crook County School District's CTE programs and associated career pathways, and City of Prineville housing and infrastructure projects. Our next Mixer will be Thursday, September 14 at Thompson Pump & Irrigation's new Powell Butte location, featuring an update on the Redmond Municipal Airport (RDM)'s recent commercial air service efforts and details on the upcoming \$200M airport expansion, from Airport Manager Zach Bass.

EDCO is a nonprofit public-private economic development organization that receives funding from members and community partners, such as the City and County, as well as private industry, so that we can create a thriving business ecosystem that benefits everyone in the Crook County and Central Oregon communities. There is a separate program and budget dedicated to each Central Oregon community, but valuable regional collaboration to share knowledge and business resources. This work creates family wage jobs for Central Oregonians and increases the local tax base to support the growing number of people currently living here and those moving here. With EDCO's efforts, the region can grow by design, not by default.

edcoinfo.com

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Celebrating 78 Years of Cowboy Culture in Crook County

by KASEY EVERY — Every Idea Marketing

 $n\,Crook\,County, the\,Cowboy\,Capital\,of\,Oregon, we\,celebrate\,our\,Western\,heritage\,and$ lifestyle in a big way. Held annually, in June and July, at the Crook County Fairgrounds in Prineville, the Crooked River Roundup Association puts on two separate events that include a PRCA-sanctioned rodeo and the largest parimutuel horse races in the State of Oregon. The rodeo is less than two weeks away, so it's time to bust out your Western wardrobe as Crook County welcomes rodeo fans to one of Oregon's oldest family-friendly events—the historic Crooked River Roundup (CRR) rodeo, which is scheduled for Thursday, June 22, through Saturday, June 24. Along with world-class professional contestants, CRR welcomes back fan-favorite Young Guns. Unique to Oregon Pro Rodeo, Young Guns showcases the next generation of rodeo competitors from ages six to 18. These contestants will compete alongside world champions during CRR's PRCA performances held nightly Thursday through Saturday.

The Crooked River Roundup Rodeo & Horse Races are the largest events in Prineville. Thousands of people from all across the United States attend these events. The estimated economic impact the Crooked River Roundup has on the Prineville community is estimated to be \$2,045,000 every year.

2023 Rodeo Queen Mayzee Dalton is very proud to be a homegrown secondgeneration CRR royalty. Mayzee will commence her reign over all Roundup events and represent CRR throughout the Northwest.

2023 Grand Marshal Doug Smith has served on the CRR Board for 46 years, working tirelessly to build the Rodeo and Races and strengthen supporting efforts. CRR is pleased to honor Doug as a dedicated community leader and longtime board member. His service and contributions have been significant in producing the Rodeo and Races and so many other special offerings we've been able to





provide through the years.

"We're proud to produce one of the most respected rodeos in the Northwest, which draws top cowboys and cowgirls from all over the world," said CRR Board President Steve Holliday. "Our committee has spent the last year planning an even bigger, better experience for this family-friendly event. But this is more than just a pro rodeo: The Crooked River Roundup unites our neighbors and affords us the tremendous privilege of investing in and giving back to our community. In fact, over the last seven years, CRR has raised over \$100,000 and donated to more than 35 local organizations."

Tickets are available for purchase now, online only! Fans are encouraged to get their tickets purchased as soon as possible due to sellout crowds last year.

Beyond the Rodeo, CRR will host its parimutuel horse racing from Wednesday, July 12, through Saturday, July 15, 2023.

About the Crooked River Roundup:

Produced by a dedicated Board of Directors and over 500 volunteers, Prineville's CRR brings together community members and visitors to witness the athleticism of the nation's top rodeo stock, cowboys, and cowgirls. Started by local ranchers in 1945 to celebrate the cultural heritage of the "Cowboy Capital of Oregon," the CRR has evolved into one of the oldest family-friendly events in Oregon and the largest in Crook County. CRR consists of a PRCA-sanctioned rodeo the last weekend of June and four days of Oregon's largest parimutuel horse racing in July.

crookedriverroundup.com



Central Oregon Employment

Employment Resources (Listed Alphabetically)

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Parent Company	Services
All Star Labor & Staffing 550 NW Franklin Ave., Ste. #348 Bend, OR 97703	541-389-1718	541-389-6096	www.allstarlabor.com jobs@allstarlabor.com	KC Kelly	2	2012	All Star Labor & Staffing	Construction, clerical, industrial temp to hire payroll & employee leasing.
Barrett Business Services, Inc BBSI 497 Century Dr., Ste. 101 Bend, OR 97702	541-382-6946	541-388-1984	www.bbsi.com Chris.Piper@bbsi.com	Chris Piper	4	1990	Barrett Business Services in Vancouver, WA	Professional employer organization, HR, employee benefits, payroll, safety, workers comp., temp & long term staffing, employee leasing.
Begin Right Employment Services 3835 SW 21st St. Ste 104 Redmond, OR 97756	541-526-1300	541-526-5089	www.beginright.com ainskeep@beginright.com	Amy Inskeep	3	2014	N/A	Locally owned & operated for over 30 years. We provide payroll services, human resources, safety training, along with temporary, contract to hire, & direct hire employees.
Business Health Resources, Inc. 187 NW Second St., Prineville, OR 97754 2248 NE Division, Bend, OR 97703 213 SW Fourth St., Ste. 100, Madras, OR 97741 465 NW Elm Ave., Ste. 101, Redmond, OR 97756	541-447-1299 541-382-0445 541-475-7640 541-923-5260	541-447-1889 541-389-6094 541-475-7656 541-923-3509	admin@business-health.us admin@business-health.us admin@business-health.us admin@business-health.us	Kayla Tibbett Sam Lambert Julie Shepherd Nick Kessel	12	1997	BHR Prineville, OR	On-site & walk in employee non-DOT drug testing service. Pre-employment & random testing Located in the four Mid Oregon Personnel offices in Bend, Redmond, Madras & Prineville.
Cardinal Services, Inc. 855 SW Yates Dr., #201 Bend, OR 97702	800-342-4742	N/A	www.cardinal-services.com aaron@cardinal-services.com	Aaron Trudell, Staci Delgado, Matthew Brebrick	10	1984	Cardinal Services, Inc.	Oregon family owned & operated, has been helping local business owners achieve marketplace success since 1984. Provide a full range of employment services customized to fit any size or type of business. Offers employee staffing/recruiting/screening services, payroll & HR administration, risk/safety consulting, affordable 401(K) benefit plans, co-employment/employee leasing options & total employer compliance support. Serving employers & job seekers across the Pacific Northwest with six office locations across Oregon & in Northern California.
Central Oregon Intergovernmental Council 334 NE Hawthorne Ave. Bend, OR 97701	541-548-8163	541-923-3416	www.coic.org coic@coic.org	Tammy Baney	111	1972	COIC	Education, employment, economic development, loans & transportation services.
Certified Personnel Service Agency, Inc. 1707 NW Sixth St. PO Box 514 Redmond, OR 97756	541-504-9675	541-504-0590	www.cpsagency.com redmond@cpsagencyinc.com	Karisa Mata, C.J. Redman	3	1999	CPSA, Inc. La Grande, OR	Temporary, temp to perm, permanent, traffic control flaggers & pilot car, traffic control devices, traffic control plans.
COIC WorkSource Office - Bend 1645 NE Forbes Rd., Ste. 101 Bend, OR 97701	541-388-6070	N/A	www.coic.org coic@coic.org	Dana Dunlap	5	1972	COIC	On-the-job training, job placement assistance, career counseling, business resources, re-training assistance, employment workshops & more.
COIC WorkSource Offices - Redmond 2158 SE College Lp., Ste. C Redmond, OR 97756	541-388-6416	N/A	www.coic.org training@coic.org	Dana Dunlap	9			On-the-job training, job placement assistance, career counseling, business resources, re-training assistance, employment workshops & more.

Continued on Page 18





Oregon Ranks as One of the Most Financially Challenged in the Union

Cory J. Allen Talks Financial Literacy

by NOAH NELSON — CBN Feature Writer

recent study from the Santa Monica, California-based Uplift Legal Funding ranks Oregon among some of the most financially-challenged states in the Union, based on a number of factors including consumption as a percent of income, the percentage of income saved, a debt-to-income ratio, and both savings and debt searches performed per 100,000 residents. Out of all U.S. states, Oregon was ranked sixth from the bottom, sitting above Alabama and right below Utah in the rankings.



Cory I. Allen

Needless to say, Oregonians could benefit from a lesson in financial literacy. To do so, we spoke with Cory J. Allen, the senior vice president and team leader of Central Oregon's Washington Trust Bank. He is responsible for managing Washington Trust's Central Oregon commercial banking portfolios, and he has 17 years of experience in commercial banking, specializing in underwriting complex, customized credit structures, along with business development and career development.

Allen started out by stating that financial literacy is all too often ignored and overlooked, "In general, the largest piece of this puzzle comes from a lack of education or knowledge on the subject," he said. "Making financial literacy a focus would help tremendously."

Allen said for many people, finances are not something that was ever spoken about growing up at home. Many workers, and this is more common among older generations, saw speaking about finances to be a taboo. So, there are plenty of adults who, as children, saw their parents spend money on food, presents, vacations and other expenditures, but they never saw their parents budget out their monthly expenses, invest or pay bills/debt.

Because it is not often spoken about or passed on from generation to generation, proper financial planning is something that each adult must look into for themselves. Allen said that this can be done in a few ways, but the big lessons are to budget out your monthly expenses, evaluate where you can either earn more or spend less, and have the discipline to stick with that budget.

A big issue for people who can save money but struggle to, lies in controlling impulsive behaviors. Instant gratification is a powerful drug, and it can take training, maturity and discipline to delay that gratification for long term success

According to Allen, it is important to understand how beneficial proper financial planning can be, "Until you can see the benefit of what proper planning can give you, it can be hard to make that change. Take a step back, look at the big picture, and ask yourself where you want to be."

Another tip lies in creating realistic goals. Allen said that people often make a lofty, long term goal, such that tracking progress is difficult. Or, they create a lofty goal for a short timeline, setting themselves up for failure. "You won't become a millionaire overnight, and there are no shortcuts," he said. "But, the mental power of surpassing small, short term goals should not be understated. It can help to develop realistic, small goals that can be easily tracked with certain benchmarks. Making these small changes can help you make your way to larger and more significant long term goals."

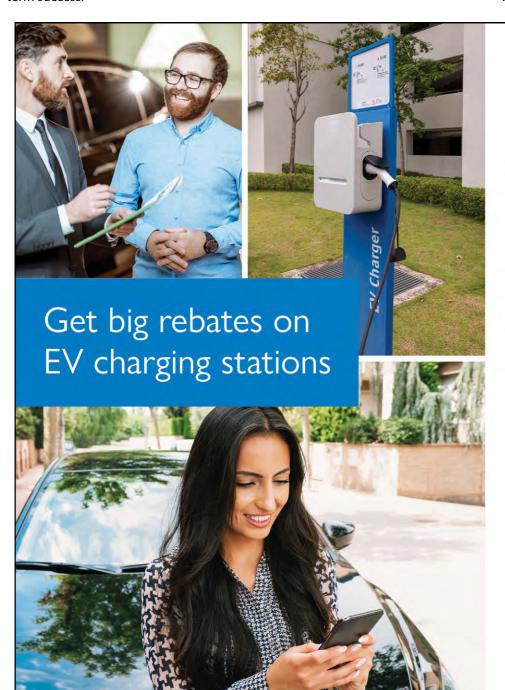
That is another important lesson: to start small and create better spending habits," Small daily habits can make a big difference in the long run," he said. "It can be tough to not live in the moment and seek that instant gratification, but it will definitely help. At the end of the day, financial stability and freedom is not something that will just happen. It will be a process that takes time, patience and discipline, which is why it is important to start small by developing small, realistic habits that compound into long term change."

A final lesson, Allen recommends utilizing professionals and other successful people. He tells people to reach out to successful friends and family who are willing to talk about their finances and share helpful advice; to find people whose financial situation is one that you look up to, and find out how they got to where they are. Also, there are folks like financial advisors and bankers who deal with issues like these for a living. "Whether you're struggling with debt or need to create a realistic budget based on your cost of living and income, I suggest using a professional resource, like a banker."

While the journey to financial freedom is a long one, things like discipline, precise budgeting and patience with yourself can be very helpful. Remember that we all make mistakes and even the most frugal people sometimes don't stick to their budget 100 percent of the time. Remind yourself that you are human and your dream of financial freedom won't be shattered by one slip up.

Be patient, educate yourself, create realistic goals, budget out your months and seek advice from successful people. Do all of this, and you are well on your way to financial freedom.

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Central Oregon Employment

CONTINUED FROM PAGE 16

Employment Resources (Listed Alphabetically)

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Parent Company	Services
ExecuFeed 320 SW Century Dr., Ste. 405 Bend, OR 97702	503-522-1150	N/A	www.execufeed.com feedback@execufeed.com	Matthew Jensen	3	2005	N/A	Organizational effectiveness, leadership development, executive coaching, corporate off-site retreats.
Express Employment Professionals - Bend 61379 S Hwy. 97 Bend, OR 97702	541-389-1505	541-389-1581	www.expresspros.com/bendor chris.petty2@expresspros.com	Karen Turner, Chris Petty	11	1983	The Stoller Group, Portland, OR	Temporary & permanent placement, executive search, HR services.
G.A. Rogers & Associates 2214 NE Division St., Ste. 202 Bend, OR 97703	541-797-7622	541-797-6945	ga-rogers.com/bend bend@ga-rogers.com	Matt Ertle	2	2021	PRIDESTAFF Bend	Recruiting in finance, accounting, construction engineers, general & opertions managers.
Latino Community Association - Bend 2680 NE Twin Knolls Dr., Ste. 110 Bend, OR 97701	541-382-4366	N/A	www.latinocommunityassociation.org brad@latinocommunityassociation.org	Brad Porterfield	20	2000	Latino Community Association	Empowering Latino families by providing workforce services including English classes & tutoring, computer training, job placement, small business support, legal assistance & citizenship. Offices in Redmond; 536 NW Cedar Ave, Redmond; Madras: 231 SE Sixth St., Madras & Prineville: 185 NE Fourth St., #1.
Latino Community Association - Madras 715 SW Fourth St., Ste. A Madras, OR 97741	541-325-6837	N/A	www.latinocommunityassociation.org brad@latinocommunityassociation.org	Brad Porterfield	2	2012	Latino Community Association	Empowering Latino families by providing workforce education, including classes in English, computer science & citizenship, health insurance enrollment, immigration counseling & currently help with income tax preparation. Offices in Redmond: 636 NW Cedar Ave, Redmond, OR 97756; Madras: 715 SW Fourth St., Madras, OR 97741 & Prineville: 430 NW Fourth St.
Latino Community Association - Prineville Prineville, OR 97754	541-350-8910	N/A	www.latinocommunityassociation.org ofelia@latca.org	Ofelia	1	2000	Latino Community Association	Empowering Latino families by providing workforce education, including classes in English, computer science & citizenship, health insurance enrollment, immigration counseling & currently help with income tax preparation. Offices in Redmond: 636 NW Cedar Ave, Redmond, OR 97756; Madras: 715 SW Fourth St., Madras, OR 97741 & Prineville: 430 NW Fourth St.
Latino Community Association - Redmond 636 NW Cedar Ave. Redmond, OR 97756	541-325-6837	N/A	www.latinocommunityassociation.org beatriz@latinocommunityassociation.org	Beatriz Escobedo	4	2010	Latino Community Association	Empowering Latino families by providing workforce education, including classes in English, computer science & citizenship, health insurance enrollment, immigration counseling & currently help with income tax preparation. Offices in Redmond: 636 NW Cedar Ave, Redmond, OR 97756; Madras: 715 SW Fourth St., Madras, OR 97741 & Prineville: 430 NW Fourth St.
Mid Oregon Personnel Services Headquartered in Prineville 187 NW Second St., Prineville, OR 97754 2248 NE Division, Bend, OR 97703 213 SW Fourth St., Ste. 100, Madras, OR 97741 465 NW Elm Ave., Ste. 101, Redmond, OR 97756	541-447-1299 541-382-0445 541-475-7640 541-923-5260	541-447-1889 541-389-6094 541-475-7656 541-923-3509	www.midoregonpersonnel.com steve@midoregonpersonnel.com sam@midoregonpersonnel.com julie@midoregonpersonnel.com nick@midoregonpersonnel.com	Steve Peeler Sam Lambert Julie Shepherd Nick Kessel	12	1984	Mid Oregon Personnel Services Prineville, OR	Human resources, temp to hire, direct hire, temporary, PEO services, safety, payroll services & workers compensation consulting, DOT & non-DOT drug testing.







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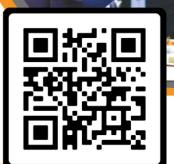


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CONTINUED FROM PREVIOUS PAGE

Employment Resources (Listed Alphabetically)

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Parent Company	Services
National Engineering Search (NES) 497 SW Century Dr., Ste. 103 Bend, OR 97702	541-317-4150	541-317-5010	www.nes-llc.com nes@nes-llc.com			National executive recruiting firm specializing in geo-technical, civil & environmental services.		
OnePoint Employer Solutions, LLC 1847 Canyon Dr. Redmond, OR 97756	541-420-1180	N/A	www.onepointhroregon.com ronburns@bendbroadband.com	Ron Burns	18	1987	OnePoint HRO, LLC	Employee leasing, payroll services, (PEO) professional employers organization, HR administration & support, employment law compliance advice, employee benefits, policy development, risk management, workers compensation insurance, employee handbook development, co-employment, employee leasing, time & attendance system.
Opportunity Foundation of Central Oregon 835 E Hwy. 126 PO Box 430 Redmond, OR 97756	541-548-2611	541-548-9573	www.opportunityfound.org info@opportunityfound.org	Ellyn Waler, Seth Johnson	201	1965	N/A	Our mission is empowering people of diverse abilities.
Pace Medical Staffing 205 SE Wilson Ave., Ste. 1 Bend, OR 97702	541-312-5849	541-312-0077	www.pacestaffing.net info@pacestaffing.net	Chris Vogelgesang	20	1996	Ageia Health Services	Supplemental medical staffing: RN's, LPN's, CNA's, CMA's & various other medical professions for per diem or contracts.
PeopleReady 755 NE Third St., Ste. A Bend, OR 97701	541-318-7340	N/A	www.PeopleReady.com 1118-br@peopleready.com	Melody Engle	3	1989	True Blue	Employing workers for temporary or permanent jobs in all fields of work, with specialty in manual day labor to the construction industry, other light industry & small businesses.
PRIDESTAFF 2214 NE Division St., Ste. 202 Bend, OR 97703	541-797-6941	541-797-6945	www.pridestaffbend.com Bend@pridestaff.com	Matt Ertle	5	2016	N/A	Staffing & recruiting
Selectemp Employment Services 376 SW Bluff Dr., Ste. 2 Bend, OR 97702	541-749-7931	541-749-7936	www.selectemp.jobs relliott@selectemp.jobs	Rhonda Elliott	3 1987 TalentLaunch		TalentLaunch	Temporary employment, temp to hire, permanent & direct placement; recruiting, payroll & workers compensation.
Staffing Partners, LLC 846 NW Colorado Ave. Bend, OR 97703	541-318-5950	541-318-5952	www.staffingoregon.com	Dianne Westmoreland	5	1998	SP Eugene, OR	Administrative, professional, industrial, temporary, long term, & temp-to-hire. Also medical including LPN RN CNA & NA.
Work Capacities, LLC 2275 NE Doctors Dr., Ste. 4 Bend, OR 97702	541-306-6175	541-306-6244	44 www.workengacties.com Scott Elms 3 1992 N/A ments, fit for duty events and the state of the s		Services physical/work capacity evaluations; ergonomic assessments, fit for duty evaluations, disability evaluations, physical capacity evaluations for vocational purposes.			
Worksource Central Oregon 1645 NE Forbes Rd., Ste. 100 Bend, OR 97701	541-419-3873	N/A	www.employment.oregon.gov ddunlap@coic.org	Dana Dunlap	12	1972	State of Oregon	Job search assistance, re-education & on-the-job training program, resource referral assistance. Serving all of Central Oregon.

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





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EDCO Releases Largest Employers List for Central Oregon

Data Compiled by EDCO Shows Top Public & Private Regional Employers

by NICOLE MCNEW, Director of Marketing & Communications — EDCO

conomic Development for Central Oregon (EDCO) announces the 2023 Central Oregon Largest Employers List, complete with breakouts of the top employers in each Central Oregon community. This data, collected by EDCO annually for the past 22 years, is the most comprehensive major employer list in Central Oregon.

This year the top 50 private companies collectively employ over 20,900 Central Oregonians, or roughly 20 percent of the region's Q1 2023 annual average total non-farm employment of 104,450. St. Charles Health System tops the list again, employing 4,400 people regionwide.

The top five traded-sector businesses in the region include:

- 1. Bright Wood Corporation (Regional, Oregon) The largest independent manufacturer of window and patio door components and engineered dimension lumber in the U.S.
- 2. Les Schwab Headquarters & Tire Centers (Regional, Oregon) Started as a small shop in Prineville, Oregon in 1952, Les Schwab Tire Centers now employs over 7,000 people across the country.
- 3. BASX Solutions (Redmond) An industry-leader in manufacturing high efficiency data center cooling solutions, cleanroom systems, custom HVAC systems, and modular solutions.
- 4. Lonza, formerly Bend Research (Bend) A leading global provider of integrated healthcare solutions ranging from early phase development to custom development and manufacturing of active pharmaceutical ingredients.
- Epic Aircraft, LLC (Bend) Leading designer and manufacturer of highperformance, all-composite, six-seat single-engine turboprop aircraft.

From wood products and advanced manufacturing to biomedical research,

these traded-sector companies diversify our industry mix which insulates our economic viability across the region. These five companies created 486 jobs last year and increased their total combined employment by 16.5 percent.

Jon Stark, CEO of EDCO, said, "Traded-sector businesses play a pivotal role in stimulating economic growth by infusing new capital into the local economy, ultimately creating a ripple effect of supporting local governments, retail, service, and utility providers. EDCO's team annually engages with more than 400 traded-sector businesses, equipping them with necessary tools and resources to tackle various challenges such as workforce, access to capital, incentives, land use, physical space needs, permitting, and other hurdles. As the backbone of Central Oregon's economic stability, these employers have been instrumental in driving employment growth across the region, and we're proud of their contribution to our community."

When evaluating the region for investment and new or expanded operations, companies often turn to EDCO for information about the existing employment base and largest private employers from both the traded-sector (high technology, advanced manufacturing and scientific companies) and non-traded sector (retail businesses, education, healthcare, hospitality, construction, etc.). EDCO's regional list features private (for-profit and nonprofit) employers, while those at the community level include both private and public employers.

To view the lists in their entirety, go to edcoinfo.com/edco-releases-2022-list-of-central-oregons-largest-employers.

Data for the lists is self-reported and not audited, so are only to be used as an informational guideline. Some businesses chose not to participate in these lists and are therefore excluded.

edcoinfo.com

tate of Employment Continued from page 1

to learn more about the factors affecting the local job market; Quinn Hanson, the division manager of G.A. Rogers Central Oregon; Chris Petty, the Bend franchise manager of Express Employment Professionals; and Sam Lambert, vice president of Mid Oregon Personnel.

The biggest factor hitting the Central Oregon job market is one that all three experts agree upon: the cost of living in Bend and the availability of workforce housing. "The cost of living versus the average pay rate is a challenge, here," Hanson said. Adding a bit of nuance, he continued and said, "Bend over indexes in people who move here without needing a job, or who are looking for remote work. This increases the need for all kinds of social and public services, but doesn't contribute to the economy in the same way."

This point is echoed by Lambert, who said, "The cost of living, specifically housing and transportation, has created a situation where it is difficult for a person or family working full time to make it on a single income. We've had great success with clients who are willing to offer solutions for their employees that help to mitigate some of these costs," adding that rideshare programs and varied compensation package options have proven effective.



Chris Petty



Quinn Hanson

Petty added to this point, explaining that when the cost of living goes up, so does competition for wages. While large corporations with nationwide financial backing can afford to pay entry level positions higher wages, many locally owned, "mom and pop" shops can't afford to do the same, creating an ironic moment for a town that likes to support local as much as Bend does.

A key issue with the cost of living that was brought up by all three experts was the conjunction with remote work, specifically remote work with companies from larger markets. Here is a hypothetical situation that can be commonly found in Bend: a worker from a large tech company based out of Seattle gets the opportunity to work fully remote. The worker could stay living in Seattle and deal with the higher cost of living, or they could take advantage of their newfound freedom and move to a city with a lower cost of living that still has plenty of fun amenities and outdoor recreation. If they are going to be paid the same regardless, why not move somewhere that's cheaper and just as fun?

As it turns out, Bend just so happens to be a very popular destination for that kind of work. As Hanson puts it, "The competition is no longer the business down the street, it's the business in the bigger market. That's been one of the biggest changes over the years."

The issue of Bend's cost of living can be summed up with the following: Bend is cheap enough to attract remote workers who live off wages from higher paying markets, but Bend is also too expensive for many people to both live and work locally. Our housing market is more realistically suited for wages coming from higher paying markets, leaving many local workers feeling like they've been left high and dry.

To many people, an obvious solution would be to raise wages to match the growing cost of living. However, as Petty pointed out, this creates a situation

where local businesses are boxed out of the local market because they cannot keep up with national corporations who can afford to start employees at \$20 an hour or more.

During and right after the pandemic, local businesses felt this pressure. Petty added that while many large corporations were able to pivot to hybrid or fully remote models, thanks to their large financial backing providing access to the required materials and talent, many small and local businesses didn't have the same means.

From the pandemic to wages, it's been a tough few years for local companies when it comes to hiring and retaining employees, while larger corporations have found success. However, that doesn't mean local businesses are dead in the water; there are certain solutions that have seen success in recent years.

Earlier, Lambert mentioned that success with hiring and employee retention can be found by offering creative solutions and benefits for employees. Hanson echoed this, mentioning how local businesses have been adding perks like Mt. Bachelor passes for signing on, or more PTO during ski season, all in an effort to retain workers. He added that some Sunriver businesses moved to a five week PTO policy, which is unheard of when the typical policy is two weeks.

Lambert added that companies can hire and retain more employees when they have a healthy and intentional workplace culture. He also said that companies can find success when they "get creative in giving their workforce what they need to be successful."

While these solutions can help, Hanson said not to think of them as "silver bullet" solutions. Realistically, Central Oregon will likely be dealing with hiring issues anywhere from 10 to 30 years from now.

Plus, different solutions either work or don't work, depending on your demographic. Hanson said that he's seen differing trends among two camps of workers: young, single professionals, and more established workers with partners or families. The new to the market, young, single professionals are often looking for hybrid or in person work, because they are looking to create professional and social connections early in their careers. More established, older employees with partners and oftentimes, young children, have taken a liking to hybrid or remote work because it can accommodate their busy family schedule. With the cost of childcare skyrocketing, many folks with kids have found that remote work was and still is a realistic solution.

While the future might look a bit unstable, it does seem like people are adjusting to the new job market, based on low unemployment rates. While issues of wages and employee retention will exist as long as our cost of living and average home price remain as high as they are, there is definitely hope for the future. The city of Bend is currently working on solutions that include a push for affordable housing and increased development of mixed-use areas, hoping to make it more realistic for workers to both work and live in Bend.

In terms of the future, Lambert said, "The next ten years are going to be exciting. All is going to change everything from how we source employees to how work gets done. Jobs that have been a mainstay for our employment base for years will go away and new opportunities will emerge. It has never been more important to be prepared to pivot than it will be in the coming decade."

This last point seems to be a very important one: those that can adjust to change will likely find more success than those that stick to outdated ways of thinking, and this applies to both employees and employers. Issues will come and go, technology will keep changing, and shifting social norms will continuously change what we think of as a normal workday. When the only constant is change, success can be measured in how well one can adjust to that change.

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The Search Guy's Perspective on Changes to Employment

by QUINN HANSON, Bend's Search Guy — G.A. Rogers & Associates

he tune on work has changed a great deal in the last three years. We went from shut downs to defining who is essential to our economy to an explosion in remote work to the most rapid rise in year over year pay rates we have seen. It's been a whirl wind to say the least, and I've had a front row seat to all of it. In this article, I'll share some observations I have made from a Recruiter's perspective and highlight what we anticipate is coming next.



Work itself is changing:

Gone are the days of 40-year careers with single companies. Career changes happen as fast as weekends end and we've got to get used to seeing people make multiple big pivots over the course of their working life. Infinite content on social media gives us an inside scoop on every type of job, in every kind of company, in any place on Earth. That rapid exposure tends to make everyone feel like they aren't in a glamorous enough role which causes people to seek greener pastures every 3-5 years. Brand prestige, job titles, and accolades will attract people from disparate industries into the "new hot thing" which causes people to second guess their education, career-to-date accomplishments, and what their friends think of them.

Even the 40-hour work week is being challenged. Fractional work is increasing in demand in places like Bend, Bozeman, and Boulder where lifestyle draws people in. Hundreds of businesses in the US and abroad are testing 4 day works weeks. Low cost of labor countries like the Philippines are becoming home to a work force that tackles the administrative functions necessary to run a business. Needless to say, our old models of thinking about work need some adjustments.

Worth noting, though, is that some things have stayed the same with employment. People want to maximize their own take home pay (duh) and no one wants a bad boss (most people quit their boss, not their job). The "right" employment situation is highly personal and shifts as our lives and priorities changes.

Remote work is in flux for certain groups:

Remote work has existed in some capacity for multiple decades. It was almost exclusively reserved for executives up until the 2010's, expanded to include technical roles and then was suddenly forced on millions of people at the start of the pandemic. The benefits of higher productivity and more time at home were shouted from every rooftop in the country. The drawback we are starting to see now is a lack of personal connection to co-workers and the work-output. **People crave connection and remote work is failing to deliver**

that (see Maslow's hierarchy of needs). Not everyone is in this camp though.

In the last few months, I have connected with a dozen Millennial and Gen Z aged folks who are single, ambitious, and looking for ways to level up in their careers. They are opting to leave their isolated, fully remote roles in pursuit of an office where they can get exposure to more team members, make better friends, and get hands on training from management.

The people who are continuing to seek remote work are the ones who aren't looking for more personal relationships at this stage in their life, have young kids at home or otherwise have a skill set that earns more money working remotely. Demand for remote work will never go away completely, though there are risks to take note of as an employee (and as an employer, but that is a separate topic).

Identifying and Mitigating the Risks to Remote work:

The wave of layoffs we have seen in the news recently has largely affected tech companies whose stock prices dropped late 2022 and early 2023. Hundreds of thousands of people were laid off in a very short period of time, many of whom were remote workers. The risks of remote work boil down to visibility of value, stunted growth potential and the cost-to-value calculation someone is running at the corporate level.

In large companies, everyone who is not in the office is a number on a spread sheet unless they are going out of their way to be noticeably valuable. Someone who is closing large enterprise sales deals or producing 10x code may be obviously valuable and not at risk of being laid off. The rest of a team is less obviously valuable. Minimizing the risk of being laid off as a remote employee requires going out of your way to talk to decision makers and highlight what you've done. An occasional Slack message along the lines of "I just did X for Y, curious if there are similar projects for you I can help with" is a simple way to show off what you're contributing.

As an early career employee, another risk of remote is failing to learn enough to earn promotions. Effectively 0 mangers have been trained to manage remote teams (let alone manage well). Your own professional development may get stunted by a manager who doesn't see, or doesn't know to ask what you are not getting exposed to in a remote environment. To minimize this, you can subtly coach your supervisor to pay attention. Send out clear plans for your week, proactively share updates, and be clear about when you have implemented any feedback you have received. Get yourself noticed.

The last big thing you can do to minimize the risk of a remote job being

Continued on Page 31 ►



SOMETIMES LIFE CALLS FOR A DIFFERENT SET OF VOWS.



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Central Oregon Employment

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

0 0							
Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Payroll
St. Charles Bend (Total Regional Employees) 2500 NE Neff Rd., Bend, OR 97701	541-382-4321	541-388-7723	www.stcharleshealthcare.org isimmons@stcharleshealthcare.org	Iman Simmons	4,400	1918	N/A
Bend-La Pine Schools	541-355-1000	541-355-1009	www.bend.k12.or.us	Marta Broberg	2,300	1883	\$73 million
520 NW Wall St., Bend, OR 97703 Deschutes County	541-388-6570	541-385-3202	andrea.wilson@bend.k12.or.us www.deschutes.org	N/A	1,284	1916	\$41,080,268
1300 NW Wall St., Ste. 201, Bend, OR 97701 Mt. Bachelor, Inc.	541-382-2442	541-382-6536	www.mtbachelor.com	John McLeod	1,081	1958	\$5.2 million
13000 Century Dr., Bend, OR 97702 Bright Wood Corporation - Madras (Total Regional Employees)	541-475-2234	541-475-7086	info@mtbachelor.com www.brightwood.com	Dallas Stovall	1,079	1960	N/A
335 NW Hess St., PO Drawer 828, Madras, ÖR 97741 Redmond School District	541-923-5437	541-923-5142	info@brightwood.com www.redmond.k12.or.us	Michael D. McIntosh		1907	\$29 million
145 SE Salmon Dr., Redmond, OR 97756 Les Schwab Tires Centers - Headquarters					1,016		
63590 Hunnell Rd., Bend, OR 97701 Warm Springs Tribal Government	541-318-0281	541-416-5363	www.lesschwab.com	Alan	953	1952	N/A
PO Box C, Warm Springs, OR 97761 State of Oregon	541-553-1161	N/A	www.warmsprings.com	Charles Calica	932	N/A	N/A
State Capital, Salem, OR 97306	503-378-6777	503-378-3518	www.scd.das.state.or.us/scd.htm	Tom Anderson	924	1859	N/A
Sunriver Resort 17600 Center Dr., PO Box 3609, Sunriver, OR 97707	855-420-8206	541-593-2742	www.sunriver-resort.com info@sunriver-resort.com	Lindsay Borkowski	900	1968	N/A
Safeway - Regional 320 SW Century Dr., 2650 NE Hwy. 20 642 NE Third St., 80 NE Cedar St., 1705 S Hwy. 97	541-383-6500	541-383-6504	www.safeway.com	Jerry Newell	776	1937	N/A
City of Bend 710 NW Wall St., Bend, OR 97701	541-388-5505	541-385-6676	www.ci.bend.or.us	Eric King	717	1905	\$27.9 million
Summit Medical Group - Regional 1501 NE Medical Center Dr., 815 SW Bond St., Bend; 865 SW Veterans Way, Redmond	541-382-2811	N/A	www.bendmemorialclinic.com info@bendmemorialclinic.com	Kurt Kemcke, Cheryl Stewart, Joan Sheldon, Dr. David Holloway	686	1946	N/A
Deschutes National Forest, U.S. Forest Service 63095 Deschutes Market Rd., Bend, OR 97701	541-383-5300	541-383-5553	www.fs.usda.gov/main/deschutes/home jean.nelson-dean@usda.gov	Jean Nelson-Dean	615	1905	\$22.2 million
Bend Park & Recreation District 799 SW Columbia St., Bend, OR 97702	541-389-7275	N/A	www.bendparksandrec.org info@bendparksandrec.org	Don Horton	591	1974	N/A
Fred Meyer One Stop Shopping - Regional 61535 S Hwy. 97, Bend; 944 SW Veterans Way, Redmond	541-385-6667	541-385-6664	www.fredmeyer.com	Mike Ross	579	1990	N/A
St. Charles Redmond 1253 N Canal Blvd., Redmond, OR 97756	541-548-8131	541-526-6504	www.stcharleshealthcare.org isimmons@stcharleshealthcare.org	Iman Simmons	578	1952	N/A
Crook County School District 471 NE Ochoco Plaza Dr., Prineville, OR 97754	541-447-5664	541-447-3645	www.crookcounty.k12.or.us	Dr. Ivan Hernandez	532	1921	\$17,419 million
BasX Solutions 3500 SW 21st Place, Redmond, OR 97756	541-647-6650	N/A	www.basxsolutions.com mtobolski@basxsolutions.com	Matthew Tobolski, David Benson	528	2012	N/A
McDonald's 11 Restaurants Throughout Central Oregon	800-244-6227	N/A	www.mcdonalds.com www.mcdonalds.com/us/en/contact_us.html	N/A	523	1940	N/A
Jefferson County School District, 509-J 445 SE Buff St., Madras, OR 97741	541-475-6192	541-475-6856	www.jcsd.k12.or.us webmaster@509j.net	Rick Molitor	511	1905	\$17,204,049
OSU-Cascades 1500 SW Chandler Ave., Bend, OR 97702	541-322-3100	N/A	www.osucascades.edu	Dr. Rebecca Johnson	470	2001	N/A
Lonza - Formerly Bend Research, a division of Capsugel	541-382-4100	541-382-2713	info@osucascades.edu www.bendresearch.com	Phoenix Barringer	463	1975	N/A
1201 NW Wall St., Ste. 200, Bend, OR 97703 Central Oregon Community College	541-383-7500	541-317-3065	info@bendresearch.com www.cocc.edu	Dr. Laurie Chesley	450	1949	N/A
2600 NW College Way, Bend, OR 97703 Pence Contractors	541-323-3393	503-256-3684	feedback@cocc.edu www.pence.net	Karl Nottelmann,	435	1992	N/P
1051 NW Bond St., Ste. 310, Bend, OR 97701 Epic Aircraft	541-318-8849	N/A	john.williamson@pence.net www.epicaircraft.com	John Williamson, Cory Loomis Doug King	410	2004	N/A
22590 Nelson Rd., Bend, OR 97701 Black Butte Ranch			info@epicaircraft.com www.blackbutteranch.com		-		\$3.25 million
12930 Hawksbeard, PO Box 8000, Black Butte Ranch, OR 97759 Mosaic Medical - Regional	541-595-1251	541-595-2077	info@blackbutteranch.com	Human Resources	400	1970	
Bend, Madras, Redmond, Prineville COSTCO	541-383-3005	N/A	www.mosaicmedical.org	Bridget McGinn	397	2004	N/A
2500 U.S. 20, Bend, OR 97701 Ibex	541-383-2299	N/A	www.costco.com	N/A	370	2002	N/A
501 SW Hill St., Bend, OR 97702	541-647-6670	N/A	david.redell@ibex.co	David Redell	365	1984	N/A
Effectual Inc. 320 SW Upper Terrace Dr., Bend, OR 97702	800-770-1868	N/A	www.Effectual.com info@Effectual.com	Robb Allen	350	2019	N/A
Facebook - Prineville Data Center 735 SW Connect Way, Prineville, OR 97754	N/A	N/A	www.facebook.com/prinevilledatacenter	William Marks	350	2010	N/A
PacificSource Health Plans 2965 NE Conners Ave., Bend, OR 97702	541-330-8896	541-330-8948	www.pacificsource.com info@pacificsource.com	Dan Stevens	348	1933	N/A
JELD-WEN Bend Window Division 62845 Boyd Acres Rd., Bend, OR 97701	541-382-4411	541-385-3268	www.jeld-wen.com info@jeld-wen.com	Lee Sparks	315	1977	N/A
JELD-WEN Millwork Manufacturing Bend 62845 Boyd Acres Rd., Bend, OR 97701	541-385-1444	541-382-2215	www.jeld-wen.com leebo@jeld-wen.com	Lee Bouck	315	1968	N/A
High Lakes Health Care - Bend-Upper Mill 929 SW Simpson Ave., Ste. 300, Bend, OR 97702	541-389-7741	1-541-278- 8375	www.highlakeshealthcare.com	Dan McCarthy	296	1996	N/A
Medline ReNewal 1500 NE Hemlock Ave., Redmond, OR 97756	541-923-3310	541-923-3375	www.medline.com customer.service@medlinerenewal.com	Steve Bettis	292	1997	N/A
Oregon State University - Cascades 1500 SW Chandler Ave., Bend, OR 97702	541-322-3100	541-383-7501	www.OSUcascades.edu info@osucascades.edu	Christine Coffin	283	2001	N/A
Brasada Ranch 16986 SW Brasada Ranch Rd., Powell Butte, OR 97753	541-526-6869	N/A	www.brasada.com brandons@brasada.com	Brandon Sirstins	280	2007	N/A
Central Oregon Radiology Assoc. PC 1460 NE Medical Center Dr., Ste. 180, Bend, OR 97701	541-382-6633	541-382-6635	www.centraloregonradiology.com sstuemke@cmillc.org	Sara Stuemke	280	1947	N/A
PCC Schlosser 345 NE Hemlock Ave., Redmond, OR 97756	541-548-0766	541-548-6579	www.pccstructurals.com	Keith Covlin	266	1989	N/A
Juniper Preserve 65600 Pronghorn Club Dr., Bend, OR 97701	541-693-5300	N/A	juniperpreserve.com guest.services@juniperpreserve.com	Human Resources	250	2004	N/A
Riverhouse on the Deschutes	541-389-3111	541-389-0870	www.riverhouse.com	Eric Trachsel	250	1974	N/A
3075 N Business Hwy. 97, Bend, OR 97701 TDS (Previously BendBroadband)	855-696-8368	N/A	marketing@riverhouse.com www.HelloTDS.com	Customer Service	250	1969	N/A
63090 Sherman Rd., Bend, OR 97703 NeighborImpact (Regional)	541-323-6543	541-548-6013	www.neighborimpact.org	Kim Brown	249	1985	N/A
20310 Empire Ave., Ste. A100, Bend, OR 97701 Deschutes Brewery		541-383-4505	headstart@neighborimpact.org www.deschutesbrewery.com		249	1988	N/A
901 SW Simpson Åve., Bend, OR 97702 Endura Products	541-385-8606		info@deschutesbrewery.com www.enduraproducts.com	Gary Fish			•
1155 N Main St., Prineville, OR 97754 Wal-Mart - Regional	541-447-4195	541-447-6479	sales@enduraproducts.com	Casey Jackson	245	1946	N/A
20120 Pinebrook Blvd., Bend; 300 NW Oak Tree Ln., Redmond	541-389-8184	N/A	www.walmart.com	Edward Camp	234	1994	N/A
City of Redmond 411 SW Ninth St., Redmond, OR 97756	541-923-7710	541-548-0706	www.redmondoregon.gov	Keith Witcosky	232	1910	N/A
Sunriver Brewing Company 57100 Beaver Dr., Bldg. 4, Sunriver, OR 97707	541-593-3007	N/A	www.sunriverbrewing.com info@sunriverbrewingcompany.com	Customer Service	222	2012	N/A
Tetherow Resort 61240 Skyline Ranch Rd., Bend, OR 97702	541-388-2582	N/A	www.tetherow.com info@tetherow.com	Chris van der Velde	220	2008	N/A
The Center 2200 NE Neff Rd., Ste. 200, Bend, OR 97701	541-382-3344	541-382-1681	www.thecenteroregon.com info@thecenteroregon.com	Mike Gonsalves	220	1954	N/A
Crook County 300 NE Third St., Room 10, Prineville, OR 97754	541-447-6555	541-416-3891	www.co.crook.or.us mike.mccabe@co.crook.or.us	Mike Mccabe	217	1882	N/A
10 Barrel Brewing 62970 NE 18th St. (Brewing) 1135 NW Galveston Ave. (Pub), Bend, OR 97701	541-678-5228	541-585-1008	www.10barrel.com info@10barrel.com	Kyle Mckee	215	2006	N/A
Partners In Care 2075 NE Wyatt Ct., Bend, OR 97701	541-382-5882	N/A	www.partnersbend.org maureend@partnersbend.org	Maureen Dooley	215	1979	N/A

Partners In Care

Your Leader in Hospice & Home Health Care Across Central Oregon

by MAUREEN DOOLEY, Communications Director — Partners In Care

or over 40 years, Partners In Care has been providing individualized post-acute and end-of-life care throughout Central Oregon. We are unique among hospice, home health, and palliative care organizations, operating as an independent 501(c)3 nonprofit managed by executives and medical professionals who live in Central Oregon. We are also guided by a board of directors with strong connections in the community, and decisions are made locally by leadership our employees interact with daily. Partners In Care is rooted in the local community and has a long history of providing compassionate, professional care for our neighbors.

Partners In Care offers career opportunities that support patients and their families during their most difficult and challenging times — recovering from surgery, living with a chronic or serious illness, coping with a terminal condition, or dealing with the loss of a loved one. Partners In Care employees gain valuable experience in a special medical field, expand professional knowledge, and make a real impact on the lives of others. A career at Partners In Care isn't just a job for our employees — It's a way of getting more out of life and giving back to your community.

"I am fortunate to work alongside the most amazing humans providing compassionate, life-affirming care through one of life's transitions we will all experience. It is a privilege to be part of a team and organization that supports our Central Oregon community in a profound way," said Jenni Carver Ross, RN, Hospice House manager.

With over 200 employees, Partners In Care is one of the larger nonprofits in Central Oregon. With the important mission of caring for the seriously and terminally ill across 10,000 square miles, each of our team members plays a critical role. Partners In Care has five full-time hospice or palliative

care physicians on staff, over 100 nurses, Certified Nursing Assistants (CNAs), social workers, physical, occupational, and speech therapists, chaplains, grief counselors, Transitions coordinators, clinical administrative staff, and a whole administrative team to support those serving patients.

A testament to the team at Partners In Care, for the second year in a row, we were recognized with five stars on the CAHPS (Consumer Assessment of Healthcare Providers and Systems) Hospice Survey, which measures family satisfaction with hospice care teams. This recognition places Partners In Care in the upper five percent of hospice programs in Oregon and ten percent nationally and is one of only two hospices in Oregon with this five-star quality rating.

"We are very proud of our team and the exemplary care that our clinicians provide every day to our patients, their family members, and caregivers," said Kristi Williams, RN, quality program manager at Partners In Care. "This recognition is a testament to the strong, patient-focused team we have here at Partners In Care."

Our mission centers around focusing on patient satisfaction, and we measure success by making lasting, positive contributions in the communities we serve. As the name Partners In Care suggests, our multi-disciplinary team not only serves patients and families but is also a valuable partner with other community resources and organizations, coordinating care, providing educational offerings, and meeting a broad spectrum of needs for many population segments to give back to the community that supports us so much.

Learn more about careers at Partners In Care.

partnersbend.org

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Partners In Care



Partners In Care is more than just a vessel that allows me to do what I love, caring for others as a nurse. It is the ultimate fit for where I'm at in my career and has been for the past seven years. Partners In Care offers exactly what I'm looking for in an employer. What Partners In Care offers is hard to find—to find a workplace that supports you as an employee, hears your voice, encourages

your growth, allows you to do what you're passionate about, and leaves space for a limitless amount of growth and continued education is a rare find and something that I personally will not be able to find anywhere else in this region.

- Kyle Joens, Registered Nurse

Visit PartnersBend.org or Call (541) 382-5882

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Central Oregon Employment

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

CONTINUED FROM PAGE 22

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Payroll
Consumer Cellular 2999 SW Sixth St., Redmond, OR 97756	800-686-4460	541-693-8060	www.consumercellular.com	John Marick	210	1995	N/A
Touchmark at Mount Bachelor Village	541-383-1414	N/A	www.touchmarkBend.com	Scott Neil	204	2001	N/A
19800 SW Touchmark Way, Bend, OR 97702 Opportunity Foundation of Central Oregon - Redmond	541-548-2611	541-504-9573	SDN@Touchmark.com www.opportunityfound.org	Lew England	201	1965	N/A
835 E Hwy. 126, 3294 S Hwy. 97, PO Box 430, Redmond, OR 97756 Albertson's - Regional	541-382-3661	N/A	lengland@opportunityfound.org www.albertsons.com	Customer Service	200	N/A	N/A
1800 NE Third St., 61155 S Hwy. 97 Bend; 1655 SW Odem Medo Rd., Redmond St. Charles Madras	541-475-3882	541-475-0615	www.stcharleshealthcare.org	John Bishop	198	1967	N/A
470 NE A St., Madras, OR 97741 Keith Manufacturing Company	541-475-3802	541-475-2169	jcbishop@stcharleshealthcare.org www.keithwalkingfloor.com	Mark Foster	196	1950	N/A
401 NW Adler St., PO Box 1, Madras, OR 97741 Bi-Mart			mediadept@keithwalkingfloor.com www.bimart.com				
6 Locations Throughout Central Oregon Target	541-344-0681	N/A	comments@bimart.com	N/A	195	1955	N/A
Ochoco National Forest	541-330-1434	N/A	www.target.com/sl/bend/766	Customer Service	190	N/A	N/A
3160 NE Third St., Prineville, OR 97754	541-416-6500	541-416-6695	www.fs.fed.us/r6/centraloregon	Kate Klein	175	1911	\$8 million
Sisters School District 525 E Cascade Ave., Sisters, OR 97759	541-549-8521	N/A	www.ssd6.org info@sisters.k12.or.us	Front Desk	175	1885	N/A
The Bulletin/EO Media Group & Central Oregon Media Group 320 SW Upper Terrace Dr., Ste. 200, PO Box 6020, Bend, OR 97702	541-617-7839	N/A	printdrop@bendbulletin.com	Holly Rouska	172	1903	N/A
Western Heavy Haul & SMAF 2260 NW Industrial Park Rd., PO Box 672, Prineville, OR 97754	541-447-5643	541-447-2190	www.whhsmaf.com scotp@whhsmaf.com	Scott Porfily	171	1965	N/A
MASA Medical Transport Solutions 70 SW Century Dr., Bend, OR 97702	541-848-8124	N/A	masamts.com/biz-solutions turioste@masamts.com	Tony Urioste	170	1974	N/A
First Interstate Bank - Regional 1100 NW Wall St., Bend, OR 97703	541-385-6200	541-382-8780	www.firstinterstatebank.com bill.kuhn@fib.com	Cameronne Mosher	168	1977	N/A
G5 Search Marketing 550 NW Franklin Ave., Ste. 200, Bend, OR 97703	541-306-3374	N/A	www.G5platform.com carrie.percich(@g5platform.com	Carrie Percich	165	2005	N/A
Medline Industries, Inc. 1500 NE Hemlock Ave., Redmond, OR 97756	541-923-3310	541-923-3375	www.medlinerenewal.com customer.service@medlinerenewal.com	Suzie Wyss	165	1997	N/A
Ray's Food Place - Regional Throughout Central Oregon	541-318-7297	N/A	www.gorays.com	Varies with Location	163	2001	N/A
J Bar J Youth Services 62895 Hamby Rd., Bend, OR 97701	541-389-1409	N/A	www.jbarj.org	Eva Gill	160	1968	N/A
Quality Truss	541-923-2759	541-923-0023	qtruss@qtruss.com	Ted Hormel,	155	1985	N/A
1000 SE Lake Rd., Redmond, OR 97756 Rebound Physical Therapy - Regional	541-382-2181	541-382-7875	www.reboundoregon.com	Andy Scott Varies with location	153	1995	N/A
Throughout Central Oregon Bend Surgery Center	541-318-0858	541-318-6740	info@reboundoregon.com www.bendsurgery.com	Todd Currier	150	1997	N/A
1342 NE Cushing Dr., Ste. 170, Bend, OR 97701 Eagle Crest Resort	541-923-2453	541-923-1720	info@bendsurgery.com www.eagle-crest.com	David Campbell	150	1985	N/A
1522 Cline Falls Rd., Redmond, OR 97756 Juniper Swim & Fitness Center			info@eagle-crest.com www.juniperswimandfitnesss.com	1			·
800 NE Sixth St., Bend, OR 97701 Knife River	541-389-7665	541-385-6706	info@bendparksandrec.org www.kniferiver.com	Sue Glenn	150	1949	N/A
64500 OB Riley Rd., Bend, OR 97701 Mid Oregon Credit Union	541-388-0445	541-388-8932	chris.doan@kniferiver.com www.midoregon.com	Chris Doan	150	1968	N/A
PO Box 6749, Bend, OR 97701	541-382-1795	N/A	kyle@midoregon.com	Kevin Cole	149	1957	N/A
Hayden Homes Inc. 2464 SW Glacier Pl., Ste. 110, Redmond, OR 97756	541-923-6607	541-548-0761	www.hayden-homes.com kmcgowan@hayden-homes.com	Katie McGowan	143	1989	N/A
Kirby Nagelhout Construction Company 63049 Lower Meadow Dr. Bend, OR 97701	541-389-7119	541-385-5834	www.knccbend.com Miket@kirbynaglehout.com	Mike Taylor	140	1986	N/A
Lowe's Home Improvement Warehouse 20501 Cooley Rd., Bend, OR 97701	541-693-2560	541-693-2561	www.lowes.com	David Lockard	135	2005	N/A
Wells Fargo 960 NW Wall St., Bend, OR 97701	541-735-5173	541-388-0514	www.wellsfargo.com colm.s.boer@wellsfargo.com	Colm Boer	135	1936	N/A
Nosler, Inc. 107 SW Columbia St., PO Box 671, Bend, OR 97709	541-382-3921	541-388-4667	www.nosler.com catalog@nosler.com	Zach Waterman	134	1948	N/A
Suterra LLC 20950 NE Talus Pl., Bend, OR 97701	541-388-3688	866-326-6737	www.suterra.com customercare@suterra.com	N/A	132	1984	N/A
Microsemi Corporation 405 SW Columbia St., Bend, OR 97702	541-382-8028	541-388-0364	www.microsemi.com	Mark Gabler	130	1984	N/A
Systema	541-602-2092	N/A	www.systema-usacorp.com	Travis Stevens	130	1993	N/A
265 NW Franklin Ave., Ste. 201, Bend, OR 97701 The Athletic Club of Bend	541-385-3062	541-385-4774	www.athleticclubofbend.com	Kip Heilman	130	1993	N/A
61615 Athletic Club Dr., Bend, OR 97702 Bend Fire & Rescue	541-322-6300	541-322-6321	www.bendoregon.gov/fire	Fire Chief	125	1905	N/A
1212 SW Simpson Ave., Bend, OR 97702 Benham Hall at SHARC	541-585-3144	541-593-6900	communications@bendoregon.gov www.sunriversharc.com/eventspace	Todd Riley	125	2012	N/A
57250 Overlook Rd., Sunriver, OR 97707 U.S. Bank			sharcevents@srowners.org www.usbank.com	Melanie Berg Wendy McGrane,	+		,
1025 NW Bond St., Bend, OR 97703 Thermo Fisher Scientific	541-388-8722	541-388-7396	wendy.mcgrane@usbank.com	Coby Horton	125	1937	N/A
62925 NE 18th St., Bend, OR 97701 Broken Top Club	541-318-7115	541-318-7082	N/A www.brokentop.com	Customer Service	121	2008	N/A
62000 Broken Top Dr., Bend, OR 97702	541-383-8200	541-383-1963	brokentopclub@brokentop.com	Mike Sizemore	120	1993	N/A
Energy Trust of Oregon 421 SW Oak St., Ste. 300, Portland, OR 97204	866-368-7878	503-546-6862	www.energytrust.org Emily.Findley@energytrust.org	Susan Jowaiszas, Emily Findley	120	2002	N/A
Pahlisch Homes, Inc. 210 SW Wilson Ave., Ste. 100, Bend, OR 97702	541-385-6762	541-385-6742	www.pahlischhomes.com Jessicas@pahlischhomes.com	Jessica Seidel	120	1983	N/A
Pantheon Drug Development & Manufacturing Services 62925 NE 18th St., Bend, OR 97701	541-318-7115	541-318-7082	www.patheon.com pharmaservices@thermofisher.com	Marshall Crew	120	2008	N/A
Seventh Mountain Resort 18575 SW Century Dr., Bend, OR 97702	541-382-8711	541-382-3517	www.seventhmountain.com info@extraholidays.com	Jim Kinney	116	1971	N/A
Taylor Northwest LLC 18500 Bull Springs Rd., Bend, OR 97703	541-382-7887	541-382-3505	www.taylornw.com	Todd Taylor	116	2003	N/A
Head Start: NeighborImpact 2303 SW First St., Redmond, OR 97756	541-548-2380 ext.127	541-504-5725	www.neighborimpact.org/get-help/head-start hs-support@neighborimpact.org	Scott Cooper	115	1985	N/A
Home Depot, The 63465 Hwy. 97, Bend, OR 97701	541-382-1020	541-617-5496	www.homedepot.com	Richard Bouchard	115	1999	N/A
Hooker Creek Companies, LLC 95 SW Scalehouse Lp., Ste. 100, Bend, OR 97702	541-389-0981	call first	www.hookercreek.net	Scott M. Carlson	112	1993	N/A
Central Oregon Intergovernmental Council 334 NE Hawthorne Ave, Bend, OR 97701	541-548-8163	541-923-3416	www.coic.org coic@coic.org	Tammy Baney	111	1972	N/A
COIC WorkSource Offices Redmond/Prineville/Bend	541-388-6070	N/A	www.coic.org	Dana Dunlap	111	1972	N/A
Redmond/Prineville/Bend Home Instead	541-209-6400	541-330-7362	coic@coic.org www.homeinsteadbend.com	Jonathan Mack,	110	2000	N/A
20380 Halfway Rd., Ste. C, Bend, OR 97703 PV Powered Advanced Energy, Inc.	541-312-3832	541-312-3840	Jonathan.Mack@homeinstead.com www.advanced-energy.com	Cole Mack Yuval Wasserman	100	2003	N/A
PO Box 7348, Bend, OR 97701 Tech Soft 3D		503-914-0483	Yuval.Wasserman@aei.com www.TechSoft3D.com				
1567 SW Chandler Ave., Ste. 100, Bend, OR 97702	541-385-3000	DUD-914-0483	info@techsoft3d.com www.worthybrewing.com	Ron Fritz	100	1996	N/A
Worthy Brewing Company	541-639-4776	N/A		Stephanie Banner	100	2014	N/A

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

Life Insurance at Various Life Stages

by ED WETTIG, — Cornerstone Financial Planning Group

Your need for life insurance changes as your life changes. When you're young, you typically have less need for life insurance, but that changes as you take on more responsibility and your family grows. Then, as your responsibilities once again begin to diminish, your need for life insurance may decrease. Let's look at how your life insurance needs change throughout your lifetime.

Footloose and fancy-free

As a young adult, you become more independent and selfsufficient. You no longer depend on others for your financial well-being. But in most cases, your death would still not create a financial hardship for others. For most young singles, life insurance is not a priority.

Some would argue that you should buy life insurance now, while you're healthy and the rates are low. This may be a valid argument if you are at a high risk for developing a medical condition (such as diabetes) later in life. But you should also consider the earnings you could realize by investing the money now instead of spending it on insurance premiums.

If you have a mortgage or other loans that are jointly held with a cosigner, your death would leave the cosigner responsible for the entire debt. You might consider purchasing enough life insurance to cover these debts in the event of your death. Funeral expenses are also a concern for young singles, but it is typically not advisable to purchase a life insurance policy just for this purpose, unless paying for your funeral would burden your parents or whomever would be responsible for funeral expenses. Instead, consider investing the money you would have spent on life insurance premiums.

Going to the chapel

Married couples without children typically still have little need for life insurance. If both spouses contribute equally to household finances and do not yet own a home, the death of one spouse will usually not be financially catastrophic for the other.

Once you buy a house, the situation begins to change. Even if both spouses have well-paying jobs, the burden of a mortgage may be more than the surviving spouse can afford on a single income. Credit card debt and other debts can contribute to the financial strain.

To make sure either spouse could carry on financially after the death of the other, both of you should probably purchase a modest amount of life insurance. At a minimum, it will provide peace of mind knowing that both you and your spouse are protected.

Your growing family

When you have young children, your life insurance needs reach a climax. In most situations, life insurance for both parents is appropriate.

Single-income families are completely dependent on the income of the breadwinner. If he or she dies without life insurance, the consequences could be disastrous. The death of the stay-at-home spouse would necessitate costly daycare and housekeeping expenses. Both spouses should carry enough life insurance to cover the lost income or the economic value of lost services that would result from their deaths.

Dual-income families need life insurance, too. If one spouse dies, it is unlikely that the surviving spouse will be able to keep up with the household expenses and pay for child care with the remaining income.

Moving up the ladder

For many people, career advancement means starting a new job with a new company. At some point, you might even decide to be your own boss and start your own business. It's important to review your life insurance coverage any time you leave an employer.

Keep in mind that when you leave your job, your employer-sponsored group life insurance coverage will usually end, so find out if you will be eligible for group coverage through your new employer, or look into purchasing life insurance coverage on your own. You may also have the option of converting your group coverage to an individual policy. This may cost significantly more, but may be wise if you have a pre-existing medical condition that may prevent you from buying life insurance coverage elsewhere.

Make sure that the amount of your coverage is up-to-date, as well. The policy you purchased right after you got married might not be adequate anymore, especially if you have kids, a mortgage, and college expenses to consider. Business owners may also have business debt to consider. If your business is not incorporated, your family could be responsible for those bills if you die.

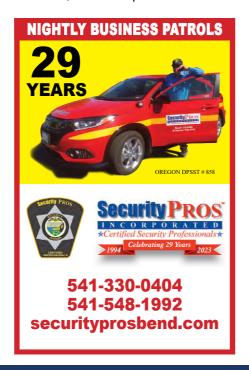
Your retirement years

Once you retire, and your priorities shift, your life insurance needs may change. If fewer people are depending on you financially, your mortgage and other debts have been repaid, and you have substantial financial assets, you may need less life insurance protection than before. But it's also possible that your need for life insurance will remain strong even after you retire. For example, the proceeds of a life insurance policy can be used to pay your final expenses or to replace any income lost to your spouse as a result of your death (e.g., from a pension or Social Security). Life insurance can be used to pay estate taxes or leave money to charity.

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Michael Sipe, President CrossPointe, Inc.

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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.



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



Austin Baker

OnPoint Community Credit Union and the Oregon **School Activities Association** (OSAA) has announced that six graduating seniors have won scholarships worth up to \$10,000. The awards are part of the 2023 OnPoint Community Credit Union Scholar Program and are double the amount of previous years' scholarships.

The program recognizes graduating scholar athletes and activity scholars from OSAA member schools, receiving more than 350 applications.

One of the four winners of the \$5,000 scholarships was Austin Baker of Bend Senior High. Baker captained his basketball, football and lacrosse teams and helped students with disabilities compete in sports through the Unified Sports Program. His Unified Sports Program teammates

played in the gold medal match in their division. Baker earned a 4.35 GPA while taking college-level classes through the International Baccalaureate program and is a member of the National Honor Society. Baker will continue his education at Wesleyan University.

All graduating seniors who participate in OSAA activities were eligible to apply for a scholarship. The Scholar Program is part of OnPoint's partnership with OSAA as the title sponsor of the Oregon high school state championships.

OnPoint selected winners based on letters of recommendation and personal essays about their community leadership, classroom success, and how participating in OSAA activities has helped them achieve their goals.

Central Oregon Community College's (COCC) Center for Business, Industry, and Professional Development (CBIPD) welcomes Dave Grotjahn as a business advisor and Keith Sherrill as the Small Business Program coordinator with the Central Oregon Small Business Development Center.

Grotjahn is a retired senior finance leader from Boeing Commercial Airplane Company with over 34 years of experience. He has led program financial planning and analysis, investments in capital and tooling, investor relations

Dave Keith Grotjahn Sherrill and estimating and pricing strategies. He has also developed long-range business plans and supported compliance and risk management activities for airplane

As a volunteer (treasurer) for a nonprofit organization, he helped restructure the website to improve product visibility and supported tax/financial filings with state and federal agencies along with maintaining 501(c)3 compliance. He is currently providing financial mentorship at Habitat for Humanity for clients seeking home ownership.

Grotjahn holds a finance degree from the University of Washington, an MBA from Seattle University, and is a non-licensed CPA. He is an outdoor enthusiast who lives in Bend with his wife and enjoys skiing, hiking, mountain climbing, golf and time

operations aviator. He earned a master's degree in business administration, and following his military service, Sherrill attended an SBA "Boots to Business" transition program which led to his opening of the award-winning HB Brewing in Mobile, Alabama.

Sherrill's experience and hard work will be invaluable in recruiting and advising Central Oregon's small business owners through the Small Business Management program, which is an annual hands-on coaching program for growing businesses.

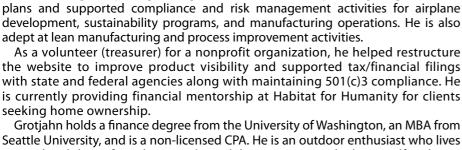
Sherrill recently moved to Bend with his wife, Grace, and their two children. He's spent some time running and visiting Bend's dog-friendly trails and parks with Poppy, a "nutty" Cavalier King Charles.

Three more employees joined the **Latino Community Association** (LCA) this spring. By coincidence, all three have roots in Guadalajara in the Mexican state of Jalisco, and share a desire to help strengthen the Latino communities of Central Oregon.

Daniel Altamirano Hernández fills a vital role as executive administrative assistant, taking on HR, payroll, program reports and managing donations, and works in the Redmond office. Altamirano Hernández was born in Guadalajara, came to the U.S. at age five and grew up

in Redmond. They graduated from Redmond Proficiency Academy and earned their bachelor's degree in social work at Pacific University in Forest Grove, Oregon in 2019. After a gap year with AmeriCorps, they returned to Pacific University and completed a master's in social work.

Altamirano Hernández is a "social worker at core" with a focus on macro social work — investigating the origins and impact of social problems — and social policy. They served as a policy intern and fellow with former Gov. Kate Brown's team. They worked with the houseless community and with low-income first-generation BIPOC students seeking a higher education. During the pandemic, they managed a team of community health workers. They joined the LCA team in April.



spent with his adult children. Sherrill is a veteran who trained as a U.S. Army Ranger and served as a special



Daniel Altamirano Hernández



Claudia

Ruiz Cervantes

Estefanie González

up in Guadalajara and participated in school sports, festivals, music contests, theater, public speaking and student government. She began working in customer service at age 16. She pursued a career in computer science with a specialty in international business. Before coming to the United States, she worked as an executive in one of the most important banks in Mexico.

In 2014, Ruiz Cervantes and her children moved to Madras to live in a safer and more peaceful place. She worked in the fields until she could move up to better employment. She began volunteering with LCA in 2019, and in 2022, she became a navigator in the ALO program (state aid for immigrants who lost work in the pandemic). In early 2023, she helped taxpayers prepare their returns, and in May, LCA hired her as office assistant.

Estefanie González joined the Bend team as a part-time office assistant while she attends college. She was born in Fresno, California, and moved to Bend with her family in 2005. She graduated from Bend High School in 2021 and enrolled full time at COCC. She wants to get her AAOT degree at COCC and then transfer to OSU Cascades and earn a bachelor's degree in human development and family sciences. She looks forward to a career in social work, public health or health education.

González worked in a retail store before she took a job working with the ALO program at LCA's Bend office in September 2022. She helped determine people's eligibility for financial help from loss of work during the pandemic. When that program wrapped up earlier this year, LCA hired her in April to support the work of the Bend office.

The Oregon Veterinary Technician and Assistant Association awarded Beth Palmer, director of COCC's veterinary technician program, its Veterinary Technician of the Year Award at the association's recent statewide award ceremony. The honor recognizes "individuals who have gone above and beyond for the veterinary profession, our community and the people in it."

The distinction singled out Palmer's dedication to the profession, her tireless outreach efforts and the volunteer work she does with the Feral Cat Coalition, Central Oregon Cat Alliance and other low-cost spay and neuter clinics staged in underserved communities. It also recognized her devoted work to COCC, where she has helped establish a robust two-year training program that currently holds a 100 percent veterinary technician national exam pass rate.



Beth **Palmer**

Before joining COCC as program director and instructor in 2013, Palmer spent 14 years as a certified veterinary technician. She has also worked in emergency animal medicine, shelter medicine and as a technician manager and trainer.

Palmer earned an associate degree in veterinary technology at Portland Community College, a bachelor's degree in professional technical education and instructional design from South Seattle College, and a master's degree in education in instructional design from Western Governors University.



Erin Weber

Erin Weber, a financial advisor with Sherpa Wealth Strategies in Bend, has successfully passed the rigorous Certified Financial Planner (CFP) exam. Weber also holds the designation of Chartered SRI Counselor, demonstrating her expertise in Socially Responsible Investing (SRI). Her dual qualifications serve as a testament to her dedication to guiding clients towards achieving their financial objectives while aligning with their personal values. Weber joined Sherpa Wealth Strategies in 2019.

Payne Appraisal Services congratulates Leanna Valdes for earning her State Certified General Appraiser license. Valdes has been an appraiser assistant with Payne Appraisal Services since 2019 and has been working hard toward her license. She has been a part of the Central Oregon community since 2009 and brings excellent research skills to this company. With 300 hours of appraisal class work and more than 3,000 hours of qualified work experience under her belt, she is well prepared to start serving the appraisal needs of Central Oregon as a certified general appraiser.



Leanna Valdes



Ann Witsil

BendFilm welcomes Interim Executive Director Ann Witsil. Witsil has lived with her family in Central Oregon for more than 15 years and is thrilled to be working with the talented, professional BendFilm team and community volunteers, especially for this milestone 20th anniversary year.

As an organizational development consultant and interim executive director in both the nonprofit and for-profit sectors, Witsil has led diverse teams in the performing arts, social justice, and environmental arenas through transitions and growth. Previously, Witsil was an executive with U.S. Bancorp and with Nike Equipment during periods of business diversification and expansion. She is a lover and supporter of the arts — written, spoken, visual and performing -

and thrives on exploring trails, rivers, wilderness and different cultures. Witsil has lived with her family in Central Oregon for more than 15 years and is thrilled to be working with the talented, professional BendFilm team and community volunteers, especially for this milestone 20th anniversary year.

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

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The Bend Chamber, in partnership with **Taylor Northwest**, announced the Leadership Bend Class of 2023 graduates. Twenty-eight outstanding individuals formally graduated from the Leadership Bend program on June 15, 2023.

These participants come from a wide variety of backgrounds and industries, and differing lengths of time living in Central Oregon.

What they all have in common is a commitment to Bend and our region, and a willingness to work collaboratively to create a strong future for all. Over nine months, they spent more than 90 class hours learning about local challenges and opportunities firsthand from decision makers, and through interactive work. They additionally completed three impact projects outside of class hours and carved out time to connect and nurture their relationships with each other.

The Leadership Bend Class of 2023 is Amanda Bird-Zimmerman — Old Mill District, Zavier Borja — State of Oregon, Peter Bozin — Parametrix, Kate Burns — Merrill O'Sullivan, LLP, Trever Campbell — Kernutt Stokes, LLP, Lisa Clark — Bureau of Land Management, Gary Crockett — SELCO Community Credit Union, Savanna DeLuca — Wild Heart Therapy + Consulting, Theresa Drulard — St. Charles Health System, Shawn Evilsizor — Morrison-Maierle, Lindsay Gardner — Bryant Lovlien & Jarvis P.C., Bess Goggins — Boys & Girls Clubs of Bend, Bradley Howk — Partners in Care, Emma James — Rosell Wealth Management, Ted Jones — U.S. Bank, Emily Kirk — Central Oregon Daily News, Kris Knight — Upper Deschutes Watershed Council, Jennifer Kovitz — COCC, Michael Leeland — Hayden Homes, Gil Levy — KIDS Center, Cyrus Mooney — Bend Chamber, Michael Nelson — Sazan Group, Lynn Spinoglio — First Interstate Bank, Dan Stake — Mid Oregon Credit Union, Patricia Strange — Otak, Frank Thaxter — TEN OVER STUDIO, Dana Wilson — City of Bend and Chad Young — Skanska USA Building.

Compass Commercial Real Estate Services announces two new Certified Commercial Investment Member (CCIM) designations for Kristie Schmitt and Grant Schultz. Brokers with the CCIM certification are recognized as experts in their field, specializing in financial, market and investment analysis. Both Schmitt and Schultz obtained this prestigious designation in April 2023 at the CCIM conference held in Boston. Their knowledge and professionalism throughout their careers, coupled with their attainment of the certification, further solidify their position as industry experts.

Schmitt joined Compass Commercial in 2019 with a proven track record as a



(L-R) KRISTIE SCHMITT AND GRANT SCHULTZ | PHOTO COURTESY OF COMPASS COMMERCIAL

Businesses Serving Community

JERICHO ROAD

The Cow Creek Foundation has awarded Jericho Road of Redmond, \$10,000 to help support their food programs helping hungry students and families.

"Jericho Road appreciates the support of the Cow Creek Umpqua Foundation. Support like this is necessary to our food programs that provide bags of food for students of the Redmond School District as well as the Head Start children in our area", said Dr. Mark Keener, president of Jericho Road's Board of Directors. "The wonderful thing is that we now have student volunteers helping to fill those bags that reach children and families in Redmond, Tumalo, Terrebonne and Crooked River Ranch areas".

"Our food programs provide 15,000 servings and food supplies a year at a cost of \$80,000," Dr. Keener continued. "This food is critical for the health and well-being of children and families struggling in our communities."

business development professional. Throughout her career, she has successfully closed numerous commercial transactions, including Compass Commercial's Largest Sale Transaction of the Year in 2019 and 2020, as well as the Largest Lease Transaction of the Year in 2020.

Schultz joined Compass Commercial in 2017 after honing his skills at Capacity Commercial Group in Portland. Schultz was awarded Compass Commercial's Largest Lease Transaction of the Year award in 2017, in addition to the Largest Sale Transaction of the Year in 2017 and 2021. In 2021, he was a part of the broker team to be awarded the EnCOAR Commercial Transaction of the Year award.

The CCIM designation has been leading the commercial real estate credential for more than 50 years. It often takes two to five years to complete, followed by a comprehensive six-hour exam that combines real-world experience and coursework. With the addition of Schmitt and Schultz, Compass Commercial now boasts a total of nine CCIM designees.

Out Killing Indians by Oregon author **Rick Steber** has been chosen as the international Grand Prize Winner by the Indie Book Awards. Presentation of the trophy and a cash prize of \$1,500 will take place at the gala reception to be held at the Newberry Library in Chicago. The Indie Book Awards is one of the largest and most prestigious awards in the literary industry.

Steber, long considered the voice of High Desert country, has over 50 titles under his belt and more than two million books in print. He has won many national and international awards and five of his books have been optioned for movies. He is a keen observer of the evolving American West and articulates these changes in prose and poems that are boldly descriptive, invigorating and spectacularly creative.

COCC's Chandler Lecture Series recently received its first National Endowment for the Humanities (NEH) grant, a \$60,000 award that will be used to develop and host six humanities-focused presentations on topics of journalism, social justice, literature, art and other content. COCC's award was part of a new NEH award category called Spotlight on Humanities in Higher Education, and it was one of just 30 such grants awarded across the country — COCC was one of only three community colleges selected.

The Chandler Lecture Series, a COCC Foundation program since 1985, brings renowned speakers and experts to the region to deliver programming on a diverse range of educational and topical subjects, typically offered at a low cost or free to the community, and always free to students.

Revealed at the NEH's recent funding cycle announcement, the grant represents one of just 258 awards presented this year by the organization, first started in 1965.

The Nancy R. Chandler Lecture Series of the COCC Foundation has hosted many distinguished speakers over the years, including Ndaba Mandela, activist grandson of Nelson Mandela; Lulu Garcia-Navarro, journalist; Jelani Cobb, writer and educator; and Maya Angelou, Pulitzer Prize-nominated writer and activist. The series was established by the late Robert W. Chandler Sr. to honor his wife Nancy.



PHOTO | COURTESY OF COO

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

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

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Local Action to Address Food Waste, Single-use Dishware & Recycling Contamination

Announcing the Spring 2023 Community Innovation Fund Recipients

by AMELIA R. CORBARI, Communications Manager — The Environmental Center

he Environmental Center's Rethink Waste Project offers three opportunities throughout the year to apply for the Community Innovation Fund (CIF). CIF is a funding program that supports individuals, businesses and community organizations throughout Deschutes County advance projects that aim to reduce, reuse, recycle, compost waste. The Environmental Center also provides support to help successfully plan, implement and evaluate projects. Here are the recipients of the spring 2023 CIF:

The High Desert Food and Farm Alliance (HDFFA) will expand the capacity of their established program, Grow & Give (G&G), a fresh food drive that has diverted 130,945lbs of excess produce from local farms to food pantries since 2016. HDFFA will utilize four insulated coolers to increase excess food donations from community gardens, gleans and farmers markets.

Bend-La Pine Schools (BLS) will implement a reusable dishware program for BLS events. BLS will distribute several dishware kits in multiple schools throughout the district reducing waste with each use, there will also be a large kit available for use at larger events.

Worthy Environmental will expand their food waste diversion efforts with the addition of an on-site compost tumbler, the compost will be used on the farm to build soil and feed the plants to grow healthy food. Once the new closed-loop system is up and running, Worthy Environmental will host regular workshops and hands-on compost demonstrations.

Mt. Bachelor Village will expand their recycling education efforts to the Ski Houses, an additional 130 units. The focus is to improve the quality and quantity of recycled materials, specifically reducing plastic contamination, by providing in-unit recycling bins and recycling guides and adding recycling signage in the

community collection areas.

Cascades Academy student honors project will divert food waste from the school lunchroom by introducing a collection system and compost tumbler. The finished compost will be used in an herb garden and signage will be incorporated to help students and teachers learn more about the system.

Congratulations to these community organizations and local businesses and keep up the great work!

Do you have an idea for reducing waste in your neighborhood, workplace, school, your favorite park or restaurant, or other community space, but aren't sure how to get started? Apply for the Rethink Waste Community Innovation Fund to receive project support and funding! The next application deadline is July 1. Learn more and apply at envirocenter.org/community-innovation-fund! Questions? Contact udara@envirocenter.org.

The Community Innovation Fund is a program of The Environmental Center's Rethink Waste Project in partnership with Deschutes County Solid Waste and Visit Central Oregon. The Rethink Waste Project envisions a community that understands the upstream and downstream impacts of using Earth's resources and makes responsible decisions about the consumption, use and disposal of materials.

About The Environmental Center:

The Environmental Center's mission is to embed sustainability into daily life in Central Oregon. We translate sustainability into practical, local action in order to create a healthy future for people and the planet. We are focused on building community, educating kids, revolutionizing energy, rethinking waste and advocating for change.

envirocenter.org

Synergy Health & Wellness to Host Second Annual Three-Day Body Trust Retreat for Women

by ANDREA WASILEW LARSON

ynergy Health & Wellness (Synergy) to host its second annual three-day women-only retreat this fall focused on healing Body Trust. Driven by demand and genuine desire for community connection of current and past clients, Synergy is thrilled to host this special retreat. The event will be held at Suttle Lake Retreat Center near Sisters from September 22 to 24, 2023.



www.MyPrinterResources.com

Many ask what the Body Trust approach is about, it's a radically different way to occupy and care for your body. It is a pathway to reclaim your body and is completely counter to conventional "wisdom" about food, body image, weight, and health in our culture. Body Trust is paradigm shifting work that invites bravery and fierce body compassion. It is a strength-based, trauma-informed, scientifically grounded healing modality — a way out of the predictable, repetitive pattern of dieting, disordered eating and weight cycling fueled by shame, trauma, and body-based oppression.

The retreat will delve into Body Trust work that has been around for years and strives to help people make peace with their bodies, inside and out. The retreat will include plenty of time for listening and honoring, exploring internalized messages and cycles, breaking down shame, exploring pleasure and satisfaction, intuitive eating, movement that feels right, quiet the noise of your inner critic, challenge diet culture, and to teach a different way of being to reclaim the right to occupy space in this world.

New for 2023!

Synergy is thrilled to introduce two brilliant co-facilitators that will accompany RanDee Anshutz, Founder at Synergy and host of the retreat. Guest co-facilitators include:

Annahita Ghaboussi (she/they), a Licensed Professional Counselor and certified Body Trust Provider. For the past ten years she has been providing counseling to people using a humanistic, intersectional feminist, weight inclusive and fat positive lens. She works to help us liberate ourselves from societal expectations that have been put on us from childhood, without our knowledge or consent, and radically accept and embrace who we are with compassion

Meg Bradbury (they/them) is certified as a Body Trust Specialist, Accessible Yoga Teacher, and anti-diet nutritionist. Meg works with individuals and groups advocating for body acceptance, body diversity awareness, fat liberation, aging in power, eating disorder/disordered eating/recovery, freedom with food, and meaningful movement.

"We are beyond thrilled to host the three-day Body Trust retreat again this year!" says RanDee Anshutz, founder at Synergy and host of the retreat. "This has been a dream of mine for a very long time. Through this retreat, I am hoping it reminds folks of their inherent wisdom and worth, builds community, and lays a foundation for the retreat to become an annual tradition. With three days of connection with progressing topics and exploration in a judgment-free space, participants will have the opportunity to connect with authentic people who are all learning and roaming together."

More information and registration can be found at synergyhealthbend.com/cominghome.html. Advanced registration required. This program welcomes all individuals who identify as female, including cis and transgender folks. Cost: \$425 (includes lodging, all meals and snacks, and activities) *Payment Plan Available, \$170 deposit plus equal monthly payments until 1 week prior to retreat. *Equity based scholarships may be available, contact us for more info.

About Synergy:

Synergy Health & Wellness is a comprehensive center for Diabetes and nutrition counseling and massage therapy. Its ADCES Accredited Diabetes program team of Registered Dietitian Nutritionists (RDN) and a Certified Diabetes Care and Education Specialist (CDCES), offers both individual and group training sessions. Synergy is the largest private clinic in Central Oregon to serve those with diabetes. This specialty is one of several that Synergy is known for, while the clinic also treats gastrointestinal and kidney disorders, hypertension, eating disorders, body image, and weight concerns.

synergyhealthbend.com • 541-323-3488

Oregon Community Foundation Partners with SriPonya Collective to Provide Youth Sports Programs in Rural Central Oregon

by JENNIFER EALES, Executive Director — SriPonya Collective

riPonya Collective has announced that it has been awarded a \$15,000 grant from Oregon Community Foundation to support empowering youth in rural Central Oregon through offering SriPonya Sports Agility Camps coached by John Charles, SriPonya Youth Director. John Charles is also a former NFL player, All American, Portland State Hall of Famer and SriPonya Collective Board member.

"This fund will support important work in our community to empower BIPoC youth by building self confidence. We look forward to furthering this work in our community, and we're grateful for the generous support," said John Charles, "we started by focusing on Warm Springs to offer my signature Sports Agility Program to provide sports skills and drills to BIPoC youth." SriPonya desires to continue to offer these programs in Warm Springs and throughout Central Oregon.

The funding included support from Roy and Diane Marvin Fund of Oregon Community Foundation.

About SriPonya Collective:

SriPonya Collective (SP) is dedicated to Liberating the Collective by Empowering People, Cultivating Communities, and Catalyzing Regenerative Ecosystems. To Empower People, SriPonya Collective offers Youth Programs, Somatic Programs and Recovery Programs. For Community building, SriPonya Collective offers Community Events, Recovery Groups and a Virtual Recovery Community. To Catalyze Regenerative Ecosystems, SriPonya Collective is building a Social Impact Fund and providing Business-Building Resources.

About Oregon Community Foundation:

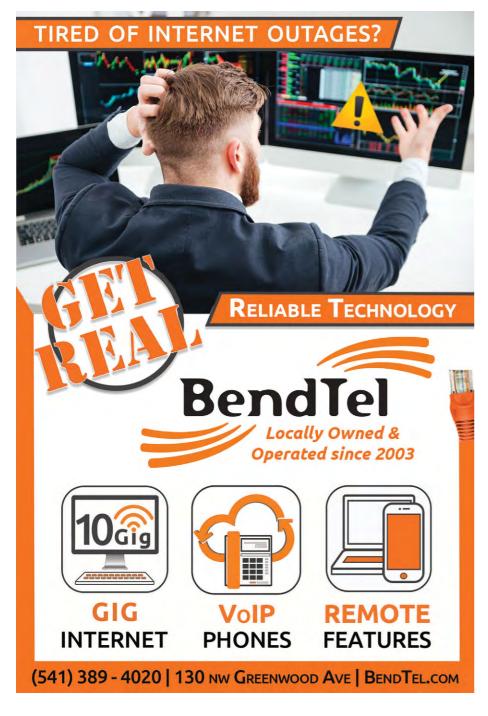
Oregon Community Foundation (OCF) was founded in 1973 with a big mission: to improve the lives of all Oregonians through the power of philanthropy. In partnership with donors and volunteers, OCF works to strengthen communities in every county in Oregon through research, grantmaking and scholarships. In 2022, OCF distributed more than \$180 million, supporting 3,500 grantees and awarding more than 3,000 scholarships. With OCF, individuals, families, businesses, and organizations create charitable funds that meet the needs of diverse communities and organizations are also also as the communities of the communitstatewide. 2023 marks OCF's 50th anniversary. Since its founding, OCF has distributed more than \$2.2 billion in community investments, including grants to 10,850 nonprofits and 53,375 scholarships to students. Individuals, families, businesses and organizations can work with OCF to create charitable funds to support causes important to them.

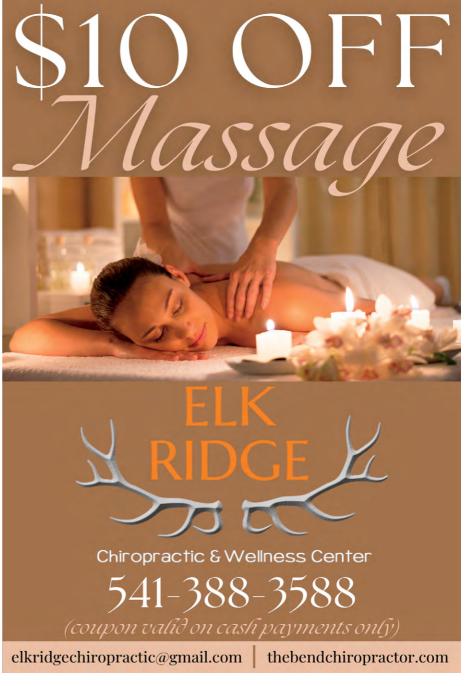
sriponya.com • oregoncf.org



SRIPONYA SPORTS PROGRAM IN WARM SPRINGS | PHOTOS COURTESY OF SRIPONYA COLLECTIVE







roken Top Club Continued from page 3

on a golf course with family and friends (both old and new) will help provide meaningful experiences that shape the development of young people. These initiatives will give opportunities to families and young people that have barriers to entry to the game of golf whether it be time, money or access."

The Central Oregon Junior Golf Association has targeted five communities (Madras, Prineville, La Pine, Redmond, and Bend) to offer free golf days this summer. Anyone will be able to access complimentary registration

and be exposed to the game of golf in these community-centered events.

"The COJGA Classic is being held to provide our underprivileged youth with an opportunity to gain exposure to the game of golf," said Central Oregon Junior Golf Association President Charlie Ortega. "COJGA has been around since 1993 with its main goal to provide our youth of Bend the opportunity to play and learn the game of golf in a competitive and fun setting. The ongoing efforts have seen great success in this endeavor over the years and we want to continue to grow the game of golf through our juniors. The future of golf is with our juniors who are provided this opportunity through COJGA."

"Broken Top Club is honored to host the inaugural COJGA Classic," said Broken Top Club General Manager Josh Clay. "We look forward to helping the Junior Golf Association raise thousands of dollars, while treating Classic participants to an incredible day of golf, food and fun."

Broken Top Club originally opened in 1994 and is considered one of the premier private club experiences in Central Oregon. The property's name comes from a nearby hollowed-out volcano, the remnants of whose cinder cone forms a jagged edge 9,155 feet above sea level. The club offers a vast array of amenities including an award-winning Tom Weiskopf and Jay Morrish-designed golf course, an 18-hole putting course, a golf performance

center, two tennis courts, eight pickleball courts, and a fitness center with a yoga studio spa and steam rooms. The golf course and property are set in the high desert, in the foothills of the majestic Cascade Mountains. The award-winning 7,161-yard, par 72 course blends traditional design elements with modern routings, bunkers and green complexes. Broken Top's 27,000-square-foot clubhouse overlooks a six-acre lake and showcases stunning views of the Cascade Mountains.

Troon Privé, the private club operating division of Troon, oversees the golf operations, food and beverage, golf course agronomy, and membership marketing at Broken Top Club.

CT Continued from page 3

especially during our shoulder seasons," said Kevney Dugan, CEO of Visit Bend. "We are thrilled about the grantees, all of whom will bring enriching cultural and arts experiences to Bend as long term investments into our city."

The Bend Cultural Tourism Commission met Monday, June 5, 2023, for its annual grant review meeting, scoring and ranking 32 completed applications (21 Marketing Applications, 11 Catalyst Grant Applications) with a total requested amount of \$1,257,075.

The following 15 applicants all scored over 79 points or more (out of 100) in the scoring matrix and were recommended by the Commission, then approved by the Visit Bend Board of Directors:

• High Desert Museum

• \$48,000: To fund marketing efforts for "Something in the Woods: Sasquatch in the High Desert," a new exhibit that will use art, science, history, and popular culture to highlight the diverse stories and perspectives around this popular creature in the High Desert.

• Lay It Out Events

• \$42,000: To fund marketing efforts for the Bend Fall Festival's Art in Action Avenue.

Scalehouse

• \$30,000: To fund marketing efforts for Bend Design 2023, a two-day creative conference.

BendFilm

• \$47,000: To fund the marketing efforts for the 20th annual BendFilm Festival.

• The Greenhouse Cabaret

• \$23,000: To fund marketing efforts for four plays and musicals in the shoulder season.

Bend Yoga Festival, LLC

• \$37,000: To fund marketing efforts for the Bend Yoga Festival, a four-day yoga immersion, with more than 65 yoga intensives, 32 presenters, wellness sessions, photography & art workshops and more.

• 1988 Entertainment LLC

• \$35,000: To fund marketing efforts for shoulder season concerts.

OUT Central Oregon

• \$30,000: To fund marketing efforts for WinterPride Fest activities, including Wigs...an Ice Breaker, Welcoming Snocial, Drag Brunch and more.

• Old Mill District

 \$20,000: To fund marketing efforts for three post-Labor Day concerts: Kidz Bop on Sept. 8, Jelly Roll on Sept. 12, and The Counting Crows on Sept. 14.

Downtown Bend Business Association

• \$20,000: To fund marketing efforts for Downtown Holiday events.

• High Desert Makers

• \$26,500: To fund marketing efforts for the Central Oregon Maker Faire, held at COCC campus in September 2023.

High Desert Music Collective One To fund marketing off

• \$9,000: To fund marketing efforts for the HomeGrown Music Festival 2024, the fourth annual High Desert Music Collective's 4/20 celebration and 2nd annual HomeGrown Music Festival.

• 4 Peaks Presents LLC (Catalyst Grant)

• \$10,000: To fund the research and development of a new October Festival.

Central Oregon Center for the Arts (Catalyst Grant)

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COMMERCIAL REAL ESTATE SERVICES, WORLDWIDE

• \$12,500: To partially fund planning and consulting for COCA, which intends to build a facility that will be Central Oregon's home for the performing and visual arts.

• Vamonos Outside (the Children Forest of Central Oregon) (Catalyst Grant)

• \$10,000: To fund the first outdoor-focused film festival for Latinx community members.

About Visit Bend:

Visit Bend is a non-membership, non-profit economic development organization dedicated to promoting tourism responsibly on behalf of the City of Bend. We're a leading provider of information on Bend, Oregon hotels, restaurants, activities, and Oregon vacation planning.

About The Bend Cultural Tourism Fund:

The Bend Cultural Tourism Fund (BCTF) is a grant program dedicated to enhancing the local economy through the promotion and cultivation of Bend's cultural tourism programs, with an emphasis on activities that help attract cultural tourists during the shoulder seasons and winter months.

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entities, and consumer-owned utilities. Awards were chosen on a competitive basis with the help of a grant application evaluation committee that considered project feasibility and strength, equity considerations, cost savings, economic development, and other features.

"The Oregon Department of Energy is proud to support projects in Oregon communities that will bolster renewable energy and strengthen resilience in the event of an emergency," said ODOE Director Janine Benner. "We were pleased to see the variety of proposed renewable energy and

resilience projects in counties across the state—including solar, geothermal, biogas, and micro-hydro projects, as well as paired battery storage."

In November 2020, Deschutes County voters supported a \$195 million bond measure to construct, expand and improve libraries across the county. As laid out in the 2020 bond summary, bond funds are being used to build two new libraries: one in Redmond and one in Bend. Bond funds are also providing for the renovation of existing libraries in Downtown Bend, East Bend, La Pine, Sisters and Sunriver.

To learn more about progress on the building and remodeling projects funded by the 2020 bond, visit deschuteslibrary. org/futurelibraries.

deschuteslibrary.org

RECENT TRANSACTIONS

Continued from Page 3

Harrison represented both the landlord and tenant in the lease of a 2,022 SF drive-through restaurant suite at Eagle Plaza located at 655 NW Greenwood Avenue in Redmond.

Brokers Ron Ross, Terry O'Neil, CCIM, Luke Ross, and Dan Kemp, CCIM with Compass Commercial Real Estate Services represented the sellers in the sale of 1073 NE Hidden Valley Drive in Bend. The 2,660 SF triplex on 0.28 acres sold for \$765,000. Compass Commercial brokers Jay Lyons, SIOR, CCIM, Graham Dent, SIOR and Grant Schultz, CCIM represented the buyer, QBW Investments, LLC.

Compass Commercial Real Estate Services brokers Dan Kemp, CCIM, Russell Huntamer, CCIM and Eli Harrison represented both the landlord, Downs Families, LLC, and the tenant, Wholesale Outer Store, in the lease of a 7,944 SF portion of the former Grocery Outlet building at 798 NW 5th Street in Redmond.

Broker **Luke Ross** with **Compass Commercial Real Estate Services** represented both the landlord, **Pine Cone Ventures, LLC**, and the tenant, **Strong Horse Home Storage Solutions**, in the lease of a 6,600 SF industrial suite located at 64435 Strickler Avenue in Bend.

Compass Commercial Real Estate Services brokers Kristie Schmitt, CCIM and Pat Kesgard, CCIM represented the seller, Sandeb LP, in the sale of a 0.78 acre industrial parcel located at the southeast corner of SW 6th Street and SW Umatilla Avenue in Redmond. Compass Commercial broker Graham Dent, SIOR represented the buyer, Dave and Amy Joint Trust. The property sold for \$435,000.

Compass Commercial Real Estate Services broker Howard Friedman represented the landlord, ASL Developers, LLC, in the lease of a 2,780 SF retail suite located at 61545 S Highway 97 in Bend. Compass Commercial Brokers Dan Kemp, CCIM and Peter May, CCIM represented the tenant, Maker Hobby, LLC.

Brokers Kristie Schmitt, CCIM and Pat Kesgard, CCIM with Compass Commercial Real Estate Services represented the landlord, Greenwood Square, LLC, in the lease of a 2,900 SF retail suite located at 155 NE Greenwood Avenue in Bend.

Brokers **Dan Kemp, CCIM** and **Kristie Schmitt, CCIM** with **Compass Commercial Real Estate Services** represented both the landlord, **RCW Investments, LLC**, and the tenant, **The People's Apothecary, LLC**, in the lease of a 1,594 SF retail suite located at 1841 NE Division Street in Bend.

Compass Commercial Real Estate Services brokers Dan Kemp, CCIM and Peter May, CCIM represented the landlord, Chandler Center, LLC, in the lease of a 2,261 SF office suite located at The Quad at Skyline Ridge at 1777 SW Chandler Avenue in Bend.

Brokers Russell Huntamer, CCIM, Jay Lyons, SIOR, CCIM and Eli Harrison, Broker with Compass Commercial Real Estate Services represented both the landlord, TREA Bend, LLC, and the tenant, California Closets, in the lease of a 3,000 SF industrial suite located at 62980 Boyd Acres Road in Bend.

Central Oregon Business Calendar

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

BUSINESS EVENTS



June 21

5pm City of Redmond Urban Area Planning Commission Meeting.

June 22

1-2:30pm City of Bend Virtual and In Person Accessibility Advisory Committee Meeting at Bend City Hall Council Chambers.

June 22

4:30-7:30pm EDCO PubTalk at Worthy Brewing, Bend.

June 22

5-6:30pm The Environmental Center Power Hour, Induction Stoves, at Johnson Brothers Appliances, Bend.

8am-5pm Bend Chamber 2023 YP Summit at COCC, Bend.

10am-3pm Assistance League of Bend Kitchen Kaleidoscope Tour of Homes.

6-8pm Deschutes County Depredation Compensation and Financial Assistance Committee Meeting at Deschutes Services Building, Bend.

June 27

11:30am-1pm Redmond Chamber Lunch & Learn at Mann Mortgage.

Noon-1pm Bend Chamber Virtual Lunch and Learn: Impacts of the 2023 Legislative Session on Business.

June 30

10-11am Bend Chamber Ribbon Cutting at TeaCupFuls, Bend.

June 30

11:30am-1pm Redmond Chamber Lunch & Learn: Tips to Repair Your Credit & Raise Your Score with Mann Mortgage at Mann Mortgage Office.

11:30am-12:30pm First Interstate Financial Education Seminar at La Pine Activity Center.

July 7-9

Overland Expo PNW 2023 at Deschutes County Fair & Expo Center, Redmond.

WORKSHOPS & TRAINING



(Ongoing)

COCC Small Business Development Center Virtual Classes.

Building Permits

COMMERCIAL PERMITS WEEK ENDING 6-2-23

City of Bend

\$200,000.00 Commercial (Alteration) 2,948 sf. at 695 NW York Dr. Bend 97703 OR Owner: Mac Pac 2, LLC Permit # PRRE202300914

City of Redmond

Commercial (New) 5,051 sf. at 440 NW Maple Ave. Redmond 97756 OR Owner: Five Skin Properties, LLC 2747 NE Conners Ave. Bend, OR 97701 Permit # 711-23-000054 \$2,206,814.00

Deschutes County

Commercial (Addition) 5,406 sf. at 15820 Barclay Dr. Sisters 97759 OR Owner: Sisters Airport Property, LLC 15820 Barclay Dr. Sisters, OR 97759 \$769,717.00

Builder: Severson Plumbing Mechanical, Inc. 541-382-3720 Permit # 247-22-009373

\$177,390.00 Commercial (Alteration) 800 sf. at 2024 SW 58th St. Redmond 97756 OR Owner: Rachel Oxley 2024 SW 58th St. Redmond, OR 97756 Permit # 247-22-008853

Commercial (Alteration) at 71017 Indian Ford Rd. Sisters 97759 OR \$14,700.00

Owner: Running Waters Prop of Oregon, LLC 4300 NE Alameda St. Portland, OR 97213 Permit # 247-23-002459

COMMERCIAL PERMITS WEEK ENDING 6-9-23

City of Bend

Commercial (Alteration) 18,028 sf. at 63455 N Hwy 97 Bldg U Bend 97703 OR Owner: CVSC. LLC Permit # PRRE202207440

\$390,586.00 \$390,586.00 Commercial (New) at 61000 Brosterhouse Rd. Bend 97702 OR Owner: Pine MHC, LLC Permit # PRNC202208246

\$89,748.00 Commercial (Alteration) 18,028 sf. at 63455 N Hwy 97 Bldg V Bend 97703 OR Owner: CVSC. LLC Permit # PRRE202207440

City of Redmond

Commercial (New) 4,300 sf. at 401 NW Quince Ave. Redmond 97756 OR Owner: PNW Oil Oregon, LLC 2632 Enchanted View Ln. SE Turner, OR 97392 \$950,000.00

Builder: Central Service, Inc. 541-550-7230 Permit # 711-23-000165

\$45,525.00 Commercial (New) 672 sf. at 345 NE Hemlock Ave. Redmond 97756 OR Owner: PCC Structurals, Inc. 4600 SE Harney Dr. Portland, OR 97206 Permit # 711-22-001414 \$15,420.00 Commercial (New) 672 sf. at 345 NE Hemlock Ave. Redmond 97756 OR Owner: PCC Structurals, Inc. 4600 SE Harney Dr. Portland, OR 97206 Permit # 711-22-001625

Commercial (Addition) 1,440 sf. at 345 NE Hemlock Ave. Redmond 97756 OR Owner: PCC Structurals, Inc. 4600 SE Harney Dr. Portland, OR 97206 Permit # 711-22-002856

\$13,451.00 **Deschutes County**

\$660,000.00 Commercial (Alteration) at 16350 1st St. La Pine 97739 OR Owner: School Dist # 1 520 NW Wall St. Bend, OR 97703 Permit # 247-23-001691

he Search Guy Continued from page 21

terminated is proactively find ways to drive more revenue or cut costs. Get into the meetings where money is being discussed and learn exactly what levers can be pulled. If a Suit is looking at the cost of employing someone vs the value they bring, it should be clear that the value is worth the money.

What's Coming Next in Employment:

Bend is challenging community to build long term careers in. We're 100k people, there are 60k jobs here and an increasing number of people moving here are working for companies based elsewhere (or not working at all). The story line for many local businesses is create a small company, scale it to a certain size, sell it off to a Private Equity firm, lose everything cool about the company, and then watch as employees leave to seek something else not controlled by a Suit. That will continue to happen. Since we're at risk of losing local businesses to Suits, how do people who want to work make it happen?

The main employment trends we expect to see around Central Oregon are four-fold. Career pivots will accelerate, more fractional solo-preneurs will start businesses, niche technical roles will stay in high demand, and automation consulting will crop up. Let's unpack each.

For any given profession, say a mechanical engineer, there are limited options locally that give employees the chance at a linear career growth. For an engineer to build a long career in Central Oregon, they will likely have to pivot into some other type of role or industry to secure growth. That might mean pivoting between the aviation industry into automotive and then into biotech.

Solo-preneurs (individuals running their own business) will increase in number. The easy example is a bookkeeper who works part time for multiple businesses. HR, marketing, operations, logistics, finance and nearly every other employment category will see a single person start a fractional, solo business where they can pick and choose how much work to say yes to (and their bill rate).

Niche technical roles, like professional electrical engineers, data center managers, civil designers and CPAs will continue to be in high demand. Those roles take years to develop the skills needed and command higher than average pay rates. Hiring anyone in a technical role will be a challenge in Bend in perpetuity. If you've got a technical skill, you'll be in demand.

Automating administrative tasks inside a company will become its own industry. As the cost of labor goes up, businesses will be motivated to have employees stay focused on the highest impact activities while automating all the work that is not revenue generating. As an employee, the thing you can do to prepare is start learning the new technology platforms that make this possible. Tools like Zapier and ChapGPT can be paired with CRMs and ERPs through APIs to streamline many administrative tasks.

The employment landscape in Bend is a challenge to navigate and will stay in flux indefinitely. As we continue to attract people with money who push out those who work locally for non-livable wages, the specific companies and job opportunities that are on the table will evolve. For specific questions, please feel free to reach out at your convenience.

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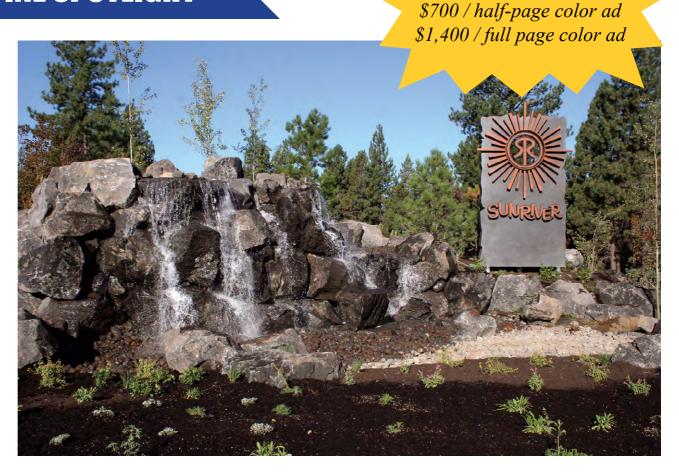
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Deadline for space & art is June 28.

Contact Jeff Martin at 541-388-5665 to reserve your ad space or send an email to jeff@cascadebusnews.com.

Advertising materials are due **June 28** for this issue.