Connecting Through Language
Educational Opportunities at the Latino Community Association
by NOAH NELSON — CBN Feature Writer

The Latino Community Association (LCA) is a nonprofit organization that focuses on assisting, educating and connecting with members of Central Oregon’s Latino communities. While the programs and services offered are catered towards the needs of the local Latino community, anyone can benefit from this community-based organization.

Brent Walters is the workforce education coordinator for the LCA. Walters said that, since the organization’s inception, they have offered a variety of educational opportunities to help Latino community members succeed.

“We’ve always offered English classes, computer classes and tutoring programs that cater to the unique needs of each client,” Walters said. “We also offer Spanish classes to members of the community who want to reconnect with the language many of their family members speak at home.”

The latter is primarily offered to youth in the community, while Walters deals with adult classes. He runs three full semester’s worth of English and computer classes, accompanied with tutoring, as well as one summer semester. While fall and winter are the most popular times for classes, Walters said that he gets students all times of the year.

Educational Services Spotlight — Pages 11-16

453 Acres Purchased for Regional Park in Bend
BPRD Buys Site for $3.9 Million in Fast-Growing Southeast Area — Long-Time Owners Say Will Be “Fitting Legacy” for Founders
by SIMON MATHER — CBN Feature Writer

A chunk of mostly rural farmland spanning 453 acres, bordering the soon-to-be booming Southeast area, will be preserved for public use after Bend Parks and Recreation District (BPRD) acquired the property in a $3.9 million deal.

The Park Board recently approved the purchase from a group of local families and their descendants, Rose & Associates, who had owned the tract since 1962 and who hailed the anticipated future use as a regional park as a “fitting legacy” honoring the original founders’ commitment to their community.

The two tax lots involved in the transaction, including 91 acres of water rights provided by Arnold Irrigation District, are bounded by Rickard Rd. to the North, Arnold Market Rd. to the East, Back Alley to the South and Bobcat Rd. to the West (see map).

Located just east of the “SE Elbow” — Bend’s master planned development encompassing 479 acres of projected commercial and residential construction — the majority of the site has an Exclusive Farm Use (EFU) designation, along with 92 acres zoned Surface Mining (SM).

A public park is a permitted use in EFU, while the SM portion would require a rezone for the intended purpose.

Cascades Edge
OSU Unveils New Career Development Program
by NOAH NELSON — CBN Feature Writer

OSU-Cascades has offered innovative ways to prepare students for their future careers for years now, but a new program introduced by the college aims to further that goal. Cascades Edge is a new career development program that is built directly into a student’s coursework, for no additional cost.

Blair Garland, the chief marketing and engagement officer with OSU Cascades, led the team in charge of creating this new program. “We have this concept in mind of, ‘this is a new campus, maybe we can do things a little differently while still utilizing the resources of OSU’s main campus,’” Garland said. “We started out with the idea of creating a distinct feature that would not only make a difference for our students but also help us stand out.”

Garland said that from there, the team in charge of making this new program ran things like a start-up business, “We worked with the Innovation Co-Lab, as well as focus groups filled with prospective students and parents to learn more about their hopes and concerns. This led us to a few different ideas that we eventually refined down.”

Garland said that during this process, they...
State-of-the-art industrial, office, and executive suites in a prime Bend location

150 NE Hawthorne Avenue, Bend
$3,250,000
-13,655 SF
-Mountain & City Views
-Located in the Bend Central District
- Passive Solar Design
- Tesla Solar Roof Tiles

A Division of Cascade Business Publications Inc.
Opinions expressed by contributing writers and guest columnists do not necessarily reflect the opinions of the publisher and/or editorial board. Questions and comments about a particular article should be addressed to the individual contributor. Letters to the Editor will be accepted and possibly printed if signed by the writer. Reproduction in whole or in part is strictly prohibited without written permission.
CBN is published the first and third Wednesdays of each month.
Subscriptions are $35 for one year ($40 for out of tri-county).
CBN is a division of Cascade Publications Inc. which also publishes the monthly Cascade Arts & Entertainment magazine, Book of Lists, Sunriver Magazine, Premiere Builders Exchange Directory, Bend-La Pine High Schools Fall & Winter Sports Programs and the Art & Wine Auction Program. Locally owned and operated since 1994.
404 NE Norton, Bend, Oregon 97701
541-388-5665
www.cascadebusnews.com
Send press releases/photos to cbn@cascadebusnews.com
EP Climbing, a pioneering force in the climbing industry, is proud to announce its partnership with Bend Endurance Academy (BEA) in the development of their groundbreaking youth training facility in Bend. This partnership positions EP Climbing as one of only two selected manufacturers entrusted with constructing a youth-specific climbing training facility, underscoring its commitment to revolutionizing the climbing landscape.

Bend and Central Oregon have always been at the forefront of the climbing world, and this facility allows EP and BEA to continue that legacy by creating a space that will not only benefit the region’s athletes but also contribute to the growth and development of climbing in Central Oregon. The partnership with BEA is a testament to our commitment to pushing the boundaries of climbing wall design.

Bend Endurance Academy’s new climbing training facility will serve as the epicenter for all BEA climbing programs, providing a dedicated space for training sessions, competitions, clinics, and training camps for competitive climbers throughout the west coast. The facility will also house BEA’s operational offices, consolidating their operations under one roof.

“We are thrilled to partner with Bend Endurance Academy in the creation of their visionary climbing training facility,” said Bryce Berge, CEO of EP Climbing USA. “Our mission has always been to make climbing accessible to all, and the

Tetherow Reaches No. 57 on Golf Digest’s Newest List of America’s 100 Greatest Public Courses

Golf Digest recently ranked David McLay Kidd’s Heathland-style gem No. 57 on its 2023-24 list of America’s 100 Greatest Public Courses — Tetherow’s highest ranking since it peaked at No. 54 on Golf Digest’s 2015-16 list and the second-best showing in the course’s 15-year history. Proof that Tetherow Golf Club is only getting better with age.

Tetherow made the largest jump of any course in the biannual rankings, jumping 25 spots from No. 82 on the 2021-22 list. The surge up the rankings is largely a product of its maturing, Scottish Heathland-inspired design. Those tweaks have helped make the challenge of Tetherow more welcoming to more golfers. But Tetherow’s Scottish Highlands inspiration — the faded fescue fairways, thin lies, firm-and-fast conditions, striking bunkers, and pronounced elevation changes — remain unchanged.

“Like the great Scottish Heathland designs that inspired it, Tetherow gets better with time,” said Chris van der Velde, Tetherow’s managing partner. “An honor for Tetherow to receive such high praise from Golf Digest, which such

With our card,
ALL RESTRICTIONS ARE RESTRICTED.

Ready for a card that gives you cash back, every time, without restrictions? The Clearly Cash Back℠ card from Washington Trust Bank is the right card for small businesses because unlike other cards, ours has no limits and no blackout dates. Imagine that. A card that gives you 1.5% cash back on purchases. With the Clearly Cash Back℠ card, all restrictions are restricted.

Learn more at watrust.com/clearlycashback

Of course this is all subject to credit approval. But after approval you’ll get a letter, OK, maybe not a letter, but you Theme rewards based on your qualifying net purchases (purchases minus returns and/or other related credits) as long as your account is in good standing that is, not closed, cancelled, blocked, delinquent, suspended or otherwise inactive and not available for use. Or as long as your card is good, your rewards are good.

If you have questions about your card, you can call us at 541-345-6511 or visit our website at watrust.com. For more information see Clearly Cash Back℠ Terms and Conditions.

August 2, 2023 • Cascade Business News • 3
A

Additionally, for every $1 million in hiring and sourcing materials locally, for real estate sectors. The study also found the construction, wholesale trade and with the largest contributions going to communities by driving investment Facebook’s U.S. Data Center Fleet, also economy since 2010.

people that I enjoy working with. “

years and 98 percent of what I do is repeat never die because of boredom! A "probably going to France" and a ‘66 Cadillac individual sales. As we spoke, he was

The study, entitled The Impact of Facebook Data Centers

The Deschutes County Sheriff’s Of-

Facebook’s U.S. Data Center Fleet, also
economy since 2010.

the third generation. “With their deep roots and consistently pleased that Brooks Resources

“With their deep roots and consistently pleased that Brooks Resources

“With their deep roots and consistently pleased that Brooks Resources

Don’t miss your opportunity to market directly to Central Oregon’s business community in our August 16 issue of Cascade Business News.

Along with providing a comprehensive list of Largest Women-Owned Business in Central Oregon, we will highlight outstanding women working in Central Oregon.

Advertisers are encouraged to submit industry-related commentary. Deadline for space & art is August 9. Contact Jeff Martin at 541-388-5665 to reserve your ad space or email jeff@cascadebusnews.com.

Advertising materials are due August 9 for this issue.

SALEM

The bipartisan Affordable Housing & Emergency Homelessness Response Act continues to make a positive impact across the state. This month, over 40 community organizations received funding to support youth experiencing homelessness. These investments will help some of Oregon’s most vulnerable youth and families by connecting them with rental assistance, shelter facilities, outreach, culturally-specific services, mental health and substance abuse services, transitional support, and more.

The organizations that received funding span across the entire state and include Hearts with a Mission of Roseburg, Medford, and Grants Pass; J Bar J Youth Services of Central Oregon; Community in Action of Oregon; Mid-Willamette Valley Community Action of Salem; Connected Lane County of Eugene and Springfield; and New Avenues for Youth of Portland. For a full list of organizations, click here.

In total, the selected organizations received nearly $2 million in funding successfully distributed by the Oregon Department of Human Services (ODHS). This investment will fund up to three sessions’ successes, with Democrats and Republicans coming together to take on this pressing issue.

The bipartisan Affordable Housing & Emergency Homelessness Response Act was the first major piece of housing legislation passed and signed into law during the 2023 session.

Democrats finished the session with a long list of additional housing policies and investments that will help get people off the streets, connected to services, and on the path out of homelessness. The Legislature during this session addressed the root causes of homelessness by funding eviction prevention programs and significant increases in housing production across the state.
New Guidance on AI Use in HR Processes

by WILSON JARRELL, Attorney & HANNAH LACHANCE, Law Clerk — Barran Liebman LLP

Although Artificial Intelligence, or AI, has been a topic of speculation for as long as we can remember, and even since ChatGPT came out in November 2022, discussions around AI — including how might we use it, and how it may effect (or even take over) our jobs — have become virtually unavoidable. Earlier this month, the Washington Post reported on the emerging concern amongst employers that employee use of chatbots would leak company information. Many employers have banned the use of various AI platforms at work, while others have sought to harness its power for various applications in their organizations. Regardless of your personal feelings on the potential robot revolution, it has become clear that the use of generative AI and its associated consequences are not something that employers can ignore.

Currently, one of the key channels whereby AI has crept into the workplace is in hiring. Many human resources managers have turned to AI to aid in determining which candidates will succeed. This is accomplished by “training” the program and feeding it materials of employees that have succeeded in the past, which it will use to predict which job candidates are likely to succeed. This is accomplished by selecting the program and feeding it materials of employees that have succeeded in the past, which it will use to predict which job candidates are likely to succeed. This is accomplished by training the algorithmic decision-making tool. Employers should use caution when implementing AI in their hiring practices and continually re-evaluate their employment practices to ensure they do not have an adverse effect on a protected class. While AI may be intended to cause the applicant to disclose information about any disabilities unless it is necessary, is there a less discriminatory alternative available? 4) Finally, similarly to provisions under the ADA, the EEOC guidance further advises that to avoid a violation of Title VII, employers should consider a few questions before implementing an algorithmic decision-making tool.

AI Compliance

The DOJ guidance specifies that an employer utilizing an AI test must ensure that the test is accessible to all applicants regardless of disability, or they must provide a procedure for applicants to request reasonable accommodations that does not hurt the applicant’s chances of getting a job. The EEOC Guidance is more specific, giving several examples of technologies that could be implicated, including employee monitoring software that scores employees based on their keystrokes or other activity, video interview software that analyzes facial expressions and speech patterns, and “virtual assistants” that ask employees about their job qualifications. The EEOC’s guidance further advises that to avoid a violation of Title VII, employers should consider a few questions before implementing an algorithmic decision-making tool.

Title VII Compliance

The EEOC guidance further advises that to avoid a violation of Title VII, employers should consider a few questions before implementing an algorithmic decision-making tool.

1) Does the tool have the potential to adversely affect certain groups on the basis of race, color, sex, or national origin?
2) If the tool has an adverse impact, can the employer show that the selection procedure is job-related and consistent with business necessity? Again, similarly to provisions under the ADA, employers should only test for characteristics that are necessary to perform the job.
3) Even if the selection procedure is job-related and consistent with business necessity, is there a less discriminatory alternative available?
4) Finally, similarly to provisions under the ADA, the EEOC guidance further advises that to avoid a violation of Title VII, employers should consider a few questions before implementing an algorithmic decision-making tool.

Employers should use caution when implementing AI in their hiring practices and continually re-evaluate their employment practices to ensure they do not have an adverse effect on a protected class. While AI may be intended as a measure to decrease human bias, it can ultimately replicate this bias, even unintentionally, if it is not properly trained. Because of these risks, HR professionals should consult legal counsel before implementing a new AI tool.

Wilson Jarrell is an attorney and Hannah LaChance is a law clerk at Barran Liebman LLP. For questions about AI in the workplace or for any other employment matters, contact Wilson at 503-276-2181 or wjarrell@barran.com. barran.com

NOCTURNAL BUSINESS PATROLS

29 YEARS

541-330-0404
541-548-1992
securityprosbend.com

RBC Wealth Management is moving!

Effective August 21, 2023, our new address will be:
2220 NW Labiche Lane, Suite 210 | Bend, OR 97703

Our phone numbers will remain the same. We look forward to welcoming you to our new office.

Investment and insurance products: * Not insured by the FDIC or any other federal government agency * Not a deposit of, or guaranteed by, the bank or an affiliate of the bank * May lose value

© 2023 RBC Wealth Management, a division of RBC Capital Markets, LLC, registered investment advisor and member NYSE/FINRA/SIPC.
A new facility replacing a dingy 80-year-old repurposed one-time sewer treatment building known as the “round house,” is in the pipeline for Sunriver Public Works.

The current one-bathroom shop with a single window is used primarily to store equipment and house the Sunriver Owners’ Association (SROA) crews tasked with maintaining a range of infrastructure and service needs.

But Public Works has long outgrown the aging facility, which also presents a number of functional challenges after it was adapted from its days as a 1940s-era sewage holding tank, or wastewater treatment “digester,” from the time of World War II/Camp Abbot.

The concrete-walled plant was still in use up until 1967, before being converted into an operations building to house equipment, tools, and personnel.

SROA Public Works Director Mark Smith said the department’s crews work diligently 365 days a year and are proud of the services they provide to keep the resort in prime condition, for residents and visitors alike, but deserve to share a similar sense of pride in their work environment.

And now, the long-discussed goal to create a new, more efficient, base is becoming reality thanks to a $1.6 million project sanctioned by the SROA Board, to be funded from association reserves.

One of the old buildings will be demolished to make way for a customized 13,100-square-foot facility including enclosed bays to keep vehicles and heavy equipment out of the elements — which will save staff time digging them out every time it snows.

General Contractor for construction of the project is Central Oregon-based Wolf Construction & Development, with structural/civil engineering by Bend’s LB Engineering.

The new facility will improve the overall efficiency, safety and well-being of staff, including conditioned workspaces to get out of the elements during heat or cold events, wildfire smoke days, etc.; efficient working spaces and tool storage as part of the larger shop; safer chemical and paint storage; additional office and locker space; appropriately sized and efficient breakroom; separate restrooms for men and women, and proper storage space for items such as maps, archives and owner directories.

The project was processed publicly through the Deschutes County Planning Department in accordance with SROA Design Committee Manual of Rules & Procedures, including holding informational neighborhood meetings.

Public Works crews work to maintain Sunriver as a top-tier community year-round, with responsibilities including:

- Maintenance and snowplowing of 66 miles of roads and 34 miles of pathways;
- Maintenance of SROA-owned facilities including: SHARC, Member Pool, boat launch, tennis and pickleball courts;
- Fort Rock, Paulina & Mary McCallum parks;
- Street signage;
- Buildings & infrastructure;
- Landscaping;

Continued on Next Page
Sunriver Public Works
Continued from previous page

- Restrooms;
- Daily pathway trash can pickup;
- "Ladder fuels' reduction, tree removal

The Department has a fleet of snow removal vehicles for clearing Sunriver's roads and pathways. Crews generally start plowing after 3” has accumulated on the main roads and during heavy or continued snowfall, will work around the clock in 12-hour shifts to keep roads clear.

To support Sunriver property owners with performing ladder fuels reduction (LFR) work on their properties to reduce wildfire risks, SROA’s Public Works also offers roadside pickup of ladder fuels debris. Ladder fuel is a firefighting term for live or dead vegetation that allows a fire to climb up from the landscape or forest floor into the tree canopy. Common examples include tall grasses, shrubs, and tree branches, both living and dead.

The 9.85-acre site for the new building — located in the Sunriver Community General District (SUCGD) and the Airport Safety (AS) Combining Zone off Sun Eagle Lane and Abbott Drive — is currently developed with a number of buildings for the Sunriver Owners Association.

Uses and structures on the property include a fire station, administration building, equipment and cinder storage, and public works buildings.

One of several conditions for approval of the new structure includes a requirement that no glare-producing material be used on the exterior of structures located within an approach surface or on nearby lands where glare could impede a pilot's vision. Additionally, no use shall imitate airport lighting or impede the ability of pilots to distinguish between airport lighting and other lighting, and all exterior lighting shall be shielded so that direct light does not project off-site.

The new facility will provide additional sheltered bicycle parking and be utilized in conjunction with the neighboring, existing administration building.

During approval proceedings, SROA staff commented: “The building is replacing a repurposed wastewater treatment building and will be more aesthetically pleasing.

“The proposed structure will utilize masonry and non-reflective materials in muted, earth-tone colors to blend in and reduce contrast with surrounding vegetation and landscaping.

“The primary purpose of the proposed building is to provide interior storage of vehicles that are currently stored outside. This will reduce the visual impact of stored vehicles as well as reducing the noise from vehicle startups and idling.

“A landscape plan has been provided to show additional, new landscaping between the proposed structure and Sun Eagle Lane. This new landscaping, along with the landscaping (trees/vegetation) currently existing on the north and south sides of Sun Eagle Lane provides ample, natural screening to the proposed structure.”

“This is a greatly needed facility for the Public Works department,” said Wolf Construction and Development Principal Scott Wolf. “They have been working out of an old building that used to run rotator equipment and features round concrete radius walls, which is not the most practical shape for their use. “The new building consolidates operations and storage needs in a bigger more efficient space. Public Works is a busy and productive department, and this move is better for employees and the whole community; it is something all parties can feel good about.”

“I worked with SROA previously on the north pool project — they are a very good client, and we have a great collaborative team all round.”

Wolf added that the structure will be a pre-engineered metal building and is to include a large mezzanine for additional storage and future expansion potential.

The construction timeline is expected to span a year. sunriverowners.org

FREE E-Headlines

Sent Directly to Your Email

To Receive, Send Your Email to: CBN@CascadeBusNews.com

Business & Industry

August 2, 2023 • Cascade Business News • 7

Free E-Headlines

Sent Directly to Your Email

To Receive, Send Your Email to: CBN@CascadeBusNews.com

Business & Industry

August 2, 2023 • Cascade Business News • 7

Challenged with Employee Engagement and Retention?

We understand that a happy team is a successful team.

We create Self-managed Teams

Contact us today to schedule your no-cost assessment.

541-321-2697 info@symplexicoaching.com symplexicoaching.com

In a recent survey by the Society for Human Resource Management, 46% of employees said they would rather work for an organization that values their contributions.

Visit us online at symplexicoaching.com for more information.

Employee Engagement

Sunriver Public Works

FOYER RECEPTION DESK | PHOTOS COURTESY OF SUNRIVER PUBLIC WORKS

Free E-Headlines

Sent Directly to Your Email

To Receive, Send Your Email to: CBN@CascadeBusNews.com

INVESTMENT MANAGEMENT
INSURANCE & ANNUITIES
FINANCIAL PLANNING

What We Do

Give me a call today to discuss your unique needs!

Ed Wettig, CFP®
22 Years Experience
ed@cornerstone-cfpg.com

Whether you’re 20 years or 20 days from retirement, I specialize in Retirement Income planning and solutions.

541-516-0923

www.cornerstonefinancialbend.com

www.cornerstonefinancialbend.com

541-516-0923

Representative is registered with and offers only securities and advisory services through PlanMember Securities Corporation, a registered broker/dealer, investment advisor, and member FINRA/SIPC. PlanMember is not responsible or liable for ancillary products or services offered by Edward Wettig or Cornerstone Financial Planning Group, LLC.

Cornerstone Financial Planning Group
424 NE Kearney Ave., Bend, OR 97701

Cornerstone Financial Planning Group
424 NE Kearney Ave., Bend, OR 97701
BPRD continued from page 1

BPRD took the opportunity to save the land with an eye to the future for community enjoyment after it was put up for sale as the southern part of town set to see something of a population explosion thanks to other development plans in the works.

In April 2021, Bend City Council adopted an ordinance amending the Southeast Area Plan with a goal to encourage the development of a complete community (a place where people can live, work, shop, and play).

“The Elbow” represents the largest total Urban Growth Boundary (UGB) expansion area encompassing 479 acres, of which roughly half will be used for employment land. Over 2,274 jobs are expected to be supported there, and with Bend’s booming high tech development sector it is expected that clean industrial/flex space incorporating light manufacturing and office uses will become inevitable.

Of the 122 acres of residential development land, the City is proposing a mix of 36% single-family detached housing, 17% single-family attached district and 47% multi-family.

Another engine of growth will come in the shape of the Stevens Ranch Master Plan, demonstrating how future development would be capable of meeting the requirements of House Bill (HB) 3318, passed by the Oregon Legislature in 2021.

The statute provides an opportunity for the City to fast-track the planning process for the Stevens Road Tract to help meet Bend’s critical need for more affordable and middle-income housing.

In the master plan, approximately 237 acres has been set aside for housing, with the capacity for 1,565 units. Around 138 acres of land earmarked for future development, 50 acres for a large-lot industrial site, and some 46 acres of commercial land with scope for an additional 145 housing units. Forty-four acres has been allocated for open space.

Considering this activity, BPRD has been on the lookout for opportunities to cater to areas of anticipated population growth, with one of its stated goals to have a public, park facility accessible within one mile of every household door in the city.

Once developed, the future SE regional park will be larger than other sizeable projects in the district system, such as the 159-acre Pine Nursery community park in northeast Bend, which includes a sports complex for youth sports, or the newer 184-acre Riley Ranch Nature Reserve on the northwest edge of town.

Generally, BPRD’s interest in the property is part of the organization’s planning for long-term growth,” said Julie Brown, BPRD communication and community relations manager. “With the goal of finding land suitable for future park development, the district entered into a purchase and sale agreement for the two parcels located less than a half mile from the UGB, directly south of the Knott Knoll. The agreed upon purchase price for the property was $3.9 million, plus associated legal, closing, and due diligence costs.

“The district has no immediate plans or funding identified for development of the site but will be pursuing a zone change for future park-related use. A portion of the property is currently cultivated for hay and this use will remain in place for the foreseeable future.”

The resolution authorizing the acquisition of the Rose and Associates property was approved at the Board meeting June 20, and the transaction closed July 5 this year.

A pillar of BPRD’s strategic plan is to strike a balance between caring for existing infrastructure and new development to ensure the district is maintaining its benefit the growing Southeast area.

The 92 acres of SM land was previously mined for sand and gravel, but such operations ceased more than a decade ago. As that zoning only allows uses in a “low-density” category, it will need to be rezoned to allow for park development.

The remaining EFU zoned portion of the property has been used for agriculture purposes. EFU zoning allows for park and recreation uses with a conditional use permit and master plan.

As far as budgetary impact, the 2024-2028 Capital Improvement Plan allocated $4.25 million in property tax funding for the acquisition of regional/community park land.

The agreed upon purchase price for the property was $3.9 million, plus associated legal, closing, and due diligence costs. The district will proceed with the zone change application, requiring additional funds. There is sufficient funding remaining in the CIP following the acquisition to cover procuring the zone change application.

Listing broker Walt Ramage, a partner with Bend-based NAI Cascade Commercial Real Estate Services and multiple Commercial Transaction of the Year recipient, said: “It was an absolute honor to represent Rose and Associates on the disposition of their property that has been held for more than half a century. “For us to have sold to a Bend-area developer makes it an ideal legacy, especially as the families involved in the ownership have made such an impact in the Bend community over the years. They are excited about the passing of the property on to such great stewards of the land.”

The original Rose and Associates partners purchased the property in 1962. The first five members were: Dr. H.M. Kemple, Dr. Richard Ettinger, Dr. Edward Straka, Walt Kittredge, and Bud Rose, all respected members of the community. In 1960, Dr. Neal Goldsmith joined the partnership and in 1980, Phil Weigand came on board.

As with his fellow partners, Dr. Kemple was a beloved figure in Bend, who devoted his career and retirement years toward working for a better community. In 1998, he founded the Kemple Children’s Clinic, a free dental clinic for children of low-income families, and he was one of the founders of Volunteers in Medicine Clinic of the Cascades. Dr. Ettinger was also a lifelong Central Oregon resident. He joined Bend Memorial Clinic as its seventh physician and was Chief of Medicine at St. Charles Hospital for most of his career. Dr. Straka was a prominent dentist and among many his community contributions was proud of the work he did as a dental examiner for graduating dental students. Bud Rose was an esteemed pharmacist known throughout Oregon; Dr. Neal Goldsmith was a long-time Bend Surgeon, and local farmer and rancher Phil Weigand owned Weigand Ranches.

“We are very happy with this transition — the legacy of our families and their love of community will live on,” Family descendant Kristina Rose said. “This is the perfect buyer for the property and all second-generation partners are confident that the outcome, which will serve to benefit the growing Southeast area.”

The founding partners were very dedicated occupants who advocated for land families to enjoy a healthy lifestyle. “We feel good about who acquired the land — BPRD is known for having the community’s best interests at heart with programs for all members of the population,” Ramage said.

“The sale of the Rose and Associates property to Bend Parks and Recreation District is a wonderful way to honor the legacy of the founding partners for their service and dedication to the community. Mrs. Josephine Weigand and Mrs. Marcia Rose are the two surviving original partners.”

Ramage’s colleague at NAI Cascade, Jeff Reed, referred the buyer in the transaction.
Optimize Your CRE Strategy with 1031 Exchange

EXECUTING A SUCCESSFUL 1031 EXCHANGE requires adherence to specific requirements. One of the requirements is that the seller cannot take constructive receipt of the proceeds from the sale of their relinquished property. Be sure to contact a 1031 accommodator early in the process to ensure you follow all the rules and meet all the deadlines.

Another key requirement of a 1031 Exchange has to do with timing. Following the sale of the relinquished property, you have 45 calendar days to identify a new replacement property or multiple properties. The total transaction must be completed by closing the replacement property within 180 days of the sale of the relinquished properties. These are strict timelines with few exceptions.

Some of the pitfalls of a 1031 Exchange are finding a suitable replacement property, the pressure of meeting tight deadlines and deals falling through after they are in contract. If a deal fails and no backup property is identified, this can put the exchanger in a situation where they may have to decide whether to pay taxes on the proceeds of the sale or purchase a replacement property that is not an optimal investment.

A 1031 Exchange is a powerful tool to defer taxes and manage real estate investment portfolios. Work with a qualified intermediary, tax accountant and an experienced commercial broker early in the process to help you navigate to a smooth tax deferred exchange.

---

BEND OFFICE MARKET

Compass Commercial surveyed 225 office buildings totaling 2,787 million square feet for the second quarter office report of 2023. The market experienced 7,086 SF of negative absorption in Q2 2023 with an increase in vacancy rate from 3.9% in Q1 2023 to 4.29% in Q2. This is the second consecutive quarter with negative absorption and an increase in vacancy rate. Perhaps more concerning is the amount of available sublease space increasing from 69,868 SF in Q1 to 83,014 SF this quarter. This inventory, added to the 110,065 SF of vacant office space, results in an availability rate of 7.28%.

LEASING: Lease demand cooled in the last quarter with slower activity across all submarkets. The West Side submarket, the largest of the three, experienced 17,777 SF of negative absorption. This is largely due to 12,000 SF becoming available at the Navis Building in the Old Mill District. The Downtown and Highway 97/3rd Street submarkets experienced modest positive absorption of 6,848 SF and 3,801 SF respectively.

RENTS: Lease rates remained flat with the high end of the market ranging from $2.00 to $3.05/SF/Mo. NNN and more affordable space ranging from $1.40 to $2.00/SF/Mo. NNN.

CONSTRUCTION: Shevlin Crossing, an approximately 45,054 SF two-building Class A office project in NorthWest Crossing, is under construction with the shell of the first building nearly complete. There are no other speculative office developments under construction.

SALES: There were no notable office sales this quarter.

BEND RETAIL MARKET

Compass Commercial surveyed over 4.60 million square feet of retail space across 266 buildings for the second quarter retail report of 2023. The Bend retail market experienced a slight uptick in overall vacancy in Q2 2023, with 7,487 SF of negative absorption, resulting in an increase in the citywide vacancy rate from 2.60% in Q1 2023 to 2.81% in Q2. There is now 129,297 SF of available retail space for lease in Bend.

LEASING: After a strong first quarter, leasing in the retail sector slowed during the second quarter of 2023, with only one of the seven submarkets experiencing positive absorption. The South 97 submarket was the only region in Bend to experience positive absorption this quarter with The Little Gym leasing 4,780 SF at the Bend Factory Stores and Great Clips taking over 2,780 SF of the former Payless Shoes location at the Big S Center. Both the West Side and Old Mill District submarkets experienced no change in overall vacancy rate, while the North 97 submarket experienced the largest change, with 8,080 SF of negative absorption, due largely to the 7,000 SF former Knecht’s building coming available at 60311 N Hwy 97. The Central 97 submarket also noted 5,641 SF of negative absorption in Q2, despite a new lease being signed at Wagner Mall for 6,122 SF.

RENTS: The asking rental rates for Bend retail space continue to hold steady.

---

Optimize Your CRE Strategy with 1031 Exchange

by PETER MAY, CCIM, Partner & Broker — Compass Commercial Real Estate Services

M astering the strategies of a 1031 Exchange offers investors the chance to optimize and strengthen their portfolios for increased cash flow and long-term financial gains. While navigating this complex landscape, you need to evaluate the tax consequences of the sale. If you are willing to reinvest those proceeds into another investment property, you can defer the capital gains tax by using a 1031 Exchange. This will allow you to preserve the value of your property.

A 1031 EXCHANGE is defined as tax deferral on the sale of a property used primarily for sale do not qualify for a 1031 Exchange.

The definition of like-kind property is broad. For example, an industrial building may be used in an exchange with a duplex, apartment or office building. It is important to note that personal residences and properties held primarily for sale do not qualify for a 1031 Exchange.

If the seller does not invest all the proceeds in the replacement property, the additional value is considered boot. Any value considered boot will be subject to tax.

---

A 1031 EXCHANGE is a powerful tool to defer taxes and manage real estate investment portfolios. Work with a qualified intermediary, tax accountant and an experienced commercial broker early in the process to help you navigate to a smooth tax deferred exchange.
between $1.15 and $4.00/SF/Mo. NNN with the highest rates associated with drive-thru sites and new construction.

**CONSTRUCTION:** The Cascade Lakes Brewing building at Reed South is open with limited capacity and is scheduled to be fully open for business in August 2023. The new multifamily development at 515 SW Century Drive, featuring a 129-unit apartment complex and an adjacent 1,625 SF retail building, has begun vertical construction and is on pace to be completed in February of 2024.

**SALES:** The 15,154 SF building located at 63195 Jamison Street sold for $7,000,000 or $461.92/SF. Additionally, the 2,647 SF building located 1346 NW Galveston Avenue sold for $1,367,500 or $516.62/SF.

**BEND INDUSTRIAL MARKET**
by GRAHAM DENT, SIOR, Partner & Broker
Compass Commercial Real Estate Services

Compass Commercial surveyed 321 Bend industrial buildings totaling 4.64 million square feet for the second quarter of 2023. The market experienced 15,779 SF of negative absorption during the quarter. At the end of Q2 2023, the overall vacancy rate stood at 1.26%, a slight increase from the 0.80% recorded in Q1 2023. There is now 58,542 SF of industrial space currently available in Bend.

**LEASING:** As evidenced by the negative absorption for the second consecutive quarter, leasing activity has begun to cool down in the industrial market in Bend. Although there are still a good number of tenants in the market looking for space, the urgency to make decisions has been tempered by the increased inventory and sense that the market has peaked.

**RENTS:** Despite the additional inventory on the market today compared to last quarter, the average asking rate for Bend industrial space remained unchanged at $1.12/SF/Mo. NNN. First generation and specialized industrial spaces are commanding rates north of $1.25/SF/Mo.

**CONSTRUCTION:** In Bend, there is one speculative industrial project underway at the corner of SE Wilson Avenue and SE 9th Street. This is the Midway project consisting of three buildings, one of which will be occupied by Blackstrap. The remaining two flex buildings total 27,789 SF and will be delivered in spring 2025.

**SALES:** There were no notable sale transactions during the quarter. The increasing cost of financing has made it difficult for investors and owner/users to make new purchases pencil.

**REDMOND INDUSTRIAL MARKET**
by PAT KESGARD, CCIM, Partner & Broker
Compass Commercial Real Estate Services

Compass Commercial surveyed 89 buildings totaling 1.72 million square feet for the second quarter Redmond industrial market report of 2023. The Redmond industrial market experienced 47,975 SF of negative absorption, resulting in the vacancy rate increasing from 2.45% in Q1 2023 to 5.24% in Q2 2023. There is now 90,251 SF of available space. While concerning on the surface, the significant uptick in the vacancy rate was caused by Traeger vacating a 72,000 SF facility at 601 E Antler Avenue. Aside from this significant vacancy, the Redmond industrial market experienced 24,025 SF of positive absorption.

**LEASING:** Activity in the Redmond industrial market continues to show movement. We currently have demand for industrial space that includes yard space. In general, the market remains tight with very limited spaces available between 1,500 SF and 5,000 SF.

**RENTS:** The Redmond industrial market continues to be very strong with a slight increase at the top of the market. Average asking rates in the Redmond industrial market are between $0.85 and $1.25/SF/Mo. NNN depending on the condition of the space. Asking rates for new projects under construction will be between $0.95 and $1.25/SF/Mo. NNN.

**CONSTRUCTION:** There is currently 30,000 SF to 50,000 SF of industrial space in the pipeline for Q3 and Q4 2023, which will be for lease in various sizes.
Leading Edge Flight Academy
A Pilot’s Direct Route to Success

by NOAH NELSON — CBN Feature Writer

The Leading Edge Flight Academy is a pilot training institution and program based out of the Bend Municipal Airport. For nearly 20 years, they have been training the next generation of plane and helicopter pilots; graduates from their program are literally flying all over the world.

Katharine Ayres is the school’s director of admissions. According to Ayres, “Leading Edge is a part 141 and part 135 certified flight school with the Federal Aviation Administration.”

For context, part 141 means that they are certified to teach new pilots in their programs, and part 135 means they are certified to fly tours and charter flights, which can include a variety of flights, from assisting with forest fire control to flying for private events such as weddings and tours.

“In terms of our educational opportunities, think of us as a college level flight school,” Ayres said. “The FAA goes over and regulates everything we do from our training practices to monitoring our graduation rates. We are as certified as possible.”

Like many educational opportunities in Central Oregon, prospective students can get involved with Leading Edge through COCC, “We are the flight provider for their aviation program,” Ayres said, “many students come in wanting to be airline pilots, search and rescue pilots, and more. We are the first educational building block in that path. We are figuratively and literally teaching students to fly from the ground up.”

The average student at Leading Edge can be difficult to define, as the school is not only connected to COCC, but also to veterans administrations, meaning students are often a mix of 18-22 year olds and veterans aged 45 and older. At the youngest, students must be 16 years old to fly solo and 17 years old in order to receive a private pilot certificate.

However, Ayres clarifies that Leading Edge typically doesn’t work with students who are not ready to make the full time commitment to their pilot training. Enrolling in the aviation program at COCC is a two year professional pilot training course, signing students up for a 30-40 hour per week commitment. Students in the program take three to four classes based on aviation in some way (aircraft systems, human risk factors, etc…) as well as flight and ground lessons at the Bend airport with Leading Edge.

“With the degree power of the college and the certified flight school power of Leading Edge combined, those students get a two year associates degree and they’ve also worked through a professional flight training through the school,” Ayres said.

Outside of the COCC program, Leading Edge still offers pilot training for a variety of rankings, also known as ratings by the FAA. The flight school offers classes to obtain four levels of FAA certified ratings.

The first rating is the private rating, which is the most basic training at the school. “That is the training every pilot needs to go through,” Ayres said. “Learning to fly and operate the aircraft can be the least demanding part. All of the ground knowledge and language around flight can take more time for plenty of students.”

Next, the instrument rating certifies that the pilot knows how to fly the aircraft or helicopter using just the technological instruments on the aircraft. After that, students can earn their commercial rating and then move onto the final rating step, the instructor ratings, which come in two steps: certified flight instructor and certified instrument instructor. Those last two ratings are required to become an instructor and teach the classes that provide the first two ratings, private and instrument.

Each rating can take around six months to complete, and the FAA mandates a written test and a final check ride that is both on the ground and in the air to be completed before awarding any ratings.

Across all of these trainings, students at Leading Edge become fully certified to fly commercially, and collect around 250 hours of in-flight experience. However, most professional pilot positions require at least 1500 hours of in-flight time.

Continued on Page 14
### Educational Services (Listed Alphabetically)

<table>
<thead>
<tr>
<th>Company / Address</th>
<th>Phone</th>
<th>Fax</th>
<th>WebSite/Email</th>
<th>Contact</th>
<th>Staff</th>
<th>CO Year Est.</th>
<th>Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>COCC's Center for Business Industry</td>
<td>541-383-8825</td>
<td>541-317-0709</td>
<td><a href="http://www.cocc.edu/SmallBusiness">www.cocc.edu/SmallBusiness</a></td>
<td>Benny Green, Campus Admin -istrator</td>
<td>2</td>
<td>1949</td>
<td>Offering community college classes, non-credit commen-tery classes, English language classes &amp; remedial setting classes.</td>
</tr>
<tr>
<td>COIC Classroom - Redmond</td>
<td>541-363-7575</td>
<td>N/A</td>
<td><a href="mailto:cocedev@coic.org">cocedev@coic.org</a></td>
<td>Client Services</td>
<td>12</td>
<td>1933</td>
<td>Offering comprehensive professional development, certifiable &amp; industry-specific workforce training &amp; expert business advice &amp; education to help existing &amp; future business owners grow &amp; succeed.</td>
</tr>
<tr>
<td>COIC Classroom - Redmond</td>
<td>541-771-2229</td>
<td>541-504-2909</td>
<td><a href="mailto:coic@coic.org">coic@coic.org</a></td>
<td>Dustin Gantley</td>
<td>1</td>
<td>1972</td>
<td>Provides GED preparation, certified alternative high school education.</td>
</tr>
<tr>
<td>Current Conceptions, Inc.</td>
<td>541-526-5083</td>
<td>541-316-1653</td>
<td><a href="http://www.currentconceptions.com">www.currentconceptions.com</a></td>
<td>Dr. P.L. Senger, Dr. Angela Oli</td>
<td>2</td>
<td>2011</td>
<td>Specializing in in-line curriculum development &amp; global distribution to academic programs at the university level in the field of reproductive physiology.</td>
</tr>
<tr>
<td>Eastern Oregon University Central Oregon Center</td>
<td>541-550-4000</td>
<td>N/A</td>
<td><a href="http://www.eou.edu/central-oregon">www.eou.edu/central-oregon</a></td>
<td>Denny Caccinii</td>
<td>2</td>
<td>1997</td>
<td>Online bachelor's &amp; master's degrees <a href="http://www.eou.edu/online">www.eou.edu/online</a>.</td>
</tr>
<tr>
<td>International School of Baking</td>
<td>541-604-5432</td>
<td>N/A</td>
<td><a href="http://www.schoolofbaking.com">www.schoolofbaking.com</a></td>
<td><a href="mailto:Manu@schoolofbaking.com">Manu@schoolofbaking.com</a></td>
<td>Manu Soochar</td>
<td>1</td>
<td>1985</td>
</tr>
<tr>
<td>Kilns College</td>
<td>541-639-8945</td>
<td>N/A</td>
<td><a href="http://www.kilnscollege.org">www.kilnscollege.org</a></td>
<td>David D. Dealy</td>
<td>5</td>
<td>2008</td>
<td>Offering online services in graduate studies in social justice &amp; community leadership. Offering programs in theology &amp; culture.</td>
</tr>
<tr>
<td>Latino Community Association - Bend</td>
<td>541-382-4366</td>
<td>N/A</td>
<td><a href="http://www.latinocommunityassociation.org">www.latinocommunityassociation.org</a></td>
<td>Brad Porschel</td>
<td>20</td>
<td>2000</td>
<td>Empowering Latino families by providing workforce services including English classes &amp; reading, computer training, job placement, small business support, legal assistance &amp; citizenship. Offices in Redmond: 136 NW Cedar Ave, Madras: 221 SE Sixth St., Prineville: 185 NE Fourth St., 411.</td>
</tr>
<tr>
<td>Latino Community Association - Madras</td>
<td>541-615-1996</td>
<td>N/A</td>
<td><a href="http://www.latinocommunityassociation.org">www.latinocommunityassociation.org</a></td>
<td>Daniel Alvarado Hernandez</td>
<td>2</td>
<td>2010</td>
<td>Empowering Latino families by providing workforce education, including classes in English, computer science, leadership, health insurance credential, immigrant counseling &amp; currently help with income tax preparation. Offices in Redmond: 136 NW Cedar Ave, Madras: 221 SE Sixth St., Prineville: 185 NE Fourth St., 411.</td>
</tr>
<tr>
<td>Morning Star Christian School</td>
<td>541-382-5091</td>
<td>541-382-5028</td>
<td><a href="http://www.morningstar@">www.morningstar@</a> mail.com</td>
<td>Stacia Beans</td>
<td>43</td>
<td>1982</td>
<td>Nursery through 8th grade.</td>
</tr>
</tbody>
</table>

Continued on Page 34
Cascades Edge
Continued from page 1

discovered that the most promising concept to pursue was focused on career development. With this idea in mind, a team of faculty, staff and even a few students were put together to flesh out the concept. Once the central idea was mostly there, new students to campus were invited to discuss the idea, to further help Garland’s team learn how to better help their community.

One of the students who was invited to work with the team of faculty and staff was Kimberly Markley, a 38-year-old, first-generation college student from Ohio who is enrolled in the computer science program. In one of these meetings, Markley raised the point that the computer science program already had so many career development tools in place that have helped her on her educational journey. “I was given a big opportunity to work with Blair on Cascades Edge. We worked together on multiple focus groups of parents, prospective students, and asked so many questions to better understand what the OSU-Cascades community needed,” Markley said. “As we were discussing all of the things our focus groups had mentioned, I spoke from the heart about how the computer science program includes a professional development unit. I said this unit has changed my view of myself and what I can offer the world. I had a good resume, internship experience, learned best practices on how to communicate with employers, interview skills and more. It also made me realize why certain classes applied to my dream job and career.”

Having a current student speak about how impactful the computer science career development unit is struck a chord with Garland and the rest of the team. Garland said this helped him refine the many original ideas that had down into Cascades Edge, a career development program that can help every student in any major.

Cascades Edge is a four-pronged program aimed at helping students gain the skills, focus and confidence needed to succeed in the workplace and land their dream job. The first portion is a course that every first-year student takes. This is an exploratory course that helps students narrow down their passions and strengths, while also explaining to students how different majors and career paths translate to different jobs down the line.

The second piece of the program provides students with an action plan where they decide what kind of an impact they want their careers to have. From here, this goal-oriented action plan helps students plan out their time at OSU Cascades, including what classes to take, clubs to join and internships to pursue.

The third portion, Garland describes as a “career development menu that is embedded into their classes.” Essentially, students will be able to pick from a list of professional topics that will help them develop as successful workers, like interview practice, job shadows, internships, research, resume workshops, pre-career fair workshops and more. Garland said these skills help students learn important skills, and also greatly increase their confidence as they begin to search for jobs and other opportunities.

The final step is a LinkedIn-compatible badging system. The National Association of Colleges and Employers defines a set of eight career competencies that students need in order to succeed in the modern workforce. The Cascades Edge program gives students a streamlined path to achieve many of those badges during their time in college. Each student can earn up to four ranks in each badge category. Many badges can be earned through classwork; freshman-level writing courses provide you with a level 1 communication badge, for example.

In terms of how the program will change in the future, Garland said, “Like with most things at OSU Cascades, we do our best at designing the program and learning from those experiences. We measure what works and what doesn’t, and fully expect to refine the program as it goes along.”

To a student like Markley, this is just another step OSU-Cascades is taking to benefit not just the student body, but the entire Bend community.

“I longed for an education for my entire life, and being given this opportunity to succeed and be supported by the community around me is indescribable. Education has saved my life in so many ways, and I love this community so much because of how much we support one another,” Markley said. “This movement happening with Cascades Edge is hopefully going to be one of the many tools making the Central Oregon community happy, healthy and functional.” osucascades.edu

FORUM: August 17

(Mis)Behavior in the Classroom: Carrot, Stick or ...?
Leading Edge Flight Academy
Continued from page 11

Leading Edge takes this into account and has a solution for students. “Similar to a medical residency for newly graduated med students, the graduates of our program, while legally certified, still need to collect more in-flight hours in order to be hirable,” Ayres said. “For any graduates of our full program, we offer a solution for students.

Ayres said that most instructors reach their 1500 hour mark in anywhere from one-and-a-half to two years. Typically, graduates from Leading Edge do very well in the industry. According to Ayres, the industry is still in the midst of a pilot shortage, caused by a variety of factors. Due to this, and the level of connections that Leading Edge has with both COCC and industry leading employers, graduates from this school are guaranteed an interview at certain employers, while other employers actively seek out graduates from Leading Edge.

While Ayres said that hiring has picked up, she clarified that the level of pilots in the industry likely won’t balance out until 2030, meaning that now is a prime time to start a new career as a pilot.

flybend.com • flyleadingedge.com

Educational Services (Listed Alphabetically)

<table>
<thead>
<tr>
<th>Company / Address</th>
<th>Phone</th>
<th>Fax</th>
<th>WebSite/Email</th>
<th>Contact</th>
<th>Staff</th>
<th>CO Year</th>
<th>Est.</th>
<th>Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>Oregon State University - Cascades 1100 SE Chandler Ave. Bend, OR 97702</td>
<td>541-322-3100</td>
<td>541-583-791</td>
<td><a href="http://www.OSUcascades.edu">www.OSUcascades.edu</a> <a href="mailto:christine.coffin@OSUcascades.edu">christine.coffin@OSUcascades.edu</a></td>
<td>Christine Coffin</td>
<td>285</td>
<td>2001</td>
<td>Eight thousand undergraduate majors &amp; graduate programs, with 30 minors &amp; degree options. Research programs &amp; internships &amp; international programs in 60+ countries.</td>
<td></td>
</tr>
<tr>
<td>Other Lifelong Learning Institute at the University of Oregon (OLLLI-UO) 1101 Central Oregon</td>
<td>541-728-6885</td>
<td>N/A</td>
<td><a href="mailto:olserving@uoregon.edu">olserving@uoregon.edu</a> <a href="mailto:olserving@uoregon.edu">olserving@uoregon.edu</a></td>
<td>Heather Inghram</td>
<td>203</td>
<td>2003</td>
<td>The Other Lifelong Learning Institute at the University of Oregon (OLLI-UO) offers provocative noncredit courses, informative programs &amp; exciting cultural events for mature adults. OLLI-UO is part of the thriving network of 120 university &amp; college-based programs supported in part by the Bernard Osher Foundation, with a local site here in Central Oregon.</td>
<td></td>
</tr>
<tr>
<td>Phagans Central Oregon Beauty College 130 NE Century Dr, Bend, OR 97701</td>
<td>541-382-6171</td>
<td>541-385-0782</td>
<td><a href="http://www.phagans-schools.com">www.phagans-schools.com</a> <a href="mailto:bend@phagans-schools.com">bend@phagans-schools.com</a></td>
<td>Debbie Patrick</td>
<td>10</td>
<td>1963</td>
<td>Hair design, facial &amp; nail technology &amp; barber styling courses, cosla &amp; teacher training. Hair design, esthetics, nail technology, barhoring courses &amp; services in the public.</td>
<td></td>
</tr>
<tr>
<td>Portland State University 55 NW Kansas St, Bend, OR 97701</td>
<td>(503) 725-9270</td>
<td>N/A</td>
<td><a href="http://www.pwsu.edu/ori/ver-more-distance-option">www.pwsu.edu/ori/ver-more-distance-option</a> <a href="mailto:bend@pwsu.edu">bend@pwsu.edu</a></td>
<td>Sarah Bradley</td>
<td>2</td>
<td>2010</td>
<td>Portland State University of Social Work. Masters in social work distance option.</td>
<td></td>
</tr>
<tr>
<td>Seven Peaks School 19010 Mountaineer Way Bend, OR 97702</td>
<td>N/A</td>
<td>N/A</td>
<td><a href="http://www.sevenpeakschool.org">www.sevenpeakschool.org</a> <a href="mailto:administr@sevenpeakschool.org">administr@sevenpeakschool.org</a></td>
<td>Amy Doherty</td>
<td>0</td>
<td>1978</td>
<td>Seven Peaks School delivers educational excellence by preparing every student, every day, so each be his or her highest potential. Seven Peaks is the only independent school in Central Oregon with the International Baccalaureate Middle Years Program (IB MYP), challenging students to excel in their minds &amp; personal growth. Seven Peaks serves children Pre-K through 6th grade, offering low student-teacher ratios in a nurturing home away from home “learning environment”</td>
<td></td>
</tr>
<tr>
<td>Superior School (Pro-Studies)</td>
<td>541-388-1021</td>
<td>541-388-2044</td>
<td><a href="http://www.superiorbc.edu">www.superiorbc.edu</a> <a href="mailto:nam@superiorbc.edu">nam@superiorbc.edu</a></td>
<td>Stacy Hamson, Judie Fleming</td>
<td>4</td>
<td>1978</td>
<td>Real estate, property management, landscape contracts &amp; insurance pre-license courses continuing education. Online</td>
<td></td>
</tr>
<tr>
<td>Sylvan Learning Center South Location 2734 NE Crossing Dr., Ste. 101 Bend, OR 97701</td>
<td>541-389-8252</td>
<td>N/A</td>
<td><a href="http://www.sylvanlearning.com/henid">www.sylvanlearning.com/henid</a> <a href="mailto:bend@syvanslearning.com">bend@syvanslearning.com</a></td>
<td>Audra Bolin</td>
<td>4</td>
<td>1986</td>
<td>Works with students of all ages to help them become more academically successful.</td>
<td></td>
</tr>
<tr>
<td>Sylvan Learning Center 2100 NE Studio Rd., Ste. 10 Bend, OR 97701</td>
<td>541-389-8252</td>
<td>N/A</td>
<td><a href="http://www.sylvanlearning.com/henid">www.sylvanlearning.com/henid</a> <a href="mailto:bend@syvanslearning.com">bend@syvanslearning.com</a></td>
<td>Audra Bolin</td>
<td>4</td>
<td>1986</td>
<td>Works with students of all ages to help them become more academically successful.</td>
<td></td>
</tr>
<tr>
<td>Waldorf School of Bend 2100 NE Studio Rd., Ste. 2 Bend, OR 97701</td>
<td>541-380-8841</td>
<td>541-583-9713</td>
<td><a href="http://www.waldorfbend.org">www.waldorfbend.org</a> <a href="mailto:info@waldorfbend.org">info@waldorfbend.org</a></td>
<td>Julia Matson, Kim Porto, Cindy Guitierrez</td>
<td>18</td>
<td>1997</td>
<td>WSF is a private Waldorf school offering a curriculum rooted in outdoor education, academic excellence &amp; an environment that nurtures the wonder of childhood. We honor each child’s unique spirit by building capabilities of self, free thought, compassion &amp; social responsibility so they may act as graceful world citizens. Our program passionately serves children in Early Childhood through 8th Grade.</td>
<td></td>
</tr>
</tbody>
</table>
OSU-Cascades Contributes More than 200 Energy Systems Engineers to Oregon & Beyond

by CHRISTINE COFFIN — Oregon State University - Cascades

A degree program launched at Oregon State University - Cascades more than a decade ago to address the national need for energy-savvy engineers has contributed more than 200 workers to the field, with most working in Central Oregon and around the state.

One of only six accredited bachelor’s degrees of its kind in the country, the energy systems engineering program is housed in the OSU College of Engineering. Students enrolled in the program gain an understanding of mechanical, electrical and industrial engineering principles, as well as proficiency in energy consumption, distribution, storage, conversion and policies, enabling them to determine engineering solutions that will provide employers and clients maximum energy efficiency.

“The energy systems engineering degree was developed to fill a need in the engineering field that has only heightened as climate change increasingly impacts how we produce, store and consume energy,” said Rebecca Webb, the program's Tykeson Endowed Faculty Scholar and a senior engineering instructor. “It is a point of pride that the quality of OSU-Cascades' engineering education is recognized by leading companies in the energy sector as they seek to hire new graduates year after year.”

Since launching in 2011, the program has produced 207 graduates. According to Webb, there is a 95% job placement rate among graduates of the program. More than half of the Class of 2023’s graduates had accepted jobs in the field before receiving their degree.

Eighty-five percent of students who have enrolled in the program are from Oregon, with 45% from Central Oregon.

The U.S. Department of Labor forecasts that Oregon’s workforce will need 750 energy, solar energy and wind energy engineers annually through 2030. Nationwide, more than 31,000 energy, solar energy and wind energy engineers are projected to be needed annually through 2031.

Since launching in 2021, the company has hired five alumni of the program. One of them, Bryndon Light, graduated in 2016 and is a senior supervisory control and data acquisition engineer.

“I entered the energy industry ready to contribute. Eight years later, it’s clear that the field is growing at an even faster pace and needs more engineers to solve large-scale energy challenges our world faces,” said Light.

Ruberti has also attracted energy researchers, spurring the launch of research labs and spin-off companies. The Energy Systems Lab, led by Chris Hagen, an engineering professor, has attracted $3.8 million in funding to explore energy conversion. Bend-based Onboard Dynamics was spun-off from research in the lab focusing on natural gas compression technology.

Associate Professor Bahman Abbasi leads the Water Energy Technologies Lab, which addresses the increasing global scarcity of fresh water with energy efficient innovations. It has attracted more than $5.6 million from the U.S. Department of Energy. The WET Lab's innovations in energy efficient and portable water treatment and mineral extraction technologies launched the spin-off company, Espiku.

Energy 350, Inc., a Portland-based company, has hired four alumni of the program, including Gertrude Villaverde who earned an honors degree and worked in the Energy Systems Lab as an undergraduate. An energy engineer, her work focuses on energy efficient construction and retrofitting of existing buildings and industrial processes, as well as energy efficiency market transformation.

“It's energy engineers like Gertrude who are rising to the greatest challenge and opportunity of our generation, helping navigate society's complex energy challenges and driving the clean energy economy,” said Chris Smith, president of Energy 350.

osucascades.edu
Walters and the LCA offer in person classes in Bend, Redmond, Madras and Prineville. While the respective offices in each of these towns are service-based, some of them don’t have the physical capacity for classes; Bend and Madras are the two locations with plenty of room to hold classes and tutoring sessions.

According to Walters, the classes held at the LCA serve a few unique purposes. First, lessons can be catered to the needs of the client. “It’s essential for us to understand why the client is here in the first place,” Walters said. “Our goal is to provide lessons that our clients can use tomorrow. Whether they work in an office, need some assistance communicating with their child’s teacher, or just want to speak English at home, we can cater what we teach to meet those unique goals.”

In addition to more personalized services, the LCA offers a level of comfort and safety that Latino community members don’t always find in more traditional educational spaces, like college for example.

Walters spoke about how it can be intimidating for people who have varying degrees of educational experience. English language proficiency, work load, family life and more to just walk into a college and sign up for a class. When taking a class at the LCA, all of these things are taken into account.

However, the efforts of local colleges like COCC should not be understated. Walters said that, “COCC has been a great partner. Many of our students who want to keep learning these skills end up going to COCC to gain more credit and take higher level courses. We acknowledge that beginners can come to our place, be comfortable and save some money, then move on to COCC later on to continue the educational journey that they started here with us.”

Walters also added that a college course, such as the ones at COCC, can be a big time commitment or create scheduling conflicts for many of their clients who work multiple jobs, have long hours and take care of kids or other family members. For clients in this category, classes at the LCA are ideal, and varying class times that go well outside of regular working hours allow clients to fit their education into their already busy day.

In addition, Walters said that the LCA provides childcare at much more affordable rates when compared to the average cost of childcare in Bend. He said that this is just another example of the dedication the LCA has to accommodating each of their clients’ individual needs, in order to help that individual reach their educational goals.

To help folks adapt to a new age of internet and digital literacy, the LCA offers English language courses based around specific professional topics like HVAC language, computer literacy, GED specific language and more.

Walters said that the classes held at the LCA are very community focused, and students mostly hear about the classes through word of mouth. This can be expected from an organization that is so based in a community like the LCA, but Walters is still thankful that clients of the organization both want to come back for more, and recommend the LCA to their friends and family.

“We find that our students mostly want to keep this going, whether that be more classes with us or moving on to COCC or another higher-ed institution,” Walters said. “We’re just happy to be able to help our community take the first step and gain both language skills and confidence in a space that is familiar to them.”

latinocommunityassociation.org
Less than five percent of MSPs worldwide have obtained an MSP Verify (or equivalent) certification or audit. Has Yours?

Weston Technology Solutions is a managed IT company, more specifically referred to as a Managed Service Provider (MSP). Managed Service Providers (MSPs) are IT companies that focus on keeping your business technology and systems operating and optimized as well as provide tech support and services to your company and its people.

At Weston, we believe that accountability and transparency are important and part of our “Integrity” core value (ask anybody on our team, and they’ll tell you the rest of our core values). We continuously push ourselves to make measurable improvements in our on-going effort to better the lives of others (our clients, co-workers, and community).

Giving the keys to your business’ technology over to another company is sometimes a scary proposition and you should have confidence in knowing that your MSP acts the way an MSP should be acting. As part of this, our latest effort was to achieve the MSP Verify & Cyber Verify certifications by MSPAlliance and have achieved this certification.

“The MSPV certification program strengthens our commitment to providing our clients with secure, consistent and well-documented managed IT services,” said Brock McFarlane, Weston’s CEO and founder. “Knowing that your IT partner is operating in a way that meets or exceeds industry standards is critical to business owners in today’s high-risk environment. This third-party audit showcases that we are doing things in a way that gives business owners peace of mind.”

What is MSP Verify & Cyber Verify?

Established in 2000, the International Association of Cloud & Managed Service Providers (MSPAlliance) is a globally recognized compliance association and accrediting body for the Cyber Security, Cloud Computing and Managed Services Provider (MSP) industry. The MSPV was the first certification created specifically for the managed services and cloud industry.

The MSP Verify certification is for managed service providers, designed to provide assurance, generate trust, and communicate transparency to businesses shopping for managed IT services. Cyber Verify was specifically designed for outsourced service providers and the businesses they service. To give greater transparency and assurance when it comes to the cyber security practices of the service provider.

Every MSP Verify certification comes with a written report with the entire process documented, validated and signed by a third-party accounting firm (contact us if you’d like a copy of that report). The MSP Verify (MSPV) has been reviewed by governmental agencies and regulatory bodies across the globe and is used and accepted in five continents around the world.

As with any other substantive certification of this type, the MSPV certification must be renewed annually.

What Does the Audit Look For?

There are ten control objectives of the Unified Certification Standard and underlying controls that constitute crucial building blocks of a successful managed services (and cloud computing) practice. Once the provider’s
<table>
<thead>
<tr>
<th>Company / Address</th>
<th>Phone</th>
<th>Fax</th>
<th>WebSite/Email</th>
<th>Contact</th>
<th>Staff</th>
<th>CO Year Est.</th>
<th>Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aristocat Development Corp</td>
<td>541-389-8143</td>
<td>N/A</td>
<td><a href="http://www.aristocat.com">www.aristocat.com</a> <a href="mailto:aristocat@aristocat.com">aristocat@aristocat.com</a></td>
<td>Larry Hunt</td>
<td>1</td>
<td>1995</td>
<td>Specialized vertical marketing software development.</td>
</tr>
<tr>
<td>Blak Creek Software Solutions LLC</td>
<td>541-280-3345</td>
<td>N/A</td>
<td><a href="http://www.blak.creek.com">www.blak.creek.com</a> <a href="mailto:andy.gra@blak.creek.com">andy.gra@blak.creek.com</a></td>
<td>Andy Gray</td>
<td>2</td>
<td>2005</td>
<td>Custom web, mobile &amp; desktop software development &amp; technology consulting.</td>
</tr>
<tr>
<td>Cascade Chips Technical Services</td>
<td>541-382-6600</td>
<td>N/A</td>
<td><a href="http://www.cascadechips.com">www.cascadechips.com</a> <a href="mailto:rick@cascadechips.com">rick@cascadechips.com</a></td>
<td>Rick Olson</td>
<td>1</td>
<td>1992</td>
<td>Network design, installation &amp; troubleshooting. Broadcast &amp; studio engineering. Computer sales,</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>service, upgrades, data recovery &amp; viruses/approve removal, PC repair, upgrades, virus &amp; agent rep-</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>roval, data backups, wireless &amp; wired networking.</td>
</tr>
<tr>
<td>Cascade Networking 14 NW Hawthorne Ave.</td>
<td>541-617-0553</td>
<td>541-617-0980</td>
<td><a href="mailto:info@casadenetworking.com">info@casadenetworking.com</a></td>
<td>Lee Johnson</td>
<td>6</td>
<td>2005</td>
<td>IT Consulting, Office 365, LAN/WAN design &amp; support, wireless network design &amp; e-mail, remote access</td>
</tr>
<tr>
<td></td>
<td>Bend, OR 97701</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>support/VPN, virtualization, NAS &amp; SAN storage, disaster recovery, licensing, server/PC sales</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>&amp; service, colocation, Cloud services, networking maintenance, security services &amp; 24x7 support</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>available.</td>
</tr>
<tr>
<td>Cascade Telecommunications / Cascade IT Services 220 SE Davis Ave.</td>
<td>541-388-5198</td>
<td>541-382-9186</td>
<td><a href="http://www.casaditel.com">www.casaditel.com</a> <a href="mailto:helpdesk@casaditel.com">helpdesk@casaditel.com</a></td>
<td>Allan Clark</td>
<td>4</td>
<td>1990</td>
<td>Telecomcommunications, IT Networks, VOIP Networks. IT Managed services network, fiber optics,</td>
</tr>
<tr>
<td></td>
<td>Bend, OR 97701</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>WAN, multi-site data-cabling systems, pre-wire high-speed data circuits.</td>
</tr>
<tr>
<td>Cash Register Systems 365 NE Greenwood Ave., Ste. 2</td>
<td>541-389-5797</td>
<td>N/A</td>
<td><a href="http://www.cashregpos.com">www.cashregpos.com</a> <a href="mailto:sales@cashregpos.com">sales@cashregpos.com</a></td>
<td>Bruce Bamhart</td>
<td>3</td>
<td>1983</td>
<td>Point of Sale system service, supplies &amp; cash registers, BPA free thermal paper rolls, credit card</td>
</tr>
<tr>
<td></td>
<td>Bend, OR 97702</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>processing services &amp; equipment.</td>
</tr>
<tr>
<td>CLASSY KEYS Computer Services, Inc. 129 NW Third St.</td>
<td>541-317-1282</td>
<td>541-312-2800</td>
<td><a href="http://www.classykeys.com">www.classykeys.com</a> <a href="mailto:evilyn@classykeys.com">evilyn@classykeys.com</a></td>
<td>Evelyn Whiniker</td>
<td>5</td>
<td>1987</td>
<td>Inntau advanced certified QuickBooks ProAdvisor providing QB consulting, bookkeeping &amp; customiza-</td>
</tr>
<tr>
<td></td>
<td>Bend, OR 97702</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>tion solutions.</td>
</tr>
<tr>
<td>CMIT Solutions of Central Oregon 129 SE Third St.</td>
<td>541-330-0535</td>
<td>N/A</td>
<td><a href="http://www.cmitolutions.com/centralor">www.cmitolutions.com/centralor</a> <a href="mailto:mark@cmitolutions.com">mark@cmitolutions.com</a></td>
<td>Mark Capell</td>
<td>6</td>
<td>2003</td>
<td>IT outsourcing for small businesses, training &amp; mentoring, technical support &amp; troubleshooting,</td>
</tr>
<tr>
<td></td>
<td>Bend, OR 97701</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>networking &amp; computer sales.</td>
</tr>
<tr>
<td>Copier Northwest 20550 Empire Blvd., A-1</td>
<td>541-388-1977</td>
<td>206-262-2010</td>
<td>copiercenter@locations/bend-office/ <a href="mailto:contact@copiercenter.com">contact@copiercenter.com</a></td>
<td>Bob Broorning</td>
<td>6</td>
<td>1989</td>
<td>Canon &amp; Samsung copiers, printers, faxes, scanners, supplies, &amp; services. Digital filing systems to</td>
</tr>
<tr>
<td></td>
<td>Bend, OR 97701</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>reduce paper &amp; improve productivity.</td>
</tr>
<tr>
<td>Evolution Software Design, Inc. 64739 Alice Place</td>
<td>541-350-6408</td>
<td>N/A</td>
<td><a href="http://www.evolutionsoftware.com">www.evolutionsoftware.com</a> <a href="mailto:design@evolutionsoftware.com">design@evolutionsoftware.com</a></td>
<td>Michael Gerfen</td>
<td>5</td>
<td>2003</td>
<td>Technology partner for ecommerce, web, cross-platform mobile &amp; enterprise software projects.</td>
</tr>
<tr>
<td></td>
<td>Bend, OR 97703</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>GreenLoop IT Solutions 61383 S Hwy 97, Ste. C</td>
<td>541-749-1105</td>
<td>480-908-5541</td>
<td><a href="http://www.greenloopitsolutions.com">www.greenloopitsolutions.com</a> <a href="mailto:info@greenloopitsolutions.com">info@greenloopitsolutions.com</a></td>
<td>Peter Hexcany</td>
<td>12</td>
<td>2011</td>
<td>Provides IT support &amp; consulting solutions to businesses between 3-300 users. From planning &amp; budget-</td>
</tr>
<tr>
<td></td>
<td>Bend, OR 97701</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>ing to implementation to ongoing support we are your one stop Trusted IT Partner.</td>
</tr>
<tr>
<td>JF Possibilities, Inc. PO Box 1214</td>
<td>541-410-2760</td>
<td>N/A</td>
<td><a href="http://www.jfpossibilities.com">www.jfpossibilities.com</a> <a href="mailto:info@jfpossibilities.com">info@jfpossibilities.com</a></td>
<td>Jon Foster</td>
<td>2</td>
<td>2003</td>
<td>Server Management, website &amp; application development, consulting &amp; computer security.</td>
</tr>
<tr>
<td></td>
<td>La Pine, OR 97739</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lance Hardy PO Box 1041</td>
<td>541-390-2093</td>
<td>N/A</td>
<td><a href="mailto:lance@lancehardy.com">lance@lancehardy.com</a> <a href="mailto:lance@lancehardy.com">lance@lancehardy.com</a></td>
<td>Lance Hardy</td>
<td>1</td>
<td>2001</td>
<td>AWS (Amazon Web Services) Certified Solutions Architect &amp; AWS Certified Developer available for AWS</td>
</tr>
<tr>
<td></td>
<td>Bend, OR 97701</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Consulting &amp; Implementation.</td>
</tr>
<tr>
<td>Lloyds Consulting, LLC 19278 Saphire Lane</td>
<td>541-383-4520</td>
<td>541-647-2209</td>
<td><a href="http://www.LloydConsulting.com">www.LloydConsulting.com</a> <a href="mailto:Lloyd@LloydConsulting.com">Lloyd@LloydConsulting.com</a></td>
<td>Lloyd R. Warrenhouse</td>
<td>1</td>
<td>1991</td>
<td>Computerized accounting software sales &amp; support, training, accounting process analysis &amp; improve-</td>
</tr>
<tr>
<td></td>
<td>Bend, OR 97702</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>ment, authorized resellers &amp; trainers for Sage BusinessWorks accounting software, support QuickBooks</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>&amp; QuickBooks by Intuit &amp; more. Contract CFO services on-site &amp; remote access.</td>
</tr>
<tr>
<td></td>
<td>Bend, OR 97702</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>servers &amp; gaming systems, extensive networking &amp; connectivity experience. Computer repairs, upgrades</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>&amp; data recovery. Microsoft partner &amp; lead provider.</td>
</tr>
<tr>
<td>MPS Consulting 63825 NE Ries Rd., Ste. 7</td>
<td>541-389-9430</td>
<td>N/A</td>
<td><a href="http://www.mpsconsulting.com">www.mpsconsulting.com</a> <a href="mailto:michael@mcsconsulting.com">michael@mcsconsulting.com</a></td>
<td>Michael P. Sullivan</td>
<td>5</td>
<td>1990</td>
<td>Family-owned Central Oregon tech company providing Apple technology services to businesses &amp; individu-</td>
</tr>
<tr>
<td></td>
<td>Bend, OR 97703</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>als. Specializing in IT consultation, device setup &amp; customization, network design &amp; implementa-</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>tion, security issues &amp; data recovery. Data transfers, customized training, monthly scheduled IT ser-</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>vices &amp; managed off-site secure backups, offers fully customized solutions on-call, as needed &amp; via</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>service contracts.</td>
</tr>
<tr>
<td>Nine Peaks Solutions L.L.C. 3 NW Hawthorne Ave., Ste. 100</td>
<td>541-797-7695</td>
<td>541-912-6554</td>
<td>NinePeaksSolutions.com <a href="mailto:Email@NinePeaksSolutions.com">Email@NinePeaksSolutions.com</a></td>
<td>Eric D. Skidmore</td>
<td>8</td>
<td>2015</td>
<td>Technology consulting &amp; services firm working with business solutions &amp; Microsoft SQL Server software.</td>
</tr>
<tr>
<td></td>
<td>Bend, OR 97703</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Organization is an authorized platinum level sales provider of Laserfiche, an enterprise content man-</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>agement &amp; paperless workflow systems; also partner with Microsoft, Dell/Fujitsu, Epson, Dropbox,</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>DocuSign &amp; SIGNiX. Extensive payroll &amp; human resources application consulting experience.</td>
</tr>
</tbody>
</table>
organization has completed all MSPV documentation on all applicable control objectives, the results are then examined by an independent third-party accounting firm for verification and signing of a public facing report.

The Ten Control Objectives the Audit Covers for the MSP Verify Certification

Customers who select a company that is part of the MSPV can also rest assured that their IT solution provider has met and exceeded the following standards dealing with:

- Objective 1: Governance
- Objective 2: Policies and Procedures
- Objective 3: Confidentiality and Privacy
- Objective 4: Change Management
- Objective 5: Service Operations Management
- Objective 6: Information Security
- Objective 7: Data Management
- Objective 8: Physical Security
- Objective 9: Billing and Reporting,
- Objective 10: Corporate Health.

“The MSPV certification is a rigorous process that benchmarks and verifies the quality of the company providing cloud and/or managed services,” said Celia Weaver, MSPAlliance president. “We are very proud to have Weston Technology Solutions as a member of this elite community of MSPs and cloud providers.”

Ask Your IT Company if They Are Audited

Has the company you work with for IT support gone through a third-party audit? We believe that any business you give full access to (whether it’s IT services or even janitorial) needs to be fully vetted and checked before you give them keys to the kingdom. A third-party audit like this helps you sleep better at night.

Could Weston’s managed IT services be right for your business? We focus on supporting businesses with 20 to 250 employees where we serve our clients as either their entire IT department or in a hybrid arrangement where we offset an internal IT staff with our team and extensive resources and experience.

Curious about the difference an audited IT company can make for your company? Let’s discover how we can help your company with our CompleteCare IT services. Contact us today.

Jake Ortman is the communications manager and scapegoat for Weston Technology Solutions. Everything is Jake’s fault. He drinks way too much soda and has a volume level that goes up to 11. Weston Technology Solutions has been serving the Pacific Northwest since 1994, providing people-friendly managed IT services to small and medium-sized businesses with offices in Bend and Anchorage. jortman@weston-tech.com.

weston-tech.com

“The MSPV certification program strengthens our commitment to providing our clients with secure, consistent and well-documented managed IT services. Knowing that your IT partner is operating in a way that meets or exceeds industry standards is critical to business owners in today’s high-risk environment. This third-party audit showcases that we are doing things in a way that gives business owners peace of mind.”

~ Brock McFarlane, CEO & Founder
Weston Technology Solutions

“Can You Resist This Face?”

Can you resist this face? Humane Society of Central Oregon

To volunteer or donate
Call 541.382.3537 | www.hsco.org

Internet, Computer Services & Web Design
## Computer Products & Services (Listed Alphabetically)

<table>
<thead>
<tr>
<th>Company / Address</th>
<th>Phone</th>
<th>Fax</th>
<th>WebSite/Email</th>
<th>Contact</th>
<th>Staff</th>
<th>CO Year Est.</th>
<th>Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>Paul the Computer Guy</td>
<td>541-330-0610</td>
<td>N/A</td>
<td><a href="http://www.paulthecomputerguy.com">www.paulthecomputerguy.com</a></td>
<td>Computer Service</td>
<td>3</td>
<td>2003</td>
<td>Computer service for business or home - by appointment only, PC &amp; Mac, virus removal, tune-ups, networking, data recovery, backups &amp; more.</td>
</tr>
<tr>
<td>Solutions YES</td>
<td>541-306-2222</td>
<td>N/A</td>
<td><a href="http://www.solutionsyes.com">www.solutionsyes.com</a></td>
<td>Dave Pfaff, Justin Davis, Sean Bell</td>
<td>30</td>
<td>2011</td>
<td>Supplier of Canon &amp; Kyocera multifunction printers, desktop printers, scanners, wide format printers, fax servers, secure document portals, document management systems &amp; AI as a service for process automation.</td>
</tr>
<tr>
<td>TEKsystems</td>
<td>458-206-2244</td>
<td>N/A</td>
<td><a href="http://www.teksystems.com">www.teksystems.com</a></td>
<td>Kelly Ulinski</td>
<td>6</td>
<td>2001</td>
<td>IT staffing &amp; services.</td>
</tr>
<tr>
<td>Weston Technology Solutions</td>
<td>541-385-2340</td>
<td>541-385-2350</td>
<td><a href="http://www.weston-tech.com">www.weston-tech.com</a></td>
<td>Jake Omman, Brock McFarlane</td>
<td>23</td>
<td>2002</td>
<td>MSPCertified Audited &amp; Approved, people-focused, SLA-driven, consistent &amp; well-executed tech support &amp; IT services. Provides proactive maintenance, VOGO Office 365 &amp; cloud solutions to reduce downtime &amp; increase security &amp; productivity.</td>
</tr>
<tr>
<td>William Sillas Computer Services</td>
<td>541-350-4830</td>
<td>N/A</td>
<td><a href="mailto:protechbend@live.com">protechbend@live.com</a></td>
<td>William Sillas</td>
<td>1</td>
<td>1999</td>
<td>Upgrades, networking, repairs, system diagnostics, system maintenance, virus &amp; spyware removal, wireless support &amp; setups, new system sales &amp; service.</td>
</tr>
</tbody>
</table>

---

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

## Paying Too Much For Your Printer’s Maintenance?

- Cleaning/Repair Labor Onsite in Bend
- 10% OFF “New Customer” First Toner Order (Compatibles Only)
- No Contract Necessary
- Mention Cascade Business News & Receive an Additional 5% Discount
- Small Enough to Care; Big Enough to Take Care of You!
- Free Recycling of Printers, Toners & Ink Cartridges
- New Tree Planted with Every Service & Sale

**$59.00**

If we cannot fix it, No charge to you!

2669 NE Twin Knolls Dr., Suite 205, Bend

(541) 318-5211

www.MyPrinterResources.com
## Central Oregon-Based Internet Providers (Listed Alphabetically)

<table>
<thead>
<tr>
<th>Company / Address</th>
<th>Phone</th>
<th>Website/Email</th>
<th>Contact</th>
<th>CO Year Est.</th>
<th>Dialup Service</th>
<th>DSL Service</th>
<th>Cable Service</th>
<th>Wireless Service</th>
<th>Residential Service</th>
<th>Business Cost (monthly)</th>
<th>Areas Covered</th>
</tr>
</thead>
<tbody>
<tr>
<td>BendTel</td>
<td>541-389-4020</td>
<td><a href="http://www.bendtel.com/sales@bendtel.com">www.bendtel.com/sales@bendtel.com</a></td>
<td>Doug Cox, Tom Barrett</td>
<td>2005</td>
<td>No</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>Yes</td>
<td>Starting at $15</td>
<td>USA with choice in Central Oregon &amp; Portland</td>
</tr>
<tr>
<td>Blue Mountain Networks</td>
<td>541-573-3000</td>
<td><a href="http://www.bluemountain.net">www.bluemountain.net</a> <a href="mailto:sales@bluemountain.net">sales@bluemountain.net</a></td>
<td>Paul Ernst, Brenna Vickrey</td>
<td>2013</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>Starting at $35</td>
<td>Central Oregon &amp; Beyond</td>
</tr>
<tr>
<td>Central Oregon Internet</td>
<td>541-389-1303</td>
<td><a href="http://www.centraloregion.net">www.centraloregion.net</a> <a href="mailto:sales@centraloregion.net">sales@centraloregion.net</a></td>
<td>Gary Matt</td>
<td>1997</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>No (only wireless)</td>
<td>No</td>
<td>Starting at $10</td>
<td>Central Oregon &amp; beyond</td>
</tr>
<tr>
<td>Coiset</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td></td>
</tr>
<tr>
<td>InfoStructure</td>
<td>541-773-3000</td>
<td><a href="http://www.infostucture.net">www.infostucture.net</a> <a href="mailto:sales@infostucture.net">sales@infostucture.net</a></td>
<td>Scott Hansen</td>
<td>1994</td>
<td>Yes</td>
<td>No</td>
<td>No</td>
<td>N/A</td>
<td>Call for rates</td>
<td>N/A</td>
<td>Oregon &amp; voice services</td>
</tr>
<tr>
<td>Kendall Internet Service</td>
<td>541-312-2227</td>
<td><a href="mailto:sales@kendallinternet.com">sales@kendallinternet.com</a></td>
<td>Lauren Rollins</td>
<td>2013</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>N/A</td>
<td>$24.99 &amp; up</td>
<td>All Central Oregon &amp; most of the Pacific Northwest</td>
</tr>
<tr>
<td>Lg Network (Subsidiary of Charter Communications)</td>
<td>541-823-5999</td>
<td><a href="mailto:sales@lgnetwork.com">sales@lgnetwork.com</a> <a href="mailto:marketing@lgnetwork.com">marketing@lgnetwork.com</a></td>
<td>Lora Stein</td>
<td>2005</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>N/A</td>
<td>Call for pricing &amp; availability</td>
<td>Oregon, Southern Washington</td>
</tr>
<tr>
<td>Republic Satellite Systems</td>
<td>541-389-1514</td>
<td><a href="mailto:sales@republicsatellite.com">sales@republicsatellite.com</a></td>
<td>Nancy Baker</td>
<td>1983</td>
<td>No</td>
<td>Yes</td>
<td>Yes</td>
<td>No</td>
<td>Century Link starts at $45 (two)</td>
<td>N/A</td>
<td>Central Oregon, High Speed internet access &amp; phone, satellite TV, local antenna TV</td>
</tr>
</tbody>
</table>

Business high speed internet in limited voice service. Bulk on the latest technology: BendTel offers Internet, Cable, and Business phone service. Equipped with fiber optic, T1, or satellite access, BendTel delivers reliable and secure service. Internet service is offered at competitive rates in Central Oregon & Portland. Dual multi IPv4 configurations available.

---

Not listed? Call 541-388-5665 & get your company on a list!

---


GIG INTERNET
VoIP PHONES
REMOTE FEATURES

541-330-0404
541-548-1992
securityprosbend.com

Security Pros Bend
Humane Society of Central Oregon
541-382-3537
www.hsco.org

CAN YOU RESIST THIS FACE?

CAN YOU RESIST THIS FACE?

CAN YOU RESIST THIS FACE?

CAN YOU RESIST THIS FACE?
## Central Oregon-Based Internet Providers (Listed Alphabetically)

### Web Designers & Digital Marketing (Listed Alphabetically)

See Advertising Agencies in the Book of Lists for more companies that include web design.

### Central Oregon-Based Internet Providers (Listed Alphabetically)

<table>
<thead>
<tr>
<th>Company / Address</th>
<th>Phone</th>
<th>Fax</th>
<th>WebSite/Email</th>
<th>Contact</th>
<th>Staff</th>
<th>CO Year Est.</th>
<th>Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alpine Internet 838 NW Bond St., Ste. 2 PO Box 31 Bend, OR 97703</td>
<td>541-312-4704</td>
<td>N/A</td>
<td><a href="http://www.alpineinternet.com">www.alpineinternet.com</a> <a href="mailto:hello@alpineinternet.com">hello@alpineinternet.com</a></td>
<td>Brian Cash</td>
<td>5</td>
<td>1999</td>
<td>Website &amp; app development, hosting, cloud services, support &amp; développe, data-driven websites, WordPress development, email &amp; social marketing, webmaster services, webstores, consulting services, Apple developers, certified Google Apps partner, certified Google AdWords partner.</td>
</tr>
<tr>
<td>Bend Web Design 63109 Tiernan Ct. Bend, OR 97701</td>
<td>541-678-3668</td>
<td>N/A</td>
<td><a href="http://www.bendwebdesign.co">www.bendwebdesign.co</a> <a href="mailto:info@bendwebdesign.co">info@bendwebdesign.co</a></td>
<td>Jason Morgan</td>
<td>1</td>
<td>2014</td>
<td>Web design, search engine optimization, social media marketing, graphic design, IT &amp; more.</td>
</tr>
<tr>
<td>Binary Star Systems 2900 NW Clearwater Dr., Ste. 200 Bend, OR 97701</td>
<td>541-316-4827</td>
<td>N/A</td>
<td><a href="http://www.binarystarsystem.com">www.binarystarsystem.com</a> <a href="mailto:hello@binarystarstystems.com">hello@binarystarstystems.com</a></td>
<td>Lisa Sipe, Jim Sipe</td>
<td>2</td>
<td>2003</td>
<td>Website design, software development, mobile app development, email marketing, branding &amp; graphic design.</td>
</tr>
<tr>
<td>Camp Creative, Inc. 2900 NW Clearwater Dr., Ste. 200 Bend, OR 97701</td>
<td>541-622-5636</td>
<td>N/A</td>
<td><a href="http://www.campproactive.net">www.campproactive.net</a> camp@camp proactive.net</td>
<td>Steve Broek, Richard Camp</td>
<td>10</td>
<td>2015</td>
<td>Full-service UX design, customer journey development, web application development, interactive product tours, content development, copywriting, SEO, social media strategy &amp; management. Web application development.</td>
</tr>
<tr>
<td>Campbell Consulting Group, Inc. Bend, OR 97701</td>
<td>541-410-9113</td>
<td>N/A</td>
<td><a href="http://www.campbellconsulting.com">www.campbellconsulting.com</a> <a href="mailto:judy@campbellconsulting.com">judy@campbellconsulting.com</a></td>
<td>Judy Campbell</td>
<td>5</td>
<td>1996</td>
<td>Serving tourism, craft beer, cannabis &amp; software companies with strategic media relations, public relations, media training, social media, brand management &amp; website development.</td>
</tr>
<tr>
<td>Cight Solutions 920 SW Ensay Dr., Ste. 107 Bend, OR 97701</td>
<td>833-600-4807</td>
<td>N/A</td>
<td>cightsolutions.com <a href="mailto:info@cightsolutions.com">info@cightsolutions.com</a></td>
<td>Ron Montgomery</td>
<td>13</td>
<td>2019</td>
<td>Digital marketing, website design, social media management, blogging, Google business profile management, reputation management, listing management, SEO, digital ads, branding, email marketing &amp; graphic design.</td>
</tr>
<tr>
<td>Cross Dot Digital &amp; Creative Agency LLC 1081 SW Ensay Dr., Ste. P Bend, OR 97702</td>
<td>541-977-7797</td>
<td>N/A</td>
<td><a href="http://www.crossdotdigital.com">www.crossdotdigital.com</a> <a href="mailto:michelle@crossdotdigital.com">michelle@crossdotdigital.com</a></td>
<td>Michelle Hart</td>
<td>10</td>
<td>2019</td>
<td>Graphic design, brand identity, website design, social media, copywriting &amp; content marketing, digital marketing services, reputation management.</td>
</tr>
<tr>
<td>Effiema Inc. 120 SW Upper Terrace Dr. Bend, OR 97702</td>
<td>800-770-1888</td>
<td>N/A</td>
<td><a href="http://www.effieima.com">www.effieima.com</a> <a href="mailto:info@effieima.com">info@effieima.com</a></td>
<td>Robbi Allen</td>
<td>350</td>
<td>2019</td>
<td>Build-to-suit custom applications such as e-commerce websites, mobile apps, IoT, AML &amp; regulatory websites, content strategy &amp; digital marketing, strategic consulting for digital products/service strategies &amp; Amazon web services (AWS) Premier Partner.</td>
</tr>
<tr>
<td>Farewell Media 1404 NE Third St., Ste. 7 Bend, OR 97701</td>
<td>541-280-4647</td>
<td>N/A</td>
<td><a href="http://www.farewellmedia.com">www.farewellmedia.com</a> <a href="mailto:creative@farewellmedia.com">creative@farewellmedia.com</a></td>
<td>Kevin Watkins</td>
<td>11</td>
<td>2016</td>
<td>Web design, web development, digital marketing, social media management, website hosting.</td>
</tr>
<tr>
<td>Inspired Melissa 1035 SW Dick Dr., Ste. 290 Bend, OR 97702</td>
<td>541-280-3642</td>
<td>N/A</td>
<td><a href="http://www.inspiredmelissa.com">www.inspiredmelissa.com</a> <a href="mailto:info@inspiredmelissa.com">info@inspiredmelissa.com</a></td>
<td>Melissa McGinn</td>
<td>1</td>
<td>2012</td>
<td>WordPress website design &amp; development, Search Engine Optimization (SEO), Website Squeezespace websites, website hosting &amp; maintenance, 1-page website solutions, business websites, e-commerce websites, social media strategy &amp; marketing &amp; so much more!</td>
</tr>
<tr>
<td>JF Possibilities, Inc. PO Box 1214 La Pine, OR 97739</td>
<td>541-410-2769</td>
<td>N/A</td>
<td><a href="http://www.jfpossibilities.com">www.jfpossibilities.com</a> <a href="mailto:info@jfpossibilities.com">info@jfpossibilities.com</a></td>
<td>Jon Foster</td>
<td>2</td>
<td>2003</td>
<td>Server Management, website &amp; application development, consulting &amp; computer security.</td>
</tr>
</tbody>
</table>
Ask SCORE: What Are the Best Ways to Build My Business Brand on Social Media?

by JIM DARCEY, Chapter Chair — SCORE Central Oregon

August 2, 2023 • Cascade Business News • 23

Internet, Computer Services & Web Design

O n the list of questions every business owner is asking these days is “How can I use social media to market my business and build my brand online?” Much has been written about this topic, but all advice is not created equal. Some tips rise to the top. Here are the best ways to build your business’ brand on social media.

Apply Your Branding Consistently

You’ve (hopefully) already put resources into creating a great brand for your company, with a logo, tagline, color-scheme and other elements. The first thing to do on social media is to apply your brand elements faithfully across each platform you join. Design the header of your account using your logo, company colors and images that match your branding.

Create a Brand Voice & Tone

Writing for social media is somewhat different than the writing you usually do. You’ll be writing short and you’ll be expected to have a personality. Bland corporate communications find little purchase on social. Think about how to adapt your brand approach to a voice and tone that will engage people on social platforms.

Choose Your Platforms Carefully

Trying to create content for accounts on every social platform will quickly become a full-time job — and then some! It’s a better strategy to focus your attention on a just a few platforms where your audience is most likely to be active. Figuring out which platforms are best might require some market research, including seeking feedback about social usage from your current customers.

Jump on Trending Topics

Social runs on trends, so you’ll be far more likely to get traction and attract attention if you stay abreast of the latest and find brand-appropriate ways to engage on those topics. Which trending topics you comment on and what you say will depend in large part on your brand tone and voice, but the goal is to make sure whatever you post is adding something fresh to an ongoing conversation.

Keep Posting Day In, Day Out

Social media is like a voracious beast that will keep on eating… and eating. The need to keep posting day in, day out is one of the biggest stumbling blocks for companies trying to build their brand on social. Anticipate this relentless need and put resources in place to ensure your company can meet it. That likely means tasking a specific employee with creating social content and giving them enough time to generate it. Also build in time for them to actively engage your company’s audience on these platforms.

Engage with Your Followers

Social media is called “social” for a reason — it’s all about interacting with others. This gives you a golden opportunity to talk directly with your audience and build up their trust in you. Make sure you’re not thinking of your social accounts as bulletin boards where you post your messages and walk away. Think of them instead as dynamic portals into the world of your potential customers — the more you reach through that portal, the more interest you’ll draw in.

Work with Influencers

Influencers constitute a whole new niche in the marketing industry. They cultivate high levels of trust and hold a remarkable power of persuasion with their followers. By working with influencers, you can reach a highly invested audience in your niche and immediately grow your exposure exactly where you need to. The catch is that it is typically costly to work with these online professionals, so this option should be a carefully considered part of a larger social strategy that you’re investing in.

Know & Use Your Metrics

Before you start posting on social, make a plan that outlines what metrics you’ll be measuring to judge how your brand-building efforts are progressing. Learn how to track these metrics and then consistently assess how you’re doing so you can change your strategy to improve. Metrics can provide insight into areas where developing your social efforts are likely to be most effective. Following these top tips will help you jump-start your progress in building your brand on social. Applying this advice consistently over time is guaranteed to help you make great use of this powerful digital marketing avenue.

Have More Questions?

Reach out to SCORE for free, expert mentoring and resources to guide you through your small business journey. In addition, if you have managerial and/ or business ownership experience and would like to consider giving back to the community by being a business mentor, please visit centraloregon.score.org and click on the “volunteer” button.

score.org
# Web Designers & Digital Marketing

*Listed Alphabetically*

See Advertising Agencies in the Book of Lists for more companies that include web design.

<table>
<thead>
<tr>
<th>Company / Address</th>
<th>Phone</th>
<th>Fax</th>
<th>WebSite/Email</th>
<th>Contact</th>
<th>Staff</th>
<th>CO Year Est.</th>
<th>Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kinetic Branding</td>
<td>541-350-7272</td>
<td>N/A</td>
<td><a href="http://www.kineticbranding.com">www.kineticbranding.com</a> <a href="mailto:paul@kineticbranding.com">paul@kineticbranding.com</a></td>
<td>Paul Baertjes</td>
<td>2</td>
<td>2000</td>
<td>Brand strategy, graphic design, web design, SEO, CMS, E-Commerce, advertising, packaging design, print design.</td>
</tr>
<tr>
<td>Lithhouse Technology, LLC</td>
<td>541-589-3362</td>
<td>N/A</td>
<td><a href="http://www.lithhouse.com">www.lithhouse.com</a> <a href="mailto:contact@lithhouse.com">contact@lithhouse.com</a></td>
<td>Zack Jenkins</td>
<td>1</td>
<td>2007</td>
<td>Web development &amp; support.</td>
</tr>
<tr>
<td>LuLaHi Design</td>
<td>541-380-0594</td>
<td>N/A</td>
<td><a href="http://www.lulahid.com">www.lulahid.com</a> <a href="mailto:lynette@lulahid.com">lynette@lulahid.com</a></td>
<td>Lynette Braild</td>
<td>2</td>
<td>2005</td>
<td>Full-service agency: web development + design, SEO/SEM, digital marketing, marketing plans &amp; strategy, content marketing, PR, copywriting, campaigns &amp; more.</td>
</tr>
<tr>
<td>Mazzari</td>
<td>541-728-0538</td>
<td>N/A</td>
<td><a href="http://www.mazzari.com">www.mazzari.com</a> <a href="mailto:info@mazzari.com">info@mazzari.com</a></td>
<td>Sarah Turner</td>
<td>25</td>
<td>2013</td>
<td>Result-driven host software that converts conversations into customers.</td>
</tr>
<tr>
<td>OneScout</td>
<td>903-577-3119</td>
<td>N/A</td>
<td><a href="http://www.onescoutagency.com">www.onescoutagency.com</a> <a href="mailto:chris@onescoutagency.com">chris@onescoutagency.com</a></td>
<td>Chris Dismen</td>
<td>6</td>
<td>2022</td>
<td>Web-development, website design &amp; creation, SEO, paid ads, branding.</td>
</tr>
<tr>
<td>Organic Wells</td>
<td>541-617-4574</td>
<td>N/A</td>
<td><a href="http://www.organicwells.com">www.organicwells.com</a></td>
<td>Michelle Sobals</td>
<td>3</td>
<td>2002</td>
<td>Custom Wordpress themes &amp; websites, user convention, user experience, search engine optimization, Facebook ads, YouTube optimization, APPS, graphic design &amp; more.</td>
</tr>
<tr>
<td>Parallel Forty Four</td>
<td>541-604-8484</td>
<td>N/A</td>
<td><a href="http://www.parallelfortyfour.com">www.parallelfortyfour.com</a> <a href="mailto:alexandra@parallelfortyfour.com">alexandra@parallelfortyfour.com</a></td>
<td>Alexandra McCrea, Sean McCrea</td>
<td>2</td>
<td>2020</td>
<td>Full-service social media partner providing photography, web design, social media, reviews &amp; influencer management, content creation, logo &amp; business card design, banner &amp; signage design &amp; consulting services.</td>
</tr>
<tr>
<td>Project 4</td>
<td>541-306-9979</td>
<td>N/A</td>
<td><a href="http://www.project4marketing.com">www.project4marketing.com</a> <a href="mailto:stephanie@project4marketing.com">stephanie@project4marketing.com</a></td>
<td>Stephanie Shaver</td>
<td>1</td>
<td>2020</td>
<td>Website design &amp; maintenance. SEO Social media management &amp; strategy.</td>
</tr>
<tr>
<td>SMARTZ</td>
<td>541-388-4398</td>
<td>N/A</td>
<td><a href="http://www.smartz.com">www.smartz.com</a> <a href="mailto:sales@smartz.com">sales@smartz.com</a></td>
<td>Mark Knowles</td>
<td>22</td>
<td>1987</td>
<td>Smartz can help your business with paid marketing, creative web design, development &amp; disciplined web marketing principles to deliver bright, meaningful results &amp; ROI. Certified Google Premier Partner.</td>
</tr>
<tr>
<td>Snyder &amp; Sons Unlimited</td>
<td>541-330-1803</td>
<td>341-382-6927</td>
<td><a href="http://www.snydersons.com">www.snydersons.com</a> <a href="mailto:info@snydersons.com">info@snydersons.com</a></td>
<td>Lori Pintok-Snyder</td>
<td>1</td>
<td>1996</td>
<td>Graphic design, website design &amp; printing.</td>
</tr>
<tr>
<td>Spinner Creative</td>
<td>541-799-9113</td>
<td>N/A</td>
<td><a href="http://www.spinnercreative.com">www.spinnercreative.com</a> <a href="mailto:marissa@spinnercreative.com">marissa@spinnercreative.com</a></td>
<td>Matt Spangler</td>
<td>1</td>
<td>1993</td>
<td>Brand identity, graphic design, web design, web development, ad campaign design, print collateral from business cards to annual reports, outdoor billboards &amp; signage, apparel imprint design. Over 25 years experience with global nonprofit organizations.</td>
</tr>
<tr>
<td>The Garage, Inc.</td>
<td>541-330-9900</td>
<td>N/A</td>
<td><a href="http://www.thegarageinc.com">www.thegarageinc.com</a> <a href="mailto:ant@thegarageinc.com">ant@thegarageinc.com</a></td>
<td>Ant Wertz, Marie Wertz</td>
<td>4</td>
<td>1996</td>
<td>Website design, web marketing, Wordpress CMS, custom CMS development, SEO/SEM user experience.</td>
</tr>
</tbody>
</table>

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

**Not listed?**

Call 541-388-5665 & get your company on a list!
Should My Partner & I Buy a House Together Even Though We’re Not Married?

by STU MALAKOFF, CFP®, CDFA, CRPC, CFF, President, Certified Financial Planner — Bend Wealth Advisors

Purchasing a home with someone can be a rewarding experience, but life is full of surprises. Before entering a binding contract, it's important to understand all the potential outcomes.

While it's not the most romantic notion, ultimately, marriage is a legal agreement. So, what happens if you want to buy a house and skip the ring? Let's discuss.

Whether you're divorced and repartnered, you dream of a Golden Girls arrangement, or marriage just doesn't align with your personal values, you're in good company with the increasing number of unmarried property owners. The traditional rules of home ownership are shifting.

So why are people willing to commit to buying a home together but not marry? Well, if you want to buy a home with your partner, you may be able to afford a larger mortgage. In the current Bend housing market, having that kind of buying power can mean the difference between purchasing your dream home and settling for a condo next to a noisy highway.

However, be aware that unmarried partners have some unique considerations that married couples don't have. The laws dealing with the distribution of property when a couple splits up or a partner dies are few and vague when the couple isn't married.

So, it's important for unmarried partners to have a detailed written cohabitation agreement and a plan for the property if either partner dies or if the relationship ends. This agreement should cover sections like buyout terms in the case of a breakup, an exit strategy if one partner wants to sell, and a dispute resolution process. Both partners should also keep thorough and accurate records of their individual contributions.

You and your partner can own the property in a few ways:

- **Joint tenants with rights of survivorship** — When one partner dies, the surviving partner automatically owns the entire property, bypassing the probate process. This way of owning property may make it more difficult to sell your share of the property without your partner's consent. However, it may also offer creditor protection because neither partner owns a separate share; instead, both own equal rights in the entire property.

- **Tenants in common** — You and your partner each can leave your portion of the property to whomever you choose in your wills. Creditors of tenants in common may have an easier time attaching the property than if it were owned jointly with rights of survivorship.

- **Individually in one of your names** — You and your partner may decide that only one of you will own the property. However, if you choose individual ownership, beware. The person named on the deed will be able to sell the property without the consent or even the knowledge of the other partner.

- **In a trust** — You can also choose to own the property in trust, with the trust agreement spelling out the rights and obligations of each partner. You'll want to get advice from an experienced attorney on all of the ownership options available to you and your partner.

Buying a home isn't a one size fits all process. Your relationship dynamic is unique and your journey to homeownership doesn't have to look like anyone else's.

Financial decisions like this are complex enough as it is. So, if you're contemplating a big purchase with your partner and are unsure how to proceed, take the time to talk with a trusted professional. If both you and your partner's priorities align and you have a solid understanding of the possible outcomes, then come up with a plan and start house hunting. And if you hesitate over the potential risks, then listen to your gut and hold off until your circumstances change.

Part of our role as financial planners is to ask our clients the right questions so they can identify their true goals and priorities. We help our clients make smart financial decisions and tailor advice to their unique circumstances.

Send me a note at stu@bendwealth.com if you have a question for a future column, and if you're looking for a financial team that you can rely on, let's talk.

Investment advisory services offered through Raymond James Financial Services Advisors, Inc. Bend Wealth Advisors is not a registered broker/dealer and is independent of Raymond James Financial Services.

Securities offered through Raymond James Financial Services, Inc., member FINRA / SIPC. Investment advisory services offered through Raymond James Financial Services Advisors, Inc. Bend Wealth Advisors is not a registered broker/dealer and is independent of Raymond James Financial Services. Any opinions are those of Stuart Malakoff and not necessarily those of RJFS or Raymond James. Any information is not a complete summary or statement of all available data necessary for making an investment decision and does not constitute a recommendation. Investing involves risk and you may incur a profit or loss regardless of strategy selected. You should discuss any tax or legal matters with the appropriate professional.
Entrepreneurs Thrive in Bend — Planning Ahead for Business Sale

Unraveling Bend’s Charms for Entrepreneurs & Avoiding Tax Dilemmas

by DAVID ROSELL — Rosell Wealth Management

When it comes to entrepreneurship, there’s no place quite like Bend, Oregon. Surrounded by breathtaking landscapes and a vibrant community, our charming city has become a hotspot for ambitious individuals looking to turn their dreams into profitable ventures. Perhaps it’s the blend of outdoor adventure and artistic flair that provides the perfect breeding ground for startups. As they say, “When in Bend, do as the entrepreneurs do!”

While Bend may be a paradise for entrepreneurs, the journey doesn’t end there. Business owners often navigate the labyrinth of capital gains and estate taxes when the time comes to pass the baton. Entrepreneurs in Bend have a unique way of tackling challenges. Many believe in karma, especially when it comes to business. You might hear them say, “Don’t worry, I’m just investing in good karma by supporting the local brewery!” Well, karma might not directly boost profits, but it’s an essential part of the community spirit that thrives here. Another humorous quirk of Bend’s entrepreneurs is their obsession with naming their businesses after local landmarks. You can’t go a block without stumbling upon a “Ponderosa Pizzeria,” “Smith Rock Software,” or “Cascades Climbing Gear.” The city’s natural wonders are so ingrained in the entrepreneurial mindset that the word “Bend” is synonymous with the majesty of the mountains and rivers. Economic Development for Central Oregon (EDCO) has a powerful mission to cultivate a diverse local economy and a strong base of jobs in Central Oregon. They are responsible for bringing many of these creative companies to our region. Their events are an excellent way to get involved with the local entrepreneurial spirit. Rosell Wealth Management is proud to be this year’s title sponsor of their monthly PubTalk. Please join us on September 28 at Worthy Brewing to meet many successful business owners; some who are starting to think of their future exit strategy.

After years of hard work and dedication, selling your company can be a momentous occasion and a realization of your hard work and entrepreneurial dreams. However, as you embark on this new chapter, the looming reality of taxes can quickly dampen the celebration. Picture this: your business has been taking off, and you’re ready to cash out, but Uncle Sam wants a big slice of the pie. How can entrepreneurs mitigate this tax burden while sipping craft beer at Crux Fermentation Project? Fear not, for in the realm of finance, there are strategic paths to mitigate tax burdens and keep more of your well-earned proceeds. While entrepreneurs reveal in the present, it’s equally important to plan for the future. Here are just a few strategies that can potentially help you mitigate capital gains and estate taxes to help protect your hard-earned wealth for generations to come.

1. Transferring Non-Voting Shares: Unlocking Discounts and Preserving Wealth

Before we delve into the intricacies of this strategy, imagine your company’s voting and non-voting shares as characters in a grand financial play. Voting shares, being the decision-makers, typically carry higher value due to their power in company affairs. On the other hand, non-voting shares, often less sought-after, can be surprisingly versatile in tax planning. When planning for the sale of your company, consider making a significant portion of the shares non-voting shares and then transfer them out of your estate. This transfer can result in a ‘lack of control’ or “minority interest” discount. In the eyes of the IRS, a minority interest in a company is generally less valuable than a controlling interest. This means you can reduce the overall value of the shares subject to taxation, ultimately preserving more of your wealth.

2. Charitable Giving with Donor-Advised Funds (DAFs): Donate with Purpose

Philanthropy is a noble endeavor, and it can also be a tax-smart move. By leveraging Donor-Advised Funds (DAFs), you can combine your desire to give back with the opportunity to reduce your taxable income in the year of the sale. Here’s how it works: Before the sale of your company or a segment of your portfolio, you establish a DAF and contribute a portion of the shares to the fund. While the funds will be distributed to charities over time, you receive an immediate tax deduction for the full amount contributed to the DAF. This deduction can help offset the taxable gain from the sale, easing the financial burden while supporting causes close to your heart.

3. Charitable Remainder Trusts (CRTs): A Win-Win for You and Your Favorite Causes

The Charitable Remainder Trust (CRT) is another powerful tool in the tax mitigation arsenal. Picture this: you contribute appreciated assets (such as shares of your company) into the irrevocable trust, and designate either yourself or a loved one as the income beneficiary. The magic of a CRT lies in its dual-purpose nature. Firstly, you or your beneficiary receive income from the trust for a predetermined period or life. Secondly, the remainder of the trust’s assets goes to the charities of your choosing after the trust term ends or upon your passing. By contributing appreciated company shares to a CRT, you can potentially reduce your capital gains and support charitable causes that matter to you, leaving a lasting legacy beyond financial gains.

4. Structuring an Installment Sale: Time is Money

In the world of tax planning, timing can indeed be everything. If your company sale allows for flexibility in payment terms, consider structuring it as an installment sale. In this arrangement, the buyer pays for the company over an extended period, and you receive payments and recognition of gain over time. By spreading the gain over several years, you can potentially reduce the overall tax bite, ensuring that your income remains at a more manageable pace. This approach can be particularly beneficial if your sale involves a significant sum and you wish to preserve a steady cash flow.

In Conclusion: Mastering the Tax Jigsaw for a Rewarding Sale

Selling your company is a major financial milestone, and tax planning should be an integral part of this journey. By employing strategies such as transferring non-voting shares, utilizing Donor-Advised Funds (DAFs), and exploring Charitable Remainder Trusts (CRTs), you can achieve a win-win situation — preserving your wealth, supporting charitable causes, and reducing your tax burden.

Just like the steady flow of the Deschutes River, local wisdom is abundant in Bend. However, tax laws are complex, and it’s essential to work closely with financial advisors, tax professionals and estate planning attorneys to navigate this intricate landscape successfully. With their expertise and your entrepreneurial spirit, you can confidently step into the next chapter of your life, knowing that you’ve made the most of your company’s sale. If you’re looking to sell your business over the next one to five years, feel free to give my office a call at 541-385-8831 and we’d be happy to discuss the possibilities.

Remember, in the world of finance and taxation, knowledge is power — empower yourself for a rewarding and tax-efficient future! So, my fellow entrepreneurs, embrace the Bend buzz, relish the laughter, and plan wisely for a future as bright as the August Oregon sunsets. Remember, in this magical city of opportunity, the only limits are the ones you set yourself. Now, go forth and conquer Bend’s entrepreneurial kingdom!

David Rosell is president of Rosell Wealth Management in Bend, RosellWealthManagement.com. He is the host of Recession-Proof Your Retirement Podcast and author of three books: Failure is Not an Option—Creating Certainty in the Uncertainty of Retirement, Keep Climbing—A Millennial’s Guide to Financial Planning and In The Know—Turning Your Unneeded Life Insurance Into Serious Cash. Find David’s books at local bookstores, Amazon, Audible as well as the Redmond Airport. Investment advisory services offered through Valmark Advisers, Inc. an SEC Registered Investment Advisor Securities offered through Valmark Securities, Inc. Member FINRA, SIPC 130 Springside Drive, Ste. 300 Akron, Ohio 44333-2431, 800-765-5201. Rosell Wealth Management is a separate entity from Valmark Securities, Inc. and Valmark Advisers, Inc.

RosellWealthManagement.com

Free E-Headlines
Sent Directly To Your Email

541-388-5665 • CBN@CascadeBusNews.com
Deschutes County has hired Elizabeth Pape to serve as its new County internal auditor. Pape will succeed the County's prior internal auditor, David Givans, who retired in June after starting the County's Internal Audit program and serving for more than 20 years in the role.

In her role, Pape will lead the day-to-day operations of the County's Internal Audit program. Internal Audit independently reviews, evaluates and reports on the accuracy of financial record keeping, compliance with applicable laws, policies, guidelines and procedures and efficiency and effectiveness of operations.

Pape has worked as a performance auditor for the city of Portland since 2016. She previously worked as an inspector and evaluator for the City of New Orleans' Office of Inspector General among other experiences. She is a Certified Internal Auditor and a Certified Fraud Examiner. Pape earned a master's degree in urban and regional planning from Portland State University and a bachelor's degree in anthropology from American University.

Barrett Business Services, Inc. (BBSI) (NASDAQ: BBSI) announced the appointment of Chris Piper as the new area manager for the Central Oregon branch. In this role, Piper will be responsible for leveraging BBSI's unique business management expertise and employee related service in support of the growth of the greater Central Oregon business community.

Piper has a proven track record of success with business development and is invested in Central Oregon's community as a board member on the Central Oregon Intergovernmental Council, Stroke Awareness Oregon and a former Bend City Councilor. He believes the best way to help businesses grow is to partner with them as a trusted advisor. He and his local team take time to understand their clients' business goals and challenges, and then develop a customized growth strategy tailored to their specific needs.

Cascade Surgicenter announces its achievement as the fourth highest-performing Ambulatory Surgery Center (ASC) in the nation for total knee replacements performed in 2022. This recognition comes from a recent report by Definitive Healthcare.

Cascade Surgicenter, a joint venture ambulatory surgery center, was established in 2005 through collaboration between The Center Orthopedic & Neurosurgical Care and St. Charles Health System. The Surgicenter specializes in various surgical areas, including orthopedics, neurosurgery, injection therapy, ear, nose, throat, general surgery, plastic surgery and podiatry.

BendFilm has hired RJ Quiris, as their new development and operations director. Quiris states that with his love for the arts and serving his community, he can't wait to see how BendFilm enriches his life, while he gets to share his skills to help continue to strengthen and grow the organization.

LRS Architects has hired Mark Luke as the firm’s new marketing manager. In his new role, Luke will focus his work on client proposals, pitches and internal and external communication, bringing his significant background and expertise in marketing and business growth to LRS.

Prior to joining LRS, Luke served as business development manager and partner for White Rabbit Group, a web and mobile app development firm. At White Rabbit, Luke worked on fostering thriving business-to-business relationships with major brands including Spotify, Instacart and Car's Jr. Mark’s initiative and hard work helped White Rabbit scale from just three employees in 2017 to a team of over 100 professionals in just six years. His experience also includes a stint as marketing manager for Eagle Security Systems of Chico, California, a family-owned company dedicated to commercial and residential security.

Luke graduated from CSU Chico with a bachelor’s in business administration and marketing. He holds several certifications from HubSpot and is a member of Bend Chamber of Commerce, Bend Young Professionals and the Central Oregon Trail Alliance (COTA).

The Council on Aging of Central Oregon (CoA) announced that its Caring Connections program received a 2023 Aging Innovations Award from USAGing. Caring Connections is designed to combat social isolation by offering older adults throughout Central Oregon an opportunity to receive weekly phone calls from a volunteer match.

The program was one of sixteen local aging programs across the country to receive Innovations honors during USAGing’s 48th Annual Conference and Tradeshow. The 2023 USAGing Aging Innovations & Achievement Awards, supported by Caregiving.com and Cumulus, recognizes USAGing’s Area Agency on Aging and Title VI Native American Aging Program members that have found new and innovative ways to support older adults, people with disabilities and caregivers as they live in their homes.

New hires, promotions, accolades, awards, retiring? Send us your Who's Who!
and communities. The awards honored traditional and new strategies in a range of categories, including Caregiving, Diversity, Equity and Inclusion, Nutrition, Public Health and Vaccinations, Social Engagement and more.

The Caring Connections program started in 2020 in response to increasing isolation during the pandemic. Social isolation and loneliness are so prevalent now that on a national level, U.S. Surgeon General Dr. Vivek Murthy declared, "Our epidemic of loneliness and isolation has been an underestimated public health crisis that has harmed individual and societal health." In order to combat isolation, the Caring Connections program matches seniors with a volunteer to receive regular telephone calls to create meaningful connections, provide safety checks and support family caregivers. The program will be expanding over the next year to in-person visits and events to facilitate deeper friendships between the volunteers and their participant match.

High Desert Chamber Music announces the addition of Leslie Barbour as the newest member of the Board of Directors. Previously she was a partner in Barbour & Vaccinations, a premier government affairs firm in Washington, D.C., after retiring from the Nuclear Energy Institute (NEI) in 2014.

John Carroll comes to Central Oregon with over 30 years of experience as a broadcast meteorologist. He has worked with news stations from California to Connecticut, Bozeman to Birmingham, and has first-hand knowledge of almost every weather phenomenon. Carroll is a certified Wildfire Weather Forecaster, maintains the Seal of Approval from the National Weather Association and is a member of the American Meteorological Society.

Carroll has a strong history of volunteering in the community and looks forward to getting involved with nonprofits in Central Oregon. Previously he has been on the Board of Directors with his local American Red Cross and with New Freedom Farm, a horse therapy program.

Carroll will be developing NewsChannel 21 forecasts with Oren. Oren is a Central Oregon native, and a 2006 graduate of Bend Senior High School. He’s an honors graduate of the University of Denver and studied filmmaking at NYU. Oren has spent over a decade as a professional entertainer and media professional across the country; his career took him to Chicago and New York City. He returned to Bend in 2019 and most recently hosted a morning radio show in Central Oregon.

Brightside Animal Center introduces Taylor Campbell as its new executive director. After an extensive nationwide search, the perfect candidate to take on the leadership of Central Oregon’s beloved animal shelter was found right here in Redmond.

Formerly the development manager for Brightside, Campbell brings over nine years of experience in community engagement, event planning and fundraising. In her former role with the Arizona Coyotes (part of the National Hockey League), Campbell spearheaded numerous community programs and volunteer initiatives for the organization. Since joining Brightside in 2022, she has demonstrated track record with fundraising, increasing community awareness and expanding local partnerships to better support homeless animals in Central Oregon.

Campbell is a native Oregonian, who enjoyed taking family vacations to the Redmond area and is excited to now call Central Oregon her home. In addition to playing recreational volleyball and hiking, she enjoys spending time with her husband and two dogs.

Think Wild Hawk Ambassador Name Announced

by SALLY COMPTON, Executive Director — Think Wild

Over the past two weeks, we’ve received a number of very creative, funny, and thoughtful name ideas for our new ambassador bird, a Red-Tailed Hawk who arrived at Think Wild earlier this month. Although we were planning to host a public vote based on these name submissions, we have decided to forgo this process due to some news that we learned this week.

One of our long-time volunteers, John Serres, who you might know as the guy that is always at Think Wild - fixing enclosures, delivering gravel, prepping wildlife diets, organizing cans — submitted the name “Shar” short for “Sharman.”

Sharman is the name of John’s wife of 25 years, who has been battling her second round of cancer for the last year. She is the main reason why John first started volunteering for Think Wild years ago and is his biggest supporter in encouraging him to continue helping out at our facility in between visits to Seattle for her chemotherapy treatments.

John shared that he “told [Shar] once, as she was counting hawks on a long drive over a decade ago, that [he] would always think of her and her spirit in hawks. This was years before her first battle with cancer.”

This week, a DNA test confirmed that the hawk is female. And just like this hawk is a fighter and a survivor, we can’t think of a better way to honor the shared spirit of another fighter and survivor, John’s wife, Sharman.

We hope you’ll join us in celebrating the name of our first ambassador animal, Shar the Red-Tailed Hawk, and stay tuned for more news on when we’ll first be introducing her to our programs.

I want to offer sincere thanks to everyone in our community who submitted name ideas — you warmed our hearts, made us laugh a lot, and as always, truly appreciate the wildlife supporters in Central Oregon. Thank you! thinkwildco.org

Businesses Serving Community

The 1017 Project and Harris Ranch Beef Co. remain committed to their mission of helping those in need and will continue to work together to make a difference in their communities. Their hope is to inspire others to join in their efforts and help provide much-needed assistance to families struggling with hunger.

The 1017 Project and Harris Ranch Beef Co. have been able to achieve this significant milestone through their commitment to sustainability, community engagement and collaboration. They have partnered with local food banks, volunteers and other organizations to ensure that their donations reach those who need them most.
Central Oregon Veterans Ranch Receives Grant Award from Disabled Veterans National Foundation

by LAUREN GRIGSBY, Development Director — Central Oregon Veterans Ranch

The Central Oregon Veterans Ranch is honored to announce it has received a grant from the Disabled Veterans National Foundation (DVNF) for $25,000, which will fund continued Agri-therapy programs to support rural veterans. The Central Oregon Veterans Ranch is a sanctuary and community hub reconnecting veterans of all eras of service to purpose and meaning in their lives. In partnership with the Disabled Veterans National Foundation, the Veterans Ranch will continue supporting disabled and at-risk rural veterans by applying this grant funding to its existing Agri-therapy Program.

During the grant period, the Veterans Ranch plans to engage 1,800 veterans, family members, and civilian supporters through a range of activities to include: weekly greenhouse classes and hands-on experience growing hydroponically; summer community garden plots for veterans and families; agricultural vocations to exposure to a range of farming & ranching techniques; a summer picnic at the ranch in August for veterans and their families; regenerative forestry/agriculture weekend in September; and the annual Harvest Festival in October.

“Agri-therapy is at the heart of our peer support programs,” said Adrian De La Rosa, co-executive director of the Veterans Ranch. “What do we accomplish with agri-therapy? Digging in the dirt makes people happier! From beneficial microbes in the soil that stimulate the release of serotonin, to the increased release of dopamine, getting your hands in the dirt helps the body’s nervous system find equilibrium. We appreciate the partnership with DVNF for this important mission.”

“DVNF is proud to fund Central Oregon Veterans Ranch and the unique way they serve veterans,” said Joseph VanFonda (USMC Sgt.Maj. Ret.), CEO of the Disabled Veterans National Foundation. “Creating a place for veterans and their families to learn new skills in such a vital vocation gives new life and promotes healing. This innovative agri-therapy is essential to the veterans in numerous ways.”

About the Disabled Veterans National Foundation: Disabled Veterans National Foundation exists to provide critically needed support to disabled and at-risk veterans who leave the military service, as well as additional resources they need. DVNF achieves this mission by:

• Providing supplemental assistance to homeless and low-income veterans through the Health & Comfort program and various empowerment resources.
• Providing an online resource database that allows veterans to navigate the complex process of seeking benefits that they are entitled to as a result of their military service, as well as additional resources they need.
• Serving as a thought leader on critical policy issues within the veteran community and educating the public accordingly.

dvnf.org • dvnf.org/central-oregon-veterans-ranch

covranch.org

Treat your employees to FREE lunch & chair massages

We'll come to YOU!

Chiropractic & Wellness Center

388-3588

elkridgechiropractic@gmail.com • thenehlendeiropractor.com

Healthy Communities
August 2, 2023 • Cascade Business News • 29
this collaboration with BEA allows us to be a part of empowering the next generation of climbers through state-of-the-art infrastructure and cutting-edge design.

Since its founding in 2009, BEA has played a crucial role in promoting healthy living and outdoor experiences for youth through programs in Nordic skiing, mountain biking, and climbing. Recognizing the growing popularity of climbing, BEA identified the need for a specialized training facility to support their climbing programs. The new location in Bend will be the first of its kind in the Pacific Northwest, adding another milestone to the region’s storied climbing legacy.

Mike Rougeux, executive director and longtime Bend climbing coach, expressed his excitement about the partnership, saying, “EP has long played a role in the climbing gym and climbing competition scene here in the U.S. and their commitment to creating a quality product and to furthering the arena of competition climbing helped make me confident that our project was in the best hands.”

Cate Beebe, BEA’s climbing director, emphasized the importance of a dedicated training space for the youth climbers. “I hope that by having a permanent location, the team members get to feel a sense of ownership over the space, the team, and their training.”

Leveraging EP Climbing’s expertise in designing and constructing state-of-the-art climbing walls, BEA’s youth climbers can expect an elevated training experience. With our experience in providing competition climbing walls for esteemed organizations like USA Climbing and the International Federation of Sport Climbing, we are well-equipped to create an extraordinary climbing environment for BEA.

To support the development of the new youth training facility, Bend Endurance Academy will be launching a fundraising campaign, seeking donations, sponsorships, and hosting a forthcoming fundraising event.

bendenduranceacademy.org/campaign bentendoranceacademy.epclimbing.com

6

Tetherow
Continued from page 3

produces the most respected rankings in the industry. Tetherow was built to stand the test of time. And this list shows we are still on the right track.”

Golf Digest has biannually published its list of America’s 100 Greatest Public Golf Courses since 2003. For this year’s rankings, Golf Digest used hundreds of panelists and submitted thousands of evaluations over ten years. Golf Digest’s experts play and evaluate candidate courses on six criteria, each on a scale of one to ten, including: shot options, challenge, layout variety, aesthetics, conditioning, and character.

Tetherow debuted on Golf Digest’s list in 2011, ranking No. 67. The course climbed to as high as No. 54 on the 2015-16 list. Tetherow also recently ranked Tetherow No. 10 on its 2023-24 rankings of the best private and public courses in Oregon, moving up from No. 14.

Golf Course Superintendent Ryan Barker, who has overseen Tetherow’s course since 2020, credits its rise to a compounding of multiple small, yet meaningful, agronomy practices that produce big impacts over time.

Tetherow has also earned several other lofty rankings since its opening in July

Continued from Page 3

tenant, Matt Davis Enterprises Inc., in the lease of a 3,236 SF retail suite located at 1180 SE 3rd Street in Bend.

Compass Commercial Real Estate Services brokers Robert Raimondi, CCIM and Peter May, CCIM represented both the landlord, Deschutes Center, Bend OR, LLC, and the tenant, DHCP Empire, LLC, in the lease of a 2,223 SF office suite located in the Deschutes Business Center at 20360 Empire Avenue in Bend.

RECENT TRANSACTIONS
Continued from Page 3

Tetherow
Continued from page 3


“Tetherow is a golf course that, like wine, needed time to mature,” said Kidd, who designed three courses on Golf Digest’s list of America’s 100 Greatest Public Golf Courses. “We needed the rough edges of construction to mellow; we needed nature to adopt what we created, we needed the players to accept the ground game this course demands, and most of all we needed Heathland golf to be understood the way links golf has post-Bandon Dunes. As my home club, I love the challenge it presents day in and day out, it’s certainly a course where local knowledge helps greatly!”

Tetherow Golf Club • tetherow.com

Opened: 2008
Architect: David McLay Kidd
Par: 36–36–72
Current ranking: No. 57, Golf Digest’s America’s 100 Greatest Public Courses

Course Statistics:

<table>
<thead>
<tr>
<th>Tees</th>
<th>Yardage</th>
<th>Rating</th>
<th>Slope</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kidd</td>
<td>7,293</td>
<td>74.9</td>
<td>141</td>
</tr>
<tr>
<td>Black</td>
<td>6,950</td>
<td>73.4</td>
<td>138</td>
</tr>
<tr>
<td>Tan</td>
<td>6,490</td>
<td>70.9</td>
<td>132</td>
</tr>
<tr>
<td>Sage (men)</td>
<td>6,106</td>
<td>69.6</td>
<td>127</td>
</tr>
<tr>
<td>Sage (ladies)</td>
<td>6,106</td>
<td>75.3</td>
<td>147</td>
</tr>
<tr>
<td>Red (ladies)</td>
<td>5,337</td>
<td>70.9</td>
<td>133</td>
</tr>
</tbody>
</table>

Payroll Credit for Compensation of Journalists

• To receive the full $5,000 in the first year, a business will have spent at least $6,250 on advertising in local newspapers and local media.
• To receive the full $2,500 in the next four years, a business will have spent at least $5,000 on advertising in local newspapers and local media.

Support Act, including the full description of the bill, visit www.supportcommunitynews.com.

Community News & Small Business Support Act
Continued from page 3

• To receive the full $5,000 in the first year, a business will have spent at least $6,250 on advertising in local newspapers and local media.
• To receive the full $2,500 in the next four years, a business will have spent at least $5,000 on advertising in local newspapers and local media.
• Payroll Credit for Compensation of Journalists
  • This five-year refundable tax credit provides local newspapers and local news organizations a credit to use for the compensation of journalists. The credit may be used on compensation up to $50,000 a year.
  • The credit covers 50% of compensation (up to $50,000) in the first year and 30% of compensation (up to $50,000) in the subsequent four years.
  • For example: For journalists who earn $50,000 per year, a local newspaper may claim up to $25,000 per journalist in the first year and up to $15,000 per journalist in the next four years — totaling up to $85,000 over the five-year period for each journalist.
• The Community News & Small Business Support Act is a win-win for local communities. More local reporting means more access to hometown news citizens rely on. And stronger newspapers mean stronger advertising vehicles for local businesses. The credit will encourage all publishers to invest in their newsroom. If they don’t have the newsroom investment, they don’t get the credits.
• More information about the Community News & Small Business Support Act, including the full description of the bill, visit www.
  supportcommunitynews.com.

SUBSCRIBE TO CASCADE BUSINESS NEWS • RECEIVE A FREE COPY OF OUR 2023 BOOK OF LISTS

Book of List Online Combo: $200
(Out of Area $250 | Honolulu $50)
1 Year of Cascade Business News 1 Year Online Book of Lists 1 Hard Copy of Book of List Annual Savings of $38
All rates are for or available at the office for pickup

Cascade Business News: $40 (Out of Area $50)
(includes online subscription)
Cascade A&E: $30 (Out of Area $40)
Get ALL print pubs for $60 (Out of Area $75)

Published Twice Monthly Since 1994 • CascadeBusinessNews.com

Send completed form to: Cascade Publications Inc. 404 NE Norton, Bend, OR 97701 • ph: 541-388-5665
Central Oregon Business Calendar

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

**BUSINESS EVENTS**

**July 27**
4-6pm City of Bend Virtual and In-Person Tree Regulation Update Advisory Committee Meeting at Bend City Hall Council Chambers.

**July 27**
4:30-7:30pm EDCO’s Central Oregon PubTalk at Three Creeks Brewing Facility, Sisters.

**July 28**
8:30-9:30am Redmond Chamber Coffee Clatter at U.S. Cellular.

**July 29**
9am-2pm Upper Deschutes Watershed Council 27th Annual Deschutes River Cleanup at La Pine State Park, Farewell Bend Park, Riverbend Park, First Street Trail and Tumalo State Park.

**August 8**
10-11am Bend Chamber Membership 101 | Maximizing Your Membership at Bend Chamber Conference Room.

**August 8**
5:30-7:30pm Bend Chamber What’s Brewing at Tetherow Pavilion.

**August 8**
6pm City of Redmond City Council Meeting.

**August 10**
4-6pm Bend Chamber Ribbon Cutting at Insurance Fitz Agency.

**August 16**
5pm City of Redmond Urban Area Planning Commission Meeting.

**August 17**
11:30am-12:30pm First Interstate Financial Education Seminar at La Pine Activity Center.

**August 17**
11:30am-1pm City Club August Forum — (Mis)Behavior in the Classroom: Carrot, Stick or . . . , at Riverhouse on the Deschutes.

**August 17**
4:30-6pm Bend Chamber Biz & Bevs at N The Zone Ink & Threads.

**August 22**
6pm City of Redmond City Council Meeting.

**September 12**
10-11am Bend Chamber Membership 101 | Maximizing Your Membership at Bend Chamber Conference Room.

**September 13**
5:30-6:30pm COCC Free Project Management Info Meeting at COCC Bend Campus CAS 118.

**September 16**
3-6:30pm Heart of Oregon Corps Endless Summer Nights at Bend Park & Float.

**WORKSHOPS & TRAINING**

(ONGOING)
COCC Small Business Development Center Virtual Classes.

---

### Building Permits

**COMMERCIAL PERMITS WEEK ENDING 6-30-23**

**City of Bend**

- **$290,531.00** - Commercial (New) 1,786 sf. at 1105 NW Brooks St. Bend 97701 OR Owner: Mud Pond, LLC Permit # PRNC202206651
- **$67,000.00** - Commercial (New) 1,054 sf. at 60828 SW Atwood Dr. Bend 97702 OR Owner: Stillwater Housing Association Permit # PRNC20210430

**Deschutes County**

- **$30,000.00** - Commercial (Tenant Improvement) at 192 E Main Ave. Sisters 97759 OR Owner: Mt. Hood Sisters, LLC 207 N Fir St. Sisters, OR 97759
  - Builder: Forma Builders 541-241-7905 Permit # 247-23-001559

**City of Redmond**

- **$2,300,000.00** - Commercial (New) 13,568 sf. at 1239 NE Jackpine Ave. Redmond 97756 OR Owner: Red Barn Industrial Center, LLC 695 SW Mill View Way #103 Bend, OR 97702
  - Builder: Rawhide Equities, LLC 541-410-1056 Permit # 711-23-000678
- **$310,659.00** - Commercial (Tenant Improvement) at 1253 NW Canal Blvd Redmond 97756 OR Owner: Cascade Healthcare Community, Inc. PO Box 5789 Bend, OR 97709
  - Builder: Skanska USA Inc. 971-948-2005 Permit # 711-23-001189

**COMMERCIAL PERMITS WEEK ENDING 7-7-23**

**City of Bend**

- **$5,100,000.00** - Commercial (New) 61,406 sf. at 21000 Cooley Rd. Bend 97701 OR Owner: Pacificcorpor Permit # PRNC202301377
- **$105,318.00** - Commercial (Alteration) 26 sf. at 63110 Nels Anderson Rd. Bend 97701 OR Owner: 63120 Nels Anderson, LLC Permit # PRRE202208909
- **$18,000.00** - Commercial (Alteration) 24 sf. at 102 SE Bridgeford Blvd Bend 97702 OR Owner: Upshift, LLC Permit # PRRE202301487
- **$18,000.00** - Commercial (Alteration) 24 sf. at 2500 NE Neff Rd. Bend 97701 OR Owner: St. Charles Medical Center Builder: Tool Tech, LLC 503-453-7624 Permit # PRRE202301488
- **$18,000.00** - Commercial (Alteration) 24 sf. at 61045 Country Club Dr. Bend 97702 OR Owner: Bend Golf and Country Club
  - Builder: Tool Tech, LLC 503-453-7624 Permit # PRRE202301489
- **$18,000.00** - Commercial (Alteration) 24 sf. at 2500 NE Neff Rd. Bend 97701 OR Owner: Cascade Medical Building, LLC
  - Builder: Tool Tech, LLC 503-453-7624 Permit # PRRE202301488
- **$9,931,183.00** - Commercial (Addition) 14,721 sf. at 57380 Sun Eagle Ln. Sunriver 97707 OR Owner: Sunriver Owners Association PO Box 3278 Sunriver, OR 97707
  - Builder: Tool Tech, LLC 503-453-7624 Permit # PRRE202301489

**Deschutes County**

- **$9,931,183.00** - Commercial (Addition) 14,721 sf. at 57380 Sun Eagle Ln. Sunriver 97707 OR Owner: Sunriver Owners Association PO Box 3278 Sunriver, OR 97707
  - Builder: Tool Tech, LLC 503-453-7624 Permit # PRRE202301489

**City of Redmond**

- **$9,931,183.00** - Commercial (Addition) 14,721 sf. at 57380 Sun Eagle Ln. Sunriver 97707 OR Owner: Sunriver Owners Association PO Box 3278 Sunriver, OR 97707
  - Builder: Tool Tech, LLC 503-453-7624 Permit # PRRE202301489

**COMMERCIAL PERMITS WEEK ENDING 7-14-23 & 7-21-23**

**City of Bend**

- **$1,250,000.00** - Commercial (Alteration) 6,491 sf. at 1231 NE 5th St. Bend 97701 OR Owner: School Dist # 1 520 NW Wall Bend, OR 97703
  - Builder: Bremik Construction, Inc. 503-688-1000 Permit # PRRE202301967
- **$75,000.00** - Commercial (Alteration) 1,113 sf. at 1900 NE 3rd St. Bend 97701 OR Owner: NBC Wagner, LLC Permit # PRRE202301139

**City of Redmond**

- **$4,900,000.00** - Commercial (New) 24,868 sf. at 2445 SW Canal Blvd Redmond 97756 OR Owner: Families Forward, Inc. 405 SW 6th Redmond, OR 97756
  - Builder: R & H Residential Construction 541-923-0704 Permit # 711-23-000566
- **$182,400.00** - Commercial (New) 1,216 sf. at 2445 SW Canal Blvd Redmond 97756 OR Owner: Families Forward, Inc. 405 SW 6th Redmond, OR 97756
  - Builder: R & H Residential Construction 541-923-0704 Permit # 711-23-000565
- **$25,000.00** - Commercial (Addition) at 559 SW 7th St. Bend 97756 OR Owner: Nancy Doty, Inc. 3835 NE Hancock St. #GL-A Portland, OR 97212
  - Builder: Keeton King Contracting, LLC 541-923-0704 Permit # 711-23-001152
- **$25,000.00** - Commercial (New) 231 sf. at 2445 SW Canal Blvd Redmond 97756 OR Owner: Families Forward, Inc. 405 SW 6th Redmond, OR 97756 Permit # 711-23-001100

**Klamath Falls**

- **$16,000.00** - Commercial (Alteration) at 603 S 6th St. Klamath Falls 97601 OR Owner: Stanley and Jennifer Langdon 1941 Manzanita St. Klamath Falls, OR 97601 Permit # 483-23-001359
Sunriver Utilities held a ribbon-cutting ceremony on July 19 to celebrate completion of a four-year, $18.5 million upgrade to the Sunriver Utilities Wastewater Treatment Plant (57850 W Cascade Rd., Sunriver). The upgraded facility can now process 1.5 million gallons of water daily. Treated water from the plant provides irrigation to an 18-hole golf course on the north end of Sunriver, while other byproducts are used to create compost for sale to the community.

This project is the largest single infrastructure investment by Sunriver Utilities and addressed key community concerns such as noise and odor reduction, and aesthetic improvements. Partners in the project included Sunriver management, Parametrix/HDR (engineering/design) and Slayden Construction (general contractor).

Sunriver Utilities, a NW Natural Water company, has been in the water and wastewater business since 1969 and serves Sunriver, one of the largest resort communities in the Pacific Northwest.

sunriverwater.com