



Discover the
New Blue
Mountains Trail
— Page 25

Enhancing & Promoting the Economic Vitality of Central Oregon Since 1994

Diversified Products

Owners Bring New Life to Trusted Business

by NOAH NELSON — CBN Feature Writer



PHOTO | COURTESY OF DIVERSIFIED PRODUCTS

Diversified Products Incorporated (DP) is a manufacturing shop that offers specialized and custom work for specific job needs; the services they offer include laser cutting, press brake forming, rolling, hardware insertion, welding, fabrication and custom construction.

While the business has been operating in Bend for since 1996, the current owners, Loren and Christen Eby, purchased DP just about one year ago. At its founding, the original DP occupied a 2,000-square-foot space, and the core of their business was made by offering a line of sound control enclosures for loud industrial equipment.

Now, Loren and Christen offer full-service metal fabrication out of an 11,000-square-foot facility in the heart of Bend's industrial district that is often time called "the cleanest shop in Bend."

Over the years, DP grew to become a trusted name in the local business world, and new owners Loren and Christen aim to maintain that reputation by holding themselves and their business to very high standards, as well as relying on years of professional experience and know-how.

"After completing an education in Mechanical Engineering and working in industry, I decided to go back to school for my MBA with the hopes of one day running my own business," Loren said. "20 years later, I finally had the courage and made the leap of faith to fulfill my dreams. In November of 2022, I closed on the purchase of Diversified Products."

Talking about his motivations, Loren continued, saying, "I've always been drawn toward and fascinated with how things are made, especially with metal. My 30-year career as a manufacturing engineer started in machine shops, robotic welding and foundries. "I'm drawn toward the sounds, the beating, the humming of a factory making things and then working with smart and talented people that have creative and specialized skills."

Loren says that there are a few factors that set him and his team apart. The first

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Manufacturing in Central Oregon

Trends, Challenges & More

by NOAH NELSON — CBN Feature Writer

The manufacturing industry in Central Oregon has a history of ups and downs. While Bend was founded as a goods-producing town due to our thriving lumber trade, in more recent decades we have allocated a higher percentage of our workforce to service-providing industries; reflected by the fact that since 1990, the manufacturing industry's share of jobs in the Central Oregon workforce has decreased from 16 percent to seven percent.

However, this doesn't mean that manufacturing isn't thriving here in Central Oregon. While manufacturing has a lower share of the region's workforce, the overall growth of the industry has consistently outpaced the national average for more than a decade.

In Central Oregon, the city of Redmond is the hub for the manufacturing industry. From 2010-2018,



PHOTO | BY JANNO NIVERGALL

manufacturing jobs in Redmond increased by 81 percent, and this trend of fast growth seems to be continuing, according to Steve Curley, the REDI (Redmond Economic

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Central Oregon Manufacturing — Pages 10-17

City of Prineville Partners with Baker Technical Institute to Tackle Oregon's Heavy Equipment Operator Shortage

by SHANRAE HAWKINS

The United States is grappling with a severe shortage of heavy equipment operators, a crisis that has far-reaching implications for construction projects, infrastructure development, and economic growth across the nation. According to the latest data from the U.S. Bureau of Labor Statistics, a staggering 42,300 annual job openings for heavy equipment operators are projected, painting a dire picture of the workforce deficit in this vital sector.

While this challenge has been brewing nationwide, the state of Oregon has felt its impact acutely in recent years.

The Heavy Equipment Operator Shortage in Oregon The shortage of heavy equipment operators in Oregon has been a significant concern for both public and private sectors. A variety of factors have contributed to this issue. First, the retiring baby boomer generation has left a void in the workforce, with experienced operators leaving the industry. Second, there has been an insufficient influx of new operators to replace those retiring, resulting in a lack of skilled personnel. Lastly, the rapid growth of construction projects across the state has exacerbated the demand for heavy equipment operators.

City of Prineville's Forward-Thinking Initiative

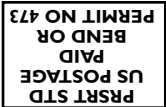
To address this shortage head-on, the City of Prineville has joined forces with Baker Technical Institute (BTI), an Oregon vocational school specializing in heavy equipment operation and maintenance training. This partnership is a prime example of local government proactively working to provide solutions to crucial workforce issues.

The collaboration enabled BTI to expand its offerings to Prineville, making it more accessible to Central Oregon

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BTI PRINEVILLE GRADUATES | PHOTO COURTESY OF CITY OF PRINEVILLE





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RECENT TRANSACTIONS

RE/MAX Key Properties broker **Ryan Amerongen, CCIM** represented both the landlord, **LBLM Investments, LLC**, and the tenant, **Apollo Mechanical Contractors, Inc.**, in the lease of a newly built 10,496 SF industrial building located at 62888 Oxford Ct. in Bend.

Compass Commercial Real Estate Services principal broker **Bruce Churchill** represented the seller, **J Tennison and Co.**, in the sale of 3639 SW Empire Drive in Prineville. The 9,170 SF industrial building on 0.54 acres sold for \$1,860,000.

RE/MAX Key Properties broker **Ryan Amerongen, CCIM** and **Cobalt Properties Group** broker **Chrissy Capri** represented both the landlord, **The Hopp Family Revocable Trust**, and the tenant in the lease of a 3,375 SF retail suite located at 162 NW Greenwood Ave. in Bend.

Principal broker **Bruce Churchill** with **Compass Commercial Real Estate Services** represented the buyer, **Virginia Goss**, in the acquisition of a 1-acre lot located at the new Discovery West development in NorthWest Crossing in Bend. The lot sold for \$1,500,000.

RE/MAX Key Properties broker **Ryan Amerongen, CCIM** and **Cobalt Properties**

Continued on Page 30 ▶

Bend Venture Conference
Growth & Impact Finalists Announced

Economic Development for Central Oregon (EDCO) is excited to announce the finalist companies advancing in the Growth Stage and Impact Track competitions for the 20th annual Bend Venture Conference (BVC) on October 19-20. The five finalists in the Early Stage competition category were announced last week.

In just a few days, the following companies will present on the Tower Theatre stage in downtown Bend. In addition to company pitches, attendees will hear from leading experts in venture capital and entrepreneurship, such as Joth Ricci, CEO of Dutch Bros. Coffee, who led the company through its initial public offering (IPO), and serial entrepreneur and investor Allie Magyar, who received over \$2 million in investment during the 2016 Bend

Venture Conference for her event technology company, Hubb.

“BVC ignited new opportunities for me as an entrepreneur and it is a privilege to be returning to the BVC stage after seven years. This community provided me with resources, mentorship and unwavering support in my journey as an entrepreneur. My success is a testament to what is possible when a community believes in your vision and I’m excited to meet this year’s finalists and hope my story helps inspire others to dream big,” said Allie Magyar.

Growth Stage Finalists

Following considerable due diligence, companies in the Growth Stage category have historically been awarded funding

Continued on Page 30 ▶

Simpson Community Groundbreaking October 16



RENDERING | COURTESY OF TEN OVER STUDIO/ROOTEDHOMES

RootedHomes and Housing Works recently held a groundbreaking ceremony for their joint Simpson Community on Bend’s west side on October 16. The media and general public attended the launch of 99 units of affordable rental and ownership. Representative Kropf, OHCS’s Executive Director Andrea Bell, Deschutes county commissioners, several City of Bend city council members, and other dignitaries and supporters attended.

“Together, RootedHomes and Housing Works offer a unique opportunity to develop affordable rental and homeownership, serving the broad housing needs of the community side by side,” commented Jackie Keogh, RootedHomes executive director. “This community is the first in the state to propose this type of development that would mitigate displacement from household’s upward mobility through the continuum of affordable housing.”

Rooted at Simpson will include 40 single-family homes and 59 rental

garden-style walk-up apartments. The proposed design offers onsite vehicle parking, electric vehicle charging, covered bike parking, community gardens, and open green space featuring tree-lined walking and bike paths that lead to an improved sidewalk system from 19755 Simpson Ave. The homeownership community is expected to begin construction in 2023, select homeowners in 2024, and sell homes through 2025. The rental community is expected to begin construction in 2024 and be ready for residents in the summer of 2025.

“The Simpson development is a showcase of partners working together to support the continuum of affordable housing needs in our community. Our collaboration between RootedHomes and Deschutes County has created a precedent for our future affordable housing developments throughout

Continued on Page 30 ▶

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BEND

◆ The community is invited to an informational open house to learn more about the Stevens Road Tract planning amendments that will help guide how 261 acres of land in southeast Bend will be developed. The open house will take place on October 19 from 5-7pm at Caldera High School with light refreshments. The public is welcome to send written comments about the amendments starting October 19 and up through the end of a public hearing before the City Council set for December 6.

In 2021, the state Legislature passed a unique bill that allows Bend to bring 261 acres of land in southeast Bend into the Urban Growth Boundary called the Stevens Road Tract.

This property is the eastern portion of a 640-acre property east of 27th Street and the Stevens Ranch Master Plan property.

The plan envisions a complete mixed-use community, with housing, businesses, schools, parks and trails. Twelve acres will be dedicated deed-restricted affordable housing. Additionally, six acres must be dedicated for affordable housing that is made available first to community members who are teachers or otherwise work for the public school system.

"This is a unique opportunity for our community to make land available for a complete community," said City Councilor Anthony Broadman. "With a focus on ensuring educators and working

families in our community can better afford to live in Bend."

Before these homes and businesses can be built, the Bend City Council must approve a set of planning amendments related to the Stevens Road Tract. These planning amendments spell out not only where these uses will be, but how it should be done once a developer buys the land. It will help guide the developer to develop a master plan and to build in a way that makes sense and creates complete communities. For example, the planning amendments include an inventory of natural resources on site, so developers can consider significant trees and rock outcroppings as they design. The amendments will guide developers to not just build housing but build it in a way so that area is a walkable, mixed-use and well-connected community.

Questions and public comments can be directed to Senior Planner Damian Syrnky at dsyrnky@bendoregon.gov.

◆ Community committees are a great way to get involved with City government. The City has several Council-appointed boards, committees, commissions, and advisory groups that make recommendations to City Council or City administrative staff. There are several openings coming up. Applications are being accepted for the Bend Economic Development Advisory Board, Core Area Advisory Board, Human Rights and Equity Commission, Landmarks Commission, and Planning Commission. Visit bendoregon.gov/committees.

Bend Economic Development Advisory Board

This group provides input to the Bend City Council on economic development and business issues and initiatives. The board seeks to provide broad representation from representatives of local key industries. Members work closely with the City's economic development partners including the Chamber of Commerce, Economic Development for Central Oregon, Visit Bend, East Cascades Works, and the Small Business Development Center at Central Oregon Community College. Visit the bendoregon.gov/BEDAB webpage.

The Bend Economic Development Advisory Board is seeking two members for a three-year term.

Contact: Ben Hemson, Economic Development Manager, 541-388-5529, bhemson@bendoregon.gov.

Core Area Advisory Board

The Core Area Advisory Board oversees the implementation of the Core Area Tax Increment Finance Plan and actions that support development in the Core Area, including oversight of the \$195 million of maximum debt that can be issued to invest in projects in the area. The plan identifies a variety of projects and a funding source (tax increment) to invest in the area over the next 30 years as it transforms into an urban, mixed-use area where people can live, work, and play. Visit bendoregon.gov/CAAB for more information.

The Core Area Advisory Board will be recruiting at least one member for a three-year term. Please review the membership representation requirements here.

Contact: Gina Kadow, Senior Administrative Support Specialist, 541-693-2162, gkadow@bendoregon.gov.

Human Rights and Equity Commission

This group will ensure historically marginalized and underrepresented people and communities in Bend have equal access to City programs and services, representation in City decision-making, and a venue to raise concerns and complaints about discrimination. Visit the Human Rights and Equity Commission webpage at bendoregon.gov/HREC.

The Human Rights and Equity Commission will be recruiting at least three new members for four-year terms.

Contact: Cassandra Kehoe, Accessibility & Equity Manager, 541-693-2141, ckehoe@bendoregon.gov.

Landmarks Commission

The Landmarks Commission serves the Bend community by advising City Council on decisions that affect historic resources and conducting quasi-judicial hearings on Type III planning applications affecting historic resources. Applicants should have an interest in architecture, history, architectural history, planning, prehistoric and historic archaeology, folklore, cultural anthropology, curation, conservation, landscape architecture or related disciplines to the extent such professions are available. Visit the Landmarks Commission

webpage: bendoregon.gov/landmarks.

The Landmarks Commission will be recruiting one new member for a four-year term.

Contact: Heidi Kennedy, Senior Planner, 541-617-4524, hkennedy@bendoregon.gov.

Planning Commission

This group is the appointed citizen body that provides recommendations to the City Council on land use policies, makes land use decisions on planning applications, and provides a public forum for community values, visioning, and strategic thinking in long range planning. Visit bendoregon.gov/planningcommission for more information.

The Planning Commission will be recruiting one new Commissioner for a one-year term who may seek reappointed for up to two four-year terms. This candidate may not work or have interest in the development or real estate sector.

Contact: Renee Brooke, Planning Manager, 541-330-4008, rbrooke@bendoregon.gov.

How to Apply to a Committee

Fill out the online advisory committee application form at bendoregon.gov/government/committees/apply.

Applicants may come to City Hall, 710 NW Wall Street, Monday through Friday between 9am and 4pm to fill out an application. Please contact Robyn Jones to set up an appointment at 541-323-8575 or rojones@bendoregon.gov.

Applications are due by 5pm, October 31, 2023.

Appointments will be determined based on the Council's availability and upcoming meeting agendas. Learn more at bendoregon.gov/committees.

Stipends

The City of Bend offers a stipend program for City advisory board, committee and commission voting members who choose to participate. The intent is to expand opportunities for community members to connect with the City and lower barriers to engagement. The program will provide members of permanent City advisory boards, committees, and commissions with a stipend of \$40 per meeting, not to exceed \$500 a year per person. This stipend covers assumed costs of volunteering on an advisory group such as travel, parking, stable internet connection and other expenses. Please note, non-voting commission or committee members are not eligible for the stipend.

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City of Prineville

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residents. Individuals looking to become skilled heavy equipment operators now have a convenient option right in their backyard, reducing the barriers to entry for this profession.

Training for the Future

The five-week training programs BTI provides are designed to equip students with the essential skills and knowledge required for heavy equipment operation. Upon completion of their training, students graduate with an impressive array of certifications, setting them on a path to success in the heavy equipment operation industry. These certifications include the Forklift Operator's Certificate, Construction First Aid and CPR Certificate, Stop the Bleed Certificate, OSHA 10 Certificate, and HAZ Mat First Responder Certificate.

Students receive hands-on training, simulator instruction, and safety certifications to ensure they are job-ready upon graduation.

BTI instructors and students recently worked with City of Prineville Public Works staff to install 60 feet of new sidewalk in City right of way adjacent to a local community park. "The partnership provided the students an opportunity to gain valuable

experience and education and the City with a new section of sidewalk," said Casey Kaiser, public works director for the City of Prineville. "BTI is a valuable partner to the community, and this most recent project was another testament to the level of professionalism the City can depend on when partnering with BTI."

On September 29, 25 students graduated from BTI's third Prineville class.

Economic Impact

The City of Prineville's partnership with Baker Technical Institute is more than just an investment in training. It's an investment in the local economy. As students graduate and become skilled heavy equipment operators, they contribute to the construction industry's growth, supporting various infrastructure projects in Prineville and beyond.

City of Prineville and BTI marks a significant step forward in addressing Oregon's heavy equipment operator shortage. By providing accessible training programs and practical experience, this partnership benefits aspiring operators, strengthens the local economy, and ensures the future success of construction projects in the region.

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ASK SCORE:

How to Finance Your Startup Business

by **JIM DARCEY, Chair — SCORE Central Oregon**

If you're wondering how to finance your startup, you're not alone. Depending on your business, financing it can either be relatively simple, such as drawing on your personal savings, or more complex, perhaps requiring you to seek loans or investors.



Below are some common ways to finance your business, along with some pros and cons to keep in mind.

Personally Finance Your Startup

In the digital age, many small businesses can be up and running with little to almost no capital, which can make financing your business with your own money more realistic.

Personally financing your business has some distinct advantages — you retain full control over your company, take on zero debt and have no loan payments to worry about.

On the flip side, you could lose money if the business doesn't work out.

The bottom line is that if you're willing to take on personal financial risk, using your own money is one of the most straightforward methods of funding your startup, while maintaining full control.

Ask Friends and Family for Financial Support

Help from friends and family is another common method for financing a business. This could look similar to personal financing or a private loan.

The advantages depend on the terms of the contributions. You might retain full control over your company and not have to take on debt, or you may have to relinquish some control and agree to repay what you've received plus interest.

Take Out a Bank Loan

Banks and credit unions are another financing option. However, you're taking on debt and will need to make regular payments on the loan, which can cut into cash flow. On the plus side, financing your business with a loan means that you retain full control of your company.

Be prepared to show a bank a business plan, expense sheets and financial

projections, often for the first five years.

Securing a bank loan is a challenging process. A mentor can help you prepare a loan application, so you have the best chance of securing the loan you need.

Bring in an Outside Investor

Bringing in an outside investor is typically not a realistic option for most businesses. At SCORE, we've found that only about two percent of businesses have a business model that would interest investors.

Most often, equity investors require not only a percentage of ownership in the company but also an "exit plan" — otherwise known as your plan for how they'll recoup their investment **and** see a healthy return.

With an investor, though, you get relatively quick access to capital without periodic loan payments, potential access to business expertise, and connections you might lack.

If your startup requires a significant capital investment, bringing in an outside investor may be a smart option.

Rally Support Through Crowdfunding

Once considered an unconventional way to finance your business, crowdfunding is now a common method for raising startup funds.

The structure of a crowdfunding campaign depends on your platform host. The idea is to encourage small contributions from a large pool of people. Funders receive gifts for their support which usually includes the product or service you sell.

The downside to crowdfunding: it takes a lot of effort and money, and failure is very public, unlike with private ventures.

Choosing the Right Financing Option is Key

As you develop your startup, connect with a SCORE mentor. They can guide you toward the right financing options for your needs and lead you on the pathway to success.

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Thriving Together

Nurturing Humanity at the Heart of Business Success

by **ABBY GORMAN, Owner — Symplexi Employee Development**

In the hustle and bustle of chasing success, businesses often get caught up in a whirlwind of strategies, technologies, and metrics. Yet, amidst all these complexities, it's crucial to maintain sight of the actual foundation - the employees. They are the heartbeat of any company, and understanding their basic human needs is the cornerstone of building a robust framework that supports their mental resilience and professional development. We're all human, and these shared needs form our commonality.

Let's Talk About Our Common Humanity

Before diving into the nitty-gritty of fostering mental resilience and professional growth, let's pause and acknowledge that we're all humans with universal needs at the core. Regardless of job titles or roles, our fundamental needs remain constant. By recognizing and tending to these needs, businesses can create an environment where employees can not only survive but truly thrive, leading to higher productivity, higher job satisfaction, and a positive workplace culture.

The Need for Connection

We humans are wired to connect and belong. This translates into the need for a supportive and collaborative environment in the workplace. Encouraging teamwork, open communication, and inclusivity nurtures strong interpersonal relationships, improving the workplace.

The Need for Autonomy

Everyone craves a sense of control over their work and life. Granting employees autonomy within their roles enhances motivation and instills a sense of responsibility and ownership, leading to more empowered and engaged teams.

The Need for Growth

Personal and professional growth is an innate desire for us all. Organizations can support this by providing opportunities for skill development, career progression, and continuous learning.

Setting achievable goals and offering pathways to reach them are vital steps in fulfilling this need.

The Need for Purpose

Finding meaning and purpose in what we do is a fundamental human aspiration. Articulating the company's mission and showcasing how each employee contributes is vital.

Let's Build Resilience

Mental resilience is a critical aspect of employee well-being. It empowers individuals to bounce back from challenges, adapt to change, and maintain a positive outlook. Here are some strategies to help employees build and maintain mental resilience in their day-to-day work lives.

Encouraging Self-Care

Promote self-care practices such as mindfulness, regular exercise, and a healthy diet. Provide resources and support for managing stress and finding a work-life balance. Remember, a healthy body and mind are the foundation of resilience.

Creating a Supportive Work Environment

Fostering a culture where employees feel safe discussing their mental health is crucial. Offering access to services like coaching or counseling and employee assistance programs is a tangible way to support them. Open dialogues about stressors and



challenges should be encouraged.

Emphasizing a Growth Mindset

Promote a growth mindset within your organization. Encourage employees to view challenges as opportunities for growth and celebrate failures as valuable learning experiences. This approach fosters a sense of resilience and innovation.

Let's Foster Professional Growth

Professional development is intertwined with personal well-being. Here are ways to support your employees' professional development while recognizing and addressing their fundamental human needs.

Tailoring Development Plans

Collaborate with employees to create personalized development plans that align with their career goals. Acknowledge that each individual's journey may be unique, and tailor development opportunities accordingly. This customized approach demonstrates the organization's commitment to the employees' growth.

Encouraging Mentorship and Coaching

Establish mentorship and coaching programs within your organization. Pair employees with experienced mentors who can guide them in their professional journeys. These relationships offer valuable career insights and provide a sense of connection and purpose.

Cultivating a Culture of Continuous Learning

Encourage a culture of continuous learning within your organization. Invest in training and online courses to help employees acquire new skills and knowledge. Ensure these opportunities are accessible to all, promoting a culture of growth and development.

Recognizing Contributions and Providing Feedback

Regularly recognize and provide feedback on employees' contributions. Acknowledge their achievements and offer constructive guidance for improvement. This supports their growth and fulfills their need for connection and purpose, reinforcing their value within the organization.

In conclusion, businesses that recognize and embrace our shared humanity by acknowledging and addressing fundamental human needs are more likely to establish a solid foundation that supports employee mental resilience and professional development. Remember, we are all human. By nurturing these needs, you can create a workplace where your employees don't just survive but thrive, leading to tremendous success and fulfillment for individuals and the organization. It's a journey towards a more positive workplace where everyone can realize their full potential, increasing their productivity, job satisfaction, and providing a flourishing, dynamic culture. I think it's a journey worth taking.

Abby Gorman, the owner and founder of Symplexi Employee Development, started her career over two decades ago in the Newspaper industry where she dedicated herself to cultivating and nurturing robust teams. Throughout her professional journey, Abby recognized the immense value of empowering individuals to reach their full potential. Driven by her unwavering commitment to personal and professional growth, she embarked on her own transformative path, becoming a certified life, development, and trauma-informed coach. With a wealth of life and business experience, Abby has merged her expertise and collaborates with companies to grow and empower their teams.

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Unlocking Talent in a Post-COVID World

The Comprehensive Guide to Pre-Employment Psychometric Assessments

by **FRED M. RAFILSON, Ph.D.** — **Clarity Talent Measurement**

In a rapidly evolving job market, particularly in the aftermath of the COVID-19 pandemic, making the right hiring decisions has never been more crucial. However, relying solely on traditional hiring methods like resumes and face-to-face interviews can open lead to costly mistakes and missed opportunities. This is where the science of psychometric assessments comes into play, offering business owners and hiring managers a multifaceted, objective tool to evaluate prospective candidates. Anchored in empirical research and statistical rigor, psychometric tests go beyond mere first impressions, evaluating everything from cognitive capabilities to cultural fit. The stakes are particularly high today as companies strive to adapt to a post-pandemic world, where flexibility, stress management, and remote work capabilities have become more important than ever. By employing psychometric assessments in your hiring processes, you're not just making a smart business move; you're making a scientifically informed decision backed by years of research and empirical data. With validity, reliability, and fairness at its core, this is a methodology designed to deliver significant returns, both in terms of employee productivity and reduced turnover costs.

What are Psychometric Assessments?

In the realm of data science and industrial-organizational psychology, psychometric assessments refer to standardized tests that are scientifically designed to measure various attributes of individuals, most commonly in the context of employment or education. These assessments aim to quantify a broad range of human traits and skills such as cognitive capabilities, personality traits, behavioral tendencies, and specialized job-specific skills. Unlike conventional methods of evaluation like interviews and portfolio reviews, psychometric tests are rooted in empirical research and statistical analysis, providing a high level of reliability and validity.

Psychometric assessments offer a multi-dimensional approach by enabling objective evaluations that are free from human bias, thus creating a level playing field for all candidates. They can be specifically tailored or selected to gauge skills that are directly relevant to the job role in question. In addition, these tests can also measure social elements like cultural fit, values, and interpersonal skills, which are increasingly recognized as vital for organizational success.

Given their rigor and comprehensiveness, psychometric assessments are often endorsed as one of the most effective tools for predicting job performance and ensuring the right person-job fit, as supported by a wide body of research.



Why Use Them?

In today's highly competitive business landscape, the quality of your workforce can be a significant differentiator. Yet, traditional hiring practices like interviews and resume reviews often fall short of offering a comprehensive view of a candidate's suitability for a job role. This is where pre-employment psychometric assessments come in as an invaluable tool for businesses. By utilizing these standardized tests that are grounded in empirical research and systematic rigor, companies can gain a more holistic understanding of a candidate's capabilities, personality traits, and behavioral tendencies, thereby making more informed hiring decisions.

Objective Evaluation

One of the most significant benefits of using psychometric assessments is the objective they bring to the hiring process. Human interactions, including job interviews, are rife with biases, both conscious and unconscious. These biases can range from first impressions and physical appearances to the mood of the interviewer. By employing psychometric tests, companies can minimize the influence of these biases, creating a level playing field for all candidates. This objective evaluation is particularly crucial for fostering diversity and inclusion within the organization.

Skill Matching

The modern job market is incredibly diverse, with roles requiring a vast array of different skill sets. Psychometric assessments can be custom-designed to test everything from numerical and verbal reasoning to job-specific skills like spatial awareness for design roles or financial acumen for positions in accounting. By selecting or tailoring tests to measure abilities that are directly relevant to a job, companies can ensure a better skill match, leading to higher productivity and job satisfaction among new hires.

Cultural Fit

Many organizations have recognized that it's not just the skills but also the cultural fit that matters in the long term. Candidates who align with

Continued on Page 28 ►

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The HR Bucket List

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

A bucket list: a list of experiences or achievements to accomplish. This article is focused on the ideal experiences or achievements that an organization should attempt to achieve. The HR Department has evolved over time from culture and party planning to compliance and risk mitigation. Present day, HR is a balance of all things related to compliance, culture, and staying relevant. If possible, adding the following bucket list initiatives to the role of an HR team could shift an organization from adequate to awe-inspiring.



Experiences

An organization should experience positive collaboration and teamwork

- Ensure regular 1:1 meetings are being held with your team; prepare an agenda for time management, and recap afterward to ensure closed-loop communication.
- Team meetings should be like 1:1's (with agendas and recaps), but make sure attendees have gained something useful as well as having a bit of fun (or food).
- Listen- too often we inform the people we employ rather than hear their feedback; avoid venting, focus on problem-solving, but be open to hear what the frontline has to say.

Recognition

• Recognition does not always have to be tangible; find out how your people like to receive praise and recognition and adopt a customized approach to doing so. Provide a balance of intrinsic (internal factors that motivate, such as confidence, pride, etc.) rewards, as well as extrinsic (tangible, usually money, award, etc.) rewards. Know what this means to each of your people so they really feel the thought and time spent on their recognition.

Feedback

When there is a concern, offer solutions and be open to new ideas. Provide regular and ongoing feedback to your staff, include both praise and constructive feedback. Explain the why behind a change or new direction; it helps get people more invested if they understand the bottom line (defined as business goals).

Events

The camaraderie of a company event where your colleagues are celebrated, and the company shares it's successes with the team is an experience worth the money (investment in your people). Having an annual company event is a great way to get everyone together and share in the success, create solid work-friendships, build up morale, and feel a sense of pride to be part of the organization. Company events, whether small and regular, or rare and extravagant, are an excellent morale booster and retention aid. Have a theme, provide praise and recognition, encourage all to attend, make it fun, applicable, and rewarding.

Achievements

Achievements come when you are strong in people, processes, and profit.

People- while technology is ever-present in today's business world, your people are the people (driving force that) that make a company great. Hire the right people from the beginning (ensure solid screening and vetting processes), get others involved in

hiring to ensure collaborative and team-focused employees, and create solid training for both new hires and existing employees, (as well as focused trainings for your people leaders). Less turnover, less risk, less costs. Achieving greatness with your people will make your company stand above the rest!

Process- companies who have achieved greatness have clearly defined processes. Not only are the processes defined, but they are also measurable. Make sure the processes are sustainable through time and reviewed often. Ensure your processes speak to all departments and adjust accordingly.

Profit- provides sustainability and security. Profit is good for your stakeholders and for your employees. Profit means more to spend on growing, opening new locations, developing new products or services, offering more pay, benefits, or companywide experiences. Profit is a good thing, but it does not come overnight, and it should not be a company's primary focus.

Other achievements may come in the form of recognition and awards which could create brand awareness for your company, attract talent, open opportunities for funding and/or partnerships, etc. Some achievements may be as simple as keeping your employees employed and business operating; don't take meeting the mark to not equal a great achievement.

Milestones are a significant stage of accomplishment or success. Achieving a milestone is a huge achievement and should be celebrated. Whether the company has quarterly business reviews, semi-annual all-hands meetings, or annual town halls, milestones should be celebrated. Think about the first time you had a repeat customer or a positive customer review= milestone. When you became profitable or won a grant/funding for a project= milestone. Track the milestones, share the company's story of how they started, where they came from, and where you are going. These milestones show achievements to your people, but also your community, customers, and competitors; celebrate them!

Experiences and achievements come in many forms for an organization; but more importantly, what are you trying to achieve? Set goals, set standards, aim high, correct if low, and focus on being a great place to work. Companies that are known to be a great place to work and are often recognized and rewarded as such have common traits. They have a well-balanced compensation and benefits package; they have an exceptional culture where staff feel valued and appreciated but also continue to grow and develop in their roles. There is a sense of belonging and community, there is trust and respect, even in times of disagreement; if the goal is to achieve success, then people bend and adapt for the common goal, not their personal interests.

What is your purpose at the company you work for? What are the goals the company wants to achieve? What is your bucket list? When you begin to explore your bucket list of goals, set a goal date and a path on how to achieve and experience greatness at any organization.

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Manufacturing Trends

Continued from page 1

Development, Inc) Director for EDCO.

“In Redmond, we have continued to see growth with the manufacturing companies, which has precipitated needing more space for them to grow,” Curley said.

While the industry is growing, there are some current threats to that growth. The largest threat is one that is shared between most industries post-pandemic: hiring and retaining workers. Curley mentioned that, “There are simply not enough people to fill the jobs that are out there. Locally, our larger manufacturers are growing, and the biggest problem they face is the need for more people to keep doing well.”

Steve Bettis, the vice president of Medline ReNewal, said that it’s “no surprise” that the industry is facing a labor shortage, “Finding the right people and creating an environment that keeps employees can be a challenge, and that applies to all businesses, not just this industry,” he said.

Bettis continued, saying that he sees many companies focusing heavily on trying to provide competitive wages, practical benefits and a positive, flexible workforce culture that makes employees feel valued.

Erin Stone, CEO of i3D MFG, a 3-D direct metal laser sintering service that started in 2013 in Redmond, echoed the point that the post-pandemic industry has faced worker shortages, but also raised some reasons as to why workers in this industry tend to stay employed at the same company for longer than many other industries.

“We have pretty highly trained and specialized employees,” she said. “Highly trained and specific work helps retention.”

Stone explained that offering highly specialized work can benefit employers because it decreases the chance that the employee can jump ship and accept a better offer from a competitor. In Stone’s case, there are only about “10 or 15 other companies in the nation” that can do the work that i3D MFG does.

On the employee end, this specialized work often comes with a higher salary, and employers are more motivated to keep those employees happy because they understand that filling that position can be a

time-consuming process.

For Stone, the recipe to retain workers is simple. Along with offering fair wages for specialized work, Stone said, “We celebrate them, we give out awards and we respect them as professionals. We let them know how much we appreciate them, and we try to be flexible with them to accommodate their lives and schedules.”

Stone added that it helps to have employees who work in specialized fields, saying that people don’t really end up there by accident, resulting in employees who have a passion for their work.

A trend that the industry is seeing that may have an effect on workforce needs in the future is the trend toward automation. Curley said that automation is the biggest trend the industry is seeing, and that, “automation is a necessary response to the lack of workforce and also a way to become more efficient in production.”

While automation in the industry is definitely increasing, Curley added that automation doesn’t necessarily decrease the number of available jobs, “The reality is that it doesn’t decrease many jobs, and the remaining jobs are higher paying because people have to keep that automation running,” he said. “This leads to higher paying jobs that come as a necessity to program, run and maintain the equipment.”

Bettis mentioned that automation has helped him focus on and retain a highly-trained team of employees that he calls his “core group.” He said that the vast majority of his workforce has longtime employment within the company, and show up for work every day. His goal with automation is to expand outward while keeping his core group happy, “keep those people and grow through automation,” he said.

While automation is a trend that cannot be ignored, it might not be the answer to the workforce shortage, as companies will always have to hire employees to keep the automation running smoothly.

In addition to automating their work, some companies are also focusing on education and streamlining the process of training employees.

At i3D MFG for example, CEO Stone puts a heavy emphasis on cultivating talent, instead of only finding it. “When we first started, there were almost no trained people to talk to in the region,” she said. “We had to do tons of internal training.”

Over the years, Stone has prioritized internal

training and promoting from within, both as a way to cultivate talent and to help retain it.

Stone said that, while the work her company offers is highly specialized, they can help anyone with some experience in welding or some sort of exposure to metalwork, so long as they want to learn.

“We can train well from within,” she said. “We offer tuition reimbursement for a variety of work-related courses, from welding to engineering courses. We encourage our employees to learn and grow in their personal lives and careers.”

Across the region, Curley notes that there are opportunities to learn these specific trades.

“COCC is working diligently through the Manufacturing and Applied Technology programs to develop a ready workforce in the trades,” he said. “Redmond High School also has a great program, which also feeds into the COCC programs. East Cascades Works also has incumbent worker training programs, but limited federal dollars have reduced capacity for their programs.”

Despite labor shortages, the manufacturing industry in Central Oregon is poised for more growth in the future, according to Curley.

“We should continue to see growth in the advanced manufacturing industries in Central Oregon. The attraction of the outdoors and livability of the region will continue to attract people to the area. There are specific sectors like advanced manufacturing, aviation/aerospace, high technology, outdoor industry, and food products that will continue to lead in our region.”

While Stone agrees that the local industry will continue to grow, she also sees it growing towards a certain future.

“We’re gonna see more automation, more acquisition and more merging of companies who do different things to consolidate their services,” she said. With gas prices as high as they are, shipping is now very expensive, so we’ll likely see a trend towards one-stop-shop type facilities that offer varied services with fewer middlemen.”

Bettis also sees growth on the horizon, and predicts that worker availability will increase in 2024, stating that companies who value their workers, pay competitively and create positive work environments, “will have workers lining up at the door.”

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BASX Showcases Innovation & Excellence in HVAC Manufacturing at the Oregon Business & Industry Manufacturing Roadshow

by DAWN MICHELLE LaPOLLA, Marketing & Multimedia Specialist — BASX



OBI BASX TEAM | PHOTO COURTESY OF BASX

BASX, a leading name in the HVAC industry, was honored to participate in the prestigious Oregon Business & Industry (OBI) Manufacturing Roadshow on October 3. The event provided a unique opportunity for key stakeholders, including staff from Oregon State agencies, government representatives, business leaders, college representatives and more, to tour BASX’s state-of-the-art HVAC Manufacturing Facility.

BASX has long been recognized for its commitment to innovation, sustainability, and the highest quality manufacturing standards in the HVAC industry. OBI’s event served as a platform to showcase BASX’s on-going dedication to excellence in sustainability and to shape the future of HVAC technology.

The OBI Manufacturing Roadshow attendees were treated to a guided tour of BASX’s HVAC Manufacturing Facility, where they witnessed the meticulous craftsmanship and precision that goes into every product. Highlights of the tour included state-of-the-art fabrication equipment, such as the Salvagnini laser cutting machines. BASX remains at the forefront of HVAC innovation, with products that are engineered to meet and exceed the highest industry standards.

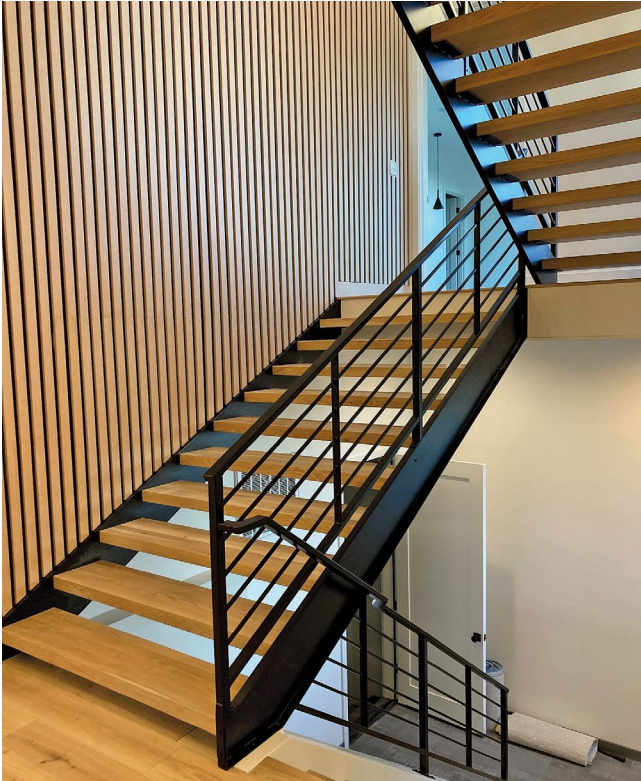
Dave Benson, co-founder and chairman of BASX, discussed the company’s physical growth in Central Oregon which currently totals approximately 360,000 square feet across several locations throughout Redmond and Prineville. Benson also talked about the company’s employee growth since 2014. BASX was acquired by AAON in December of 2021 and with AAON’s continued support, BASX has grown to more than 600 permanent and temporary staff members and is still growing. BASX is committed to workforce development and partnerships with local educational institutions for career opportunities within the HVAC industry.

The event concluded with a Q&A session where attendees had the chance to engage with BASX experts, fostering dialogue about the future of manufacturing, technological advancements, and employment growth within the HVAC sector.

BASX extends its gratitude to Oregon Business & Industry for organizing this collaborative educational event and to all the attendees for their interest in our mission to redefine HVAC manufacturing for a more sustainable tomorrow.

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Les Schwab Tires Centers - Headquarters 20900 Cooley Rd., Bend, OR 97701	541-447-4136	541-416-5363	www.lesschwab.com	Reception	916	1952	Tire centers located throughout Central Oregon.
BASX Solutions 3500 SW 21st Place, Redmond, OR 97756	541-647-6650	N/A	www.basxsolutions.com info@basxsolutions.com	David Benson, Matthew Tobolski	340	2012	N/A
JELD-WEN Millwork Manufacturing Bend 62845 Boyd Acres Rd., Bend, OR 97701	541-385-1444	541-382-2215	www.jeld-wen.com leebo@jeld-wen.com	Lee Bouck	315	1968	Wood products & wood window parts.
JELD-WEN, Inc. 62845 Boyd Acres Rd., Bend, OR 97701	541-382-4411	N/A	www.jeld-wen.com	Lee Sparks	315	1977	Wood products & wood window & door parts.
Medline ReNewal 1500 NE Hemlock, Redmond, OR 97756	541-923-3310	541-923-3375	www.medlinerenewal.com customer.service@medlinerenewal.com	Steve Bettis	267	1997	Manufacturing & reprocessing of medical devices. A FDA-registered device reprocessor.
10 Barrel Brewing 62950 NE 18th St. (Brewery & Pub) 1135 NW Galveston Ave. (Pub), Bend, OR 97701	541-585-1007	541-585-1008	www.10barrel.com info@10barrel.com	Kyle Mckee	235	2006	Handcrafted beer.
PCC Schlosser 345 NE Hemlock Ave., Redmond, OR 97756	541-548-0766	541-548-6579	www.pccstructurals.com	Keith Covlin	226	1989	Titanium investment casting foundry for the aerospace & medical industries.
Epic Aircraft 22590 Nelson Rd., Bend, OR 97701	541-318-8849	541-382-5125	www.epicaircraft.com info@epicaircraft.com	Doug King	221	2004	Kits for building aircraft, including the LTâ€™6-place turboprop which is currently in the process of being certified with the FAA. Training on site.
Nosler, Inc. 107 SW Columbia St., Bend, OR 97709	541-382-3921	541-388-4667	www.nosler.com catalog@nosler.com	Zach Waterman	164	1948	Manufacturer the industry’s finest bullets, ammunition, component brass & rifles for hunting & shooting enthusiasts.
Deschutes Brewery 901 SW Simpson Ave., Bend, OR 97702	541-385-8606	541-383-4505	www.deschutesbrewery.com info@deschutesbrewery.com	Gary Fish	150	1988	Craft brewery.
Knife River 64500 OB Riley Rd., Bend, OR 97701	541-388-0445	541-388-8932	www.kniferiver.com chris.doan@kniferiver.com	Chris Doan	150	1968	Paving mixtures, asphalt, aggregate & construction.
Bright Wood Corporation - Redmond 630 SE First St., Redmond, OR 97756	541-475-2234	541-475-7782	www.brightwood.com inetinfo@brightwood.com	Dallas Stovall	139	1960	Wood products.
Quality Truss 1000 SE Lake Rd., Redmond, OR 97756	541-923-2759	541-923-0023	qtruss@qtruss.com	Ted Hormel, Andy Scott	133	1985	Roof & floor trusses.
Suterra LLC 20950 NE Talus Pl., Bend, OR 97701	541-388-3688	866-326-6737	www.suterra.com customercare@suterra.com	N/A	132	1984	Sustainable, pheromone-based insect control for commercial agricultural markets.
Microsemi Corporation 405 SW Columbia St., Bend, OR 97702	541-382-8028	541-388-0364	www.microsemi.com	Mark Gabler	130	1984	Mixed-Signal integrated circuits & discrete semi-conductors & RF components.
Systema 265 NW Franklin Ave., Ste. 201, Bend, OR 97701	541-602-2092	N/A	www.systema-usacorp.com	Travis Stevens	130	1993	Provides software solutions, processes & services to the high technology industry that are cost-effective, improve productivity & meet regulatory compliance requirements & more.
Cascade Lakes Brewing Company 2141 SW First St., Redmond, OR 97756	541-923-3110	N/A	www.cascadelakes.com chris@cascadelakes.com	Andy Rhine	125	1994	Brews six beers year-round with many seasonals throughout the year.
Hooker Creek Companies, LLC 95 SW Scalehouse Ln., Ste. 100, Bend, OR 97702	541-389-0981	541-389-4763	www.hookercreek.net info@hookercreek.net	Scott M. Carlson	120	1984	Ready mixed concrete, sand & gravel, equipment rentals, supplier of construction materials.
Grace Bio-Labs 1015 SW Emkay Dr., Bend, OR 97702	541-318-1208	541-318-0242	gracebio.com lhale@gracebio.com	Lisa Hale	85	1995	Global provider, local manufacturer. Developing laboratory products, services & custom solutions for research & diagnostics applications.
Ruff Wear 2843 NW Lolo Dr., Bend, OR 97703	541-388-1821	541-388-1831	www.ruffwear.com support@ruffwear.com	Patrick Kruse	70	1992	Performance gear for dogs.
Brian’s Cabinets 20780 Sockeye Place, Bend, OR 97701	541-382-3773	541-382-7021	www.brianscabinets.com info@brianscabinets.com	Sean Brisbine	65	1977	Cabinet & closet manufacturer.
Eberhard’s Dairy Products 235 SW Evergreen Ave., Redmond, OR 97756	541-548-5181	541-548-7009	www.eberhardsdairy.com ebdairy@eberhardsdairy.com	Mark Eberhard	50	1951	Milk, ice cream, cottage cheese & butter manufacturer & distributor.
EP Climbing USA 63085 18th St., Ste. 101, Bend, OR 97701	541-388-5463	541-388-3248	www.epusa.com info@epusa.com	Sander Culliton	50	1988	Artificial climbing walls, handholds & Clip ‘N Climb elements.
Mike’s Fence Center, Inc. 59 SW Hayes Ave., Bend, OR 97702	541-388-1625	541-389-4578	www.mikesfence.com sales@mikesfence.com	Ryan Higgins	50	1980	Fence construction, fence supplies (retail), automated gates & mobile mix concrete.
Northland Furniture 681 SE Glenwood Dr., Bend, OR 97702	541-389-3600	541-389-4943	www.northlandfurniture.com sales@northlandfurniture.com	Brian Noll	50	1976	Custom furniture manufacturer for the hospitality, healthcare & senior living markets. Manufacture multi-family kitchen cabinetry.
Qorvo, Inc 63140 Britta St., C106, Bend, OR 97703	541-640-8651	N/A	www.qorvo.com crystal.feris@qorvo.com	541-640-8651	50	2005	Design & manufacture RF Solutions for mobile, defense & infrastructure markets.
Oregon Wild Harvest 1601 NE Hemlock Ave., Redmond, OR 97756	541-548-9400	541-923-7235	www.oregonswildharvest.com questions@oregonswildharvest.com	Pam Buresh	47	2014	Herbal supplement manufacturer distributed nationally.
Bendstillery, Inc. 19330 Pinehurst Rd., Bend, OR 97703	541-318-0200	541-318-1886	www.craterlakespirits.com alan@bendstillery.com	Alan Dietrich	45	1996	Fully operating distillery, farm, tasting room, offering samples, free tours & bottle sales on 23 acres just west of Tumalo on Hwy. 20. Produces vodka and gin in various flavors, CBD beverages & supplements.
Zamp Solar 63255 Jamison St., Bend, OR 97703	541-728-0924	N/A	www.zampsolar.com support@zampsolar.com	Coner Miller	45	2010	Zamp Solar specializes in 12-volt solar charging systems for off-grid, RV, marine, agriculture & other applications. Offer a variety of portable & hard mounted solar kits made right here in Bend, OR USA.
Aircraft Rubber Manufacturing (Fuel Safe Systems) 1550 NE Kingwood Ave., Redmond, OR 97756	800-433-6524	541-923-6015	www.fuelsafe.com sales@fuelsafe.com	William Hare	42	1988	Fuel cells for race cars, planes & boats. Armored tanks, industrial tanks. Welding & fabrication. Liquid storage containers.
Host Industries, Inc. 20526 Murray Rd., Bend, OR 97701	541-330-2328	541-330-9002	www.hostcampers.com dave@hostcampers.com	Dave Hogue, Mark Storch	42	2001	Manufacture truck campers.
Metabolic Maintenance 601 N Larch St., Sisters, OR 97759	541-549-7800	541-549-3299	www.metabolicmaintenance.com info@metabolicmaintenance.com	Karla Cross	40	1984	Vitamin supplement manufacturers.
Metolius Mountain Products 20469 Brandis Ct., Bend, OR 97701	541-382-7585	541-382-8531	www.metoliusclimbing.com info@metoliusclimbing.com	Doug Phillips	40	1983	Mountain climbing equipment.
Proshop Millwork & Design 63085 NE 18th St., Bend, OR 97701	541-388-4340	541-388-3440	www.proshopmillwork.com chuck@proshopmillwork.com	Chuck Mazzola	40	1980	Residential & commercial cabinetry, countertops & pro shop display features.
CLS Fabrication Inc. 20522 Builders Ct., Bend, OR 97701	541-749-4257	541-749-4263	www.clsfab.com bmitchell@clsfab.com	Eric Fleming, Ben Mitchell	39	1984	End to end fabricator & manufacturer of metal based products included commercial grade cabinetry & OEM sheet metal/structural goods. Primary processing is via CNC machinery with in-house design services.
Breedlove Guitar Company 61573 American Loop, Bend, OR 97701	877-800-4848	541-385-8183	www.breedlovemusic.com info@breedloveguitars.com	Tom Bedell	38	1990	Acoustic guitars & mandolins.



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Largest Manufacturing Deschutes County *(Listed by Number of Staff with at least 4 employees)*

▶ CONTINUED FROM PREVIOUS PAGE

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Business Description
Kawak Aviation Technologies, Inc. 20690 Carmen Loop, Ste. 102 Bend, OR 97702	541-385-5051	541-617-9857	www.kawakaviation.com andrew@kawakaviation.com	Andrew Sawyer, Mike Reightley, Steven Sawyer	34	1993	Aviation technology & innovation engineering company focused on the research, design, development, manufacture & support of products & services for the aviation industry & more.
BlackStrap Industries Inc. 1305 SE Armour Rd., Ste. 100, Bend, OR 97702	541-213-2500	N/A	www.bsbrand.com Info@bsbrand.com	Info@bsbrand.com	32	2008	Domestic manufacturer of facemasks & active accessories in the global snow sports & outdoor recreation markets & more.
Bend Plating Inc. 550 SE Bridgeford Blvd., Bend, OR 97702	541-388-3456	541-388-3450	www.bendplating.com	Shairleen Chambers	30	1969	Decorative gold, nickel, chrome electroplating.
CR Fabrication Ltd. 833 SE First St., Redmond, OR 97756	541-548-4369	541-504-5493	www.cr-fab.com info@cr-fab.com	Casey Mott	28	2000	Produces fabricated & manufactured metal products & services for the aviation industry with ground support equipment. Continues to expand capabilities & services in the metal fabrication & more.
ISCO Industrial Service Company 63055 Corporate Pl., Unit 1, Bend, OR 97701	541-382-1573	541-382-6902	www.iscomach.com charlenew@iscomach.com	Craig Gribskov	28	1973	Machinery & computer numerical control (CNC) machine shop; ISO 9001 certified, abrasive waterjet cutting, aircraft parts, job shop & prototype fabrication & more.
McConnell Labs/Light Elegance Nail Products 406 Umatilla Ave., Redmond, OR 97756	541-526-5570	N/A	www.mcconnelllabs.com sales@mcconnelllabs.com	Jim & Lezie McConnell	28	2003	Manufacture of Light Elegance nail products. Specializes in private label nail products. In addition to manufacturing high-quality UV & LED cured gels & gel polishes, offers pumping & more.
Commercial Powder Coating 20554 Builders St., Bend, OR 97701	541-330-1141	N/A	www.commpowder.com aaron@commpowder.com	Aaron Edelheit	27	1999	Started with powder coating as the core to the business & has continuously grown to meet customer base, which is mostly comprised of commercial customers. Offers powder coating, sandblasting & more.
Electronics, Intl., INC. 63296 Powell Butte Hwy., Bend, OR 97701	541-318-6060	541-318-7575	www.buy-ei.com support@buy-ei.com	Tyler Speed	26	1979	Manufacturers of aircraft instruments.
Smith Bros. Pushrods 2895 SW 13th St., Redmond, OR 97756	541-388-8188	541-389-8840	www.pushrods.net smithbrothers@pushrods.net	Scott Mills	26	1999	Pushrod manufacturing & custom machining.
Be-Bop Biscotti 601 NE First St., Unit B, Bend, OR 97701	541-388-8164	541-389-6185	www.be-bop.net bgolden@be-bop.net	Bob Golden	25	1999	Gourmet biscotti.
Newhouse Manufacturing Co. 1048 N Sixth St., Redmond, OR 97756	541-548-1055	541-548-4144	www.newhouse-mfg.com info@newhouse-mfg.com	John Jenkins, Dan Winton	25	1953	Manufacture farm equipment, parts, drive lines & belts.
Outback Manufacturing, Inc. 63076 Crusher Ave., Bend, OR 97703	541-388-1046	541-318-9397	www.outbackmfg.com Danno@outbackmfg.com	Brent Bourgault, Danno Shawe	25	1993	Production & high tech CNC machining services.
Carlson Sign Company 1605 NE Forbes Rd., Bend, OR 97701	541-382-2182	541-382-2196	www.carlsonsign.com pcarlson@carlsonsign.com	Peter Carlson	24	1948	Signs & advertising displays.
Precise Flight Inc. 63354 Powell Butte Rd., Bend, OR 97701	800-547-2558	541-388-1105	www.preciseflight.com karen.conard@preciseflight.com	Brad LeHuquet	24	1980	Aircraft safety & performance equipment.
BTL Sales & Lining, Inc. 3451 SW Empire Dr., Prineville, OR 97754	800-280-0712	541-447-0759	www.btl liners.com info@btl liners.com	Jared Santoro	22	1981	Pond liners & greenhouse covers.
DENT Instruments, Inc. 925 SW Emkay Dr., Bend, OR 97702	800-388-0770	541-385-9333	www.dentinstruments.com sales@dent instruments.com	Sales Desk	22	1988	Design & manufacture of portable energy & power measurement instruments.
Key Technology/Redmond Operations 1011 SE Lake Rd., Redmond, OR 97756	541-923-3997	541-923-1170	www.key.net sedwards@key.net	Susan Edwards	20	1984	Design, manufacture & market process automation systems for food & other industries.
Norco Inc. 63024 Sherman Rd., Bend, OR 97703	541-382-2362	541-383-5996	www.norco-inc.com wayneb@norco-inc.com	Wayne Barker	20	1960	Industrial gases, welding machinery & safety equipment. Durable medical equipment.
Sat Pak Communications Inc. 1492 N. Sixth St., Redmond, OR 97756	541-923-0467	541-923-5925	www.satpak.com info@satpak.com	Bill Park	20	1983	Electronic cable assemblies.
The Deleone Corp. 1258 SE Lake Rd., Redmond, OR 97756	541-504-8311	541-504-8411	www.cascadelabels.com orders@deleone.com	Michael De Leone	20	1972	Label manufacturer.
Butler Aircraft Services LLC 705 SE Salmon Ave., Redmond, OR 97756	541-923-1355	541-923-4181	www.butlerairservices.com info@butleraircraft.com	Nan Garnick, Kurt Newton	18	1946	Airplanes/aircraft services, charter service, aerial firefighting.
Chapman-Huffman, Inc. 320 SE Bridgeford Blvd., Ste. 1, Bend, OR 97702	541-382-7869	541-382-4999	www.chapman-huffman.com jason@chapman-huffman.com	Jason Nyman	18	1979	Dental components & replacement parts.
Hydro Flask 900 SE Wilson Ave., Ste. H, Bend, OR 97702	888-58-HYDRO	N/A	www.hydroflask.com info@hydroflask.com	Travis Rosbach	18	2009	The only all-insulated bottle company in the world that produces double-wall vacuum insulated bottles that are BPA & toxin free.

Continued on Page 14 ▶



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Largest Manufacturing Deschutes County *(Listed by Number of Staff with at least 4 employees)*

▶ CONTINUED FROM PAGE 13

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Business Description
SisTech Manufacturing 63068 Lower Meadow Dr., Bend, OR 97701	877-792-2779	N/A	www.sistechmfg.com	Lorraine Kennedy	18	2009	Electronic assembly & box builds.
VocalBooth.com, Inc. 1103 NE 11th St. Redmond, OR 97756 PO Box 6569, Bend, OR 97708	541-330-6045	801-659-2475	www.vocalbooth.com info@vocalbooth.com	Calvin Mann, Freddie Gateley, Guy Coleman	18	1997	Modular & portable sound enclosure booths.
Bend Cabinet & Fixtures Inc. 62890 Boyd Acres Rd., Bend, OR 97701	541-382-6093	541-382-6097	bendcabinets@bendbroadband.com	Kelly Wilson	16	1976	Commercial cabinet & fixture shop.
RDD Enterprises 2244 Airport Way, Ste.130, Redmond, OR 97756	541-504-0305	N/A	www.rddent.com info@rddent.com	David McRae	16	2006	Research, design & development group. Aircraft maintenance & fabrication.
Aerospace Instrumentation Research 2244 SE Airport Way, Ste. 100, Redmond, OR 97756	541-548-7500	541-923-4141	www.mhoxigen.com sales@mhoxigen.com	Brad Stankey	15	1985	Research, design & manufacturer of patented state-of-the-art digital aviation oxygen equipment. All products are manufactured on site in Central Oregon.
Cement Products Manufacturing 1945 SE First St., Redmond, OR 97756	541-548-5910	541-548-6917	www.cementproductsmfg.com joedemeyer@cementproductsmfg.com	Dick Yancey	15	1980	Complete line of masonry products including cement blocks, baffle & fire brick for wood stoves. Real stone & manufactured stone.
Mountain High E & S Company 2244 SE Airport Way, Ste. 100, Redmond, OR 97756	541-923-4100	541-923-4141	www.mhoxigen.com sales@mhoxigen.com	Eric Westernen	15	1985	Aviation oxygen equipment & supplies.
CIES, Inc. 1375 SE Wilson Ave., Ste. 150, Bend, OR 97702	541-977-1043	N/A	www.ciescorp.net scott.philiben@ciescorp.com	Scott Philiben	14	2010	Largest supplier of fuel quantity indication systems in aviation. We have over 95% of the general aviation market. Supplies fuel sending units units to solve difficult issues for the automotive & more.
Laserline Manufacturing, Inc., 1810 SE First St., Ste. H, Redmond, OR 97756	541-548-0882	541-548-0892	www.laserlinemfg.com laserline@laserline.net	Bob Vanneman, Mike Vanneman	14	1995	Lasers for construction, road striping trucks, snow plow guidance, parking lot striping, tunneling, mining, dredging & direct reading grade rods.
Sullivan Glove Company 537 SE Glenwood Dr., Bend, OR 97702	541-382-3092	541-382-5369	www.sullivanglove.com	David & Terri Hayes	14	1948	Leather gloves.
GlasWeld Systems Inc. 20578 Empire Blvd., Bend, OR 97701	541-388-1156	541-388-1157	www.glasweld.com info@glasweld.com	Sales	13	1983	Worldwide provider of glass restoration products: windshield repair systems, scratch removal systems, headlight restoration system, training available.
Leoni Fiberoptics, Inc. 340 SW Columbia St., Bend, OR 97702	541-385-0170	541-385-0168	www.leoni.com	Shannon Fields	13	1990	High power fiberoptic cables & connectors for industrial, defense, scientific, medical & homeland security applications.
Straw Propeller Gourmet Foods 725 SW Umatilla Ave., Redmond, OR 97756	541-886-5783	N/A	www.strawpropeller.com info@strawpropeller.com	Sandy Anderson	13	2011	Woman-owned & operated gourmet food manufacturer that creates a variety of gourmet oatmeal & muesli products. All products made with certified gluten-free oats, non-GMO & more.
Bend Steel Supply & Fabrication 20698 Brinson Blvd., Bend, OR 97701	541-383-3113	541-383-9073	www.bendsteelsupply.com sales@empiretruckworks.com	Jonathan Fay	11	2018	N/A
Willamette Graystone Inc. 64978 Deschutes Pleasant Ridge, Bend, OR 97701	541-388-3811	541-388-3812	www.willamettegraystone.com rextt@willamettegraystone.com	Rex Turney	11	1979	Cultured stone, concrete block, brick & pavers, septic tanks.
Advanced Machining Services LLC 20690 Carmen Loop, #100, Bend, OR 97702	541-617-9500	N/A	amsbend.com info@amsbend.com	Craig Achatz	10	2002	A full-service machining shop excelling in CNC machining & design, specializes in precision-machined components from the aerospace industry to custom projects.
Beverly Pacific Company 1266 SE Lake Rd., Redmond, OR 97756	541-548-0810	541-548-0816	www.beverlypacific.com gary@beverlypacific.com	Gary	10	1988	Air filter system, cellular antenna concealment products.
Easybar 63015 Layton Ave., Bend, OR 97701	888-294-7405	503-624-6741	www.easybar.com info@easybar.com	James Nicol	10	1968	Manufacturer & supplier of innovative devices that regulate the amount of liquor or beer poured in bar drinks.
Heritage Brand 19885 Seventh St., Bend, OR 97703	855-389-9889	N/A	heritagebrand.com contact@heritagebrand.com	Jessica Crouch	10	2002	Luxury one-of-a-kind handbag manufacturer based in Bend. Designed & manufactured high-end leather goods that are sold throughout the world.
Max Manufacturing, Inc. 20651 High Desert Ln., Bend, OR 97701	888-644-0280	541-382-2556	www.maxmfg.com mikeg@maxmfg.com	Mike Garoutte	10	1973	Laser cutting & processing, precision sheet metal fabrication, custom motor vehicle parts.
Snowline Manufacturing, Inc. 63360 Powell Butte Hwy., Bend, OR 97701	541-617-1107	541-617-1108	www.snowlinemfg.com mikes@snowlinemfg.com	Mike Snow	10	1990	Fabricates & welds aircraft products. Rock screening products.
Cascade Cycleboats 340 SE Logsdan St., Ste. 150, Bend, OR 97702	541-848-8442	N/A	www.cycleboats.com kyle@cycleboats.com	Kyle Allen	9	2012	Manufacture the high-quality U.S. Coast Guard Certified tour boats & recreational work boats in our 22,000-square-foot production facility in Bend & more.
Ocean Equipment 20655 Carman Loop, Bend, OR 97702	541-318-1272	541-508-4066	www.navpod.com orders@oceanequipment.com	Rob Walsh	9	1991	N/A
Western Roller Corporation 63393 Nels Anderson Rd., Bend, OR 97701	541-382-5643	541-382-0159	www.westernroller.com	Doug Collver	9	1972	Polyurethane processor. Make parts for industry soft feed roller systems.
Diversified Products 62860 Boyd Acres Rd., Unit C, Bend, OR 97701	541-385-5794	541-385-8510	www.diversifiedsteelproducts.net loren@dpbend.com	Loren Eby	8	1996	Well established metal fabricator serving Oregon for almost 30 years. Specializing in precision laser cut, formed & welded steel, stainless steel & aluminum products.
Light Elegance 406 Umatilla Ave., Redmond, OR 97756	541-526-1417	N/A	www.lightelegance.com sales@lightelegance.com	Lezlie McConnell	8	1999	Manufactures a non-yellowing Light Elegance Nail product. Continuing to develop a international market.
Satterlee Jewelry Repair & Design 513 NW Fir Ave., Redmond, OR 97756	541-548-8788	Call first	www.satterleejewelers.com info@satterleejewelers.com	Sean & Keri Satterlee	8	1941	Custom jewelry design, manufacturing, repair & restoration.
Imagine Stoneworks 1320 SE Armour Dr., Ste. A-1, Bend, OR 97702	541-312-3885	541-312-3899	www.imaginestoneworks.com trentt@imaginestoneworks.com	Trent Gardner, Rob Angelo	7	2003	Natural & engineered stone slab designs for countertops, floors, bathrooms, fireplaces & large quantity CNC production runs.
M.C. Smith Signs 1515 NE Second St., Bend, OR 97701	541-389-2471	N/A	www.mcsmithsigns.com sales@mcsmithsigns.com	Rick & Laurie Hetherington	7	1974	Full service direct to garment printing & embroidery service to add your logo or message to a complete line of wearables.
MicroRidge Systems, Inc. 56888 Enterprise Dr., Sunriver, OR 97707	541-593-1656	541-593-5652	www.microridge.com mary@microridge.com	Mary Chisholm,	7	1983	MicroRidge designs & manufactures a broad range of wired & wireless measurement collection solutions for industrial & manufacturing environments to monitor or improve their quality process.
Pyrotect 975 SW First St., Redmond, OR 97756	541-504-0340	541-504-0342	www.pyrotect.com support@pyrotect.com	Steve Russell	7	1972	Known for innovative advances in auto racing safety, it makes a range of products, including helmets, fire suits, gloves, shoes, protective wear, safety gear & restraints & more.
Rose Machinery Inc. 61543 American Ln., Bend, OR 97702	541-388-0856	541-388-7930	www.rosemachinery.com rayr@rosemachinery.com	Ray Rose	7	1978	Metal fabrication & machine shop that manufactures custom machinery.
Swan Industries Inc. 633 NE First St., Bend, OR 97701	541-389-4668	541-389-4068	www.swanindustries.com sales@swanindustries.com	David Swan	7	1978	OEM Supplier to the RV industry.
Cascade Spa Covers 63378 Nels Anderson Rd., Bend, OR 97701	541-388-7963	541-388-0384	steve_cascadepacovers@yahoo.com	Steve Chambers	6	1987	Spa cover manufacturer.
Central Composites 4626 SW 21st Ave., Redmond, OR 97756	541-280-6704	N/A	www.centralcomposites.com info@centralcomposites.com	Marcus & Lindsey Sahlgren	6	2011	Specialize in advanced composite practices such as resin infusion, RTM lite & prepreg processes as well as more conventional hand layup techniques.
Custom Pro Shops 3002 NW Fairway Heights Dr., Bend, OR 97701	541-633-7117	N/A	www.procraftgolfshops.com contactus@procraftgolfshops.com	Jeff Miller	6	1987	Custom pro shop interiors & millwork.
Jed's Woodworking 63008 Sherman Rd., Bend, OR 97703	541-382-6287	N/A	jedswoodworking.com Kory@JedsCustomCabinets.com	Kory Langley	6	1978	Custom kitchen specialists & cabinetry for home & office.
Maverick Publications 63324 Nels Anderson Rd., Bend, OR 97701	541-382-6978	N/A	www.maverickbooks.com moreinfo@mavenickbooks.com	Gary Asher	6	1968	Book manufacturing catering to self-publishers. Print-on-demand capabilities.
Pacific Wood Works 20514 Murray Road, Bend, OR 97701	541-323-3667	541-382-2573	www.pacwoodworks.com jane@plateauwoodworks.com	Rick Fletcher	6	1982	Millwork - doors, windows & hardware.
Uni-Latch Inc 59 SW Hayes Ave., Bend, OR 97702	541-312-8920	541-389-4578	www.mikefence.com sales@unilatch.com	Mike Tanner	6	1994	Gate manufacturing, ornamental fencing & custom powder coating.
Bend Machine Inc. 267 W Sisters Park Dr., Unit B, Sisters, OR 97759	541-382-0402	N/A	www.bendmachine.com bmi@bendcable.com	Jeff Frink	5	1988	General machine shop (job work), tool & die shop, welding & fabrication & water jet services.
Downtown Ornamental Iron, Inc. 63023 Layton Ave., Ste. 1, Bend, OR 97701	541-389-8186	541-385-8085	www.downtownornamentaltiron.com questions@downtownornamentaltiron.com	Skye Kimel	5	1985	Ironwork & fabrication work including railings, artwork, home decor & textured decorative metals.
Northwest Custom Log Homes, Inc. 17273 Satterlee Way, Bend, OR 97707	541-593-5610	541-593-9741	www.nwcustomloghomes.com nwcustomloghomes@gmail.com	Dennis King	5	1981	Design services. Log homes, log accents, restoration. General contracting. Custom conventional homes.
Windward Performance LLC 63010 Powell Butte Hwy., Bend, OR 97702	541-382-1056	Call first	www.windward-performance.com info@windward-performance.com	Greg Cole	5	1999	Composite sail plane & aerospace design & manufacture.
Bear Prints 688 SW Veterans Way, Ste. 4, Redmond, OR 97756	541-388-1274	N/A	www.bearprints.us sales@bearprints.us	Customer Service	4	1978	Quality silk screen printing & embroidery on an assortment of garments. Graphic arts capabilities.
Bend Rubber Stamp & Printing 1320 SE Reed Mkt. Rd., Ste. 180, Bend, OR 97702	541-389-2110	541-389-2110	www.bendstampandprinting.com bendstamps@gmail.com	Mike Guest	4	1973	Printing, copying, large format poster prints, rubber stamps, graphic design, promotional items.
DANI Naturals 1777 SW Chandler Ave., Ste. 155, Bend, OR 97702	541-382-2339	541-382-2381	www.daninaturals.com orders@daninaturals.com	Sales Department	4	1996	All natural body, bath & home products.
Poltex 217 SW Pumice Ave., Unit H Redmond, OR 97756	541-636-0802	888-976-5839	www.poltex.com paul@poltex.com	Danielle & Paul Filipowicz	4	2001	Plastic manufacturing firm specializing in hospital & laboratory organization products. Custom fabrication for any industry.

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.

Diversified Products

Continued from page 1



(L-R) GREG AND LYNNE SHOFFNER WITH NEW OWNERS CHRISTEN AND LOREN EBY

is customer service, “I believe in doing business in a more personal and professional way,” he said. “Business relationships are important to me. I like to know what success looks like for my clients so that I can meet or exceed them. After the purchase, one of my first actions was to hire an office manager to answer phones, return messages, and communicate. While it’s hard to please everyone all the time, we



strive to fulfill this core belief.”

Secondly, Loren’s experience in the industry gives him a very valuable perspective that can only be gained through hands-on experience.

“As an engineer, I have been groomed to see, look for, and implement continuous improvement ideas,” Loren said. “Not only does this apply to my factory but the products of my customers. I’m able to introduce ideas of prototyping, 3D printing and solid modeling that communicate designs quickly, accurately and clearly to my clients. Reviewing and approving 3-dimensional products has proven successful in delivering results. Getting things right the first time is our aim.”

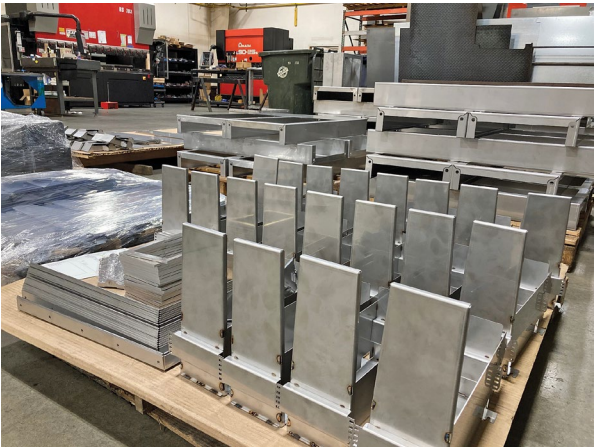
On top of years of experience that lends itself to both high quality products and customer service, Loren said the team behind DP deserves the credit, as well.

“I employ a crew of quality-conscious people who take pride in their work,” Loren said. “I’m blessed to have them because I know this is rare in the industry. My laser operators care about producing the highest quality burr-free cuts. My press brake operators meticulously measure the accuracy of their bends. My fabricator ensures squareness, straightness and weld quality in all their projects.”

Looking to the future, Loren hopes to take DP to new heights and continue to grow his network of professionals across Central Oregon. After owning the business for nearly a year, a big goal on his mind is to increase DP’s emphasis on marketing, as well as set DP up for sustainable growth in the future.

“We are investing in ourselves and systems to build our foundation,” Loren said. “New CAD software solutions are supporting our design needs allowing us to create complex geometries faster and communicate our designs to the customer for quicker quotes/approvals. We are also interested in investing in shop floor control software that will drive and track everything from order entry and work order status, through billing. This will eliminate slow paperwork from traveling throughout the shop and better plan and expedite daily needs and priorities.”

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Manufacturing Crook County *(Listed by Number of Staff)*

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Business Description
Endura Products 1155 N Main St. Prineville, OR 97754	541-447-4195	541-447-6479	www.enduraproducts.com sales@enduraproducts.com	Casey Jackson	206	1946	Moulding, millwork & engineered wood components.
Bright Wood Corporation - Prineville 1941 Industrial Park Rd. Prineville, OR 97754	541-447-5962	541-447-1081	www.brightwood.com inetinfo@brightwood.com	Dallas Stovall	52	1960	Wood products.
Helena Agri-enterprises 1225 N Gardner Rd., Ste. 200 Prineville, OR 97754	541-447-5609	541-447-1403	www.helenaagri.com spauldingb@helenaagri.com	Britt Spaulding	42	1961	Fertilizer, chemical & seed.
Dayspring Hardwood & Moulding, Inc. 2816 SW Cessna Dr. Prineville, OR 97754	541-447-0222 x112	541-447-0223	www.dayspringinc.com sales@dayspringinc.com	Mike Engel, Michael Newman	35	1986	Hardwood mouldings, flooring, stair treads/risers, hand-rails, crown mouldings, engineered/recycled flooring & specialty items.
Consolidated Pine Inc. 1951 NW Lamonta Rd. PO Box 1375 Prineville, OR 97754	541-447-5635	541-447-6525	N/A	Laura Barbeau, Steve Cole	29	1952	Wood products, finger-joint, primed mouldings & solid mouldings.
Mill Power, Inc. 3141 SW High Desert Dr. Prineville, OR 97754	541-447-1100	541-447-1101	www.millpower.com emailtesterone@gmail.com	Dale Tompkins, Alison Muilenburg	20	1968	Design & manufacturing of custom vibrating industrial process equipment including conveyors, screens & feeders.
Advanced Cabinetry, Inc. 2853 SW High Desert Dr. Prineville, OR 97754	541-447-7024	N/A	advcabinetry@gmail.com	Jason McCollum	10	1997	Custom cabinet making.
ABC Fence Company 421 NW Tenth St. Prineville, OR 97754	541-447-6780	541-447-1974	www.abcfencecompany.net fencegal1@gmail.com	Serena Wood, Rawlin Smith	7	1984	All types of fence products & installation.
Rohrer Manufacturing, Inc. 2261 NW Industrial Park Rd. Prineville, OR 97754	541-447-7749	541-447-5190	www.rohrermfg.com information@rohrermfg.com	Dan Rohrer	6	1989	Air operated post drivers, farm related manufacturing & design.
Northwest Sign Recycling LLC 1415 NW Murphy Ct., Prineville PO Box 2424 Redmond, OR 97756	541-279-0386	541-383-2072	www.nwsignrecycling.com tory@nwsignrecycling.com	Wendie Every, Tory Allman, Penny Eddington	5	2004	Hydrostripping & recycling aluminum highway signs for cities, counties, states, other agencies & private sector.
RYCO Manufacturing, Inc. 2959 SW High Desert Dr. Prineville, OR 97754	541-416-9313	541-416-9315	www.wildhorsemesa.com dave@rycomfg.com	David Ryan	2	1976	Custom metal fabrication.
Daniel R. Kentner Welding & Machine 14497 SE Wagonwheel Ln. Prineville, OR 97754	541-447-7987	541-447-8649	www.EZlitefirestarter.com dkentner67@gmail.com	Daniel R. Kentner	1	2001	Fire starter manufacturer, welding & machine.

This is only a partial listing. 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.

OFFICE

INDUSTRIAL

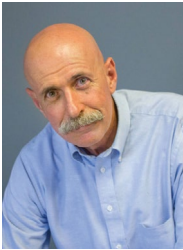
RETAIL

MULTI FAMILY



4000 SF prime retail/office
MLS# 220169371 \$1.45/SF

High visibility, high traffic on 6th Street in Redmond's core business area. Across from Jersey Boys. Ample off street parking with 15 spaces on street. Suitable for office or retail.



Pete Rencher, Broker
541.420.3423
pete@windermere.com



3.27 Acres of Light Industrial Ground
MLS# 220163667 \$675,000

Light industrial zoned bare ground in McCall Industrial Park near Facebook Data Center and BTL Liners. Utilities in the street. Seller will include plans and preapproval for three spec industrial buildings. Owner carry option with 20% down, 7.5% interest, 15 year term.



La Pine Office
MLS# 220162395 \$1.04/SF

Located in a quiet setting on Huntington Rd behind Bi Mart in La Pine, Or. The former location of Heart and Home Hospice. The space has a large conference room ideal for training, four private offices, storage, reception, and waiting area. In-suite, ADA restroom. Generous off street parking.



Bruce Barrett, Broker
541.410.3484
barrett@windermere.com



"INVEST IN
YOUR FUTURE"

Manufacturing Jefferson County (Listed by Number of Staff)

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Business Description
Bright Wood Corporation - Madras 335 NW Hess St. PO Drawer 828 Madras, OR 97741	541-475-2234	541-475-7758	www.brightwood.com inetinfo@brightwood.com	Dallas Stovall	793	1960	Wood products.
Keith Manufacturing Company 401 NW Adler St. Madras, OR 97741	541-475-3802	541-475-2169	www.keithwalkingfloor.com mediadept@keithwalkingfloor.com	Mark Foster	199	1950	Moving floor conveying systems.
Warm Springs Composite Products 3270 U.S. Hwy. 26, Bldg. #8 PO Box 906 Warm Springs, OR 97761	541-553-1143	541-553-1145	www.wscp.com contact@wscp.com	Jacob Coochise	60	1994	Fire rated door components & frames & roofing closer strips. Ballistic materials.
Central Oregon Seeds, Inc./ Central Oregon Basalt 1747 NW Mill St. Madras, OR 97741	541-475-7231	541-475-7233	cosi.ag	Michael Weber	56	1979	Grass, vegetable seeds & soil amendment, Cascade Minerals.
Helena Agri-Enterprises 505 C St. PO Box 117 Culver, OR 97734	541-546-5222	541-546-2237	www.helenaagri.com spauldingb@helenaagri.com	Britt Spaulding	42	2012	Fertilizer, chemical & seed.
Shielding International Inc. 2150 NW Andrews Dr. Madras, OR 97741	541-475-7211	541-475-6628	www.shieldingintl.com info@shieldingintl.com	N/A	23	1996	Manufacturer of X-ray protective apparel & accessories.
Bright Wood Corporation - Culver 710 C Street Culver, OR 97734	541-546-5543	N/A	www.brightwood.com inetinfo@brightwood.com	Dallas Stovall	22	1960	Manufactures wood components for doors & windows, mouldings, millwork & long-length engineered dimension lumber.
Double Press Manufacturing 515 NW Cherry Lane Madras, OR 97741	541-475-4239	541-475-1952	www.double-press.com info@doublepress.net	Dan Jacques	18	1993	Bale compressors to compress hay for export.
Maragas Winery 15523 SW Hwy. 97 Culver, OR 97734	541-546-5464	N/A	www.margaswinery.com info@maragaswinery.com	Doug Maragas	8	1999	Wine.
WB & D Technologies 182 NW Earl St. Madras, OR 97741	541-475-7211	541-475-6628	www.shieldingintl.com info@shieldingintl.com	Carol Locke	5	1996	Manufacturer of lead sheeting.
Albina Asphalt 400 NW Paul Jasa Way Madras, OR 97741	541-475-6638	541-475-6168	www.albina.com madras@albina.com	Mike McCool	4	1989	Asphalt emulsion.
Griffin Seed International 3815 SW Culver Hwy. Metolius, OR 97741	541-546-2801	541-546-2906	www.griffinseedinternational.com sales@griffinseedint.com	Robert Griffin	4	1987	Sells vegetable seeds.
Meuret Pump, Inc. 6039 SW Franklin Ln. Madras, OR 97741	541-546-2992	541-546-7940	meuret69@outlook.com	Frank Summers	3	1945	Pumping & farm equipment, conveyors & pipe fitting.
Oregon Embroidery 182 NW Earl St. Madras, OR 97741	541-475-7211	541-475-6628	www.facebook.com/ Oregon-Embroidery	Kriste Lofting	2	1988	Direct embroidery of garments & accessories.

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MIRROR POND
CLEANERS

(541) 389-1411

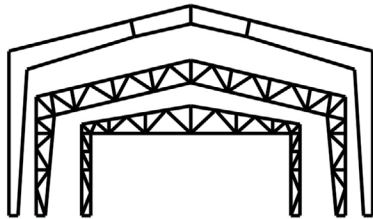
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Bend, Oregon 97701



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YOUR LOCAL
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METAL
BUILDINGS

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503-668-7211
Sandy, OR



Garbage & Recycling Companies *(Listed Alphabetically)*

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Services	Area Covered
Advanced Systems Portable 1300 SE Wilson Ave. Bend, OR 97702	541-389-5646	541-385-5226	www.advancedportabletoilets.com Cust2912@wcnx.org	Erwin Swetnam	5	1965	Portable restrooms & storage units.	Central Oregon
Alfalfa Transfer Station At Walker Rd. Alfalfa, OR 97709	541-317-3163	541-317-3959	www.co.deschutes.or.us/sw	Customer Service	1	1999	Saturdays 8am-4pm.	Deschutes County
Cascade Disposal (Waste Connections) 1300 SE Wilson Ave. Bend, OR 97702	541-382-6660	541-385-6061	cascadedisposal.com cust2012@wasteconnections.com	Erwin Swetnam	44	1965	Garbage hauling, curbside recycling, commercial, residential,special events, clean ups, roll offs & yard debris & food waste for city customers	S Greenwood & Newport & South of Alfalfa Mkt road, Sunriver
City of Sisters PO Box 39 Sisters, OR 97759	541-549-6022	541-549-0561	www.ci.sisters.or.us kkeeton@ci.sisters.or.us	Kim Keeton	17	1946	Provides water & sewer services.	Within Sisters City Limits
Crooked River Sanitary, Inc. 13918 SW Commercial Loop Rd. Terrebonne, OR 97760	541-548-1542	541-548-0217	www.crsanitary.com info@crsanitary.com	Dave Jones	4	1996	Garbage hauling & more.	Crooked River Ranch
Deschutes County Department of Solid Waste 61050 SE 27th St. Bend, OR 97702	541-317-3163	541-317-3959	www.deschutes.org/sw	Customer Service	16	1995	Summer: May 1-October 31, 7am-5pm, 7 days per week. Winter: November 1-April 30, 7am-4:30pm Monday through Saturday, closed Sunday.	Deschutes County
Deschutes Recycling 61050 SE 27th St. Bend, OR 97702	541-388-1910	N/A	www.republicservices.com/centraloregon sbaker6@republicservices.com	Rusty Davis	12	2001	Knott Landfill recycling depot. Recycling of computers, refrigerators, appliances, tires, scrap metal, glass, cardboard, etc. Composting facility for disposal of yard debris & sales of SoilBuilder & BioFine compost.	Central Oregon
Knott Landfill 61050 SE 27th St. Bend, OR 97702	541-317-3163	541-317-3959	www.deschutes.org/sw solidwaste@deschutes.org	Tim Brownell	41	1972	7 days a week, 7am-4:30pm	Deschutes County
Madras Sanitary Service 1778 NW Mill St. Madras, OR 97741	541-475-2071	541-475-9244	www.madrassanitary.com madrassanitary@madras.net	Melanie Widmer	24	1976	Garbage & recycling services, medical waste disposal, document destruction.	Jefferson County
Negus Transfer Station 2400 NE Maple St. Redmond, OR 97756	541-548-7232	541-317-3959	www.deschutes.org/sw	Customer Service	1	1993	Monday-Saturday 8am-4pm.	Deschutes County
Northwest Transfer Station 68200 Fryrear Rd. Bend, OR 97701	541-548-3437	541-317-3959	www.deschutes.org/sw	Customer Service	1	1993	Wednesday-Saturday 8am-4pm.	Deschutes County
Republic Services (formerly Bend Garbage & Recycling) 20835 NE Montana Wy. Bend, OR 97701	541-382-2263	541-383-3640	www.republicservices.com/centraloregon sbaker6@republicservices.com	Kristin Steiner	50	1960	Curbside garbage & recycling collection. City curbside yard debris / food waste collection. Drop box & Rent-A-Bin services. Junk cleanup, SecureShred document destruction services. Delivered compost from Deschutes Recycling. Medical waste collection.	N Newport & Greenwood/ Alfalfa Mkt. & Tumalo
Republic Services (formerly High Country Disposal) 1090 NE Hemlock Ave. Redmond, OR 97756	541-548-4984	541-548-2309	www.republicservices.com/centraloregon sbaker6@republicservices.com	Kristin Steiner	30	1967	Curbside garbage & recycling collection. City curbside yard debris collection. Drop box & Rent-A-Bin service. Junk removal, document destruction service & compost sales.	Redmond, Terrebonne, Sisters, Black Butte Ranch, Camp Sherman
Southwest Transfer Station 54580 Hwy. 97 La Pine, OR 97739	541-317-3163	541-317-3959	www.deschutes.org/sw	Customer Service	2	1993	Wednesday-Saturday 8-4.	Deschutes County
Wilderness Garbage & Recycling PO Box 2669 La Pine, OR 97739	541-536-1194	541-536-9507	www.wildernessgarbage.com wgcs2@wildernessgarbage.com	Anne Wiley, Stuart Martinez	12	1984	Garbage, drop box service from Sunriver to Beaver Marsh. Recycling depot. 8am-4pm Monday-Thursday,8am-1pm Fridays	Southern border of Sunriver, La Pine, Crescent, Chemult, Gilcrest, Crescent Lake Jct.

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Not listed?

Call 541-388-5665 & get your company on a list!

How Are AI & Robotics Combining to Revolutionize Recycling?

provided by EARTHTALK

A survey conducted by the Carton Council of North America in 2018 showed that 94 percent of Americans support recycling. That same year, the Environmental Protection Agency (EPA) reported that the recycling rate was only 32.1 percent. Why is this the case?

Local governments are responsible for creating recycling programs. Cities that have invested in recycling infrastructure, education and incentive programs, like San Francisco and Los Angeles, claim recycling rates of over 70 percent. Contrarily, cities with smaller budgets and staff and contamination issues have eliminated curbside recycling altogether. (Chesapeake, Virginia and Pembroke Pines, Florida are two examples.)

The adoption of single-stream recycling, where various recyclables are placed in a single container, has significantly increased household participation. But it has also contributed to a 25 percent contamination rate of recycled material. Contamination occurs when non-recyclable items are mixed with recyclables, making it challenging or impossible to sort and safely process these materials. Common contaminants include non-recyclable plastics (bubble wrap, trash bags, cling wrap, etc.) and food residue.

Contamination is more than a mere inconvenience. In 2016, China received over 16 million tons of plastic, paper and metals from the U.S., 30 percent of which was contaminated and later dumped in the Chinese countryside and waterways. In 2017, China passed the National Sword Policy, banning the importation of materials that the U.S. had previously sent in for recycling. As a result, U.S. recycling facilities have had to make substantial improvements in the quality of their recyclables.

How does AI play a role in improving recycling? The 1990s saw the introduction of optical sensing and computational intelligence to distinguish between various types of plastic and paper. These systems typically achieved 80 to 95 percent purity, with human workers tasked to manually remove contaminants. Enter artificial intelligence! Recycling requires rapid identification of objects with diverse shapes, sizes and orientations on conveyor belts. AI-driven systems demonstrate near-100-percent accuracy by relying on image analysis of attributes, including color, opacity and form. A vast dataset of recyclable material images, collected globally and meticulously annotated, are regularly updated to improve reliability.

One company, AMP Robotics, has pioneered in the AI-recycling industry since 2014. Equipped with a powerful network, their 1,800 pound 'pick-and-place' robots are twice as efficient as human employees, identifying and sorting 80 items per minute. Now recycling facilities equipped with artificial intelligence robots are able to sort greater quantities of trash while reducing operating costs.



THE COMBINATION OF ARTIFICIAL INTELLIGENCE (AI) AND ROBOTICS IS MAKING THE RECYCLING BUSINESS MUCH MORE PROFITABLE AND PRACTICAL THAN EVER | PHOTO COURTESY OF EARTHTALK

Perhaps we can even stop contamination at the point of disposal, right at home. CleanRobotics has created a receptacle named TrashBot that uses imaging, AI algorithms, and robotics to detect and sort waste as it is being thrown away. This prevents contamination and makes the sorting process easier down the line.

Source:

TrashBot uses AI to sort recyclables, techcrunch.com/2022/08/12/trashbot-uses-ai-to-sort-recyclables

Rise of the Recycling Robots, forbes.com/sites/kenrickcai/2020/11/12/rise-of-the-recycling-robots/?sh=6d1f70d565f9

Why the Current U.S. Recycling Programs Are Inefficient, gwchronicle.com/1783/opinion/why-the-current-u-s-recycling-programs-are-inefficient

EarthTalk is produced by Roddy Scheer and Doug Moss for the 501(c)3 nonprofit EarthTalk.

earthtalk.org • emagazine.com • question@earthtalk.org

KNOTT LANDFILL RECYCLING & TRANSFER FACILITY

BUSINESS HAZARDOUS WASTE DISPOSAL FACILITY



The Knott Landfill Recycling & Transfer Facility, located at 61050 SE 27th Street in Bend, has a hazardous waste facility available for business-generated hazardous waste disposal.

Contact the Solid Waste office or visit the website:
www.deschutes.solidwaste
to receive a Business Hazardous Waste Collection application and to make an appointment for drop off.

Upcoming Appointment Dates:

October: 27, 28	February: 9, 10, 23, 24
November: 17, 18	March: 8, 9, 22, 23
December: 8, 9	April: 12, 13, 26, 27
January: 12, 13, 26, 27	

SAFETY TIPS

- If possible, keep products in original containers.
- If label is missing and you know the contents, add your own.
- Do not mix different products together.
- Make sure containers are not leaking and have secure lids. If leaking, place in a second leak-proof container.

- For transport, secure containers upright and store away from the driver, passengers and pets.
- Do not dump or drain any household hazardous waste into storm drains. Storm drains send runoff water either directly to the river or underground toward our drinking water supplies, typically without treatment. Remember, only rain in the storm drain!

Deschutes County Department of Solid Waste
61050 SE 27th Street, Bend, OR 97702
Phone: (541) 317-3163 Fax: (541) 317-3959
www.deschutes.solidwaste
To request this information in an alternate format, please call (541) 317-3163 or send email to solidwaste@deschutes.org





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✓ Construction Cleanup	✓ Remodeling Jobs

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Redmond/Sisters: 541.548.4984
RepublicServices.com/centraloregon



Sustainability in Action

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Recycled Products & Services *(Listed Alphabetically)*

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Services
B&R Auto Wrecking 64154 Hwy. 97 Bend, OR 97701	541-382-1987	541-389-6299	www.autowrecking.com/locations/bend sales@autowrecking.com	Dan Gilder	7	1978	Complete auto recycling, selling used auto parts.
Bar Seven A Recycle 1060 SE Lake Rd., PO Box 890 Redmond, OR 97756	541-548-4747	541-548-0460	www.barsevena.com admin@barsevena.com	Brian Skidgel	27	1967	Wood recycling. Portable crushing. Portable grinding. Excavation. Commercial excavation.
Bend-Redmond Habitat For Humanity 224 NE Thurston Ave. Bend, OR 97701	541-312-6709	N/A	www.bendredmondhabitat.org rcooper@brhabitat.org	Robin Cooper Engle	28	1998	Bend-Redmond Habitat builds strength, stability & self-reliance through affordable homeownership for families & individuals in Bend & Redmond. We are dedicated to changing lives by bringing people together to help make a difference in our communities through affordable housing. Since 1989, Bend-Redmond Habitat has built 167 homes & repaired 146 more, providing more than 1042 children & adults a safe, secure & healthy home. The Bend ReStore is a home improvement resale center that accepts & sells a wide variety of building materials, appliances & home furnishings. All proceeds from the ReStore benefit Bend-Redmond Habitat's mission.
Brilliant Environmental Building Products 327 NW Greenwood Ave., Ste. 100 Bend, OR 97703	541-317-0202	541-550-2230	www.brilliantmaterials.com info@brilliantmaterials.com	Jorden Swart	2	2008	Specializing in sustainable building materials for the interior of a home such as wool carpet, cork flooring, bamboo, counter tops, paints, stains & more.
Crook County Landfill 110 SW Landfill Rd. Prineville, OR 97754	541-447-2398	N/A	www.co.crook.or.us Jacquie.Davis@co.crook.or.us	Jacquie Davis	8	1979	Landfill & standard recycling depot. Selling wood chips. Recycling facilities for corrugated cardboard, container glass, newspaper, motor oil & car batteries, antifreeze, aluminum & tin cans & magazines.
Deschutes Recycling 61050 SE 27th St. Bend, OR 97702	541-388-1910	N/A	www.republicservices.com/centraloregon sbaker6@republicservices.com	Rusty Davis	12	2001	Knott Landfill recycling depot. Recycling of computers, refrigerators, appliances, tires, scrap metal, glass, cardboard, etc. Composting facility for disposal of yard debris & sales of SoilBuilder & BioFine compost.
Fagen Trees & Chips 151 SE Second St. Bend, OR 97702	541-382-4997	N/A	www.bendoregontreeservice.com treesandchips@gmail.com	Wade Fagen	4	1986	Certified Arborist, land clearing & tree services, wood chip bark mulch supplier, snow removal.
Northwest Sign Recycling LLC 1415 NW Murphy Ct., PO Box 2424 Redmond, OR 97756	541-279-0386	541-383-2072	www.nwsignrecycling.com tory@nwsignrecycling.com	Tory Allman, Penny Eddington, Wendie Every	5	2004	Hydrostripping & refurbishing aluminum highway signs for cities, counties, states, other agencies & private sector.
Opportunity Foundation of Central Oregon - Madras 1412 SW Hwy. 97 Madras, OR 97741	541-475-6961	541-475-6971	www.opportunityfound.org/thrift-stores info@opportunityfound.org	Kirstin Nilles	335	1965	Designated drop spot for electronic recycling. Thrift store.

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Recycled Products & Services *(Listed Alphabetically)*

▶ CONTINUED FROM PREVIOUS PAGE

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Services
Opportunity Foundation of Central Oregon - Redmond 835 E Hwy. 126, 3294 S Hwy. 97 PO Box 430 Redmond, OR 97756	541-548-5288	541-504-2115	www.opportunityfound.org info@opportunityfound.org	Marti Rasmussen	335	1965	Designated drop site for electronic waste recycling. Thrift store.
Printer Resources & Recycling, LLC 2669 NE Twin Knolls Dr., Ste. 205 Bend, OR 97701	541-318-5211	N/A	www.MyPrinterResources.com frank@myprinterresources.com	Mickey Meszaro, Frank Patka, Mark Giltner, Jennifer Clark	6	2000	Printer, multifunction, copier, plotter service & supplies. Discounted quality toner & inks, E-waste recycling services - printers, faxes, desktop copiers, computers, monitors, toners, inks, cell phones, home batteries; IT services.
Republic Services (formerly SecureShred) 20835 NE Montana Wy. Bend, OR 97701	541-382-2263	541-383-3640	www.republicservices.com/centraloregon sbaker6@republicservices.com	Joe Dear	2	2003	Complete on-site document destruction. Serving all of Central Oregon.
Schnitzer Steel 110 SE Fifth St. Bend, OR 97702	541-382-8471	541-382-3893	www.schnitzersteel.com sdoyle@schn.com	Scott Doyle	5	1971	Scrap metal recycling.
Sisters Habitat for Humanity ReStore 254 W Adams Ave. Sisters, OR 97759	541-549-1621	541-549-6695	www.sistershabitat.org Kris@sistershabitat.org	Kris Powell	4	2007	Recycled furniture, appliances, construction Materials & more!
Sisters Habitat for Humanity Thrift Store 211 E Cascade Ave. PO Box 238 Sisters, OR 97759	541-549-1740	541-549-6695	www.sistershabitat.org rick@sistershabitat.org	Rick Murray	5	2007	Used clothes, housewares, linens, books & more!
Strive Workplace Solutions 63011 Plateau Dr., Ste. 1 Bend, OR 97701	541-382-6688	541-389-1762	www.striveoffice.com kathym@striveoffice.com	Kathy Madison	6	1969	Office supplies, furniture, office machines, design planning, printing, janitorial & break room supplies.
Swift & McCormick Metal Inc. 3192 NE Sedgewick Ave. Redmond, OR 97756	541-548-4448	541-548-4061	carol.smmetals@yahoo.com	Dan McCormick	11	1987	Scrap metal recycling.
The Broomsmen 827 SE Business Way, Ste. M Bend, OR 97702	541-213-1131	N/A	www.thebroomsmen.com info@TheBroomsmen.com	Phillip Torchio	7	2015	Zero waste events, wedding services: event setup & cleanup, by appointment only. We work with your event team to ensure your waste & recycling is managed in a sustainable manner, whether planning a small fundraiser or a large music festival.
Tire Disposal & Recycling PO Box 177 Prineville, OR 97754	541-447-5121	541-416-9339	www.tiredisposal-recycling.com	Kevin Dehart	12	1988	Disposal of tires.

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The Value of Values

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

Organizational leaders talk about Mission, Vision and Values regularly. Many organizations have specified their core values. It's a useful exercise, because values matter. What are values? How would you explain the concept of values to your kids or grandkids?



Dictionary definitions include: a. The regard that something is held to deserve; the importance, worth, or usefulness of something. b. A person's principles or standards of behavior; one's judgment of what is important in life. c. The beliefs people have, especially about what is right and wrong and what is most important in life, which control their behavior.

Values are basic and fundamental beliefs that guide or motivate attitudes or actions. They help us to determine what is important to us. Values describe the personal qualities we choose to embody to guide our actions; the sort of person we want to be; the manner in which we treat ourselves and others, and our interaction with the world around us. They provide the general guidelines for conduct.

Values, in a narrow sense, are those things that are good, desirable, or worthwhile. Values are the motive behind purposeful action. They are the ends to which we act and come in many forms. Personal values are personal beliefs about right and wrong. Cultural values are values accepted by religions, businesses or societies and reflect what the group overall considers to be important.

Although the process of establishing Mission, Vision and Values is usually expressed in that order, I suggest you consider starting with establishing core values, before moving on to mission and vision, as a case can be made that values should shape mission and vision, rather than the other way around. In other words, getting clear on who we are personally and organizationally (our values) often changes the mission and vision that then unfolds.

Let's say for example, that one of your core values is authenticity. That core value, established up front, will certainly shape the design and expression of your mission and vision. Conversely, perhaps you've been in an organization that established mission and vision statements first, and then when you entered into the process of identifying your core values, you discover that you cannot authentically get behind the mission and vision as stated.

So, in general, I've found that starting with core values before working on mission and vision produces the best results and the highest level of passion for the mission and vision statements that follow. There is still a case for leading with mission and vision and asking, "In order to fulfill our mission and vision, what

kind of values must we hold?" Here's an example. You may not personally hold cleanliness as a top core value. However, if you go into the medical profession, or the food service profession, things will go much better if you adopt cleanliness as a core value in your business. With that caveat, I'd still recommend organizing your work in this order: Values, Mission and Vision.

In the process of establishing your core values, whether that be personally, in your family or in your business, it's imperative to realize that a value-word does not always mean the same thing to someone else that it does to you. Take the value-word "honesty," for example. It's a commonly stated core value. However, if you ask 10 people to define honesty, you'll likely get 12 different answers. This is clearly problematic. If you wish to align your individual and collective behaviors around a set of values, it's critical to not just establish the values but to also come into agreement on what those values mean.

Here's a practical exercise for you to do individually, to do with your family and with your team at work. Make a list of your top 5 personal values, your top 5 family values, and your top 5 business values. It is not uncommon for the lists to be different. Consider some of the tensions that may arise if you see values conflicts between the three sets. For example, if you have a core personal value of play, a family value of selflessness and a business value of toughness, this could cause some stress.

The next step in this exercise is to clearly define exactly what you mean by each value. You may be surprised to discover this is more difficult than you expect. However, value-words that are simply empty platitudes are essentially worthless. You may also be surprised to discover that family members and business colleagues have significantly different values than you do, and that even in values you share, the way you define the values may be dramatically different. That's why the final step in this exercise is personal and organizational clarity and alignment.

Since values are basic and fundamental beliefs that guide or motivate attitudes and actions that help us determine what is important to us, gaining clarity and alignment is a critical step. Then we can truly move toward the kind of person and organization we want to be. Clearly articulated values shape how we treat ourselves and others. They guide our interaction with the world around us. When values are clearly articulated and properly aligned, outcomes you can expect are diminished levels of stress, reduced instances of conflict and increased personal and organizational peace. That's the value of values.

Michael Sipe is a local business coach and mergers and acquisitions advisor.

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Debt Consolidation

by ED WETTIG, — Cornerstone Financial Planning Group

If you have a lot of debt, you're not alone. Today, more and more Americans are burdened with credit card and loan payments. So whether you are trying to improve your money management, having difficulty making ends meet, want to lower your monthly loan payments, or just can't seem to keep up with all of your credit card bills, you may be looking for a way to make debt repayment easier. Debt consolidation may be the answer.



Advantages of debt consolidation

- The monthly payment on a consolidation loan is usually substantially lower than the combined payments of smaller loans
- Consolidation loans usually offer lower interest rates
- Consolidation makes bill paying easier since you have only one monthly payment, instead of many

Disadvantages of debt consolidation

- If you use a home equity loan to consolidate your debts, the loan is secured by a lien on your home. As a result, the lender can foreclose on your home if you default on the loan.
- If the term of your consolidation loan is longer than the terms of your smaller existing loans, you may end up paying more total interest even if the rate is lower. So you won't actually be saving any money over time, even though your monthly payments will be less.
- If you use a longer-term loan to consolidate your debts, it will take you longer to pay off your debt.

Should you consolidate your debts?

For debt consolidation to be worthwhile, the monthly payment on your consolidation loan should be less than the sum of the monthly payments on your individual loans. If this isn't the case, consolidation may not be your best option. Moreover, the interest rate on your consolidation loan should be lower than the average of the interest rates on your individual loans. This allows you not only to save money but also to lower your monthly payment.

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Heidi Slaybaugh



Lucas Crespín

Cole Architects in Bend welcomes **Heidi Slaybaugh, AIA** and **Lucas Crespín**.

Slaybaugh, a talented, award-winning architect with a reputation for excellence founded on her 25 years of work in the field, joins Cole Architects as a principal architect.

Slaybaugh is committed to creating spaces that honor the stories of our past while embracing the needs of the future. Her architectural achievements have been recognized with multiple state and regional awards, many of

them related to bringing new life into existing community cornerstones. In 2019, the Governor of Oregon recognized her expertise by appointing her to the State Advisory Committee on Historic Preservation, where she currently serves as vice chair. Slaybaugh also serves on the Bend Landmarks Commission and leads the Central Oregon Women in Construction group for the American Institute of Architects.

Slaybaugh excels in building relationships, leading and delivering projects that reflect the client's vision, and helping beloved buildings find new life in their communities. Some of her well-known projects include Sisters Elementary School, the DH Spheir Building restoration in downtown Bend, the Union High School renovation, the Pendleton Early Learning Center, and the Curry Village Employee Housing in Yosemite, California. Slaybaugh is an Oregon Department of Education Certified Assessor and an Earth Advantage Project Steward.

Crespín is a Colorado licensed architect with over 17 years of experience, driven by the desire to create positive interactions through design, whether it's crafting high-quality affordable housing or enhancing office environments. His favorite aspect of design work is witnessing completed projects that not only meet but exceed expectations. Crespín's innovative and adaptable approach to architecture, combined with his dedication to improving lives through design, has earned him recognition and accolades, including being recognized in the Accomplished Under 40 by *Cascade Business News* in 2021.

Tetherow Resort has been named the No. 1 Resort in the Pacific Northwest in the coveted Condé Nast Traveler 2023 Readers' Choice Awards, moving up three places from its No. 4 spot in the 2022 awards and marking the property's sixth consecutive year of being ranked. Now in its 36th year, the annual Condé Nast Traveler Readers' Choice Awards reflect the opinions of actual travelers, who vote to crown global and regional winners in a variety of categories.

With more than 520,000 votes cast during the months-long vote, Tetherow prevailed in the Pacific Northwest and is featured in the November issue of the Condé Nast Traveler magazine and on the Condé Nast Traveler website.

"To be named the top resort in the Pacific Northwest by the travel industry's most prestigious and longest-running awards program is a great honor, and one that speaks directly to our entire team's commitment to providing a product and level of service that is worthy of this recognition," said Nick OrRico, general manager for Tetherow Resort. "From the Lodge to the golf course, and from our food & beverage operations to Tetherow Sport, this award is a reflection of our year-round, resort-wide, efforts to deliver an experience that is unmatched in the region."

Among the many attributes that helped Tetherow stand out among the competition were the boutique feel, variety of activities and amenities, and appeal to outdoor and wellness audiences. Specifically, Conde Nast Traveler noted, "Just outside of downtown Bend, Tetherow is a complex of vacation rental homes, event spaces, and a golf course that has all the amenities and comforts of a larger resort, but the intimacy and personality of a smaller hotel...If you're in the Bend area and a fan of the outdoors, this is the spot to go. Activities and wellness are the names of the game here, but there are plenty of ways to let off some steam and just enjoy the epic mountain views as well."

On the edge of the Deschutes National Forest, but near the heart of Bend, Tetherow Resort's location is an important part of its draw. Only minutes from downtown and less than 20 minutes from Mt. Bachelor, Tetherow offers easy access to all of what attracts visitors to Central Oregon. Tetherow is defined by luxurious accommodations and amenities, an abundance of outdoor recreation, and a steadfast commitment to environmentally sound philosophies and practices. Among its many amenities, Tetherow offers lodging in its 50-room Tetherow Lodges, a selection of private vacation rental homes ranging in size, and an award-winning golf course.

Designed by David McLay Kidd, Tetherow's links-style 18-hole golf course celebrated its 15th Anniversary in 2023, and was recently ranked No. 57 on Golf Digest's 2023-24 list of "America's 100 Greatest Public Courses," making the largest (25 spot) jump of any course in the biannual rankings.

Additional amenities include a year-round outdoor heated pool with private cabanas and fire pits offering front row views of the Cascade Mountains. Surrounded by 700 acres of High Desert landscape, both hiking and biking trails are accessible directly from the property. Onsite dining includes The Row, Tetherow Cafe and Solomon's.



Marcella Vail

Advocates for Life Skills and Opportunities (ALSO) announces that **Marcella Vail** has joined the organization as chief operating officer. ALSO envisions a future in which all people, including those with developmental and other disabilities, are fully included, participating members of their communities. Vail is a visionary, strategist, executor, communicator, and collaborator. Her expertise significantly furthers ALSO's mission of promoting the full inclusion of people experiencing disabilities in the life of their homes, workplaces, and communities, leading to better self-determination, independence, productivity, and a healthy and satisfying quality of life.

More recently, Vail was the VP of People and Culture at Ruby, trusted by 10,000+ small businesses for over twenty years in creating meaningful connections through virtual receptionists and live chat solutions. She cares deeply about continuous improvement, linking activity to performance, and balancing operational excellence with customer and employee experience. With a guiding principle to connect people to a greater purpose--believing we should all contribute to organizations that make us feel valued, energized, and proud.

"We are excited to have Marcella join ALSO," said Brett Turner, CEO of ALSO. "She complements our performance-oriented culture, and we believe her impressive reputation for execution and achieving results while holding people at the center makes her the right choice to lead operations."

"I am so excited to join our community of Advocates and our powerhouse leadership team and help lead the path ahead so we can grow to help more people feel connected, belonging, contribution, and choice," comments Vail.

When not working on the work she loves, you can find her outside running, hiking, skiing, or golfing with her family and then celebrating with a Northwest IPA!

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Discover the New Blue Mountains Trail at Mountain Supply in Bend

First Solo Hiker Shares Stories from her Thru-Hike on October 24

provided by GREATER HELLS CANYON COUNCIL

Take a trip into the stunning landscapes of northeastern Oregon's newest long-distance trail in the presentation: Discover the new Blue Mountains Trail at Mountain Supply in Bend on Tuesday, October 24 at 6:30pm.

The Blue Mountains Trail is 530-mile route between Joseph and John Day established in 2021 by Greater Hells Canyon Council (GHCC) as physical and symbolic connection among the diverse human and non-human communities of Northeast Oregon. The route is an invitation to experience and protect the unparalleled cultural, historical, and ecological splendors of Northeast Oregon.

Bend local and experienced long-distance hiker Renee Patrick will cover the history of creating this new trail, share a glimpse into the incredible vistas of the Blue Mountains, and regale attendees with stories from her 2020 solo hike to ground truth trail conditions in the development of this new route.

Patrick hiked almost 600-miles to explore what became the 530-mile trail. She is a triple-crown thru-hiker, has worked to develop the 750-mile Oregon Desert Trail for the Oregon Natural Desert Association for the last eight years, and this year launched a long-distance trail consulting business.

"I think backpackers have a unique connection to the land because we spend so much time living and walking through places like the Wallowa Mountains, along the North Fork of the John Day River, and through the Strawberry Mountain Wilderness," Patrick said. "A conservation organization creating a trail to help connect the recreation community to the environmental issues facing this corner of Oregon shows incredible vision and creativity. I'm excited to be a part of the effort!"

Other Blue Mountains Trail events are scheduled to be held in Portland on October 17, Boise on November 15. Events in La Grande and Walla Walla will be announced soon. The fall event series will introduce trail users and outdoors people of all kinds to plan a trip on the Blue Mountains Trail.

Logistical resources are available from GHCC to plan short day hikes, exhilarating backpacking adventures, or even a full end-to-end thru-hike from John Day to Joseph. Find all the information at hellscanyon.org/blue-mountains-trail.

Greater Hells Canyon Council works to connect, protect, and restore the wild lands, waters, native species and habitats of the Greater Hells Canyon Region, ensuring a legacy of healthy ecosystems for future generations.

hellscanyon.org



RENEE PATRICK ON THE BLUE MOUNTAINS TRAIL | PHOTO COURTESY OF GREATER HELLS CANYON COUNCIL

2023 Building a Better Oregon Awards Winners Selected

by SHANNON LAMPE WILCOX, Communications Director — Central Oregon Association of REALTORS

The Central Oregon Association of REALTORS (COAR) has selected the 2023 winners of the Building a Better Oregon (BBO) Awards*. For over 40 years, these awards have recognized those who have enhanced their community with outstanding new or renovated residential, commercial, or industrial buildings within the last two years. Projects are judged on economic impact, neighborhood improvement, unique design and/or use of materials, and environmental friendliness.

The 2023 BBO Awards winners include:

- Blacksmith Public House and Sisters Meat and Smokehouse (Redmond)
- Bunk House at Cross Keys (Madras)
- Canal Commons (Bend)
- The Cottage Inn in Sisters
- First National Bank Building (Redmond)
- Hearts for Health Integrated Care Center (Enterprise)
- Heritage Brand (Bend)
- Otto's Landing (Redmond)
- Ronald McDonald House Charities Bend House
- Skyservice (Redmond)
- Wetlands Taphouse (La Pine)
- Wild Ride Brewing (Prineville)

COAR will present the 2023 BBO Awards on October 30, from 4-6pm at the Riverhouse on the Deschutes Convention Center. For tickets, please visit coar.com. The BBO Awards are sponsored by KTVZ and Team Mahoney — Premier Mortgage Resources. The awards presentation will also be streamed on COAR's Facebook page.

**Note: Before 2023, the Building a Better Oregon Awards were known as the Building a Better Central Oregon (BBCO) Awards. In 2022, COAR acquired the Northeast Oregon Board of REALTORS, expanding its territory to Baker, Union, and Wallowa counties. COAR's member services have been extended into these counties along with this awards program.*

About COAR:

The Central Oregon Association of REALTORS (COAR) is the voice for real estate in Baker, Crook, Deschutes, Grant, Jefferson, Harney, Union, Wallowa, and Wheeler counties. As a trade association, COAR serves the professional needs of its 2500+ members. In addition, COAR is dedicated to enhancing and protecting the real estate industry. COAR believes in building better communities by supporting quality growth, seeking sustainable economies and housing opportunities while protecting a property owner's ability to own, use, buy, and sell property.

coar.com



Michael Sipe, President
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Kona Mix Plate & Old Mill District Raise \$16,000 for Maui

Restaurant Owners Sheri & Ricky Kim Lead Fundraising Effort for Maui Strong Fund

by BEAU EASTES — Old Mill District

Kona Mix Plate co-owner Sheri Kim shed a lot of tears in August.

First, after wildfires devastated parts of Maui, including the historic town of Lahaina, leaving some of her friends and family with nothing. Then again on Aug. 26 when hundreds of people showed up at her Old Mill District restaurant for a fundraiser benefitting those affected by the catastrophic blazes.

"It touched my heart. It just blew me away," Kim said of the outpouring of support from the community. "It was just a very special moment to have everyone come together."

Kim came up with the fundraising idea immediately after watching the wildfire destruction on TV. Thankfully, her friends and family still in the area were OK, but many lost everything in the fires that killed nearly 100 people.

And, as though they were "answering a prayer," Kim said Old Mill District management reached out to her about a possible fundraiser and doing what they could to help.

"Sheri and the family at Kona are great friends of the district and ours personally," said Amanda Bird-Zimmerman, the charitable giving lead for the Old Mill District and Hayden Homes Amphitheater. "It was such an easy decision for us to help support Kona."

Kim, who owns the business with her husband Ricky, committed 100 percent of their revenue that day to the Hawai'i Community Foundation's Maui Strong Fund. The Old Mill District and Hayden Homes Amphitheater matched the total sales generated that day.

In all, the event raised more than \$16,500, which was donated this week.

"We had some customers come in who were in Bend visiting from Maui and didn't realize the fundraiser was going on," Kim said. "They just made it out of the fire and had everything of theirs destroyed."

The Old Mill District and the amphitheater promoted the event on social media and in their e-newsletters, planning the fundraiser on the same day as



KONA MIX PLATE OWNER RICKY KIM AND HIS DAUGHTER CHRISTINA KIM | PHOTO COURTESY OF OLD MILL DISTRICT

the Rebelution and Iration concert that night at the Hayden Homes Amphitheater. Kim said both bands have strong ties to Hawaii.

"There were tears and stories and it turned into a much bigger, impactful gathering than we had anticipated," Bird-Zimmerman said. "You're thousands of miles from home just going out to dinner and here's these people holding a fundraiser for you. You feel seen, you feel heard and you feel cared for."

"It shortens the distance between hearts."

Kim's family started Kona Mix Plate on the Big Island more than 40 years ago. They've been in the same Old Mill District location next to Regal Cinemas for 13 years and recently signed a new lease to stay.

"This one hit home," Kim said of the disaster. "We've been through so many hurricanes...big storms with the sirens going off. I would never guess a fire. To think that could happen blows me away. I'm just very grateful the community could come together like they did."

The event is a great example of the Old Mill District and Hayden Homes Amphitheater Charitable Giving Team's initiatives. The district strives to be a positive catalyst in the Central Oregon community, stewards and caretakers of the natural resources and supportive of ideas that make the community stronger.

It's the legacy of Bill and Trish Smith and their philanthropic vision.

"We strive to support programs that make a lasting, positive change and that brings folks together to curate a stronger community bond," Bird-Zimmerman said. "A stronger community bond was created at Kona Mix Plate on Aug. 26."

She said Maui might be thousands of miles away, but friends and family of Old Mill tenants were directly impacted by the fires.

"We felt this could be a small gesture of solidarity," Bird-Zimmerman said. "I think all of us were surprised and inspired by how much money was raised."

oldmilledistrict.com

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Shepherd's House Ministries Sees Unprecedented Surge

by AARON MITCHEL

Central Oregon has seen a 28 percent unprecedented surge in homelessness compared to last year. Tonight, over 1,600 people are living in camps, in cars or on cold streets. Many are abused, addicted, alone, and hopeless. Curt Floski, the executive director at Shepherd's House Ministries said, "This is the largest homeless surge we have ever seen in Central Oregon."

Shepherd's House Ministries started in 2007 as a soup kitchen for the hungry and long-term recovery center for men. Today, they have grown to be the largest provider of low-barrier shelter beds in the state, and they also provide long-term recovery programs for men, and women with children.

During the COVID pandemic they launched Shepherd's House Aid and Relief Effort (Project SHARE), a mobile outreach program where staff and volunteers go out and into homeless camps bringing life-sustaining food and supplies, and most of all, meaningful connections, to help those struggling with homelessness transition out of the camps into secure housing or transformational programs.

Recently, Shepherd's House Ministries joined with over 20 local service providers to open the Lighthouse and the Franklin House in Bend. These are low-barrier shelters for men, women and families that offer full wrap-around services including case management, medical and mental health care, and job readiness training all on one site.

During the past 18 months the Shepherd's House has served over 275,000 meals to the hungry, helped nearly three hundred people transition safely off the streets into secure housing or transformational programs, and provided shelter and long-




PHOTO | COURTESY OF SHEPHERD'S HOUSE MINISTRIES

term recovery care for hundreds more.


"At the end of this year we are planning to open a new shelter in Redmond, where the need is great as well" Floski said. "We will have space for up to 48 people nightly, serve thousands of meals and provide full wrap-around services all to save and transform lives."

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COMMERCIAL PERMITS WEEK ENDING 9-29-23

Deschutes County

\$204,245.00	-	Commercial (New) 1,680 sf. at 29455 Hwy 20 Bend 97702 OR Owner: Oregon Water Utilities, Inc.1325 N Grand Ave. #100 Covina, CA 91724 Builder: Central Cascade Excavation Company 541-887-7037 Permit # 247-23-003483
\$111,753.00	-	Commercial (New) 1,681 sf. at 2400 NE Maple Ave. Redmond 97756 OR Owner: Deschutes County PO Box 6005 Bend, OR 97708 Builder: Kirby Nagelhout Construction Company 541-389-7119 Permit # 247-23-003323
\$26,632.00	-	Commercial (New) 238 sf. at 18055 Lava Springs Lp. Bend 97707 OR Owner: Caldera Springs Real Estate, LLC PO Box 3609 Sunriver, OR 97707 Builder: R & H Residential Construction 503-228-7177 Permit # 247-23-003714

City of Redmond

\$50,000.00	-	Commercial (Tenant Improvement) 1,075 sf. at 446 SW 6th St. Redmond 97756 OR Owner: Philip J Weigand Family Trust 4295 SW Ben Hogan Dr. Redmond, OR 97756 Permit # 711-23-002061
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City of Bend

\$111,000.00	-	Commercial (Alteration) 1,052 sf. at 358 NE Marshall Ave. Bend 97701 OR Owner: Klover Group Holdings, LLC Permit # PRRE202208244
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COMMERCIAL PERMITS WEEK ENDING 10-6-23

City of Redmond

\$900,000.00	-	Commercial (New) 16,130 sf. at 1470 NE Kingwood Ave. Redmond 97756 OR Owner: Western Bus Properties, LLC 30355 SE Hwy 212 Boring, OR 97009 Permit # 711-23-000679
\$25,000.00	-	Commercial (Alteration) at 1253 NW Canal Blvd Redmond 97756 OR Owner: Cascade Healthcare Community, Inc. PO Box 5789 Bend, OR 97708 Builder: Skanska USA Building, Inc. 973-753-3579 Permit # 711-23-001823

Deschutes County

\$819,712.00	-	Commercial (New) 6,400 sf. at 63205 Gibson Air Rd. Bend 97701 OR Owner: Aero Facilities, LLC 63205 Gibson Air Rd. #56 Bend, OR 97701 541-408-2630 Permit # 247-23-004365
\$66,000.00	-	Commercial (Addition) 120 sf. at 17750 Caldera Springs Dr. Bend 97707 OR Owner: Caldera Springs Real Estate, LLC PO Box 3609 Sunriver, OR 97707 Permit # 247-23-003383

City of Bend

\$2,600,000.00	-	Commercial (Addition) 21,922 sf. at 1100 SE 9th St. Bend 97702 OR Owner: CCR, Inc. Permit # PRAD202208759
\$616,000.00	-	Commercial (New) 8,233 sf. at 20720 Rolen Ave. Bend 97702 OR Owner: JS 4, LLC Builder: York Bros Excavation, LLC 541-527-1318 Permit # PRNC202304060
\$566,000.00	-	Commercial (New) 7,558 sf. at 20720 Rolen Ave. Bend 97702 OR Owner: JS 4, LLC Builder: York Bros Excavation, LLC 541-527-1318 Permit # PRNC202304062
\$519,000.00	-	Commercial (Addition) 2,520 sf. at 61575 American Ln. Bend 97702 OR Builder: Sun Forest Construction 541-385-8522
\$376,638.00	-	Commercial (Alteration) 3,499 sf. at 812 NW York Dr. Ste. 100 Bend 97703 OR Owner: Charbonneau, LLC Permit # PRRE202303281
\$99,142.00	-	Commercial (Alteration) 212 sf. at 2500 NE Neff Rd. Bend 97701 OR Owner: St. Charles Medical Center Permit # PRRE202304349
\$36,231.00	-	Commercial (New) 7 sf. at 19100 Skyliners Rd. Bend 97703 OR Owner: NWX2, LLC Builder: Greg Welch Construction 541-633-7786 Permit # PRNC202304093

Unlocking Talent

Continued from page 8

the company’s values, mission, and work environment are more likely to be engaged, productive, and loyal. Psychometric assessments can gauge these social elements like values, attitudes, and interpersonal skills, ensuring not just a skill match but also a cultural fit.

Reduced Turnover

The costs associated with employee turnover are substantial. These include not just the financial aspects of recruitment, onboarding, and training, but also the intangible costs like loss of institutional knowledge. A bad hire can set a project back by months or lead to decreased morale among existing staff. By making more informed decisions through psychometric assessments, companies can substantially reduce turnover rates, thereby saving considerable time and resources.

Increased Employee Productivity, Job Satisfaction, and Morale

One of the most underrated advantages of employing psychometric assessments is the positive impact it has on employee productivity, job satisfaction, and morale. When you hire the right person for the right job, not only do they perform better, but they also tend to be more engaged and satisfied with their work. Job satisfaction is directly correlated with productivity; a satisfied employee is more likely to exceed performance expectations and contribute to a positive work environment. The ripple effect of this is improved team morale. When employees see that their colleagues are competent and harmonious with the company culture, it instills a sense of confidence and collective efficacy. Over time, this high morale can translate into reduced stress, better teamwork, and ultimately, a more cohesive and successful organization.

Scale Doesn’t Matter: Importance in All Hiring Volumes

Whether you’re a startup looking to make your first hire or a multinational

firm, the importance of hiring the right people cannot be overstated. Even a single bad hire in a small team can have a disproportionate impact on productivity and morale. Conversely, in larger corporations, even a small percentage of poor hires can translate to significant financial and operational burdens.

Conclusion

The integration of psychometric assessments in your hiring process is not merely a contemporary trend but a necessity in today’s volatile job market. It offers a level of objectivity and precision that traditional hiring practices cannot match. Not only do these assessments ensure that you’re getting the most skilled candidates, but they also offer crucial insights into how well these individuals will mesh with your company’s unique culture. In a post-pandemic landscape where new skill sets and advanced capabilities are in high demand, relying on empirically grounded, statistically sound psychometric tests can give you a significant edge. They provide an indispensable tool for navigating the complexities of modern hiring needs, whether you’re a burgeoning startup or a well-established corporation. Remember, making the right hiring decision is a high-stakes game that impacts every facet of your organization, from productivity and employee morale to your bottom line. In that context, the benefits of psychometric assessments go beyond making informed hiring decisions—they serve as a cornerstone for building a more effective, efficient, and adaptable organization for the future.

Fred Rafilson, Ph.D., is a nationally recognized, expert industrial and organizational psychologist living and working in Bend. Dr. Rafilson has developed hundreds of assessments for both public and private sector organizations. He provides expert witness services for employment litigation lawsuits, and he developed an assessment that was challenged and ultimately upheld by the U.S. Supreme Court in a landmark testing case.

Dr. Rafilson is the CEO and co-founder of Clarity Talent Measurement, a premier provider of online pre-employment psychometric assessments – a Bend, Oregon company.

Central Oregon Business Calendar

Email Your Upcoming Business Events to CBN@CascadeBusNews.com

Event Details at CascadeBusNews.com/Business-Events

BUSINESS EVENTS



- October 18**

5:30pm Bend Chamber BEND 101 at Deschutes Brewery Mountain Room. Information at <https://www.bend101.org/>.
- October 19-20**

2023 Bend Venture Conference at Tower Theatre, Bend. Information at <https://www.bendvc.com/>, registration at <https://www.eventbrite.com/e/2023-bend-venture-conference-tickets-686715684097?aff=oddtcreator>.
- October 24**

8am Bend Chapter Risk Management Association Economic Update at Residence Inn by Marriott, Bend. Registration at <https://www.eventbrite.com/e/economic-update-tickets-715448233927?aff=oddtcreator>.
- October 24**

11am-1pm COCC Fall JobFest at COCC Prineville Campus. Free and open to the public, information at <https://www.cocc.edu/>.
- October 24**

11:30am Redmond Chamber Lunch & Learn, Understanding Business Insurance, at State Farm - Jake Waardenburg. Sign up at <https://www.visitredmondoregon.com/event/lunch-learn-state-farm-jake-waardenburg-understanding-business-insurance/#!event-register/2023/10/24/lunch-learn-quot-understanding-business-insurance-quot-how-to-know-what-insurance-you-need-as-a-business>.
- October 24**

5:30-7:30pm Skeptoid Media Nerd Night, The Science of Beer, at The Pour House Grill, Bend. Free, no registration needed.
- October 24**

5:30-7:30pm SCORE Confidential One-on-One Small Business Counseling at Bend Downtown Library. Free, no appointment necessary. <https://www.score.org/centraloregon>.
- October 25**

4-6:30pm REDI News & Brews at General Duffy's Annex. Information and tickets at <https://www.eventbrite.com/e/redi-news-brews-tickets-713985910077?aff=oddtcreatorw>.
- October 25**

4:30-7pm SCORE Central Oregon Volunteer Appreciation Event at the Falls Clubhouse at Eagle Crest Resort, Redmond. Information at https://www.evite.com/event/02C72NMSR57WLADFEEOJZ5TUWXP5Y?utm_campaign=send_sharable_link&utm_source=evitelink&utm_medium=sharable_invite.
- October 25**

5-6pm COCC Virtual Nursing Program Info Session. Send full name and phone number to selectiveadmissions@cocc.edu for Zoom link.
- October 25**

5:30-7:30pm MyMD Personal Medicine Business Event, Women's Pelvic Health: A Discussion About Common (and Sometimes Uncomfortable!) Concerns, at 900 Wall Restaurant, Bend. RSVP at 541-322-6869.
- October 25**

5:30-8pm City of Bend Neighborhood Transportation Fee Town Hall at Summit High School. RSVP at https://www.summitwestbend.org/event-details-registration/summit-west-townhall-transportation-utility-fee-tuf-with-mayor-keebler/form?fbclid=IwAR1RiVjawhFuQEMR5O2O5kYpQ1I39bAyf9AatnEX08BvGjbu2Q1Z_ID72JU&medium=email&source=govdelivery.
- October 25**

8pm City of Bend Neighborhood Transportation Fee Town Hall at Summit High School Commons Area, Bend. RSVP at https://www.summitwestbend.org/event-details-registration/summit-west-townhall-transportation-utility-fee-tuf-with-mayor-keebler/form?fbclid=IwAR1RiVjawhFuQEMR5O2O5kYpQ1I39bAyf9AatnEX08BvGjbu2Q1Z_ID72JU&medium=email&source=govdelivery.
- October 26**

11:30am-1pm City Club of Central Oregon October Forum, On the Ground in Greater Bend: Moving Together from Vision to Action — A Thought-Provoking Dialogue on the Future of Our City, at Unitarian Universalist Fellowship of Central Oregon, Bend. Information and registration at <https://cityclubco.org/>.
- October 26**

Noon-1:30pm City of Bend Virtual and In-Person Accessibility Advisory Committee Meeting at Bend City Hall Council Chambers. Zoom: <https://bendoregon.gov>.

- [zoom.us/webinar/register/WN_-6FK9hxpQKGxfECTSYVCww?medium=email&source=govdelivery#/,](https://zoom.us/webinar/register/WN_-6FK9hxpQKGxfECTSYVCww?medium=email&source=govdelivery#/) call-in: 1-888-788-0099, webinar ID: 839 6651 0560 # #, passcode if prompted: 262222 (COBAAC), YouTube: https://www.youtube.com/watch?v=WJf_EVI6TNo.
- October 26**

5:30-6:30pm SCORE Central Oregon Free Workshop, How to Structure Your Small Business, at Downtown Bend Library. Register at <https://www.score.org/centraloregon/local-workshops>.
- October 26**

5:30pm Deschutes County Virtual and In-Person 2040 Comprehensive Plan Public Hearing at Deschutes County Service Center Barns and Sawyer Rooms. Information at www.deschutes.org/2040.
- October 27**

5:30pm IN OUR BACKYARD Eighth Annual Anti-Trafficking Awareness Event at Tower Theatre, Bend. Tickets at <https://inourbackyard.org/>.
- October 30**

4-6pm Central Oregon Association of REALTORS Building a Better Bend Awards Ceremony at Riverhouse on the Deschutes Convention Center. Tickets at <https://www.coar.com/>.
- October 31**

7:30am-12:15pm Bend Chamber 2023 Impact Conference at Riverhouse on the Deschutes Convention Center. Information at <https://bendchamber.org/bend-event/2023-impact-conference-oct-31/>.
- November 2**

5-7pm The Environmental Center Eighth Annual Sustainability Awards at High Desert Music Hall, Redmond. Tickets at <https://www.eventbrite.com/e/2023-sustainability-awards-tickets-711663644117?aff=oddtcreator>.
- November 13**

7-8:15pm Breathwork with Gong Sound Healing at Riverhouse on the Deschutes Convention Center. \$35, contact Nomi for information at breatgewithjp@gmail.com.
- November 14**

10-11am Bend Chamber Membership 101 | Maximizing Your Membership at Bend Chamber Conference Room. Information and registration at <https://bendchamber.org/bend-event/membership-101-maximizing-your-membership-nov-14/>.
- November 14**

5:30-7:30pm SCORE Confidential One-on-One Small Business Counseling at Bend Downtown Library. Free, no appointment necessary. <https://www.score.org/centraloregon>.
- November 28**

5:30-7:30pm SCORE Confidential One-on-One Small Business Counseling at Bend Downtown Library. Free, no appointment necessary. <https://www.score.org/centraloregon>.
- December 12**

10-11am Bend Chamber Membership 101 | Maximizing Your Membership at Bend Chamber Conference Room. Information and registration at <https://bendchamber.org/bend-event/membership-101-maximizing-your-membership-dec-12/>.
- December 12**

5:30-7:30pm SCORE Confidential One-on-One Small Business Counseling at Bend Downtown Library. Free, no appointment necessary. <https://www.score.org/centraloregon>.
- December 20**

11:30am-12:30pm First Interstate Financial Education Seminar at La Pine Activity Center. RSVP to Aaron Schofield or Jamie Donahue at 541-330-7571, aaron.schofield@fib.com or jamie@lapineseniorcenter.org.

WORKSHOPS & TRAINING



- October 24**

9am-1pm City Club of Central Oregon Special Workshop, Trust is Imperative, at The Haven, Bend. Information and registration at <https://members.cityclubco.org/ap/Events/Register/aGH86D6hNtqCZ?sourceTypeld=EmailInvitation>.
- (Ongoing)**

COCC Small Business Development Center Virtual Classes. View options and registration at <https://www.cocc.edu/departments/continuing/>.

Bend Venture Conference

Continued from page 3

ranging from \$100,000 to \$2,500,000 from BVC LLC and partner VC funds. Since 2007, BVC LLC has invested in 22 Growth Stage finalist companies.

In alphabetical order, the five BVC Growth Stage finalists are:

- 1. Avoli (Portland, Oregon) — The first and only athletic brand dedicated exclusively to the performance needs and aspirations of women and girl volleyball athletes.
- 2. Gnara (Gunnison, Colorado) — A revolutionary new approach to women’s clothing with a patented zipper design that helps everyone answer nature’s call.
- 3. iDental Inc. (Mountain View, California) — A dental device company that is disrupting the global dental implant market with personalized, drill-free dental implants.
- 4. Po Campo (New York, New York) — A leader in modern daily travel, making stylish and sustainable designs specifically for commuters using bikes and scooters.
- 5. ToolBelt Inc. (Vancouver, Washington) — A mobile

software program that allows contractors to post projects and directly connect with tradespeople.

Impact Track Finalists

The Impact competition was launched in 2016 as a separate track for companies that have an integrated social or environmental mission and are prepared to generate long-term financial value. Since its inception, the BVC Impact LLC fund has invested in ten companies.

In alphabetical order, the four BVC Impact Track finalists are:

- Birch Biosciences (Portland, Oregon) — Engineering enzymes that act as “molecular scissors” to break down plastics for efficient, economical, and sustainable plastic recycling.
 - ESG Brands (Portland, Oregon) — A proprietary technology for converting agriculture waste into textile fiber for the fashion industry.
 - Harvest Thermal (Kensington, California) — Electric heating, cooling and hot water systems for homes to support a strong and renewable electricity grid.
 - OpConnect Inc. (Portland, Oregon) — A turnkey EV charging solution provider that offers smart charging hardware and software for fleet operators and multi-family properties.
- The Bend Venture Conference is the longest standing and largest angel investment conference in the Pacific

Northwest, serving as a catalyst for startup investment in Central Oregon. Throughout the conference attendees hear company pitches, breakaway for multiple networking activities and learn from aspiring entrepreneurs and industry thought leaders. Tickets to the 20th annual Bend Venture Conference are available here.

About Economic Development for Central Oregon (EDCO):

EDCO is a nonprofit corporation supported by private and public members and stakeholders, whose mission is to create middle-class jobs in Central Oregon by recruiting new employers to move to the region; helping entrepreneurs start new, scalable businesses; and working with businesses that are already here to grow their operations.

About Bend Venture Conference (BVC):

The annual BVC, hosted by EDCO, is one of the largest angel conferences in the country. Over the past 20 years, BVC has served to evolve and grow the startup ecosystem throughout Central Oregon and across the Pacific Northwest. Since its inception, more than \$12 million has been invested in 52 companies as a result of the conference. This year’s conference will gather entrepreneurs, investors, business leaders, and students at the Tower Theatre in Bend, Oregon on October 19-20, 2023.

edcoinfo.com • bendvc.com

RootedHomes

Continued from page 3

Central Oregon, starting next with Redmond,” shared David Brandt, Executive Director of Housing Works.

The Simpson Community is funded by Oregon Housing Community Services, Washington Federal Bank, Deschutes County, City of Bend, Bend Municipal Planning Organization, Oregon Community Foundation, Central Oregon Health Council, and Brooks Resources.

The development team includes O’Brien Design and Build, Ten Over Studio, Pinnacle Architecture, Ashley & Vance Engineering, Transight Consulting, Blackmore Planning, Earth Advantage, Energy Trust of Oregon, York Bros. Excavation, and S&F Land Services.

RootedHomes:

RootedHomes, formerly Kôr Community Land Trust, is a nonprofit that creates sustainable, affordable homeownership communities for Central Oregon’s workforce. Using the Community Land Trust model, RootedHomes ensures that the community can access healthy, affordable homes for generations. RootedHomes

develops to goal net-zero energy standards to ensure equitable access to energy-efficient homes and the health and savings that come with it. RootedHomes is committed to providing access to healthy homes to homebuyers who have been excluded from the opportunity to build wealth through homeownership.

Housing Works:

Housing Works is the local housing authority for Deschutes, Crook, and Jefferson counties. Housing Works provides affordable housing, rental assistance, and new beginnings for low-and moderate-income Central Oregonians. Housing Works believes that dignity begins with quality affordable housing. Housing Works fosters that dignity by providing award-winning, affordable homes and services that help people build a better future.

rootedhomes.org • housing-works.org

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RECENT TRANSACTIONS

Continued from Page 3

Group broker Jenna Johnson represented the landlord, **CP 1234 LLC & Bend 1234 LLC**, in the lease of a 1,200 SF office suite located at 376 SW Bluff Dr. Unit 2 in Bend.

Compass Commercial Real Estate Services brokers **Jay Lyons, SIOR, CCIM, Graham Dent, SIOR, and Grant Schultz, CCIM** Represented the seller, **Central Oregon Council on Aging**, in the sale of 373 NE Greenwood Avenue in Bend. The 1,744 SF office building on 0.16 Acres sold for \$735,000.

RE/MAX Key Properties broker **Ryan Amerongen, CCIM** and **Cobalt Properties Group** broker **Chrissy Capri** represented both the landlord, **Martin G Galvan & Alice D Galvan Irrevocable Trust**, and the tenant, **Selectemp Employment Services**, in the lease of a 816 sf retail space located at 547 NE Bellevue Dr. Ste. 105 in Bend.

Broker **Dan Kemp, CCIM** with **Compass Commercial Real Estate Services** co-represented the seller, **Leonard Raymond Estate of Peverieri**, in the sale of 22135 NE Butler Market Road in Bend. The 19.43-acre commercial land sold for \$600,000.

Compass Commercial Real Estate Services brokers **Dan Kemp, CCIM** and **Graham Dent, SIOR** represented the landlord, **Hanalei, LLC**, in the lease of a 2,240 SF office suite located at 625 NW Colorado Avenue in Bend.

Brokers **Russell Huntamer, CCIM, Jay Lyons, SIOR, CCIM, and Eli Harrison** with **Compass Commercial Real Estate Services** represented the landlord, **360 Bond Holding, LLC**, in the lease of a 2,313 SF office suite located at 360 SW Bond Street in Bend to Wingo Case.

Brokers **Terry O’Neil, CCIM, Russell Huntamer, CCIM, and Eli Harrison** with **Compass Commercial Real Estate Services** represented the landlord, **386 Main Street, LLC**, and the tenant, **The Butcher Block, Inc.**, in the lease of a 2,708 SF retail suite located at 386 N Main Street in Prineville.



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Town & Country

17th Annual Accomplished Under 40

PHOTOS BY SHELLY CAIN



2023 Accomplished Under 40 Award Recipients



Caitlin Granberry



Caitlin Sims



Christine Redmon



Eli Harrison



Emily Freed



Genevra Obregon



Heather McMeekin



Heather Wall



Jenelle McCleary



Jenn Kovitz



Jenni Carver Ross



Matt Stephens



Paige Welsh



Renata Garbowski



Shawn Evilsizor

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Tax Benefits of Home Ownership

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Convention Attention on the Rise

Central Oregon Real Estate on Solid Ground

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