Diversified Products
Owners Bring New Life to Trusted Business

by NOAH NELSON — CBN Feature Writer

Diversified Products Incorporated (DP) is a manufacturing shop that offers specialized and custom work for specific needs. In 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 coming out of 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 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 Development) Director, Redmond Economic Development (REDI) recently announced. Central Oregon's Forward-Thinking Initiative

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.
WE STILL MAKE OUR CLASSIC DISHES. BUT OUR NEW FAVORITE RECIPE MIGHT BE ONE FOR SAVING ENERGY.

Running a kitchen takes creativity and innovation, which means using what you have in ways that might not be obvious. And that’s the approach that Energy Trust of Oregon brought to reducing our energy costs. Whatever your tastes, savings are always delicious. Find out more at energytrust.org/for-business.
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.

Simpson Community Groundbreaking October 16

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 Knopf, OHCOS’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 be ready for residents in the summer of 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 the continuum of affordable housing.”

Continued on Page 30

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 Pineville. 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 Gross, 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
The community is invited to an informational open house to learn more about the Stevens Road Tract planning amendments that help guide how 261 acres of land in southeast Bend are 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 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. "With a focus on educating 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 plan-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 that is walkable, mixed-use and well-connected community.

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

Community committees are a great way to get involved with City government. The City has several Council-appointed boards, commissions, and advisory groups that make recommendations to City Council or City administrative staff. There are several openings coming up. Applications are accepted for the Bend Economic Development Advisory Board, Cost Tree 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 Cascade Works, and the Small Business Development Center at Central Oregon Community College. Visit the bendoregon.gov/EDAB webpage.

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

Contact: Ben Hensom, Economic Development Manager, 541-388-5529, bhensom@bendoregon.gov.

Care Area Advisory Board

The Care Area Advisory Board oversees the implementation of the Care Area Tax Increment Finance Plan and actions that support development in the Care 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/CAAF for more information.

The Care 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 archeology, folklore, cultural anthropology, curator, conservation, landscape architecture or related disciplines to the extent such professionals 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, 541-617-8624, kennedy@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 reappointment 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, 541-350-4088, 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 Rhody Jones to set up an appointment at 541-333-8775 or rjones@bendoregon.gov.

Applications are due by 5pm, October 17, 2023.

Appointments will be determined based on the Council’s availability and upcoming meetings. To learn more at bendoregon.gov/committees.

Stipends

The City of Bend offers a stipend program for City advisory boards, 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 interest network and other expenses. Please note, non-voting commission or committee members are not eligible for the stipend.
October 18, 2023 • Cascade Business News • 5

City of Prineville (Continued from page 1)

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.

The collaboration between the 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.

CascadeBusNews.com

FREE E-Headlines

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

We're here to help you do more for your business.

At Umpqua Bank, we can offer you more resources, additional lending options and expanded industry expertise. All of which means, when it comes to growing your business, the possibilities are endless. Learn more at UmpquaBank.com.

Member FDIC

UMPQUA BANK
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.

centraloregon.score.org

---

**ASK SCORE:**

How to Finance Your Startup Business

by JIM DARCEY, Chair — SCORE Central Oregon

**SCORE CENTRAL OREGON PRESENTS A FREE WORKSHOP:**

**HOW TO STRUCTURE YOUR SMALL BUSINESS**

Presented by Dan Spencer, Practicing Attorney since 1981

Learn the advantages and disadvantages of different business structures, such as sole proprietorship, partnership, corporation, and LLC.

How do you protect your personal assets when you are in business.

Whether you are looking to start a business or are already in business, this comprehensive presentation will be valuable to you.

ATTEND THIS NO COST WORKSHOP!

To register scan the QR code or visit our website: score.org/centraloregon/local-workshops

**SCORE CENTRAL OREGON**

Bend Downtown Library

601 NW Wall Street

Thursday October 26, 2023

5:30PM - 6:30PM

Leaders the way

One of the best and most reviewed Employers in Bend.

4.8 STARS ON GOOGLE

4.8 STARS ON REVIEW

PrideStaff Bend

LOCALLY OWNED

541.797.6941

bend@pridestaff.com

pridestaffbend.com

Our Mission: Consistently provide client experiences focused on what they value most.
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 heart and soul 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 work environment, 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.

The Need for Self-Care

Articulating the company’s mission and showcasing how each employee contributes is vital.

The Need for Empowerment

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 Feedback

Regular recognition and feedback are crucial. Offering access to services like coaching or counseling and employee assistance programs is a tangible way to support them.

Remember, a healthy body and mind are the foundation of resilience.

Let’s Foster Resilience

Provide resources and support for managing stress and finding a work-life balance.

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.

Encouraging Teamwork

Provide resources and support for managing stress and finding a work-life balance.

Encouraging Continuous Learning

Promote self-care practices such as mindfulness, regular exercise, and a healthy diet.

Encouraging Meaningful Work

Remember, a healthy body and mind are the foundation of resilience.

Creating a Supportive Work Environment

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.

Encouraging 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.

Encouraging Mentorship and Coaching

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.

Let’s Build Resilience

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.

With our card, ALL RESTRICTIONS ARE RESTRICTED.

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

Learn more at watrust.com/clearlycashback
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 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 into 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 the job role in question, companies can gain a more holistic understanding of a candidate's suitability for a job role. This is where pre-employment psychometric assessments come into play, offering a comprehensive view of a candidate's suitability for a job role.

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
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 employees 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.
- Feedback; avoid venting, focus on problem-solving, but be open to hear what the frontline has to say.

**Achievements**

- Achievements come when you are strong in people, processes, and profit. How would you describe your organization? The camaraderie of a company event where your colleagues are celebrated, and 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. 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.

**Milestones**

- A milestone is 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 the company’s customers, competitors; celebrate them!

**Profit**

- 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 making the mark to not equal a great achievement.

**Process**

- Companies who have achieved greatness have clearly defined processes. Less turnover, less risk, less costs. Achieving greatness with your people will make your company stand above the rest!

**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. indeed.com/career-advice/finding-a-job/what-makes-a-company-a-great-place-to-work

brightwayscounseling.com

**FRANKLIN GATEWAY**

Downtown Bend Redevelopment Project

- Three tax lots totaling 0.37 AC
- Located at the corner of NW Franklin and NW Harriman, the south gateway to Downtown Bend
- Excellent visibility and both foot and car traffic counts
- General Commercial zoning
- Residential development with a mixed use project or as an Urban Dwelling Site
- Existing office/retail buildings on two of the lots for cost mitigation during planning and permitting
- Offered at $2,000,000
they understand that filling that position 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 attract employees 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.

“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 lifetime 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.

A trend toward automation is one that 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. “We’re seeing 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.”
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.
Largest Manufacturing Deschutes County (Listed by Number of Staff with at least 4 employees)

<table>
<thead>
<tr>
<th>Company Address</th>
<th>Phone</th>
<th>Fax</th>
<th>WebSite/Email</th>
<th>Contact</th>
<th>Staff</th>
<th>COY</th>
<th>Business Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nosler, Inc.</td>
<td>541-388-5295</td>
<td>N/A</td>
<td>nosler.com</td>
<td>Matthew Tobolski</td>
<td>340</td>
<td>2012</td>
<td>The western leader in high quality hunting and target ammunition.</td>
</tr>
<tr>
<td>10 Barrel Brewing</td>
<td>541-382-2235</td>
<td>N/A</td>
<td>10barrel.com</td>
<td>Kyle McKee</td>
<td>235</td>
<td>2006</td>
<td>Handcrafted beer.</td>
</tr>
<tr>
<td>Oregon Wild Harvest</td>
<td>541-388-4667</td>
<td>N/A</td>
<td>oregonwildharvest.com</td>
<td>Scott Carson</td>
<td>120</td>
<td>2014</td>
<td>Manufacturer the industry’s finest vodka, lanes, spirits, &amp; supplements. CBD beverages &amp; supplements.</td>
</tr>
<tr>
<td>Microsemi Corporation</td>
<td>541-588-1007</td>
<td>800-382-1007</td>
<td><a href="mailto:info@microsemi.com">info@microsemi.com</a></td>
<td>David Benson, Technical Director</td>
<td>540</td>
<td>2012</td>
<td>N/A</td>
</tr>
<tr>
<td>Medline ReNewal</td>
<td>541-382-1208</td>
<td>541-382-7021</td>
<td><a href="mailto:renewal@medlinerenewal.com">renewal@medlinerenewal.com</a></td>
<td>Steve Bettis</td>
<td>267</td>
<td>1997</td>
<td>Manufacturing &amp; reprocessing of medical devices. A FDA-registered device reprocessor.</td>
</tr>
<tr>
<td>JELD-WEN Millwork Manufacturing Bend</td>
<td>541-385-1000</td>
<td>541-385-1002</td>
<td><a href="mailto:qtruss@qtruss.com">qtruss@qtruss.com</a></td>
<td>Ted Hormel</td>
<td>630</td>
<td>1977</td>
<td>Wood products &amp; wood window parts.</td>
</tr>
<tr>
<td>Budistillery, Inc.</td>
<td>541-318-0649</td>
<td>541-318-0242</td>
<td><a href="mailto:info@bendistillery.com">info@bendistillery.com</a></td>
<td>Chuck Mazzola</td>
<td>40</td>
<td>1980</td>
<td>Residential &amp; commercial cabinetry, countertops &amp; pro shop display features.</td>
</tr>
<tr>
<td>Bonding, Inc.</td>
<td>541-388-3688</td>
<td>N/A</td>
<td><a href="mailto:info@10barrel.com">info@10barrel.com</a></td>
<td>Kyle McKee</td>
<td>235</td>
<td>2006</td>
<td>Fully operating distillery, farm, tasting room, offering samples, free tours &amp; bottle sales on 23 acres just west of Tumalo on Hwy. 20. Produces vodka and gin in various flavors, CBD beverages &amp; supplements.</td>
</tr>
<tr>
<td>EP Climbing USA</td>
<td>541-388-5059</td>
<td>N/A</td>
<td><a href="mailto:info@epclimbingusa.com">info@epclimbingusa.com</a></td>
<td>Lisa Hale</td>
<td>85</td>
<td>1995</td>
<td>Global provider, local manufacturer. Developing &amp; manufacturing products, services &amp; solutions for lawn &amp; garden applications.</td>
</tr>
<tr>
<td>Ruff Wear</td>
<td>541-388-0451</td>
<td>541-388-7021</td>
<td><a href="mailto:support@ruffwear.com">support@ruffwear.com</a></td>
<td>William Rose</td>
<td>101</td>
<td>1992</td>
<td>Outdoor clothing, shoes &amp; accessories for dogs.</td>
</tr>
<tr>
<td>Metolius Mountain Products</td>
<td>541-382-2725</td>
<td>541-382-7259</td>
<td><a href="mailto:info@metoliusclimbing.com">info@metoliusclimbing.com</a></td>
<td>Chuck Phillips</td>
<td>40</td>
<td>1983</td>
<td>Mountain climbing equipment.</td>
</tr>
<tr>
<td>Bright Wood Corporation - Redmond</td>
<td>541-382-0101</td>
<td>541-382-1002</td>
<td><a href="mailto:info@brightwood.com">info@brightwood.com</a></td>
<td>Dallas Stallard</td>
<td>670</td>
<td>1960</td>
<td>Wood products.</td>
</tr>
<tr>
<td>Deschutes Brewery</td>
<td>541-382-0101</td>
<td>541-382-1002</td>
<td><a href="mailto:info@deschutesbrewery.com">info@deschutesbrewery.com</a></td>
<td>Gary Fish</td>
<td>150</td>
<td>1988</td>
<td>Handcrafted beer.</td>
</tr>
<tr>
<td>Zamp Solar</td>
<td>541-382-4587</td>
<td>541-382-4588</td>
<td><a href="mailto:support@zampsolar.com">support@zampsolar.com</a></td>
<td>Sherry Bailey</td>
<td>20</td>
<td>1994</td>
<td>Fully operating distillery, farm, tasting room, offering samples, free tours &amp; bottle sales on 23 acres just west of Tumalo on Hwy. 20. Produces vodka and gin in various flavors, CBD beverages &amp; supplements.</td>
</tr>
<tr>
<td>Quality Truss</td>
<td>541-382-5025</td>
<td>541-382-5026</td>
<td><a href="mailto:good@qualitytruss.com">good@qualitytruss.com</a></td>
<td>Todd Horsel, Andy Scott</td>
<td>235</td>
<td>1988</td>
<td>Roof &amp; floor trusses.</td>
</tr>
<tr>
<td>Sailrite, LLC</td>
<td>541-382-3608</td>
<td>541-382-3609</td>
<td>sailrite.com</td>
<td>N/A</td>
<td>120</td>
<td>1984</td>
<td>Marine &amp; outdoor apparel, accessories &amp; other products.</td>
</tr>
<tr>
<td>Metolius Mountians Products</td>
<td>541-382-4587</td>
<td>541-382-4588</td>
<td><a href="mailto:info@metoliusclimbing.com">info@metoliusclimbing.com</a></td>
<td>Doug Kravitz</td>
<td>245</td>
<td>2001</td>
<td>Aims to build world class, fully operational &amp; efficient 21st century platform...</td>
</tr>
<tr>
<td>20950 NE Talus Pl., Bend, OR 97701</td>
<td>541-588-1007</td>
<td>800-382-1007</td>
<td><a href="mailto:info@microsemi.com">info@microsemi.com</a></td>
<td>David Benson, Technical Director</td>
<td>540</td>
<td>2012</td>
<td>N/A</td>
</tr>
<tr>
<td>Aeronautical Design Products</td>
<td>541-382-5025</td>
<td>541-382-5026</td>
<td><a href="mailto:good@qualitytruss.com">good@qualitytruss.com</a></td>
<td>Todd Horsel, Andy Scott</td>
<td>235</td>
<td>1988</td>
<td>Roof &amp; floor trusses.</td>
</tr>
<tr>
<td>Eberhard’s Dairy Products</td>
<td>541-382-3608</td>
<td>541-382-3609</td>
<td>sailrite.com</td>
<td>N/A</td>
<td>120</td>
<td>1984</td>
<td>Marine &amp; outdoor apparel, accessories &amp; other products.</td>
</tr>
<tr>
<td>Deschutes Brewery</td>
<td>541-382-3608</td>
<td>541-382-3609</td>
<td>sailrite.com</td>
<td>N/A</td>
<td>120</td>
<td>1984</td>
<td>Marine &amp; outdoor apparel, accessories &amp; other products.</td>
</tr>
<tr>
<td>6039 NE 148th St., Redmond, WA 98053</td>
<td>541-382-3608</td>
<td>541-382-3609</td>
<td>sailrite.com</td>
<td>N/A</td>
<td>120</td>
<td>1984</td>
<td>Marine &amp; outdoor apparel, accessories &amp; other products.</td>
</tr>
<tr>
<td>235 SW Evergreen Ave., Redmond, OR 97756</td>
<td>541-548-5181</td>
<td>541-548-7009</td>
<td>eberhardsdairy.com</td>
<td>Joe Hale</td>
<td>40</td>
<td>1960</td>
<td>Free construction, free supplier lists, manufacture &amp; re-apply marine &amp; outdoor apparel, accessories &amp; other products.</td>
</tr>
<tr>
<td>20469 Brandis Ct., Bend, OR 97701</td>
<td>541-382-3608</td>
<td>541-382-3609</td>
<td>sailrite.com</td>
<td>N/A</td>
<td>120</td>
<td>1984</td>
<td>Marine &amp; outdoor apparel, accessories &amp; other products.</td>
</tr>
<tr>
<td>Eberhard’s Dairy Products</td>
<td>541-382-3608</td>
<td>541-382-3609</td>
<td>sailrite.com</td>
<td>N/A</td>
<td>120</td>
<td>1984</td>
<td>Marine &amp; outdoor apparel, accessories &amp; other products.</td>
</tr>
<tr>
<td>235 SW Evergreen Ave., Redmond, OR 97756</td>
<td>541-548-5181</td>
<td>541-548-7009</td>
<td>eberhardsdairy.com</td>
<td>Joe Hale</td>
<td>40</td>
<td>1960</td>
<td>Free construction, free supplier lists, manufacture &amp; re-apply marine &amp; outdoor apparel, accessories &amp; other products.</td>
</tr>
<tr>
<td>Company / Address</td>
<td>Phone</td>
<td>Fax</td>
<td>Website/Email</td>
<td>Contact</td>
<td>Staff</td>
<td>CO Year Est.</td>
<td>Business Description</td>
</tr>
<tr>
<td>-------------------</td>
<td>-------</td>
<td>-----</td>
<td>---------------</td>
<td>---------</td>
<td>-------</td>
<td>-------------</td>
<td>---------------------</td>
</tr>
<tr>
<td>Butler Air Services LLC</td>
<td>541-382-1073</td>
<td></td>
<td>butlerair.com</td>
<td>Shadle/Chamberl</td>
<td>30</td>
<td>1959</td>
<td>605 SE Bridgeford Blvd, Bend, OR 97702&lt;br&gt; Specializes in machining&lt;br&gt; Precision manufacturing&lt;br&gt; Fabrication Water Jetcutting, Contract Manufacturer and Assembly for Aerospace Electronics, Medical Equipment, Industrial Manufacturing and Construction&lt;br&gt; Highly trained to work to very close tolerances specified by today's customers&lt;br&gt; Projects range from one-off R&amp;D, to long term Production Contracts&lt;br&gt; Committed to exceeding your expectations for quality and services</td>
</tr>
<tr>
<td>Electronics, Intl., INC.</td>
<td>541-380-1038</td>
<td>541-380-4040</td>
<td><a href="mailto:sales@dentinstruments.com">sales@dentinstruments.com</a></td>
<td>Peter Carlson</td>
<td>22</td>
<td>1988</td>
<td>Design &amp; manufacture of portable energy &amp; power measurement instruments.</td>
</tr>
<tr>
<td>BTL Sales &amp; Lining, Inc.</td>
<td>541-518-1035</td>
<td>541-518-1044</td>
<td><a href="mailto:btlsales@btl-liners.com">btlsales@btl-liners.com</a></td>
<td>John Jenkins, Dan Winton</td>
<td>25</td>
<td>1953</td>
<td>Manufacture farm equipment, parts, drive lines &amp; belts.</td>
</tr>
<tr>
<td>Smith Bros. Pushrods</td>
<td>541-319-1246</td>
<td></td>
<td><a href="mailto:smithbrothers@pushrods.net">smithbrothers@pushrods.net</a></td>
<td>Scott Mills</td>
<td>18</td>
<td>1999</td>
<td>Pushrod manufacturing &amp; custom machining.</td>
</tr>
<tr>
<td>CHAPMAN-HUFFMAN</td>
<td>541-385-5051</td>
<td>541-617-9857</td>
<td><a href="mailto:jason@chapman-huffman.com">jason@chapman-huffman.com</a></td>
<td>Jason Nyman</td>
<td>18</td>
<td>1979</td>
<td>Dental components &amp; replacement parts.</td>
</tr>
<tr>
<td>BEND, ORISO 9001 EST. 1973</td>
<td>541-318-0753</td>
<td>541-318-5353</td>
<td><a href="mailto:sales@bsbrand.com">sales@bsbrand.com</a></td>
<td>Brent Bourgault, Mike Reightley, Steven Sawyer</td>
<td>32</td>
<td>2008</td>
<td>Domestic manufacturer of facemasks &amp; active accessories in the global snow sports &amp; outdoor recreation markets &amp; more.</td>
</tr>
<tr>
<td>NEWHOUSE MANUFACTURING CO.</td>
<td>541-382-2182</td>
<td>541-382-2196</td>
<td><a href="mailto:orders@deleone.com">orders@deleone.com</a></td>
<td>Craig Gribskov</td>
<td>28</td>
<td>1973</td>
<td>Manufacture of Light Elegance nail products. Specializes in private label nail products, in addition to manufacturing high quality LED &amp; UV gel products, offering painting &amp; more.</td>
</tr>
<tr>
<td>Hydro Flask</td>
<td>541-380-0781</td>
<td>541-380-0729</td>
<td><a href="mailto:info@hydroflask.com">info@hydroflask.com</a></td>
<td>Travis Rosbach</td>
<td>18</td>
<td>2009</td>
<td>The only all-insulated bottle company in the world that produces double-wall vacuum insulated bottles that are BPA &amp; toxin free.</td>
</tr>
<tr>
<td>McCONNELL LABS/LEDGE NAIL PRODUCTS</td>
<td>541-382-8555</td>
<td>541-382-8565</td>
<td><a href="mailto:info@mcconnelllabs.com">info@mcconnelllabs.com</a></td>
<td>Jim &amp; Lezlie McConnell</td>
<td>28</td>
<td>2003</td>
<td>Manufacture of Light Elegance nail products. Specializes in private label nail products, in addition to manufacturing high quality LED &amp; UV gel products, offering painting &amp; more.</td>
</tr>
<tr>
<td>Outback Manufacturing Inc.</td>
<td>541-385-5051</td>
<td>541-617-9857</td>
<td><a href="mailto:info@outbackmfg.com">info@outbackmfg.com</a></td>
<td>Jared Santoro</td>
<td>22</td>
<td>1981</td>
<td>Pond liners &amp; greenhouse covers.</td>
</tr>
<tr>
<td>Key Technology/Resonar Operations</td>
<td>541-385-5051</td>
<td>541-617-9857</td>
<td><a href="mailto:info@iscomach.com">info@iscomach.com</a></td>
<td>Danno Shawe</td>
<td>25</td>
<td>1993</td>
<td>Production &amp; high tech CNC machining services.</td>
</tr>
<tr>
<td>Newhouse Manufacturing Co.</td>
<td>541-382-2182</td>
<td>541-382-2196</td>
<td><a href="mailto:orders@deleone.com">orders@deleone.com</a></td>
<td>Craig Gribskov</td>
<td>28</td>
<td>1973</td>
<td>Manufacture of Light Elegance nail products. Specializes in private label nail products, in addition to manufacturing high quality LED &amp; UV gel products, offering painting &amp; more.</td>
</tr>
<tr>
<td>Zeal Products Inc.</td>
<td>541-385-5051</td>
<td>541-617-9857</td>
<td><a href="mailto:info@iscomach.com">info@iscomach.com</a></td>
<td>Brad LeKogan</td>
<td>24</td>
<td>1980</td>
<td>Aircraft safety &amp; performance equipment.</td>
</tr>
<tr>
<td>Swift Ice Inc.</td>
<td>541-385-5051</td>
<td>541-617-9857</td>
<td><a href="mailto:info@swifticeinc.com">info@swifticeinc.com</a></td>
<td>Jason Antico</td>
<td>22</td>
<td>1984</td>
<td>Design &amp; manufacture of portable energy &amp; power measurement instruments.</td>
</tr>
<tr>
<td>BEND, ORISO 9001 EST. 1973</td>
<td>541-380-0753</td>
<td>541-380-5353</td>
<td><a href="mailto:sales@bsbrand.com">sales@bsbrand.com</a></td>
<td>Brent Bourgault, Mike Reightley, Steven Sawyer</td>
<td>32</td>
<td>2008</td>
<td>Domestic manufacturer of facemasks &amp; active accessories in the global snow sports &amp; outdoor recreation markets &amp; more.</td>
</tr>
<tr>
<td>KAY TECHNOLOGY/RESONAR OPERATIONS</td>
<td>541-385-5051</td>
<td>541-617-9857</td>
<td><a href="mailto:info@iscomach.com">info@iscomach.com</a></td>
<td>Danno Shawe</td>
<td>25</td>
<td>1993</td>
<td>Production &amp; high tech CNC machining services.</td>
</tr>
<tr>
<td>Newhouse Manufacturing Co.</td>
<td>541-382-2182</td>
<td>541-382-2196</td>
<td><a href="mailto:orders@deleone.com">orders@deleone.com</a></td>
<td>Craig Gribskov</td>
<td>28</td>
<td>1973</td>
<td>Manufacture of Light Elegance nail products. Specializes in private label nail products, in addition to manufacturing high quality LED &amp; UV gel products, offering painting &amp; more.</td>
</tr>
<tr>
<td>Newhouse Manufacturing Co.</td>
<td>541-382-2182</td>
<td>541-382-2196</td>
<td><a href="mailto:orders@deleone.com">orders@deleone.com</a></td>
<td>Craig Gribskov</td>
<td>28</td>
<td>1973</td>
<td>Manufacture of Light Elegance nail products. Specializes in private label nail products, in addition to manufacturing high quality LED &amp; UV gel products, offering painting &amp; more.</td>
</tr>
<tr>
<td>Newhouse Manufacturing Co.</td>
<td>541-382-2182</td>
<td>541-382-2196</td>
<td><a href="mailto:orders@deleone.com">orders@deleone.com</a></td>
<td>Craig Gribskov</td>
<td>28</td>
<td>1973</td>
<td>Manufacture of Light Elegance nail products. Specializes in private label nail products, in addition to manufacturing high quality LED &amp; UV gel products, offering painting &amp; more.</td>
</tr>
<tr>
<td>Newhouse Manufacturing Co.</td>
<td>541-382-2182</td>
<td>541-382-2196</td>
<td><a href="mailto:orders@deleone.com">orders@deleone.com</a></td>
<td>Craig Gribskov</td>
<td>28</td>
<td>1973</td>
<td>Manufacture of Light Elegance nail products. Specializes in private label nail products, in addition to manufacturing high quality LED &amp; UV gel products, offering painting &amp; more.</td>
</tr>
<tr>
<td>Newhouse Manufacturing Co.</td>
<td>541-382-2182</td>
<td>541-382-2196</td>
<td><a href="mailto:orders@deleone.com">orders@deleone.com</a></td>
<td>Craig Gribskov</td>
<td>28</td>
<td>1973</td>
<td>Manufacture of Light Elegance nail products. Specializes in private label nail products, in addition to manufacturing high quality LED &amp; UV gel products, offering painting &amp; more.</td>
</tr>
<tr>
<td>Newhouse Manufacturing Co.</td>
<td>541-382-2182</td>
<td>541-382-2196</td>
<td><a href="mailto:orders@deleone.com">orders@deleone.com</a></td>
<td>Craig Gribskov</td>
<td>28</td>
<td>1973</td>
<td>Manufacture of Light Elegance nail products. Specializes in private label nail products, in addition to manufacturing high quality LED &amp; UV gel products, offering painting &amp; more.</td>
</tr>
<tr>
<td>Newhouse Manufacturing Co.</td>
<td>541-382-2182</td>
<td>541-382-2196</td>
<td><a href="mailto:orders@deleone.com">orders@deleone.com</a></td>
<td>Craig Gribskov</td>
<td>28</td>
<td>1973</td>
<td>Manufacture of Light Elegance nail products. Specializes in private label nail products, in addition to manufacturing high quality LED &amp; UV gel products, offering painting &amp; more.</td>
</tr>
</tbody>
</table>
### Largest Manufacturing Deschutes County (Listed by Number of Staff with at least 4 employees)

<table>
<thead>
<tr>
<th>Company / Address</th>
<th>Phone</th>
<th>Fax</th>
<th>WebSite/Email</th>
<th>Contact</th>
<th>Staff</th>
<th>CO Year Ext.</th>
<th>Business Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advanced Machining Services LLC</td>
<td>541-318-1272</td>
<td>N/A</td>
<td><a href="http://www.navpod.com">www.navpod.com</a></td>
<td>Trent Gardner</td>
<td>22</td>
<td>2009</td>
<td>Natural &amp; engineered stone slab designs for countertops, floors, bathrooms, fireplaces &amp; large quantity muesli products. All products made with certified gluten-free oats, non-GMO &amp; more.</td>
</tr>
<tr>
<td>Bend Cabinet &amp; Fixtures Inc.</td>
<td>541-286-8282</td>
<td>N/A</td>
<td><a href="http://www.bendcabinets.com">www.bendcabinets.com</a></td>
<td>Steve Chambers</td>
<td>6</td>
<td>1987</td>
<td>Modular &amp; portable industrial workbenches.</td>
</tr>
<tr>
<td>BCB Computers Inc.</td>
<td>541-388-5665</td>
<td>N/A</td>
<td><a href="http://www.bcbcomputers.com">www.bcbcomputers.com</a></td>
<td>Brad Bottoms</td>
<td>22</td>
<td>2009</td>
<td>Full-service computer repair shop utilizing CNC machining &amp; design software, &amp; precision machine manufacturers from the aerospace industry to create precision parts.</td>
</tr>
<tr>
<td>BCB Graphics Inc.</td>
<td>541-388-5665</td>
<td>N/A</td>
<td><a href="http://www.bcbgraphics.com">www.bcbgraphics.com</a></td>
<td>Jeff Moore</td>
<td>22</td>
<td>2009</td>
<td>Full-service computer repair shop utilizing CNC machining &amp; design software, &amp; precision machine manufacturers from the aerospace industry to create precision parts.</td>
</tr>
<tr>
<td>BCB Software &amp; Information Technology</td>
<td>541-388-5665</td>
<td>N/A</td>
<td><a href="http://www.bcbsoftware.com">www.bcbsoftware.com</a></td>
<td>Danielle &amp; Paul Filipowicz</td>
<td>4</td>
<td>2001</td>
<td>Computer software &amp; information technology services.</td>
</tr>
<tr>
<td>BCB Steel &amp; Engineering</td>
<td>541-388-5665</td>
<td>N/A</td>
<td><a href="http://www.bcbsteel.com">www.bcbsteel.com</a></td>
<td>Brad Bottoms</td>
<td>22</td>
<td>2009</td>
<td>Full-service computer repair shop utilizing CNC machining &amp; design software, &amp; precision machine manufacturers from the aerospace industry to create precision parts.</td>
</tr>
<tr>
<td>BCB Thermoforming</td>
<td>541-388-5665</td>
<td>N/A</td>
<td><a href="http://www.bcbthermoforming.com">www.bcbthermoforming.com</a></td>
<td>Mike Guest</td>
<td>4</td>
<td>1973</td>
<td>Printing, copying, large format poster prints, rubber stamps, graphic design, promotional items.</td>
</tr>
<tr>
<td>BCB Tooling &amp; Machining</td>
<td>541-388-5665</td>
<td>N/A</td>
<td><a href="http://www.bcbtooling.com">www.bcbtooling.com</a></td>
<td>Trent Gardner</td>
<td>22</td>
<td>2009</td>
<td>Full-service computer repair shop utilizing CNC machining &amp; design software, &amp; precision machine manufacturers from the aerospace industry to create precision parts.</td>
</tr>
<tr>
<td>BCB Web Design</td>
<td>541-388-5665</td>
<td>N/A</td>
<td><a href="http://www.bcbwebdesign.com">www.bcbwebdesign.com</a></td>
<td>Bob Vanneman,</td>
<td>12</td>
<td>1995</td>
<td>Commercial printing company specializing in graphic design, promotional products, &amp; high-speed digital printing services.</td>
</tr>
<tr>
<td>BCB Windows &amp; Doors</td>
<td>541-388-5665</td>
<td>N/A</td>
<td><a href="http://www.bcbwindows.com">www.bcbwindows.com</a></td>
<td>Jeff Moore</td>
<td>22</td>
<td>2009</td>
<td>Full-service computer repair shop utilizing CNC machining &amp; design software, &amp; precision machine manufacturers from the aerospace industry to create precision parts.</td>
</tr>
</tbody>
</table>

Cascadia Business News 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.
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.”

diversifiedsteelproducts.net
62860 Boyd Acres Rd. Bldg. C, Bend
541-385-5794

PHOTOS | COURTESY OF DIVERSIFIED PRODUCTS

---

**OUR LIGHTING UPDATE IS GREAT. WE’RE SAVING MONEY AND WE CAN ACTUALLY SEE WHAT WE’RE WORKING ON.**

We are a “craftsmanship first” kind of an operation, so it’s important that we build our products in a well-lit environment. When we needed to update our lighting, we turned to Energy Trust of Oregon for an energy efficient LED system, and frankly, we’ve seen a positive difference in our shop. See what a lighting update can do for your business at energytrust.org/industry-lighting.
### Central Oregon Manufacturing

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

<table>
<thead>
<tr>
<th>Company / Address</th>
<th>Phone</th>
<th>Fax</th>
<th>WebSite/Email</th>
<th>Contact</th>
<th>Staff</th>
<th>CO Year Est.</th>
<th>Business Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Helena Agri-enterprises</td>
<td>541-447-5049</td>
<td>541-447-1403</td>
<td><a href="http://www.helenagriptt@helenagri.com">www.helenagriptt@helenagri.com</a></td>
<td>Britt Spaulding</td>
<td>42</td>
<td>1961</td>
<td>Fertilizer, chemical &amp; seed.</td>
</tr>
<tr>
<td>Consolidated Pine Inc.</td>
<td>541-447-5635</td>
<td>541-447-4525</td>
<td>N/A</td>
<td>Laura Barbeau,</td>
<td>29</td>
<td>1932</td>
<td>Wood products, finger-joint, primed mouldings &amp; solid mouldings.</td>
</tr>
<tr>
<td>Advanced Cabinetry, Inc.</td>
<td>541-447-7024</td>
<td>N/A</td>
<td><a href="http://www.advcabinetry@gmail.com">www.advcabinetry@gmail.com</a></td>
<td>Jason McCollan</td>
<td>10</td>
<td>1997</td>
<td>Custom cabinet making.</td>
</tr>
<tr>
<td>ABC Fence Company</td>
<td>541-447-6760</td>
<td>541-447-3974</td>
<td><a href="http://www.abcfencecompany.net/fenceguy@gmail.com">www.abcfencecompany.net/fenceguy@gmail.com</a></td>
<td>Serena Wood, Rowlin Smith</td>
<td>7</td>
<td>1984</td>
<td>All types of fence products &amp; installation.</td>
</tr>
<tr>
<td>RVCO Manufacturing, Inc</td>
<td>541-416-9315</td>
<td>541-416-9315</td>
<td><a href="http://www.rvcomfg.com/davedp@gmail.com">www.rvcomfg.com/davedp@gmail.com</a></td>
<td>David Ryan</td>
<td>2</td>
<td>1976</td>
<td>Custom metal fabrication.</td>
</tr>
</tbody>
</table>

### 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.

**4000 SF prime retail/office**

**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 B 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.

---

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 clong@cascadebusines news.com.

---

**Windermere Central Oregon Real Estate**

[www.windermerecentraloregonrealestate.com](http://www.windermerecentraloregonrealestate.com)  
807 SW Industrial Way, Bend OR 97702  
538 SW Highland Ave., Redmond OR 97756

---

**“INVEST IN YOUR FUTURE”**

---

**Pete Rencher, Broker**  
541.420.3423  
pete@windermere.com

---

**Bruce Barrett, Broker**  
541.410.3484  
barrett@windermere.com
# Central Oregon Manufacturing

## Manufacturing Jefferson County  (Listed by Number of Staff)

<table>
<thead>
<tr>
<th>Company / Address</th>
<th>Phone</th>
<th>Fax</th>
<th>WebSite/Email</th>
<th>Contact</th>
<th>Staff</th>
<th>CO Year Est.</th>
<th>Business Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Keith Manufacturing Company</td>
<td>541-475-3802</td>
<td>541-475-2180</td>
<td><a href="mailto:contact@keithmanuf.com">contact@keithmanuf.com</a></td>
<td>Mark Foster</td>
<td>199</td>
<td>1980</td>
<td>Moving floor conveying systems.</td>
</tr>
<tr>
<td>Helen Agri-Enterprises 165 C St. PO Box 117 Culver, OR 97734</td>
<td>541-546-5222</td>
<td>541-546-2237</td>
<td><a href="mailto:helenaagri@helenagri.com">helenaagri@helenagri.com</a></td>
<td>Brian Spaulding</td>
<td>42</td>
<td>2012</td>
<td>Fertilizer, chemical &amp; seed.</td>
</tr>
<tr>
<td>Studding International Inc. 25150 NR. Andrews Dr. Madras, OR 97741</td>
<td>541-475-7211</td>
<td>541-475-6628</td>
<td><a href="mailto:contact@studding.com">contact@studding.com</a></td>
<td></td>
<td>23</td>
<td>1996</td>
<td>Manufacturer of X-ray protective apparel &amp; accessories.</td>
</tr>
<tr>
<td>Bright Wood Corporation - Culver 701 S. Street Culver, OR 97734</td>
<td>541-546-5543</td>
<td>N/A</td>
<td><a href="mailto:info@brightwood.com">info@brightwood.com</a></td>
<td>Dallas Stovall</td>
<td>228</td>
<td>1960</td>
<td>Manufacturer wood components for doors &amp; windows, mouldings, millwork &amp; long-length engineered dimension lumber.</td>
</tr>
<tr>
<td>Mangus Wirem 15503 SW Hwy. 97 Culver, OR 97734</td>
<td>541-546-5464</td>
<td>N/A</td>
<td><a href="mailto:wirem@marigonney.com">wirem@marigonney.com</a></td>
<td>Doug Mangus</td>
<td>8</td>
<td>1999</td>
<td>Wire.</td>
</tr>
<tr>
<td>W &amp; B D Technologies 162 NW East St. Madras, OR 97741</td>
<td>541-475-7211</td>
<td>541-475-6628</td>
<td><a href="mailto:info@shudding.com">info@shudding.com</a></td>
<td>Carol Locke</td>
<td>5</td>
<td>1996</td>
<td>Manufacturer of lead sheathing.</td>
</tr>
<tr>
<td>Griffin Seed International 3015 SW Culver Hwy. Mosier, OR 97754</td>
<td>541-546-2801</td>
<td>541-546-2906</td>
<td><a href="mailto:info@griffineedintional.com">info@griffineedintional.com</a></td>
<td>Robert Griffin</td>
<td>4</td>
<td>1987</td>
<td>Sells vegetable seeds.</td>
</tr>
<tr>
<td>Meurer Pump, Inc. 6093 SW Franklin St. Madras, OR 97741</td>
<td>541-546-2992</td>
<td>541-546-7840</td>
<td><a href="mailto:meurer70@comcast.com">meurer70@comcast.com</a></td>
<td>Frank Summers</td>
<td>3</td>
<td>1945</td>
<td>Pumping &amp; farm equipment, conveyors &amp; pipe fittings.</td>
</tr>
</tbody>
</table>

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.

---

Got Green? We Do!  
615 NW Franklin Avenue  
Bend, Oregon 97701
<table>
<thead>
<tr>
<th>Company / Address</th>
<th>Phone</th>
<th>Fax</th>
<th>Website/Email</th>
<th>Contact</th>
<th>Staff</th>
<th>CO Year Est.</th>
<th>Services</th>
<th>Area Covered</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advanced Systems Portable 1300 SE Wilson Ave., Bend, OR 97702</td>
<td>541-389-3646</td>
<td>541-389-5226</td>
<td><a href="http://www.advancedsystemsportable.com">www.advancedsystemsportable.com</a> <a href="mailto:cust@advancedsystemsportable.com">cust@advancedsystemsportable.com</a></td>
<td>Erwin Sweetman</td>
<td>5</td>
<td>1965</td>
<td>Portable restrooms &amp; storage units.</td>
<td>Central Oregon</td>
</tr>
<tr>
<td>Cascade Disposal (Waste Connections) 1300 SE Wilson Ave. Bend, OR 97702</td>
<td>541-382-6603</td>
<td>541-385-6061</td>
<td>cascadedisposal.com <a href="mailto:cust@wasteconnections.com">cust@wasteconnections.com</a></td>
<td>Erwin Sweetman</td>
<td>44</td>
<td>1965</td>
<td>Garbage hauling, curbside recycling, commercial, residences, special events, clean ups, roll offs &amp; yard debris &amp; food waste for city customers.</td>
<td>S Greenwood &amp; Newport &amp; South of Alfalfa Mt road, Sunriver</td>
</tr>
<tr>
<td>City of Sisters PO Box 59 Sisters, OR 97759</td>
<td>541-549-6022</td>
<td>541-549-6021</td>
<td><a href="http://www.cityofsisters.com">www.cityofsisters.com</a> <a href="mailto:kreibertl@cityofsisters.com">kreibertl@cityofsisters.com</a></td>
<td>Kim Kreibert</td>
<td>17</td>
<td>1946</td>
<td>Provides water &amp; sewer services.</td>
<td>Within Sisters City Limits</td>
</tr>
<tr>
<td>Deschutes County Department of Solid Waste 61050 SE 27th St. Bend, OR 97702</td>
<td>541-317-3163</td>
<td>541-317-3959</td>
<td><a href="http://www.deschutes.org/sw">www.deschutes.org/sw</a></td>
<td>Customer Service</td>
<td>16</td>
<td>1995</td>
<td>Summer: May 1-October 31, 7am-5pm, 7 days per week. Winter: November 1-April 30, 7am-4:30pm Monday through Saturday, closed Sunday.</td>
<td>Deschutes County</td>
</tr>
<tr>
<td>Knott Landfill 61050 SE 27th St. Bend, OR 97702</td>
<td>541-317-3163</td>
<td>541-317-3959</td>
<td><a href="http://www.deschutes.org/sw">www.deschutes.org/sw</a> <a href="mailto:wokhrum@deschutes.org">wokhrum@deschutes.org</a></td>
<td>Tan Wokhrum</td>
<td>41</td>
<td>1972</td>
<td>7 days a week, 7am-4:30pm</td>
<td>Deschutes County</td>
</tr>
<tr>
<td>Nyea Transfer Station 2400 NE Maple St. Redmond, OR 97756</td>
<td>541-548-7232</td>
<td>541-317-3959</td>
<td><a href="http://www.deschutes.org/sw">www.deschutes.org/sw</a></td>
<td>Customer Service</td>
<td>1</td>
<td>1993</td>
<td>Monday-Saturday 8am-4pm.</td>
<td>Deschutes County</td>
</tr>
<tr>
<td>Northeast Transfer Station 68200 Furry Rd. Bend, OR 97701</td>
<td>541-548-3437</td>
<td>541-317-3959</td>
<td><a href="http://www.deschutes.org/sw">www.deschutes.org/sw</a></td>
<td>Customer Service</td>
<td>1</td>
<td>1993</td>
<td>Wednesday-Saturday 8am-4pm.</td>
<td>Deschutes County</td>
</tr>
<tr>
<td>Southeast Transfer Station 54880 Hwy. 97 La Pine, OR 97739</td>
<td>541-317-3163</td>
<td>541-317-3959</td>
<td><a href="http://www.deschutes.org/sw">www.deschutes.org/sw</a></td>
<td>Customer Service</td>
<td>2</td>
<td>1993</td>
<td>Wednesday-Saturday 8-4.</td>
<td>Deschutes County</td>
</tr>
<tr>
<td>Wilderness Garbage &amp; Recycling PO Box 2649 La Pine, OR 97739</td>
<td>541-536-1194</td>
<td>541-536-9907</td>
<td><a href="http://www.wildernessgarbage.com">www.wildernessgarbage.com</a> <a href="mailto:vges2@wildernessgarbage.com">vges2@wildernessgarbage.com</a></td>
<td>Anne Wiley, Stuart Martinez</td>
<td>12</td>
<td>1984</td>
<td>Garbage, drop box service from Sunriver to Beaver Marsh. Recycling depot. 8am-4pm Monday-Thursday,8am-1pm Fridays</td>
<td>Southern border of Sunriver, La Pine, Crescent, Chemult, Gilchrist, Crescent Lake Jet.</td>
</tr>
</tbody>
</table>

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.

Not listed?

Call 541-388-5665 & get your company on a list!
How Are AI & Robotics Combining to Revolutionize Recycling?

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.

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
Why the Current U.S. Recycling Programs Are Inefficient, gawker.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

Deschutes County Department of Solid Waste 61050 SE 27th Street, Bend, OR 97702 Phone: (541) 317-3163 Fax: (541) 317-3959 www.deschutes.solidwaste.org

To request this information in an alternate format, please call (541) 317-3163 or send email to solidwaste@deschutes.org

Central Oregon Recycling

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

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.org to receive a Business Hazardous Waste Collection application and to make an appointment for drop off.

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

To request this information in an alternate format, please call (541) 317-3163 or send email to solidwaste@deschutes.org

Sustainability in Action

We've Got Your Recycling & Waste Needs Covered

- Drop-Box and Rent-A-Bin Rentals
- Cleanup Projects
- Compost Sales
- Construction Cleanup
- Remodeling Jobs

Bend: 541.382.2263
Redmond/Sisters: 541.548.4984
RepublicServices.com/centraloregon

Central Oregon Recycling

October 18, 2023 • Cascade Business News • 19
## Recycled Products & Services (Listed Alphabetically)

<table>
<thead>
<tr>
<th>Company / Address</th>
<th>Phone</th>
<th>Fax</th>
<th>WebSite/Email</th>
<th>Contact</th>
<th>Staff</th>
<th>CO Year Est.</th>
<th>Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bend-Redmond Habitat For Humanity</td>
<td>541-312-0799</td>
<td>N/A</td>
<td><a href="http://www.bendredmondhabitat.org">www.bendredmondhabitat.org</a></td>
<td>Robin Cooper Eagle</td>
<td>28</td>
<td>1998</td>
<td>Bend-Redmond Habitat builds strength, stability &amp; self-reliance through affordable homeownership for families &amp; individuals in Bend &amp; 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 367 homes &amp; repaired 146 more, providing more than 1642 children &amp; adults a safe, secure &amp; healthy home. The Bend ReStore is a home improvement reuse center that accepts &amp; sells a wide variety of building materials, appliances &amp; home furnishings. All proceeds from the ReStore benefit Bend-Redmond Habitat’s mission.</td>
</tr>
<tr>
<td>Brilliant Environmental Building Products</td>
<td>541-317-0202</td>
<td>541-550-2230</td>
<td><a href="http://www.brilliantmaterials.com">www.brilliantmaterials.com</a></td>
<td>Jorden Stewart</td>
<td>2</td>
<td>2008</td>
<td>Specializing in sustainable building materials for the interior of a home such as wool carpet, cork flooring, bamboo, counter tops, paints, stains &amp; more.</td>
</tr>
<tr>
<td>Fagen Trees &amp; Chips</td>
<td>541-382-4997</td>
<td>N/A</td>
<td><a href="http://www.bendlongtreeservice.com">www.bendlongtreeservice.com</a></td>
<td>Wade Fagen</td>
<td>4</td>
<td>1986</td>
<td>Certified Arborist, land clearing &amp; tree services, wood chip bark mulch supplier, snow removal.</td>
</tr>
</tbody>
</table>

**Paying Too Much for Your Printer’s Maintenance?**

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

**If we cannot fix it, No charge to you!**

2669 NE Twin Knolls Dr., Suite 205, Bend
(541) 318-5211

![MyPrinterResources.com](www.MyPrinterResources.com)
### Recycled Products & Services (Listed Alphabetically)

<table>
<thead>
<tr>
<th>Company / Address</th>
<th>Phone</th>
<th>Fax</th>
<th>Website/Email</th>
<th>Contact</th>
<th>Staff</th>
<th>CO Year Est.</th>
<th>Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>Central Oregon Recycling</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Opportunity Foundation of Central Oregon - Redmond</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Central Oregon Recycling</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Schnitzer Steel 110 SE Fifth St. Bend, OR 97702</td>
<td>541-382-8471</td>
<td>541-382-3893</td>
<td><a href="http://www.schnitzersteel.com">www.schnitzersteel.com</a></td>
<td>Scott Doyle</td>
<td>5</td>
<td>1971</td>
<td>Scrap metal recycling.</td>
</tr>
<tr>
<td>Sussen Habitat for Humanity Thrift Store 211 E Cascade Ave. PO Box 238 Siuslaw, OR 97439</td>
<td>541-549-1740</td>
<td>541-549-6695</td>
<td><a href="http://www.sussenhabitat.org">www.sussenhabitat.org</a></td>
<td>Rick Murray</td>
<td>5</td>
<td>2007</td>
<td>Used clothes, housewares, linens, books &amp; more!</td>
</tr>
<tr>
<td>Sussen Workplace Solutions 63011 Prairie Dr. Ste. 1 Bend, OR 97701</td>
<td>541-382-6688</td>
<td>541-389-1762</td>
<td><a href="http://www.sussenoffice.com">www.sussenoffice.com</a></td>
<td>Kathy Madison</td>
<td>6</td>
<td>1969</td>
<td>Office supplies, furniture, office machines, design planning, printing, janitorial &amp; break room supplies.</td>
</tr>
<tr>
<td>Swift &amp; McCormick Metal Inc. 3312 NE Sedgewick Ave. Redmond, OR 97756</td>
<td>541-548-4448</td>
<td>541-548-4061</td>
<td><a href="mailto:carol.smmetals@yahoo.com">carol.smmetals@yahoo.com</a></td>
<td>Dan McCormick</td>
<td>11</td>
<td>1987</td>
<td>Scrap metal recycling.</td>
</tr>
<tr>
<td>The Broommen 827 SE Business Way, Ste. M Bend, OR 97702</td>
<td>541-213-1131</td>
<td>N/A</td>
<td><a href="http://www.TheBroommen.com">www.TheBroommen.com</a></td>
<td>Phillip Torchio</td>
<td>7</td>
<td>2015</td>
<td>Zero waste events, wedding service event setup &amp; cleanup, by appointment only. We work with your event team to ensure your waste &amp; recycling is managed in a sustainable manner, whether planning a small fundraiser or a large music festival.</td>
</tr>
</tbody>
</table>

---

Cascadia Business News 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.
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.

CrossPointeCapital.com • 10xGroups.com

Forbes has noticed Michael Bishop

Forbes has named Michael among its 2023 “Best-in-State Wealth Advisors.” He helps clients feel confident in their financial decisions and secure about the future.

Michael J. Bishop, AAMS®
Financial Advisor
1020 SW Indian Ave. Ste 103 | Redmond, OR 97756
(541) 923-8848 | michael.bishop@edwardjones.com

Edward Jones
edwardjones.com [ Member SIPC]

2023 Forbes Best-In-State Wealth Advisor in Oregon, published April 2023, research by SHOOK Research, LLC. Data as of December 31, 2022. Computation provided for use only, not intended for soliciting

www.RosellWealthManagement.com

Don’t let Uncle Sam become your #1 beneficiary!

http://www.RosellWealthManagement.com

SELLING YOUR BUSINESS?

Rosell Wealth Management

www.RosellWealthManagement.com

Services offered through ValMark Securities, Inc. Member FINRA, SIPC. 130 Springside Drive, Suite 300, Akron, OH 44323

Rosell Wealth Management is a separate entity from ValMark Securities, Inc. and ValMark Advisers, Inc.

ValMark Securities, Inc. Member FINRA, SIPC. 130 Springside Drive, Suite 300, Akron, OH 44323

Securities offered through ValMark Securities, Inc. Member FINRA, SIPC. 130 Springside Drive, Suite 300, Akron, OH 44323

800.765.5201 Investment Advisory Services offered through ValMark Advisers, Inc., a SEC registered investment advisor.

ROSSELL WEALTH MANAGEMENT is an SEC registered investment advisor.

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

CrossPointeCapital.com • 10xGroups.com
Money & Investment

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.

What is debt consolidation?
Debt consolidation is when you roll all of your smaller individual loans into one large loan, usually with a longer term and a lower interest rate. This allows you to write one check for a loan payment instead of many, while lowering your total monthly payments.

How do you consolidate your debts?
There are many ways to consolidate your debts. One way is to transfer them to a credit card with a lower interest rate. Most credit card companies allow you to transfer balances by providing them with information, such as the issuing bank, account number, and approximate balance. Or, your credit card company may send you convenience checks that you can use to pay off your old balances. Keep in mind, however, that there is usually a fee for this type of transaction, and the lower rate may last only for a certain period of time (e.g., six months).

Another option is to obtain a home equity loan. Most banks and mortgage companies offer home equity loans. You’ll need to fill out an application and demonstrate to the lender that you’ll be able to make regular monthly payments. Your home will then be appraised to determine the amount of your equity. Typically, you can borrow an amount equal to 80 percent of the value of the equity in your home. Interest rates and terms for home equity loans vary, so you should shop around and compare lenders.

Some lenders offer loans specifically designed for debt consolidation. Again, you’ll need to fill out an application and demonstrate to the lender that you’ll be able to make regular monthly payments. Keep in mind, however, that these loans usually come with higher interest rates than home equity loans and, depending on the amount you borrow, may require collateral on the loan (e.g., your car or bank account).

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.

Provided by Ed Wettig, CFP, Cornerstone Financial Planning Group, which offers investment management, financial planning and retirement income strategies. Representative is registered with and offers only securities and advisory services through PlanMember Securities Corporation, a registered broker/dealer, investment advisor and member FINRA/SIPC. 6187 Carpinteria Ave, Carpinteria, CA 93013, 800-874-6910. Cornerstone Financial Planning Group and PlanMember Securities Corporation are independently owned and operated. PlanMember is not responsible or liable for ancillary products or services offered by Cornerstone Financial Planning Group or this representative.
cornerstonefinancialbend.com

Free E-Headlines Sent Directly to Your Email
541-388-5665 • CBN@CascadeBusNews.com

DIY FINANCIAL PLANNING?
DON’T DO THAT TO YOURSELF.
Cole Architects in Bend welcomes Heidi Slaybaugh, AIA and Lucas Crespin.

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 Sphere 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.

Crespin 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. Crespin’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 Conde Nast Traveler Reader’s Choice Awards for 2023. The annual competition hosted by Conde Nast Traveler magazine and on the Condé Nast Traveler website. Tetherow has prevailed in the Pacific Northwest and is featured in the November issue of the Condé Nast Traveler magazine.

“Tetherow is one of the most anticipated resorts in the country,” said Kim Miller, 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. Tetherow is designed to be a year-round, all-day resort, with outdoor dining options on the property.

“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 Riedman Architects, Tetherow is a unique setting 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 Riedman Architects, Tetherow is a unique setting 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.
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.

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 (Madrass)
• 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.

How to Increase the Value & Marketability of Your Business

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

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

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

CrossPointe
Private Equity Advisor
541-390-8610 | Mike@CrossPointeCapital.com | www.CrossPointeCapital.com/business-growth.html
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 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.

“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.”
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-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.”

Shepherd’s House Ministries

Fostering lasting life-change in the lives of men, women, and children struggling with trauma, addiction and homelessness.

- Food & Shelter
- Long-term Recovery
- Mobile Outreach
- Emergency Services

Get Involved Today!

541-388-2096
shministries.org
info@shministries.org
**COMMERICAL 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 Building: 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 Building: 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 Building: A & 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 Wiegand Family Trust 4295 SW Ben Hogan Dr. Redmond, OR 97756 Permit # 711-23-002061

**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

---

**COMMERICAL 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 Building: 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
- $566,000.00 - 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
- $566,000.00 - Commercial (New) 8,233 sf. at 20720 Rolan Ave. Bend 97702 OR Owner: JS-4, LLC Builder: York Bros Excavation, LLC 541-527-1318 Permit # PRNC202304060
- $519,000.00 - Commercial (Addition) 2,520 sf. at 61575 American Ln. Bend 97702 OR Builder: Sun Forest Construction 541-385-8522 Permit # PRRE202304062
- $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
- $362,231.00 - Commercial (New) 7 sf. at 19100 Skyliners Rd. Bend 97702 OR Owner: NWX2, LLC Builder: Greg Welch Construction 541-633-7786 Permit # PRNC202304093

---

**Unlocking Talent**

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.

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

www.claritytalentmeasurement.com
BUSINESS EVENTS

October 18
5:30pm Bend Chamber BEND 101 at Deschutes Brewery Mountain Room. Information at https://www.bend101.org/.

October 19-20

October 24

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

October 24

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 24

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/02C72NMSR57WLADFEEPOJZ5TUJKXPSY7utm_campaign=send_shareable_link&utm_source=evitelink&utm_medium=shareable_invite.

October 25
5-6pm COCC Virtual Nursing Program Info Session. Send full name and phone number to selectivedmissdmissions@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-keaiblier/form?bclid=iwAIR1RijwahFuQEM65QO25ypQ1139BaMy9AatnEx0BvG5gub2UZIQ_0D7JU5medium=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-keaiblier/form?bclid=iwAIR1RijwahFuQEM65QO25ypQ1139BaMy9AatnEx0BvG5gub2UZIQ_0D7JU5medium=email&source=govdelivery.

October 26

October 26
Noon-1:30pm City of Bend Virtual and In-Person Accessibility Advisory Committee Meeting at Bend City Council Chambers. Zoom: https://bendoregon-gov.zoom.us/webinar/register/YN._-6FK9hxaQGx0ECTSTVCwvr?medium=email&source=govdelivery#/ ; call-in: 1-888-788-0099, webinar ID: 839 6651 0560 #, passcode if prompted: 262222 (COBAC), YouTube: https://www.youtube.com/watch?v=Wf_6VgFNo.

October 26
5:30-6:30pm SCORE Central Oregon Free Workshop, How to Structure Your Small Business, at Bend Downtown Library. Registration 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

October 31

November 2

November 13
7-8:15pm Breathwork with Gong Sound Healing at Riverhouse on the Deschutes Convention Center. $35, contact Nomi for information at breatgwithgjo@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@fdib.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.cityclubbc.org/ap/Events/Register/aGHH6D6N9NqCZ?sourceTypi=EmailInvitation.

(ONGOING)
COCC Small Business Development Center Virtual Classes. View options and registration at www.cocc.edu/departments/continued/.
R

RootedHomes
Continued from page 3

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

The Simpson Community is funded by Oregon Housing Community Services, In alphabetical order, the five BVC Growth Stage


RootedHomes: RootedHomes, formerly Kör 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 Work: Housing Works, 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

During the conference attendees will gather entrepreneurs, investors, business leaders, and public and private members and stakeholders, whose mission is to create middle-class jobs in Central Oregon and 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.

edcoconf.com • bendvc.com

Continued from page 3

was testing the waters as they didn’t try to push their service into the marketplace.

Each month, Cairn ships a box full of rotating gear from a growing list of brands to subscribers. The $25 monthly subscription rate falls well below its $40 average retail value. The company, which got its start in Little’s garage, has grown.

Continued from page 3

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 of 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 $650,000.

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 Huntender, CCIM, Jay Lyons, SIOR, CCIM, and Eli Harrison with Compass Commercial Real Estate Services represented the landlord, 386 Main Street, LLC, in the lease of a 2,708 SF retail suite located at 386 N Main Street in Prineville.

Who Knew?

| PHOTO BY CAROL STERNKOPF

PAGE 12

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. Gnarla (Gunnison, Colorado) — A revolutionary new approach to women’s clothing with a patented zipper design that helps everyone answer nature’s call.

3. iDentical Inc. (Mountain View, California) — A dental device company that is disrupting the global dental implant market with personalized, drill-free dental implants.


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:

1. Birch Biosciences (Portland, Oregon) — Engineering enzymes that act as “molecular scissors” to break down plastics for efficient, economical, and sustainable plastic recycling.

2. ESG Brands (Portland, Oregon) — A proprietary technology for converting agricultural waste into textile fiber for the fashion industry.

3. Harvest Thermal (Kensington, California) — Electric heating, cooling and hot water systems for homes to support a strong and renewable electricity grid.

4. 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, break away 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.

edcoconf.com • bendvc.com

who Knew?

| PHOTO BY CAROL STERNKOPF

PAGE 11

Who Knew?

| PHOTO BY CAROL STERNKOPF

PAGE 7

Who Knew?

| PHOTO BY CAROL STERNKOPF

PAGE 10

Who Knew?

| PHOTO BY CAROL STERNKOPF

PAGE 9

Who Knew?

| PHOTO BY CAROL STERNKOPF

PAGE 8

Who Knew?

| PHOTO BY CAROL STERNKOPF

PAGE 6

Who Knew?

| PHOTO BY CAROL STERNKOPF

PAGE 5

Who Knew?

| PHOTO BY CAROL STERNKOPF

PAGE 4

Who Knew?

| PHOTO BY CAROL STERNKOPF

PAGE 3

Who Knew?

| PHOTO BY CAROL STERNKOPF

PAGE 2

Who Knew?

| PHOTO BY CAROL STERNKOPF

PAGE 1
17th Annual Accomplished Under 40

2023 Accomplished Under 40 Award Recipients

PHOTOS BY SHELLY CAIN
contributed $5.8 billion in hundreds of millions of dollars. This company announced construction of two capital investment of over $1 billion are 13 jobs supported in the economy. For every data center job, there are five jobs in real estate sectors. The study also found impactful grants that support local in renewable energy and providing Facebook’s U.S. Data Center Fleet, also economy since 2010.

Don’t miss your opportunity to market directly to Central Oregon’s business community in our November 1 issue of Cascade Business News.

REDMOND BUSINESSES — this is a great time to let the region know about your company and the people who make it special. We accept feature articles and photos. A display advertisement is an ideal complement to the editorial content. Please contact us to develop a successful marketing piece for your business.

Deadline for space & art is October 25.

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