Enhancing & Promoting the Economic Vitality of Central Oregon Since 1994

Turning Spare Time into Profitable Art

CBN Staff Report



PHOTO | COURTESY OF MG CUSTOM CREATIONS

G Custom Creations started from a passion to learn something new during a change-in-life circumstance for Ryan Moeggenberg. After his family had two other parttime businesses close during the COVID pandemic, they moved into town from a ranch that was east of Bend and he looked for something new to learn to fill his spare time constructively. Acquiring used tools from Facebook and Craigslist — most needing complete refurbishment — he started woodworking. With his new-found time during COVID, he was able to watch videos to learn and draw inspiration from. "I'm YouTube certified," he says jokingly.

He started by making cutting boards for his own kitchen, then as Christmas presents for family members. During a visit to Elk Ridge Chiropractic & Wellness Center, owner Dr. Natasha asked if he could make cutting boards for her to give to her employees for Christmas presents.

And so it began...

He practiced using his tools by building furniture and jigs for his shop. To this point he had not purchased any wood to work with. It had all come from local cabinet shops that gave him their cut offs or allowed him to pull workable wood from their dumpsters. "It took a lot of extra work to turn scraps into something that I could use, but it gave me the opportunity to learn how to use my tools."

Ryan's wife Marcee had several art pieces that she had collected over the years that he has built frames for, including a canvas wedding photo that he'd had printed with their vows on it. "I like building frames," Ryan said. "They enhance the beauty of the artwork and can be works of art themselves."

As his skills advanced, he built a standing bookshelf out of maple for his son and a folding sewing table for his daughter for Christmas the following year. Once he had experienced larger projects, his chiropractor had another project in mind for him; hope chests for her daughters. "They were a big project

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Sixth Annual Fastest 20 Awards Spotlight **Central Oregon Rising Stars**

Sponsored by Umpqua Bank & Capstone CPAs

by JEFF MARTIN — President, Cascade Publications

onight we award the Central Oregon Fastest 20 Growing Businesses in Central Oregon at the Oxford Hotel in downtown Bend. While those that qualified for the Top 20 are aware they are on the list, they don't find out who is the #1 fastest growing business until the unveiling at the event.

Umpqua Bank and Capstone CPAs teamed with CBN to recognize the fastest-growing companies located in the Tri-County region. The qualifying criteria for this group included companies established and operating on or before January 1, 2020, with gross annual revenues of at least \$100,000 in the last fiscal year, reporting consistent year-over-year growth in earnings through 2022, confirmed by our professionals at Umpqua and Capstone.

The top 20 featured a wide array of business types and industry sectors, from hi-tech, real estate, services industry, architecture, arts and more. CERTIFIED PUBLIC ACCOUNTANTS, LLC

These companies are reflective a wide variety of industry for the local economy, with a heavy emphasis on the entrepreneurial spirit for which Central Oregon is well known.





Marie Fidler said, "Umpqua Bank is proud to continue in its sixth year, our support of Central Oregon's Fastest 20! "It's exciting to see the incredible growth of these businesses in our community and Umpqua Bank is honored to recognize and acknowledge

the hard work of all of the businesses

nominated — Congratulations!!"

With the endless debate of recession or no recession, Central Oregon's

economy keeps rising above the pace

of the national average. Umpqua Banks

Senior Vice President, Regional Manager

for Willamette Valley Central Oregon,

Lance Brant, managing partner of Capstone, added, "We need to recognize

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Made in Central Oregon — Pages 17-23

Argonaut Launches the Supernaut

by ERIK BERGSTROM, Marketing Director — Argonaut

and-built in Bend, the Supernaut line of bikes are built on Argonaut's commitment to elevated ride quality. Argonaut is offering a limited quantity of both their GR3 gravel bike and RM3 road bikes in the Supernaut build. In creating these bikes, Argonaut looked at the bike holistically, curating every element of the bike to work harmoniously. Improved ride quality enables riders to get more out of their bodies and machines while providing greater connection to their terrain.

Years of long rides, data collection, and handcrafting custom bikes designed to enhance ride quality have all been distilled into the Supernaut.

Without ever losing sight of the cyclist and what they deserve process and shows every detail. It also depicts Argonaut in carbon layup patterns and custom-tune every element of the Supernaut to match the individual. With a rider-specific stem and handlebar — and Proven Geometries that ensuring a dialed fit — this bike is ready to ride as soon as it is delivered.

Supernauts feature a raw carbon finish and refined gold branding. Raw carbon is the lightest finish Argonaut offers and the raw carbon tells the story of our unique layup



from a premium bike. Argonaut has applied their proven its truest form — functionally driven design and light- asair, next-level performance.

Supernauts represent the easiest point of entry into the Argonaut family. Argonaut builds and stocks a fleet of Supernaut frames in-house and shipping in four weeks of ordering. Once individual fit details have been addressed, and rider-specific stems and handlebars selected, each Supernaut is then assembled in-house by Argonaut's team of master

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HOT NEWS

RECENT TRANSACTIONS

Ryan Amerongen, Broker with **RE/MAX Key Properties**, with Anita Keller of 1905 Properties, represented the Landlord in a lease of 505 NW Franklin Avenue. It is a 2,721 SF office. **Jak Green**, Broker with **RE/MAX Key Properties**, represented the Tenant.

Compass Commercial Real Estate Services brokers Dan Kemp, CCIM and Peter May, CCIM represented the sublessor, Outside, Inc., in the sublease of a 13,245 SF industrial suite located at The Quad at Skyline Ridge at 1777 SW Chandler Avenue in Bend. Compass Commercial brokers Jay Lyons, SIOR, CCIM and Grant Schutlz, CCIM represented the sublessee, Redoxblox, Inc.

Brian Meece, Broker with **RE/MAX Key Properties**, represented the Tenant in a 60-month lease of 2605 SW First Street Suite 4 in Redmond, in the Beacon Industrial Complex. It is a 4,688 SF office. Ken Streater of Aligned Commercial Real Estate represented the Landlord.

Brokers **Pat Kesgard, CCIM** and **Kristie Schmitt, CCIM** with **Compass Commercial Real Estate Services** represented the landlord, **Attigo Infusion of Oregon, LLC**, in the lease of a 5,524 SF medical office located at 2450 NE Mary Rose Place in Bend.

Brokers Dan Kemp, CCIM and Peter May, CCIM with Compass Commercial Real Estate Services represented the seller, Tephra Industrial, LLC, and the buyer, Dina Smith, in the sale of 942 SE 4th

Court in Redmond. The commercial land

Raise the Deschutes Seminar Series Returns for a Second Season Expanding Across Central Oregon

The Deschutes River Conservancy (DRC) is excited to announce the return of the Raise the Deschutes seminar series for its second season starting this November. This season promises to be even more expansive, reaching communities throughout Central Oregon, all made possible in part due to a generous grant from the Roundhouse Foundation.

The upcoming season will kick off with a thought-provoking seminar titled Is the Drought Over? Comparing the Deschutes and Crooked Rivers at Worthy Brewing in Bend. Following this, Central Oregonians in Prineville, Sisters, Madras, and Sunriver can anticipate engaging seminars touching upon a range of water conservation and sustainability topics. To ensure greater accessibility for all interested attendees, the seminar series will be available both in-person and via



BOBBY BRUNOE, CEO SECRETARY/TREASURER OF THE CONFEDERATED TRIBES OF THE WARM SPRINGS RESERVATION SPEAKING AT DESCHUTES RIVER CONSERVANCY'S RAISE THE DESCHUTES SEMINAR SERIES | PHOTO COURTESY OF DESCHUTES RIVER CONSERVANCY

streaming platforms again this year.

DRC Executive Director, Kate Fitzpatrick, expressed her enthusiasm, "This new season symbolizes our

ontinued on Page 30 ▶

Connecting our clients to innovative real estate solutions









Serán Bioscience Breaks Ground on Additional cGMP Manufacturing Capacity at its Bend Site

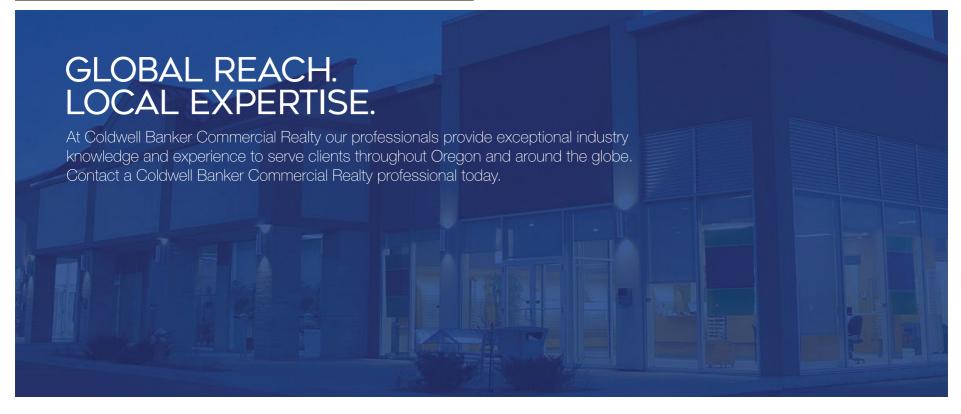
Due to exceptionally high demand for cGMP manufacturing of complex medicines, Serán is doubling its existing clinical manufacturing facility from seven to 14 suites. The new state-of-the-art facility is designed to be highly configurable and flexible to meet our clients' unique needs. With this investment, Serán will be able to significantly increase its production capacity to manufacture complex formulations and advance novel medicines into early and late-stage clinical studies.

Serán has over 190 team members and ten facilities with \sim 90,000



AIRLOCK FACING WEST | RENDERING COURTESY OF

Continued on Page 30 ►





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BEND

♦ The Bend Planning Commission will hold a public hearing on Monday, November 27, 2023, at 5:30pm to consider and accept public testimony on proposed amendments to the text of the Bend Comprehensive Plan, the Bend Development Code, and the Bend Transportation System Plan and the Bend Comprehensive Plan map. The proposed amendments are intended for the Stevens Road Tract, located at 61200 27th Street, and identified as Tax Lot 100 on Deschutes County Assessor's Map No. 18-12-11.

This meeting is being conducted in person at 710 NW Wall Street, Bend, OR, 97703 in the Bend City Hall Council Chambers and virtually (attendance instructions will be posted on the Planning Commission agenda at bendoregon.gov/planning-commission). The agenda for the Planning Commission's November 27, 2023, meeting will be posted a week in advance. There are two file numbers associated with this hearing. The proposed amendments can be accessed through the hyperlinked file numbers below.

PLTEXT20230635 — proposed amendments to the text of the Bend Comprehensive Plan, the Bend Development Code, and

the Bend Transportation System Plan to incorporate amendments to address Section 9 of HB 3318 (2021) for the Stevens Road Tract.

PLCPMA20230636 — proposed amendments to the Bend Comprehensive Plan map to change the plan designation for the Stevens Road Tract from Urbanizable Area to plan designations based on Alternative 3 of the Stevens Road Tract Concept Plan.

The criteria applicable to review of these proposed amendments include:

 HB 3318 available at olis.oregonlegislature.gov/liz/2021R1/Downloads/ MeasureDocument/HB3318/Enrolled

2.Bend Development Code Section 4.6.200 available at bend.municipal.codes/BDC/4.6.200.

Both HB 3318 and Section 4.6.200 are also available upon request.

The proposed amendments, documents and evidence submitted by all parties and the application criteria are available for digital inspection upon request at no cost and hard copies will be provided at a reasonable cost. The documentation provided in support of each application is available to view and download using the Online Permit Center Portal and the two application file numbers: Planning Application Search | City of Bend - CityView Portal.

The Bend Comprehensive Plan, Development Code, and Transportation System Plan are all available to view and download from the City of Bend's website using the following links:

- Comprehensive Plan Bend
- Comprehensive Plan (municipal.codes)
 Development Code Bend
- Development Code (municipal.codes)
- Transportation System Plan —
 Transportation System Plan | City of Bend (bendoregon.gov)

Contact Person: Damian Syrnyk, Senior Planner at 541-312-4919 and dsyrnyk@bendoregon.gov. Written comments may be submitted at any time prior to the

hearing by email to the contact person listed above, or by mail to the City of Bend Growth Management Division, 709 NW Wall St., Suite 102, Bend, Oregon 97703, or attend the meeting and state your views. The hearing will be conducted in accordance with BDC Section 4.1.500.

DESCHUTES COUNTY

◆ Starting December 1, owners of eligible properties can apply for rural Accessory Dwelling Unit (ADU) permits through Deschutes County Community Development.

On November 1, the Board of Commissioners passed new rules to allow ADUs in certain unincorporated areas of Deschutes County after considering public feedback and recommendations from the Deschutes County Planning Commission.

Not all properties will be eligible for ADUs. Based on state and local ordinances, rural ADUs are subject to additional development standards compared to typical residential projects.

To qualify for an ADU:

- The property must be located in a rural residential zoned area (*RR10, MUA10, UAR10, SR 2 1/2 and WTZ Zones)
- In most unincorporated areas of the County, the property must be at least two acres. In Southern Deschutes County, the property must be at least five acres.
- The ADU is limited to 900 square feet of useable floor space (*excludes attached garage areas, porches, and decks)
- The ADU must be located within 100 feet from the primary dwelling
- The ADU must comply with all applicable state laws relating to water supply, sanitation and wastewater disposal

For a full list of zoning standards and permitting requirements, please visit: deschutes.org/adu.

On Thursday, November 30, staff will host a public information session for anyone who is interested in learning more about rural ADUs. The session will be held in the Barnes and Sawyer Room of the Deschutes Services Center, 1300 NW Wall Street, in Bend from 3-4pm. The session will be held

in-person with an option to attend virtually as well. Please RSVP at the following link if you wish to attend in-person as there will be limited space available: DeschutesCountyADUInfo.eventbrite.com.

If you have general questions concerning ADU development, please contact the Deschutes County Planning Division, call 541-388-6560 or email planning@deschutes.org.

♦ Deschutes County has renewed efforts to recruit residents who are interested in serving on its Historic Landmarks Commission. Interested residents can apply at deschutes.org/jobs until December 1.

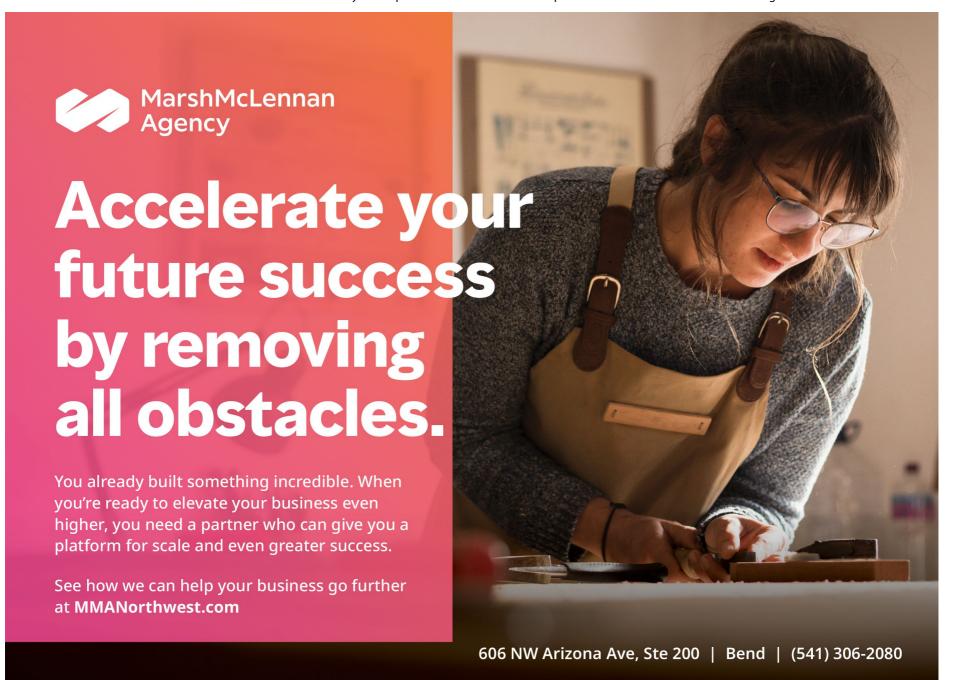
The Deschutes County Historic Landmarks Commission (HLC) serves as a hearings body for matters concerning historic and cultural resources within unincorporated Deschutes County and the City of Sisters. It also coordinates historic preservation programs of the county, state and federal governments, and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

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

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

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

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



Recognizing & Addressing Toxic Work Environments for a Healthier Career

by ABBY GORMAN, Owner — Symplexi Employee Development

toxic work environment can have a detrimental impact on your physical and mental well-being. But what's essential to understand is that your role in this situation isn't limited to being a passive victim. Each person has the power to contribute to positive change within their workplace or, if necessary, the freedom to leave and seek healthier pastures. First, I want to discuss some signs of a toxic work environment and how you can take control of your professional life. Here are some potential red flags that you are in a toxic work environment.



- **Negative Atmosphere:** In a toxic work environment, negativity pervades every interaction. Constant complaining, gossip, and cynicism create a hostile atmosphere that affects everyone's morale.
- **Poor Leadership:** Inadequate or toxic leadership can be a significant factor. Leaders who micromanage, belittle, or disregard their team members contribute to a hostile work environment. When evaluating this, it is important to deal with facts, not opinions.
- Lack of Respect: When colleagues and supervisors fail to treat each other
 respectfully and professionally, it breeds toxicity. Disrespectful behavior
 can manifest as bullying, harassment, or exclusion.
- High Turnover: Frequent resignations, especially from key team members, indicate deeper issues within the workplace. High turnover is often a sign that something is wrong.
- Unrealistic Expectations: If your workload is overwhelming, unrealistic, or unmanageable, it can lead to stress and burnout, contributing to a toxic atmosphere.

You can contribute to positive change. If you find yourself in a toxic work environment, it's essential to remember that you have the power to make a difference. Here are some steps you can take to contribute to a healthier workplace.

- Open Communication: Engage in honest, constructive conversations with colleagues and superiors. Address your concerns and seek solutions to common issues. Communication can help to shed light on problems and effect positive change.
- **Set Boundaries:** Establish clear personal and professional boundaries. Don't let toxicity encroach on your personal space. Politely but firmly decline to participate in gossip or drama.
- Be a Positive Role Model: Lead by example. Maintain professionalism, respect, and a positive attitude. Your behavior can influence others,

creating a ripple effect of positive change.

- **Seek Support:** Reach out to HR, employee assistance programs, or a coach if necessary. These resources can offer guidance and assistance in handling workplace issues.
- **Self-Care:** Prioritize self-care and stress management. Build resilience to the negativity around you by maintaining a healthy work-life balance, engaging in stress-reduction activities, and seeking professional help if needed.

Remember that you have the power to leave. Sometimes, a toxic work environment may not improve despite your best efforts. In such cases, you have the power to make the difficult decision to leave. Here's why it's important to realize that this is always an option.

- Protect Your Health: Prolonged exposure to a toxic work environment can take a severe toll on your mental and physical health. Prioritize your wellbeing above all else.
- **Professional Growth:** Staying in a toxic workplace can hinder your professional development. Leaving may open doors to better opportunities where you can thrive and reach your full potential.
- **Life Is Too Short:** Life is too short to spend most of your waking hours in a toxic environment. Leaving may be the best decision for your overall happiness and life satisfaction.

In summary, if you find yourself in a toxic work environment, remember that you have the power to contribute to positive change or leave if necessary. Recognize the signs of toxicity, take proactive steps to foster a healthier atmosphere, and prioritize your well-being. Toxicity in the workplace is a shared responsibility, and your actions can influence the culture around you. Ultimately, your professional happiness and growth should be the driving force behind your decision to stay and contribute or leave and seek a more positive work environment.

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

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Need Help for the Holidays?

Your Guide to Seasonal Hiring

by CHRIS PETTY, Franchise Manager — Express Employment Professionals, Bend

f you own a small business, chances are your sales and workload will see an increase ahead of the holiday season. According to Deloitte, an estimated total of more than \$1.5 trillion will be spent during the 2023 holiday season. If you are considering adding additional support during this peak season, here are some tips to find the right temporary talent:



It All Starts with a Job Description

One of the biggest challenges to avoid is a lack of clarity on employment terms. You want to make sure only candidates looking for temporary employment are applying, which saves you from an awkward conversation later about ending the position. Make sure to include the words "seasonal", "holiday", or "temporary" in the job title to appear in a keyword search by those looking for this type of position. It is important to also include the specific dates for when the position will begin and end, so that applicants can set appropriate expectations and can plan accordingly for work opportunities after the holiday season. Since these positions will be short-term, be sure to list any specific skills you would like applicants to bring, in order to save time on lengthy training.

Using the Right Recruitment Methods

Because seasonal employment carries a sense of urgency, it is important to pursue avenues of recruitment with more immediate results. Consider sharing the position on sites such as LinkedIn and Indeed, but also consider more informal methods of recruitment to target candidates more specifically with your required skills. Post the job description in local Facebook groups centered on interests that your company aims to serve or groups specifically for people

seeking entry-level employment.

Understand that Seasonal and Traditional Hiring are Different

As mentioned, seasonal hiring requires more specific and urgent tactics than traditional hiring might. To avoid acclimation periods and time-consuming training, hire employees with background experience especially similar to the role. By reaching more specific audiences outside of LinkedIn, you can better screen for relevant experience. It is also important to find ways to speed up the onboarding process. Communicate with candidates your sense of urgency when providing offer letters and next steps. Finally, aim for candidates with no current employment, to avoid the two-week window they might need to separate from previous employers.

Conducting Interviews for Seasonal Candidates

With the holidays quickly approaching, substitute lengthy, multiple-step interview processes for more intentional conversations to ask relevant questions. This allows unchosen candidates the ability to pursue other opportunities in time for the holidays, and it maximizes your time as a business owner looking only for a temporary fit, rather than long-term potential. Ensure that you clarify the temporary nature of the position with specific dates, and provide all employment information, including pay, schedule and responsibilities, upfront. Understanding the unique nature of recruitment for seasonal work will position your small business for support and success during this peak consumer period.

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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.

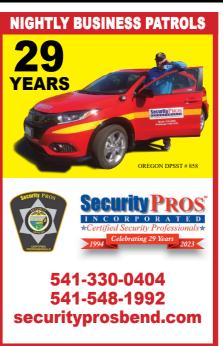
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New Online Event Series to Encourage Thoughtful Engagement While Hiking

provided by INTENTIONAL HIKING: a conversation

new online event series, Intentional Hiking: a conversation, founded by Bend local, Renee Patrick, aims to help the hiking community cultivate more intention about how they spend their time on trails.

The twice-monthly event series will cover a wide array of topics centering on five themes: Be, Do, Create, Learn & Regional Information. Participants will hear from a guest speaker during each event, and they will spend a portion of each session in a small group



VOLUNTEER | PHOTO BY ADVENTURE SCIENTISTS

discussion with guiding conversation prompts centered around the theme. Individuals will be asked to develop an action they plan to take on the theme during their next hike.

The first event of the series is scheduled for Monday, November 20 at 4pm, online, with guest speakers from the Adventure Scientists about how hikers can collect data on their next hiking trip that will inform science and research. To register and learn more please visit intentionalhiking.com.

"As a long-distance backpacker, I've long thought there was an opportunity to engage the hiking community in doing more on behalf of the landscapes that make our trails possible," Patrick explained, "and through a survey I launched this year I learned that 98 percent of

other long-distance hikers are concerned as well. These people explained that they want to be a part of the change to make the trail experience more accessible, educational, and want to take action. It became clear to me that I could help facilitate those ideas and conversations, so I created this online discussion series focused on our relationship with the environment, our trails, and each other."

Intentional Hiking events are centered on the belief that when we see ourselves as part of nature, we act differently. By cultivating a deeper connection to the landscapes we are hiking through, we can develop a deeper engagement with social and environmental issues we encounter on hiking trails.

Other events planned this year include guest speaker and thru-hiker Tommy Corey on Transforming



EE PATRICK HIKING ON SUTTON MOUNTAIN 2023 | PHOTO COURTESYS OF INTENTIONAL

Outdoor Spaces Through Photography on December 10, and guest speaker and thru-hiker Matt Berger on Botany on the Trail - The Joy of Plant Identification on December 20.

About Intentional Hiking: a coversation:

Intentional Hiking: a conversation is a project of Renee Patrick Consulting. Renee Patrick is a Bend local and triple-crown thru-hiker with over 20 years of experience planning, hiking, and improving long-distance trails. She is an environmentalist and passionate outdoor enthusiast who believes that long-distance hiking can deepen our relationship with the landscapes and environmental issues that desperately need more advocates.

ingdistancetrailconsulting.com intentionalhiking.com







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Leave of Absence 101

by HEATHER WALL — HR Professional

anaging leaves of absence and accommodations of your employees is an important aspect of running a successful business. Leave of absence and accommodations are complex, time-consuming, and require diligent attention to ensure your company remains compliant. The average fine for an ADA violation is \$75,000. This can easily be avoided with clear policies, procedures, consistency, and documentation.

It is highly recommended that people managers and administrative staff are familiar with federal, state, and local

laws that govern employee leave and accommodation rights, such as the Family and Medical Leave Act (FMLA), Americans with Disabilities Act (ADA), Oregon Family Leave Act (OFLA), and the new 2023 Paid Leave Oregon requirement.

Making it simple: if you have 25 or more employees in Oregon, you are likely obligated to offer OFLA. OFLA supersedes the benefits offered under FMLA, but know that FMLA has leave benefits for things that OFLA does not, which would require both to be offered. ADA is required to be offered if you employ fifteen or more employees and it protects employees from discrimination regarding disabilities, but it may also require a leave of absence in certain circumstances.

First things first, know the requirements for each leave of absence policy, shore up your internal practices and procedures on how to administer to your employees (paperwork, posters, timelines), and maintain proper documentation. It is the employer's responsibility to make sure employees are aware of their rights and responsibilities as it pertains to a leave of absence.

Helpful tips to remember during the process:

- · Differentiate between the types of leave, such as medical, parental, and personal leave.
- Define how leave accrues and is granted.
- Implement a formal process for requesting and approving a leave, and ensure compliance with the required timeframes.
- Create a tracking system to manage employee absences effectively.

Avoid discrimination or retaliation against employees who request leave or

Train your staff, particularly managers, on anti-discrimination laws and the importance of accommodating disabilities. Consider alternative work arrangements, job modifications, or equipment as accommodation options. Don't just assume it's not approved, ensure the process is fair, equitable, and thorough before denying a request.

Maintain records of all interactions and decisions related to leave and accommodation requests and develop a structured return-to-work plan for employees on leave to ensure a smooth transition back to their roles.

Here are some key aspects of the Oregon Family and Medical Leave Act (OFLA):

 To be eligible for OFLA, employees must have worked for their employer for at least 180 days and have worked an average of 25 hours per week in the 180 days preceding the leave request.

- OFLA allows eligible employees to take leave for various reasons, including the birth or adoption of a child, the care of a seriously ill family member, and the employee's own serious health condition.
- OFLA provides eligible employees with up to 12 weeks of job-protected leave in a 12-month period.
- During OFLA leave, employers are generally required to maintain an employee's health insurance benefits and other benefits as if the employee were actively working.
- Employees are typically required to provide notice to their employer and, in some cases, provide medical certification when requesting OFLA leave.
- OFLA allows for intermittent leave in certain circumstances when it is medically necessary or for reasons related to the birth or adoption of a child.
- OFLA includes provisions for taking up to 24 hours of leave each year for certain "small necessities," such as school activities or health care appointments for a child.
- OFLA provides parental leave for the birth or adoption of a child. This leave is separate from the medical leave and allows eligible employees to take an additional 12 weeks of leave.

Here are some key aspects of the Family and Medical Leave Act (FMLA):

- When an employee requests time off for a covered reason, the employer is required to notify the employee of their eligibility for FMLA within five business days.
- If the employee is eligible for FMLA, the employer would then provide the employee with their, "Rights and Responsibilities," as well as any medical certification requests.
- FMLA applies to employees once they have been employed for 12 months, and worked at least 1,250 hours in the previous 12 months before you take leave.
- While FMLA has a rule regarding location and distance to the office; keep in mind that telecommuting policies have provided new guidance on how to manage this. It is recommended to consult legal counsel prior to denying an FMLA claim of a remote employee.

Remember that each situation is unique, so it's important to approach leave of absence and accommodation requests on a case-by-case basis while adhering to legal requirements and ensuring fairness and consistency across the organization. Consulting with HR professionals or legal experts can be valuable in navigating these complex cases.

Helpful References:

FMLA Guide dol.gov/sites/dolgov/files/WHD/legacy/files/employeeguide.pdf Notice of Eligibility and Rights and Responsibilities Form: dol.gov/sites/dolgov/files/ WHD/legacy/files/WH-381.pdf

Additional FMLA Forms: dol.gov/agencies/whd/fmla/forms

OFLA Form: oregon.gov/boli/employers/Documents/OFLA-SHC-cert-template.pdf OFLA Toolkit oregon.gov/das/hr/pages/fmla.aspx

Paid Family Leave Site: paidleave.oregon.gov

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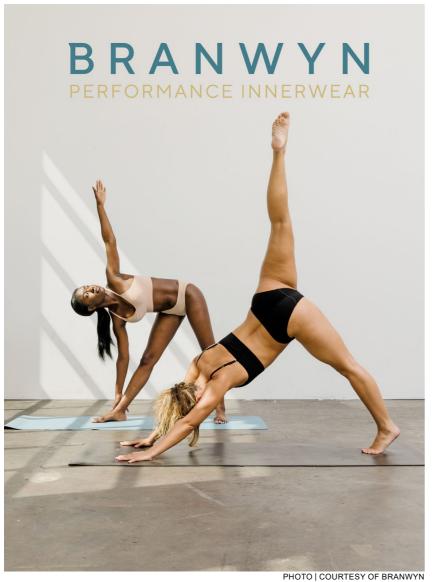


ixth Annual Fastest 20 Awards Continued from page 1

small business owners and their positive efforts in our community. Small Businesses are the engine to our business environment, and they provide local opportunities for employees and future owners of small businesses. I could not be prouder to support this event."

Thank you to our sponsors, nominators and all of the exceptional businesses for making this great event possible!

Cheers and congratulations!



Official Name of Business: BRANWYN

Address: Bend, Oregon Website: Branwyn.com

Contact Email: info@branwyn.com; deanne@branwyn.com CEO/owners, background: Jeff (CEO) and Lauren Shafer, owners;

Deanne Buck, president

Number of Employees: Two employees plus an incredible team of consultants.

#1 — BRANWYN

Year Established in Central Oregon: 2022

Product/Services Offered: BRANWYN is the only ethical, sustainable, and techdriven next-to-body innerwear made by and for active women. Our breakthrough bras and underwear are constructed with Italian seamless knitting machines. BRANWYN transforms ZQ certified Merino wool fibers into performance innerwear with the simple idea to support all women, in all ways, always.

Hot News: We recently launched a limited edition capsule collection of SWAG — Sustainable Wool Active Goods. Drawing on inspiration from our incredible community, we re-imagined the most iconic active wear staples in our wardrobe: the tank and the short-and-long-sleeve tee; jogger; leggings; hoodie.

Outlook for Growth: BRANWYN is poised to build on its foundation of investing in community and its commitment to producing the highest performance innerwear available to women to grow two to three times annually over the next three years.

What do you attribute your rapid growth to? Intertwined in our products, company, and brand is knowledge that the planet is a better place when women are fully supported. At BRANWYN, sports and time outdoors are gateways to a sense of self, the power women possess, and moments of grace and connection. We invest in and live our brand values.

Our recent growth is a reflection of our commitment to always placing our customer at the center of every decision. We also are the opposite of "fast fashion," in which companies use mass production techniques to create identical, cookie-cutter garments.

Our Fabric Sets Us Apart: BRANWYN makes one-of-a-kind pieces from natural fibers, using hand-crafting. We start with wool (a natural fiber that can change slightly from sheep to sheep). Our seamless knitting technology creates the basic shape of the product, which is then dyed in small batches, cut by hand, and sewn. All of this makes every single BRANWYN piece unique and special... just like our customers.

Our Products Set Us Apart: We have also invested in five products and do them really well: three styles of underwear; two styles of bras. We are the first company to solely focus on offering women sustainable and natural performance innerwear. Nextto-skin, BRANWYN has become a trusted partner in women's adventures.

What is your vision for growth and/or expansion over the next five years? We have the roots and foundation of a classic heritage brand. When the norm is to try to do and be everything to everyone, we committed to creating the highest performance innerwear only and specifically for women. Our direct relationship with our customers through our online shop is built on trust and transparency.

Our commitment is also to the future of our planet and we believe women in leadership is at the center of a sustainable planet. Any future growth is with our customer and community at the center: we will create new product and offerings based on our customer's needs; we will strengthen our connection with her through a diversified distribution channel.

What is your philosophy to running a successful company? For BRANWYN, a successful company is not just about financially profitable or being a fast-growth company. A successful company is one that does more than "do no harm" but that commits to making the world a better place through the people it touches, whether employees, consultants, or customers and the products it puts in the world.

#2 — Dirtbag Enterprises LLC

Official Name of Business: Dirtbag Enterprises LLC

Address: Bend, Oregon Phone: 865-258-4724

Contact Email: dirtbagtix@gmail.com CEO/owners, background: Jeff Edgington **Number of Employees:** 5 Year Established in Central Oregon: 2019

Product/Services Offered: We are not a public-facing company, we operate exclusively on the back-end of the entertainment industry connecting buyers and sellers of various event tickets. This opaque middle-man sector has long had a negative reputation ("scalpers") in the public eye, so we decided to embrace that and chose the tongue-in-cheek name Dirtbag Enterprises. Essentially, we acquire prime inventory for concerts and sporting events across the U.S. and Canada then aim to sell for a market-clearing price so that whomever most desires that inventory can attend and purchase tickets whenever they choose — rather than in the first five minutes of them going on sale.

Hot News: 2023 has been a record year for concerts, and for us as well!

Outlook for Growth: We are planning to continue to expand and work on sourcing inventory through a wider network of relationships beyond just primary market on-sales. In addition to opening more avenues for inventory acquisition, we also hope to hire once more in the spring and continue to grow our numbers.

What do you attribute your rapid growth to? The key to the success of the business has been investing in early in acts before their true market value is wellknown. In addition to that, we have been reinvesting 100 percent of profits, utilizing all available credit and taking a lot of chances.

What is your vision for growth and/or expansion over the next five years? The plan is to just keep doing what we're doing, none of us actually know anything about business but it's been working out so far. I do think this makes things a little stressful for our accountant (sorry Greg) — we certainly intend to get our books more organized over the next five years.



PHOTO | COURTESY OF DIRTBAG ENTERPRISES LLC

What is your philosophy to running a successful company? We pay our contractors at least double the industry standard commission percentage. Since COVID there has been no turnover at all, I think treating everyone as well as possible has made things run smoothly. In addition, there is no set schedule and no minimum requirement of work to do. Everyone works on commission and can work as much or as little as they want. I think this respect and trust of everyone to make their own schedule creates a mutually beneficial work environment that is hard to find.

#3 — Onboard Dynamics LLC



PHOTO | COURTESY OF ONBOARD DYNAMICS LLC

Official Name of Business: Onboard Dynamics LLC

Address: 62958 Layton Ave., Ste. 2, Bend

Phone: 541-550-3632 **Website:** onboarddynamics.com

Contact Email: rita.hansen@onboarddynamics.com

CEO/owners, background: Rita Hansen, CEO and Co-Founder

Number of Employees: 36

Year Established in Central Oregon: 2013

Product/Services Offered: Onboard Dynamics develops, produces and deploys through a hybrid business model patented compression-based systems that minimize methane and other GHG releases during natural gas pipeline operations and maintenance and capture methane that would otherwise be released to the atmosphere with their products.

Hot News: The company has recently launched its latest product offering called the GoVAC MAX system to much anticipation from the industry. This past May, the company was named a recipient of an \$800K grant from Business Oregon to help in the research, development, engineering, building, testing, and successful launch of the GoVAC MAX system. The grant from the Emerging Opportunity Fund is awarded to businesses based in Oregon that help bring significant local economic gain.

Outlook for Growth: The company plans to continue its growth in deploying its solutions across the country and internationally. It shipped its first pipeline evacuation system to Ontario, Canada in September of this year. Europe and other geographies are on the company's radar for expansion as well.

What do you attribute your rapid growth to? We attribute our rapid recent growth to a great partnership with BP Energy Partners, a private equity firm that specializes

in technology companies that focus on energy transition to a lower carbon future. Through their support and growth capital, we have been able to quickly commercialize and deploy our solutions for the natural gas industry to prevent methane emissions during normal pipeline operations and maintenance. All while continuing to grow the company here in Bend, Oregon where we have access to technical talent from our local educational institutions such as OSU-Cascades and COCC.

What is your vision for growth and/or expansion over the next five years? We are excited that this is an emerging technology solution in an emerging market and that we have the right products at the right time to address this need for our customers. As mentioned above, we are targeting not only the United States but other geographies such as Canada, Europe, and other areas that have natural gas pipeline infrastructure to maintain and operate. We will continue to grow the company here in Bend in administration, engineering, and operations functions while also working to keep as much manufacturing in the state.

What is your philosophy to running a successful company? From day one, the founding principle of my company has been to develop products that provide environmental benefits to our customers compared to currently established products and accepted practices in the marketplace. This has been a guiding principle due to the core values of the co-founders and all subsequent employees and contractors engaged by the company. In addition, we wouldn't be here if we did not listen to the voice of our customers who pointed us towards the problems that they were facing. Customer discovery work and understanding customer issues are core to being a modern day maverick and innovator in this industry. Also, we work to embrace empathy, compassion, respect, and tenacity as our key values to running an innovative, successful company.

#4 — RISE Modern Wellness

Official Name of Business: RISE Modern Wellness **Address:** 320 SW Century Dr., Ste. 400, Bend

Phone: 541-499-3225

Website: risemodernwellness.com

Contact Email: franchise@risemodernwellness.com

CEO/owners, background: Garrett Ahlberg, CEO; Rachel Ahlberg, COO

Number of Employees: 25

Year Established in Central Oregon: 2018

Product/Services Offered: Whole body cryotherapy, infrared saunas, body contouring, IV therapy, vitamin injections, dry salt therapy, state of the art modern wellness center.

Hot News: We began franchising our concept in October of 2022. Our 1st franchisee opened in April of 2023 in Boise, Idaho and is doing well. We have since added eight other franchisees to our system who have a development schedule to build out 17 locations over the next several years in various market throughout the U.S. including states such as Texas, North Carolina, Florida, Utah, and Arizona.

Outlook for Growth: We are positioned well to open up ten new locations by the end of 2024. Throughout 2024 we plan to build out the necessary company infrastructure to expand at a more rapid rate in 2025.

By the end of 2025, we have aspirations to have over 30 locations open at this point with more than 100 locations open by the end of 2027.

What do you attribute your rapid growth to? Ability to continuously listen to what the market wants and improve upon the product offerings based on feedback. Our objective is to make a product so good that word of mouth happens without asking for it from your existing client base because people simply can't help themselves from expressing how good their experience was to their friends and family members.

What is your vision for growth and/or expansion over the next five years? Open 100+ locations by the end of 2027 with continuous expansion from there.



Five years from today we plan to achieve an AUV (Average unit volume) of \$1mil/storefront with over 100 stores open... so system-wide revenues of over \$100mil.

What is your philosophy to running a successful company? Building a company comes down to letting the people you recruit build the business because you simply can't do it alone. So rather than giving orders to your team... it means you let the people come to you with ideas on how to grow and improve in various areas because they have greater depth of knowledge within that particular area.

Therefore, the job of a CEO is put people in a position that lights them up and makes them excited about what they do so that they have the drive and desire to bring great ideas and strategy to the table.

Compared to a sports team: The CEO is the coach... the people within the organization represent each position on a team.

#5 — Puffin Drinkwear



PHOTO | COURTESY OF PUFFIN DRINKWEAF

Official Name of Business: Puffin Drinkwear **Address:** 2738 NW Potts Ct., Ste. 120, Bend

Phone: 541-414-6191 **Website:** PuffinDrinkwear.com

Contact Email: tyrone@puffindrinkwear.com

CEO/owners, background: Tory Upham, CEO; Tyrone Hazen, Founder

Number of Employees: 14

Year Established in Central Oregon: 2019

Product/Services Offered: Puffin Drinkwear designs and manufactures insulated clothing for your drinks to wear.

Hot News: 2023 Inc5000 #131 nationally, #1 in Oregon. We hired a new CEO as of August, Tory Upham who will be leading the company into continued growth **Outlook for Growth:** Puffin has seen another year of fantastic growth and sees considerable demand in new channels we will be opening in the coming years.

What do you attribute your rapid growth to? In addition to high quality, a focus on details, and a price-point perfect for gifting, Puffin's almost always elicit a smile. We are lucky to have a product with emotional appeal.

What is your vision for growth and/or expansion over the next five years? As we enter into more brand collaboration partnerships and licensing agreements, we see an increased ability to speak directly to the interests that are a major component of our customers' identities.

What is your philosophy to running a successful company? Create a great overall brand experience which is enjoyed equally by our customers, employees, partners, and community. Puffin Drinkwear can be counted on to bring the fun and do good together!

#6 — Riley Visuals

Official Name of Business: Riley Visuals

Address: Bend, Oregon Phone: 951-541-6137 Website: rileyvisuals.org

Contact Email: kaleb@rileyvisuals.org CEO/owners, background: Kaleb Riley

Number of Employees: 3

Year Established in Central Oregon: 2016

Product/Services Offered: Real estate marketing services. Photos, video and more. **Hot News:** After years of running as a solo business, we have grown our company to now service even more clients by adding to our team.

Outlook for Growth: We are looking to grow into other markets in Bend and offer more services that real estate brokers may need or not know they need.

What do you attribute your rapid growth to? We always say we started this company at the right time. So a lot of luck. But also a lot of late nights and many failed attempts. But we are so thankful for those failed attempts as it has helped us grow to what we are today. We put effort into making sure our presence is fun and helpful in a time of stress and anxiety in a lot of home owners' lives.

What is your vision for growth and/or expansion over the next five years? We'd like to add new services that our clients can take advantage of. To be able to be a one stop shop for all things real estate marketing.

What is your philosophy to running a successful company? Work hard and be kind. Do the most and need the least. I know if we can do those things we are on the right track!



PHOTO | COURTESY OF RILEY VISUALS

#7 — C.O. Alpha Painting, LLC



PHOTO I COURTESY OF C.O. ALPHA PAINTING LLC

Official Name of Business: C.O. Alpha Painting, LLC

Address: 63125 de Haviland Ct., Bend

Phone: 541-848-8590

Contact Email: ibanezco@bendalpha.com **CEO/owners, background:** Jesus Ibanez

Number of Employees: 5

Year Established in Central Oregon: 2017

Product/Services Offered: Painting services including exterior, interior, decks, cabinet painting and staining, color consultation.

What do you attribute your rapid growth to? I believe networking and connecting with builders and clients has been my biggest attribute to growth. Construction in Central Oregon has been hot for the last several years and you really have to make sure your company stands out. From the initial meet and greet, completing the job on time and most importantly providing the highest level of quality painting and customer service.

What is your vision for growth and/or expansion over the next five years? My vision for growth and expansion for the next five years is continuing the process of hiring more employee and keep expanding. Focus on marketing and growing our business by 15 percent each year.

What is your philosophy to running a successful company? My philosophy to running a successful company is exceeding customer expectations in everything we do and holding ourselves accountable at every step. Also, taking care of your people! I do my best to really show my appreciation to my guys because I wouldn't be where I am without them.

#8 — Construction Management Services, Inc.



Official Name of Business:

Construction Management Services, Inc.

Address: 221 S Ash St., Sisters **Phone:** 541-549-2077 Website: cncmsinc.com

Contact Email: info@cncmsinc.com CEO/owners, background:

Chuck Newport, founder; Charlie Patterson

Number of Employees: 5-15, depending on how much work is under contract.

Year Established in Central Oregon: 1970

Product/Services Offered: Construction Management Services, Inc. is a licensed and bonded corporation doing

business in western Deschutes and Jefferson Counties. They has the experience, manpower and equipment to handle any type of construction project from the most complicated and detailed custom residence to medium scale commercial facilities. A working knowledge of CADD drawing systems and comprehensive use of digital photography are important tools available at CMS for modern design and construction. Computerized estimating, scheduling and billing formats provide accurate and detailed accounting of all phases of construction and a friendly, competent staff is dedicated to make the building experience pleasant, rewarding and cost effective.

#9 — The Montessori Center Inc

Official Name of Business: The Montessori Center Inc

Address: 3052 NW Merchant Way, Bend and 1418 NW William Clark St., Bend

Phone: 541-383-5163

Website: themontessoricenterbend.com

Contact Email: andi@themontessoricenterbend.com

CEO/owners, background: Andrea Snyder, Alexa Davio, Will Elkins and Liz Elkins

Number of Employees: 15

Year Established in Central Oregon: 2003

Product/Services Offered: Montessori preschool for children ages 36 months to six years old.

Hot News: The Montessori Center is one of the largest preschools in Central Oregon serving 100 families. We provide a child-centered environment, in which children are viewed as active participants in their own development, strongly influenced by natural self-correcting forces opening the path to growth and learning. Our teachers are considered nurturers and guides to the children. We provide a carefully prepared, aesthetically pleasing environment which is used as a tool to provide a foundation for a lifetime of happiness in the classroom and a lasting love of learning.

Outlook for Growth: The Montessori Center was founded in 2003 by Nancy Elkins. Her passion for Montessori started in her hometown when her children were young, and took her around the world to many International Montessori schools. She moved to Bend in 2002 and after encouragement from her family, opened The Montessori Center for her young grandchildren. Nancy passed in 2022 and her children have taking over the school. We currently have two locations serving 100 families in Central Oregon.

We hope to grow and expand our program to include infant, toddler and possibly an elementary program.

What do you attribute your rapid growth to? We attribute our growth to the foundation our Mother set in her program. With the shortage of childcare in Central Oregon, we are proud to own and operate an affordable, quality Montessori program for our families.

What is your vision for growth and/or expansion over the next five years? Our vision is to maintain the classrooms we currently have and introduce infant, toddler and elementary programs to our school.

What is your philosophy to running a successful company? We are a family owned and operated school. We attribute much of our success to our dedication to continuing our mother's passion and to stay true to our founding core values. None of this would be possible without our staff, who implement her vision in their classrooms every day.



PHOTO I COURTESY OF THE MONTESSORI CENTER INC

#10 — Almost Family, LLC.



PHOTO | COURTESY OF ALMOST FAMILY, LLC.

Official Name of Business: Almost Family, LLC. Address: 233 SW Wilson Ave., Ste. 1, Bend

Phone: 541-389-0006

Website: almostfamilycare.com Contact Email: kristy@almostfamilycare.com

CEO/owners, background: Dr. Todd Sheldon

Number of Employees: 412

Year Established in Central Oregon: New owners 2020

Product/Services Offered:

In-home care for seniors and care for the developmentally disabled.

Outlook for Growth:

Outlook for continued growth is positive.

What do you attribute your rapid growth to?

Creating a culture of compassion for those we serve, and striving for the best

What is your vision for growth and/or expansion over the next five years?

We expect to continue to grow rapidly as our area continues to grow and more people retire in Central Oregon.

What is your philosophy to running a successful company?

Treat our staff and clients like family. Hire the best people. Be responsive to our employees and clients. Nurture the relationships with our community partners.

#11 — Veterinary Referral Center of Central Oregon



PHOTO | COURTESY OF VETERINARY REFERRAL CENTER OF CENTRAL OREGON

Official Name of Business: Veterinary Referral Center of Central Oregon

Address: 1820 NW Monterey Pines Dr., Ste. 100; Bend

Phone: 541-210-9200 Website: vrcvet.com

Contact Email: jbentley@vrcvet.com

CEO/owners, background: Mauricio Dujowich, Matt Vaughan, Stephen Stockdale, Taylor Stockdale, Jennifer Bentley

Number of Employees: 100

Year Established in Central Oregon: 2018

Product/Services Offered: Veterinary specialists and emergency care.

Hot News: Veterinary Referral Center of Central Oregon (VRCCO) is expanding to the East side.

Since its founding in 2018, VRCCO has been dedicated to providing the highest quality care to pets and their families. To meet the growing needs of the community,

VRCCO is expanding to a new state-of-the-art facility on the East side.

The new 26,000-square-foot hospital will feature more space, better diagnostic tools, and additional services, including a bone and joint center, physical therapy, and an animal-dedicated MRI. The hospital is expected to open in January 2024.

In addition to its new hospital, VRCCO is also excited to announce Ponch's Place, a new gathering place for the people to enjoy food, and drinks, and help VRCCO continue to make connections within the community. Ponch's Place will have room to house four food trucks as well as a beer pavilion.

Outlook for Growth: We are fortunate to be one of the few hospitals in the Pacific NW to grow our services, expand hours, and hire more staff throughout the COVID-19 pandemic. Having a new facility will allow us to expand our reach of specialty services and emergency care. At our core, we are committed to providing the best possible experience and care to our patients, their families, and our staff. With that in mind, we will continue to add additional services, technology, and infrastructure to ensure we stay true to our mission and vision. We are excited to see what the future holds for VRCCO.

What do you attribute your rapid growth to? Our adherence to our core values has created a positive, empathetic, and caring culture for our team and our patients. These values include going beyond expectations, providing a personalized journey, always displaying compassion, and providing opportunities for education.

What is your vision for growth and/or expansion over the next five years? With our new Eastside facility, VRCCO will be able to expand our specialty services and diagnostics to better serve the Central Oregon community as well as those unable to find better care in the Pacific Northwest. We have recently hired the first and only veterinary neurologist in Central Oregon, and we will be the only hospital in the region with a pet-dedicated MRI. We will also be opening a dedicated Spine, Bone, and Joint Center that is geared toward providing the most comprehensive orthopedic and spinal surgery options, including advanced surgeries such as total hip replacements. This new center will be complemented by in-house physical therapy to ensure the best possible outcomes for our patients.

What is your philosophy to running a successful company? Our philosophy is to deliver a positive journey for every patient, regardless of the circumstance or outcome. We understand that nobody wants to see the vet, especially when it comes to complex cases and emergencies, which can be emotionally draining, costly, and time-consuming. That's why we strive to create a welcoming and supportive environment for all of our patients and their families.

#12 — Pinnacle Architecture

Official Name of Business: Pinnacle Architecture Address: 1001 SW Disk Dr., Ste. 105, Bend

Phone: 541-388-9897

Website: pinnaclearchitecture.com Contact Email: pinnacle@parch.biz

CEO/owners, background: Peter Baer, AIA, president. Additional owners: Briana Manfrass, EDAC, principal;

Jessica Biel, business director; Shaun Clifford, RA, project architect.

Number of Employees: 18

Year Established in Central Oregon: 1990

Product/Services Offered:

- Architecture
- Interior design
- Planning and feasibility studies
- Sustainable design and certification support

Pinnacle Architecture's purpose is to design places that enhance lives and communities. Established in 1990 by Peter Baer, Pinnacle takes pride in its solid reputation for integrity, collaboration, and socially responsible design. The firm operates on the belief that good design is meeting deadlines with cost-effective, tailored solutions and ensuring personalized service. Pinnacle's 80 percent repeat client rate shows its commitment to excellence. Working in Oregon for 30 years, Pinnacle provides planning, architecture, and interior design services for affordable/workforce housing, community health clinics, senior living, and civic projects. The firm prides itself on working collaboratively to build consensus and empower all those involved in each project.

Hot News: Pinnacle is working with Housing Works, Deschutes County's Housing Authority, to open Bend's first Permanent Supportive Housing community — Cleveland Commons. Central Oregon has seen a spike of 28 percent in homelessness in just one year, and this 33-unit community is part of the solution. In addition to permanent housing for the chronically homeless population, Cleveland Commons will include on-site medical, behavioral health, case management, and substance use disorder services provided by NeighborImpact, Central Oregon FUSE, and Shepherd's House Ministries.

Outlook for Growth: Pinnacle's outlook for growth is optimistic. With a steadfast commitment to mission-driven projects, the firm has positioned itself as an expert in the design of affordable housing, healthcare, and public works projects in Oregon, all markets that are forecasting a steady funding stream for the near future. The firm's focus on fostering a culture of creativity and collaboration promises a future marked by exciting and impactful projects that enhance lives and communities.

What do you attribute your rapid growth to? Although Pinnacle's growth is rapid, it is also thoughtful and measured. The firm's success is attributed to a combination of strategic factors — continuous planning and nimbleness, building expertise in key markets, and investing in developing staff. Pinnacle's entire staff engages in strategic planning efforts each year. It's not a document



that collects dust. It's a roadmap followed throughout the year and continuously revisited to allow course corrections based on current influences. What's unique is how the firm combines the staff's individual professional goals with the firm's vision to move the company forward.

What is your vision for growth and/or expansion over the next five years? Pinnacle's vision is to be a catalyst for improving communities making a greater impact on individuals within and beyond each project. To achieve this vision, the firm is focused internally on creating a thriving firm culture and crafting a resilient firm. By developing leaders and putting a diverse ownership group in place, the firm will continue to prosper and be a trusted advisor to clients and the communities they work.

What is your philosophy to running a successful company? Pinnacle Architecture's philosophy for running a successful company is rooted in a strong commitment to constant improvement. When Peter Baer named the firm, he wanted something that would live beyond his ownership. Peter describes "Pinnacle" as always looking up to achieve a new goal and striving to be the best. Pinnacle understands that the team's diverse talents and perspectives are the greatest assets. Therefore, the firm focuses on developing staff, understanding client's needs, and sustaining a solid reputation.

#13 — Alt Blu



Official Name of Business: Alt Blu Address: PO Box 1626, Bend Phone: 541-604-2284 Website: altblu.com

Contact Email: hello@altblu.com **CEO/owners, background:**

Riley and Elena Willitts, cofounders Number of Employees: 2

Year Established in Central Oregon: 2010

Product/Services Offered:

Websites and web applications, consulting, marketing (digital, social media, brand), strategy and design.

Hot News: After being a services company for the last 13 years we're working on our own marketing platform, in addition to client services.

Outlook for Growth: We are committed to doing the absolute best work for our clients and expect that with the addition of our marketing platform we will see the benefit of new revenue channels.

What do you attribute your rapid **growth to?** Commitment to the highest level of client care and service. By showing up for our clients when they need us most we have built a strong degree of trust and synergy. This trust contributes to long lasting relationships with confidence in the results.

What is your vision for growth and/or expansion over the next five years? We're ambitious in our goal to capitalize on vertical integration within our industry; ideally in the next five years we can build a place where marketers, developers, and technicians can collaborate with businesses of various sizes to deliver custom solutions targeting sales and marketing challenges in the digital space.

What is your philosophy to running a successful company?

Client/customer centricity. By focusing on the individual success of our clients and observing their challenges through this lens we are able to capture a deep and sustained loyalty. We win because they win.

#14 — Elevation Property Management LLC

Official Name of Business:

Elevation Property Management LLC Address: 2660 NE Hwy. 20, Ste. 610-383 Bend

Phone: 541-647-2251 Website: epmbend.com

Contact Email: info@epmbend.com

CEO/owners, background:

Tiffany Aguilar, background in advertising; Brian Bornfleth, background in sales

Number of Employees: 5

Year Established in Central Oregon: 2017 Product/Services Offered: Residential property

management services.

Hot News: Elevation Property Management (EPM) is proud to announce they just achieved its strongest year of growth in 2023.

Outlook for Growth: Brian and Tiffany feel very positive about the outlook for growth. The Bend real estate market has proven very resilient and despite high interest rates and rising cost of homes, EPM had its strongest two years of growth in 2022 and 2023. The demand for rental houses continues to be very good as people are constantly making moves to and across Bend so there is always a pool of interested renters. And while the market for investment buyers looking to own rental properties has softened, many homeowners who were considering selling have since decided to put their home on the rental market so there continues to be new rental inventory coming.

What do you attribute your rapid growth to? While both owners' have previous careers in marketing and sales, Brian and Tiffany relied most on good-old-fashioned word of mouth and networking tactics to grow EPM to where it is today. They invested time in building relationships with local realtors and being a valuable resource to those partners in return, offering tools such as rental estimates and other thought leadership opportunities within the real estate and rental sector.

After the business became stable enough to support employees, Brian and Tiffany feel they struck gold with the three full-time employees they hired in Shelly, Brad and Braun. Those team members not only contribute with expertise and creativity in each of their domains, they most importantly share the same principles and values that led Brian and Tiffany to start the company: they care deeply about treating people right. The growth of the company would not have been possible without the unique and fantastic addition each of those team members bring to the business.

What is your vision for growth and/or expansion over the next five years? EPM has already far exceeded Brian and Tiffany's growth expectations in the first six years, so in many regards any continued growth is 'icing on the cake' so-to-speak. The sweet spot for EPM is to stay fiscally strong without compromising work / life balance and missing out on all the many reasons they and their team chose to live in Bend in the first place! Brian and Tiffany believe a net addition of 30 new doors per year puts EPM in that realm and would also allow the company to grow with new team members in the years to come.

What is your philosophy to running a successful company? Brian and Tiffany started EPM because



they both firmly believe in the Golden Rule of treating people how you want to be treated. Property management seems to carry a reputation as being a "necessary evil" today, and they wanted to break that type of thinking by showing that a company can treat both clients (investment owners and tenants alike) with dignity, respect, and professionalism. Together, they built a brand and a team who stands behind that philosophy with two simple tactics that continue to pay dividends: time and communication. Giving tenants, owners and vendors time to be heard, appreciated and cared for, and given complete and transparent communication in return. They also firmly believe that the people behind the business are the most important instrument to make the wheels turn. Hiring the right people and investing in those people is crucial to the success of the company.

#15 — VocalBooth.com Inc.



Official Name of Business: VocalBooth.com Inc.

Address: 1103 NE 11th St., Redmond

Phone: 541-330-6045 Website: VocalBooth.com

Contact Email: cal@vocalbooth.com CEO/owners, background: Calvin Mann, BA

University of Oregon, entrepreneur

Number of Employees: 13

Year Established in Central Oregon: 1997 Product/Services Offered: Modular enclosures used for voiceover and music recording and practice. Also used in product testing in manufacturing, technology, science and education. Used in audiology for hearing testing. Standard and custom sizes and options available. Sizes run from 4'x4' to 16'x24'.

Hot News: We are a preferred supplier for Amazon, Apple, NASA, Lockheed Marting, Dolby and Intel. We have recently launched with great success our voiceover series booth the "V01" and have launched our upgraded design of our Silver Series booth with equal success. We have also partnered with a wellknown audio engineer and will be offering a new line of acoustic product upgrades.

Outlook for Growth: We are a niche product in a niche market so predicting growth can be difficult. There are not any traditional market indicators that we can utilize for growth analysis. We will continue to do what we do and hope our upward trend continues.

What do you attribute your rapid growth to? We have recently developed products to cater to clients that wanted a quality product in a lower price range that we were not able to reach before. Also we have honed our marketing to be more effective without

increasing cost. We also enjoy the critical mass of being in business for 27 years with an above average track record in customer satisfaction. We are considered the premier manufacturer in our product class.

What is your vision for growth and/or expansion over the next five years? I believe innovation and diversification are key to growth as well as for hedging against economic uncertainty. We will continue to develop new products and upgrades for our current line. For diversification, we will be launching two new startups of completely different products that will reach different audiences. Projected launch date is March 1 for "Spark Music Gear", SparkMusicGear.com, a music products company for professional musicians and a year later we will launch Spark Outdoors, SparkOutdoors. com, a camping products company with a low cost and lightweight teardrop trailer as its core product.

What is your philosophy to running a successful **company?** I believe overall success is about creating an atmosphere and a culture where everyone wins. If you focus on what is best for your employees and your customers, verses only looking at what is best for the bottom line, your financial gains as well as your quality of life will ultimately be better in the long term.

#16 — Diversified Heating & Cooling, Inc.



PHOTO | COURTESY OF DIVERSIFIED HEATING & COOLING, INC.

Official Name of Business: Diversified Heating & Cooling, Inc.

Address: 61511 American Lane, Bend

Phone: 541-323-1840

Website: diversifiedheating.com

Contact Email: rita@diversifiedheating.com

CEO/owners, background: Ken Ledbetter (business and HVAC),

Tanya Ledbetter (business and accounting)

Number of Employees: 35

Year Established in Central Oregon: 2011

Product/Services Offered: Furnaces, A/C's, heat pumps, mini splits, fireplaces, service work, piping, humidifiers, air filtration and annual maintenance.

Hot News: Bought our building — 10,000 sq. ft.; over 3,000 maintenance contracts. **Outlook for Growth:** We are tempering our expectations for year 2024. With (2) wars going on, high interest rates and an election year, we don't expect to see 15-20 percent sales growth as previous years, probably more like five to ten percent.

What do you attribute your rapid growth to? We have an amazing team of professionals. We have a great reputation with our customers in the Central Oregon community. A company is only as good as the team that stands behind it.

What is your vision for growth and/or expansion over the next five years? Our vision is to continue our growth, then the next generation to take the torch over in the next two years. We think Bend and the Central Oregon area will always be a desirable place to live and travel to.

What is your philosophy to running a successful company? Hiring, developing and retaining team members who are committed to our growth and customer satisfaction. Cultivating trust and loyalty among team members and customers alike.

#17 — Integrated 3D LLC



PHOTO | COURTESY OF INTEGRATED 3D LLC.

Official Name of Business: Integrated 3D LLC Address: 1263 SW Lake Rd., Redmond

Phone: 541-588-2198 Website: i3dmfg.com

Contact Email: estone@i3dmfg.com CEO/owners, background: Erin Mastroni and Chad Cooper Number of Employees: 18

Year Established in Central Oregon: 2014

Product/Services Offered: Integrated 3D LLC (i3DMFG) is an AS9100D certified 3D metal engineering and manufacturing company providing transformational production parts for the aerospace & defense industries. We operate one of the largest private U.S. fleets of EOS Direct Metal Laser Melting machines.

Hot News: In a move that underscores the strategic importance of 3D printing technologies in traditional manufacturing sectors, i3DMFG has been acquired by ERA Industries. The acquisition took place on October 6, 2023, and integrates i3DMFG into a portfolio that already includes precision manufacturing specialists Gen El Mec (GEM). With roots going back over 40 years, Chicago-based ERA Industries specializes in precision machining and assemblies for key sectors including aerospace, military, and

medical industries. The company is known for its multi-axis capabilities and has been involved in the aerospace and medical contract manufacturing spaces. This acquisition follows the earlier inclusion of Oxford, CT-based GEM into ERA's fold, adding even more depth to its expertise and talent pool.

Outlook for Growth: Both i3D and the 3D metal production market are poised for rapid growth in the space, aerospace, defense, medical and energy sectors.

What do you attribute your rapid growth to? i3D prides itself on discipline and tenacity. Once the 3D metal printing industry experienced production growth,

i3D was ready to take on that production. Our focus was always on a sustainable business model.

What is your vision for growth and/or expansion over the next five years? i3D's recent acquisition positions us to double its revenue each year. We are planning a 30,000-square-foot expansion in 2024 to accommodate this growth.

What is your philosophy to running a successful company? Culture is #1 and that culture treats its employees, customers and suppliers as long term investments in relationships.

#18 — Cascade Ice, LLC



Official Name of Business: Cascade Ice, LLC **Address:** 1315 SE Armour Rd., Ste. C, Bend

Phone: 541-312-2910 **Website:** cascadeicellc.com

Contact Email: pduvall@pavcoforms.com

CEO/owners, background: Ted Pavlicek, business owner for over 20 years.

Number of Employees: 7-57, we hire over 50 employees for seasonal work in the summer months. **Year Established in Central Oregon:** 2002

Product/Services Offered: Cubed ice, block ice and carving ice. We also rent out merchandisers, small refrigerated trailers and large refrigerated trailers for events.

Outlook for Growth: We anticipate continuing to grow with the ever increasing population and tourism popularity of Central Oregon. We provide our services to the state and federal forest fires throughout the busy summer months.

What do you attribute your rapid growth to? Growth in population and events that use our product.

We also serve the Hayden Homes Amphitheater for all its summer concerts. The concerts scheduled for Bend have increased in numbers over the past several years since the pandemic.

What is your vision for growth and/or expansion over the next five years? We will continue to expand our facility as necessary to provide the best customer service to our loyal Central Oregon businesses.

What is your philosophy to running a successful company? Always being available to our customers by phone, 24/7 during the busy summer months. Good communication with employees and respect for their individual contribution to the success of our business. No job is beneath anyone, it takes a team effort to deliver the quality of service we provide. Our employees are our greatest asset.

#19 — Sun Country Engineering and Surveying, Inc.



PHOTO I COURTESY OF SUN COUNTRY ENGINEERING & SURVEYING IN

Official Name of Business: Sun Country Engineering and Surveying, Inc.

Address: 920 SE Armour Rd., Bend **Phone:** 541-382-8882

Website: suncountry.engineering

Contact Email: info@suncountry.engineering

CEO/owners, background: Rob Tye, Tim Weishaupt

Year Established in Central Oregon: 1976 **Hot News:**

Over the years, we have created over 260 subdivisions. **Product/Services Offered:** Since 1976 Sun Country Engineering & Surveying, Inc. has demonstrated our commitment to Central Oregon by providing land surveying and civil engineering expertise and services. As a locally-owned company, we have firsthand knowledge of the demands of our area, and adapt as the area grows. Our strong relationships with municipalities and contractors, combined with our extensive knowledge of the region have resulted in thousands of successfully completed projects over the years.

Sun Country Engineering remains dedicated to the community, sponsoring local charities, with an emphasis in the 4-H community. In addition, we mentor aspiring engineers and surveyors by providing intern

and training opportunities.

We have efficiently completed thousands of surveys and hundreds of subdivision. Contact us today to see how we can help you with your property needs.

Our full service engineering and surveying includes topographic and boundary surveying, utility and infrastructure design, land use planning, lot line adjustments, certifications, construction inspection, water rights, permitting.

#20 — Sisters Landscape

Official Name of Business: Sisters Landscape

Address: PO BOX 970, Sisters

Phone: 541-549-3001

Contact Email: sisterslandscape@gmail.com

CEO/owners, background: Denise Burke, Michael Burke

Year Established in Central Oregon: 1995

Hot News: Sisters Landscape recently brought on Aaron St. Jeor as partner to

help expand the reach of their company.

Product/Services Offered:

Sisters Landscape is a professional lawn and landscaping business located in Sisters. It was founded by Mike Burke in 1995 when he moved to Sisters after deciding it would be a great place to raise a family.

For the last 28 years, they have provided both residential and commercial services to meet the needs of the community. Those familiar with Sisters Landscape recognize them as a business that goes above and beyond, making them an integral part of the Sisters community.



Along with providing a comprehensive list of Central Oregon Commercial Contractors, Cascade Business News will feature TOP PROJECTS COMPLETED in 2023 in our December 20 issue!

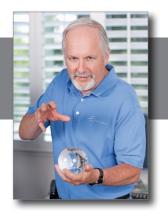
DEADLINE TO SUBMIT TOP PROJECTS IS DECEMBER 13

Contact Jeff Martin at 541-388-5665 or jeff@cascadebusnews.com









Tech Thoughts

by ROB ENDERLE — Enderle Group

Five Interesting Products Made in Central Oregon

entral Oregon is a great place to live and play, but it's also the home of some of the most interesting businesses and products in the world. This month let's look at a few of the amazing products you can find in Central Oregon.

Golfboard

I've been a fan of the Segway scooter ever since I covered the launch decades ago. Much of the fun was related to the fact that no one outside of Segway seemed to know that a unique two-wheel scooter (with the wheels on the sides instead of front and back) was about to launch and change the lives of security guards worldwide while providing us with some funny YouTube videos of things going out of control. Well, GolfBoard makes a four-wheel golfing scooter that reminds me a bit of the Segway but doesn't have the restrictive price. The GolfBoard is a bit like a standup go-cart and is designed for those who want a more personal alternative to the golf cart. It's more fun and allows a single golfer or someone who doesn't trust other drivers to comfortably ride from hole to hole. It looks like a ton of fun!

Tribe Pilot

Tribe Pilot is a relatively new social app that allows a user to create a detailed plan for their outdoor experiences. Much of Central Oregon, and particularly Bend, is designed around resorts and having fun. Tribe Pilot helps people plan a trip to optimize their time and prioritize the experiences that visitors enjoy most. It is a critical tool for those whose time is limited while vacationing and want to still have the most fun while here.

Volansi

Volansi builds drones for commercial deliveries. While drone delivery isn't yet a thing in Central Oregon, it is believed that rural areas like this one are

most ideal for drone delivery. Volansi is jumping on that opportunity. Volansi is a firm that believes that soon, many, if not most, of us will be getting our deliveries by drone, assuring it will arrive safely and when we are around so that we don't have to constantly worry about porch pirates.

Bellatrix Systems

Bellatrix creates electronic control and security systems. As the region deals with significant population growth, vacationers, homeless people, and an increasing number of climate refugees, the need to secure our businesses has never been greater. Founded back in 1986 (long before the character in the Harry Potter series), Bellatrix Systems provides effective technologies to better control and secure your business.

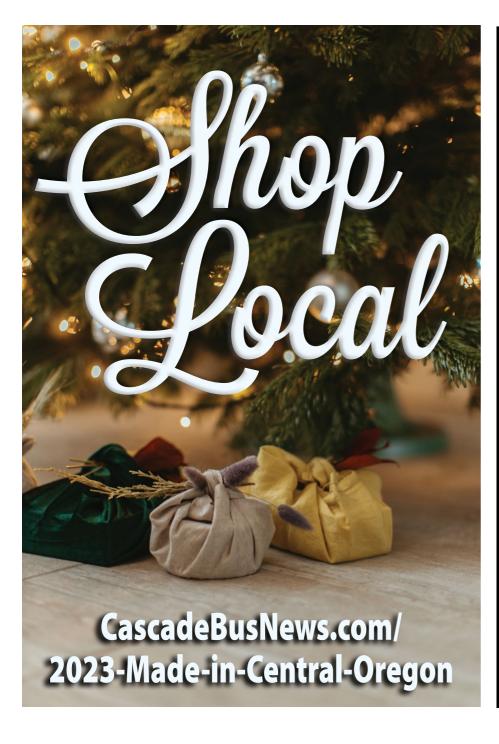
Sony Bend Studio

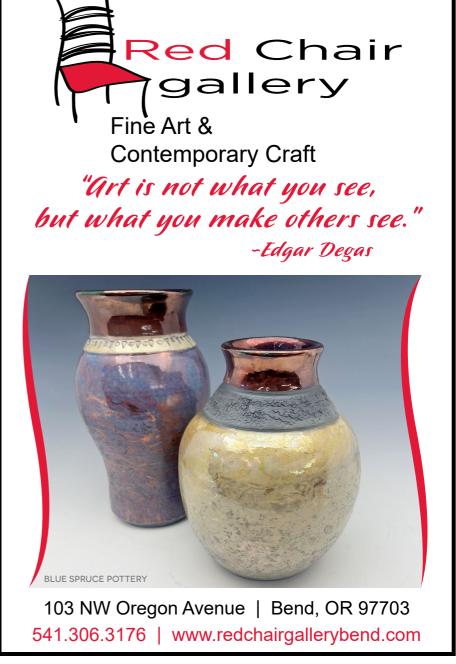
Bend is also the home of one of Sony's video game development units. While Sony itself is still clearly Japanese, Sony's Bend Studio, which was founded back in 1993, produces video games that can be bought and played worldwide. Sony remains the largest and most powerful of the companies making video game consoles, and it is fascinating that some of the most creative work is done here in Sony's Bend Studio.

Wrapping Up:

Central Oregon is a wonderful place to live and play, but it is becoming one of the most sought-after places to work, as well, with companies building impressive apps, games, and unique products for residents and visitors alike. I've listed just some of the companies and products that impressed me but look around. I'm sure you'll be amazed at what some of these companies can do.

enderlegroup.com





Made in Central Oregon

Made in Central Oregon (Listed Alphabetically)

This list is just a sampling of Made in Central Oregon products. Numerous other people in Central Oregon are responsible for making hundreds of other fabulous items, it would be impossible to list every single one. Our complete list of Made in Central Oregon is posted on CascadeBusNews.com. If you would like a complete list of small manufacturers, see the CBN Book of Lists or email cbn@cascadebusnews.com. Please call us if you'd like to be added to the list: 541-388-5665.

Keyath Count Statum Security County County County County County County Coun	Who Makes It	Phone/Web	Product	Where to Find It
Section Continues of Continues	Angelina Organic Skincare		Handcrafted, organic & fair trade products.	838 NW Bond St. #1, online, Anjou Spa, select retail stores in Bend & Sage Springs Spa in Sunriver.
			Custom-made hats & boots.	See website.
Page	Barebones Cajon			Special order.
	Be-Bop Biscotti		Hand decorated, gourmet Biscotti.	Online, various local stores & retailers.
Part	Bend Soap Company		All-natural skincare.	See website for locations.
Martin	Bontá Gelato		Small batch, natural artisan gelato Italian style ice cream & sorbetto.	C.E. Lovejoy's, Central Oregon Locavore, Devore's, Farmer Brown's Farm Stand, Food4Less & more.
State Company	Branch + Barrel		Hand-made jewelry designs utilizing natural wood or reclaimed oak barrel staves accented with hand-forged precious metals.	Online.
Internationally security executive expensions of the control of th			Guitars & mandolins.	
controller of the Control of Section of Section 1999 (Control of Section 1999) (Control of Secti	Bronwen Jewelry		Handcrafted versatile & durable outdoor jewelry.	
Landers de Johns Contrade de Care de Sette de Se	Cascade Lavender	541-546-9390 www.cascadelavender.com, info@cascadelavender.com	Approximately 5,000 plants & 24 different cultivars available for U-pic, essential oils, hydrosol & more.	
	Cascade Spa Covers		Spas, spa covers, hot tubs, whirlpool baths.	Store located north side of Bend.
Service March 1998 1998 1998 1998 1998 1998 1998 199	Crater Lake Spirits		Locally sourced ingredients including infused vodkas, Reserve products, ground to bottle estate products & more.	See website for locations.
	Cody's Country Catering		Spices, seasonings, rubs, salsas, BBQ sauce.	Throughout Oregon, Idaho & online.
Security (as a security of the	DANI Naturals	541-382-2339, 888-306-SOAP www.daninaturals.com, orders@daninaturals.com		
Single High Count of State State Presents in Microgrands and State	Eberhard's Dairy			Local grocery outlets.
wineyard wineys' wow.definitiopaerdolatingscent infogrational processors will be a compared to the compared of	Entre-Prises USA		Climbing walls.	Globally & online.
reference in control words and in control in			Wine by the bottle, glass or case.	Faith, Hope & Charity Tasting Room in Terrebonne.
Self 124 1972 Se	Fernweh Woodworking	541-241-2257 www.fernwehwoodworking.com, justin@fernwehwoodworking.com	Small batch, hand-crafted furniture.	See website.
Secretary www.gentercognomotocom adventure is proct touring, some gier for provibles if mice. Secretary is a secretary of the process of the	Free Range Equipment	freerangeequipment.com 541-241-8702	Backpacks, Phanny Packs.	Online.
Lickop's www.yogothocolates.com, infoggoodyschocolates.com Featuralization Coloration & Lickop's All Part	Giant Loop	i e e e e e e e e e e e e e e e e e e e		Online.
Holm Made Tiffee Co. \$14.930 7922 A 1430	Goody's		Handmade chocolate & ice cream treats.	
Humm Kombucha Filam Manbucha	High Desert Bellows		Handcrafted wood & leather fireplace bellows.	14870 SW Hawk Place, Crooked River Ranch & fireplace stores across the West.
www.humknombocha.com. heliophummkombucha.com hydro Flask **Robbucha Brevery & Rating Boom on RE Second St. **Pydro Flask **Robbucha Brevery & Rating Boom on RE Second St. **Pydro Flask **Sel 388 884 984 975 humknombocha.com. indialinspredeleat.com **Fan Accessories.** **To Author St. 14 1884 8423 humknombocha.com. indialinspredeleat.com **Fan Accessories.** **To Author St. 14 1884 8423 humknombocha.com. indialinspredeleat.com **Fan Accessories.**	Holm Made Toffee Co.		Artisan confectioner using local ingredients.	Online, Jackson's Corner, Newport. Market, Tumalo Garden Market, C.E. Lovejoy's & more.
Impired Leaf Septiment Leaf	Humm Kombucha		Kombucha.	Over 40 locations throughout Central Oregon & at the Humm Kombucha Brewery & Tasting Room on NE Second St.
ID SUP S.4.1 78.1 98.1 98.7 Inflatable stand up paddle boards. Online. Jem Organic Nur Butters S.4.1 78.8 1984 Inflatable stand up paddle boards. Online. Jem Organic Nur Butters Www.jejnine.com info@jejnine.com info	Hydro Flask		Double wall vacuum insulated stainless steel water bottles.	Online, various local stores & retailers.
Jem Organic Nut Butters	Inspired Leaf		Tea, accessories.	Online, Newport Market, Café Sintra & CE Lovejoy's. See website for all locations.
Johan Closet Solutions www.johan.grains.com, info@jemorganics.com Set 31-18-500 www.johan.com info@juhyinle.com info@guhyinle.com info@gu	JD SUP		Inflatable stand up paddle boards.	Online.
July Nine www.juhanclosets.com erikejohanclosets.com Wew.juhyinine.com infosigilyrinine.com Reusable tote bags. Wabi Sabi, online & at boutiques throughout the world. Lava Terrace Cellars lavaterracecellars.com, duane@barkegroupnw.com LeCol's Soap Bar S41-390-8934 Www.lecoliscoapbar.com LeCol's Soap Bar S41-390-8934 Www.lecoliscoapbar.com Bapar.com	Jem Organic Nut Butters		Raw organic gourmet specialty food.	In stores & restaurants around Oregon & the U.S. See website for full listings & online store.
Lava Terrace Cellars S41-280-935 Lavaterracecellars.com, duane@barkergroupnw.com Wine. 3rd Street Beverage Send-South Liquor Store, Black Butte Ranch - General Store, CE Lovelyoy & more. LeCol's Soap Bar S41-390-8934 Handcrafted soaps, body creams, balms, scrubs & candles. Clementine Urban Mercantile, Hello Sunshine, Oregon Body Rath. The Workfoluse. More listed online. Check online for neares retailer. Light Elegance Nail Products Www.uncelosoapba.com Handcrafted soaps, body creams, balms, scrubs & candles. Check online for neares retailer. Check online for neares retailer. Light My Fire:	Johan Closet Solutions		Quality custom closet solutions. Woodworking.	Retail location on SE Bridgeford Blvd. or online.
LeCol's Soap Bar States Cellars Soap Bar States Cellors Soap Bar States Soap Soap Soap Soap Soap Soap Soap Soap	July Nine		Reusable tote bags.	Wabi Sabi, online & at boutiques throughout the world.
Light Elegance Nail Products Body & Bath, The Workflouse. More listed online. Light Elegance Nail Products Light Elegance Nail Products Light My Fire: www.conlocommon.com info@conlocommon.com i	Lava Terrace Cellars		Wine.	3rd Street Beverage, Bend-South Liquor Store, Black Butte Ranch - General Store, CE Lovejoys & more.
Light My Fire:	LeCol's Soap Bar		Handcrafted soaps, body creams, balms, scrubs & candles.	Clementine Urban Mercantile, Hello Sunshine, Oregon Body & Bath, The WorkHouse. More listed online.
Wildcrafted Fire Fuel info@conlocommon.com beautiful, are intended to be burned in a fire pit or fireplace. Botanic & Luxe, Barre 3. Lone Pine Coffee Roasters \$41-306-1010 www.lonepinecoffeeroasters.com Micro-roastery & café. Lone Pine Coffee Roasters, Devores, Whole Foods, Newport Market, Nature's, Chow, Common Table & more. Maragas Winery \$41-546-5464 www.maragaswinery.com, info@maragaswinery.com, info@maragaswinery.com, info@maragaswinery.com Handcrafted barrel-aged wine. Maragas Winery, Giorgio's West Bend Liquor, Jackson's Corner East & West & online. Metabolic Maintenance Products 800-772-7873, Fax: 541-549-3299 www.metabolicmaintenance.com Manufacturing of vitamin supplements & natural products. Healthcare professionals & practitioners, Metabolic Maintenance of Sisters. Metolius Tea 833-242-4832 www.metoliustea.com Artisan teas: chai, lattes, matcha, loose leaf teas & syrups. Market of Choice, Newport Market, Northwest Provisions, Lone Pine Coffee, Natural Grocers & more. MG Custom Creations \$41-280-3337 lost a @ryan.moeggenberg mgcustomcreations@gmail.com Custom woodworking, specialty cutting boards, holiday items, custom frames of various styles, outdoor furniture, custom family keepsakes & more. Instagram and call-in orders. Museum at Warm Springs \$41-553-3331 www.museumatwarmsprings.org, museum@redmond-net.com Native American handcrafted jewelry, beadwork & baskets. The Museum at Warm Springs off Hwy. 26. <	Light Elegance Nail Products	800-275-5596, 541-526-1417 www.lightelegance.com, sales@lightelegance.com	Cosmetic nail products.	Check online for nearest retailer.
Maragas Winery S41-546-5464 www.maragaswinery.com, info@maragaswinery.com Metabolic Maintenance Products Metabolic Maintenance Products Metabolic Maintenance Products Maragas Winery Mar			Bouquets of juniper, sage & other foraged materials, which, while beautiful, are intended to be burned in a fire pit or fireplace.	
Metabolic Maintenance Products Manufacturing of vitamin supplements & natural products. Market of Choice, Newport Market, Northwest Provisions, Lone Pine Coffee, Natural Grocers & more. Custom woodworking, specialty cutting boards, holiday items, custom frames of various styles, outdoor furniture, custom family keepsakes & more. Museum at Warm Springs Museum at Warm Springs Native American handcrafted jewelry, beadwork & baskets. The Museum at Warm Springs off Hwy. 26. The Museum at Warm Springs off Hwy. 26. The Museum at Warm Springs off Hwy. 26. Store location in the Old Mill District & online. New Growth Clothing Metabolic Maintenance of various styles, outdoor furniture, custom family keepsakes & more. Native American handcrafted jewelry, beadwork & baskets. The Museum at Warm Springs off Hwy. 26. Store location in the Old Mill District & online. New Growth Clothing Metabolic Maintenance of Sisters. Consignment & online store. New Growth Clothing Market of Choice, Newport Market, Northwest Provisions, Locally designed & manufactured eco-friendly, skipsads Ski & Snowboard Shop, Rescue Moderne Consignment & online store. New Growth Clothing Market of Choice, Newport Market, Northwest Provisions, Locally designed & manufactured eco-friendly, skipsads Ski & Snowboard Shop, Rescue Moderne Consignment & online store.	Lone Pine Coffee Roasters		Micro-roastery & café.	
Metabolic Maintenance Products Maintenance of Sisters. Market of Choice, Newport Market, Northwest Provisions, Lone Pine Coffee, Natural Grocers & more. Custom woodworking, specialty cutting boards, holiday items, custom frames of various styles, outdoor furniture, custom family keepsakes & more. Museum at Warm Springs Museum at Warm Springs Mashelle Jewelry Manuracturing of Vitamin supplements & natural products. Market of Choice, Newport Market, Northwest Provisions, Lone Pine Coffee, Natural Grocers & more. Custom woodworking, specialty cutting boards, holiday items, custom frames of various styles, outdoor furniture, custom family keepsakes & more. Native American handcrafted jewelry, beadwork & baskets. The Museum at Warm Springs off Hwy. 26. The Museum at Warm Springs off Hwy. 26. The Museum at Warm Springs off Hwy. 26. Vore location in the Old Mill District & online. New Growth Clothing Mashelle Jewelry Market of Choice, Newport Market, Northwest Provisions, Lone Pine Coffee, Natural Grocers & more. Instagram and call-in orders. The Museum at Warm Springs off Hwy. 26. The Museum at Warm Springs off Hwy. 26. Store location in the Old Mill District & online. New Growth Clothing Mashelle Jewelry Market of Choice, Newport Market, Northwest Provisions, Lone Pine Coffee, Natural Grocers & more. Instagram and call-in orders. The Museum at Warm Springs off Hwy. 26. Store location in the Old Mill District & online. New Growth Clothing Mashelle Jewelry Mashelle Jewel	Maragas Winery		Handcrafted barrel-aged wine.	Maragas Winery, Giorgio's West Bend Liquor, Jackson's Corner East & West & online.
Artisan teas: Chai, lattes, matcha, loose lear teas & syrups. MG Custom Creations MG Custom Creations MG Custom Creations Museum at Warm Springs Museum at Warm Springs Mashelle Jewelry Mashelle Jewelry Me Growth Clothing Me Growth Clothing Me Custom Www.metoliustea.com Artisan teas: Chai, lattes, matcha, loose lear teas & syrups. Provisions, Lone Pine Coffee, Natural Grocers & more. Custom woodworking, specialty cutting boards, holiday items, custom frames of various styles, outdoor furniture, custom family keepsakes & more. Native American handcrafted jewelry, beadwork & baskets. The Museum at Warm Springs off Hwy. 26. Creating beautiful jewelry using recycled precious metals & natural gemstones. Store location in the Old Mill District & online. New Growth Clothing Memoral Leather Skjersaa's Ski & Snowboard Shop, Rescue Moderne Consignment & online store. Handwade custom leather items & secretaries etsy.com/shop/nomadleathernw, Desperado, The Silver	Metabolic Maintenance Products		Manufacturing of vitamin supplements & natural products.	
MG Custom Creations Insta: @ryan.moeggenberg mgcustomcreations@gmail.com S41-553-3331 www.museumatwarmsprings.org, museum@redmond-net.com Nashelle Jewelry Nashelle Jewelry using recycled precious metals & store location in the Old Mill District & online. Nashelle Jewelry Nash	Metolius Tea		Artisan teas: chai, lattes, matcha, loose leaf teas & syrups.	Market of Choice, Newport Market, Northwest Provisions, Lone Pine Coffee, Natural Grocers & more.
Nashelle Jewelry Nashelle Jew	MG Custom Creations	Insta: @ryan.moeggenberg	custom frames of various styles, outdoor furniture, custom	Instagram and call-in orders.
Nashelle Jewelry 458-206-4811, 855-853-1900 www.nashelle.com, customerservice@nashelle.com New Growth Clothing Www.newgrowthclothing.com info@newgrowthclothing.com 541-815-4356 Creating beautiful jewelry using recycled precious metals & natural gemstones. Store location in the Old Mill District & online. Skjersaa's Ski & Snowboard Shop, Rescue Moderne Consignment & online store. Neward Louther 458-206-4811, 855-853-1900 www.nashelle.com Locally designed & manufactured eco-friendly, sustainable garments. Skjersaa's Ski & Snowboard Shop, Rescue Moderne Consignment & online store. Plandard outton loather items & accessories etsy.com/shop/nomadleathernw, Desperado, The Silver	Museum at Warm Springs	541-553-3331 www.museumatwarmsprings.org, museum@redmond-net.com	Native American handcrafted jewelry, beadwork & baskets.	The Museum at Warm Springs off Hwy. 26.
info@newgrowthclothing.com sustainable garments. Consignment & online store. Newad Leather: S41-815-4356 Handmade custom leather items & accessories etsy.com/shop/nomadleathernw, Desperado, The Silver	Nashelle Jewelry			Store location in the Old Mill District & online.
	New Growth Clothing			Skjersaa's Ski & Snowboard Shop, Rescue Moderne Consignment & online store.
	Nomad Leather		Handmade custom leather items & accessories.	

CONTINUED FROM PREVIOUS PAGE

Made in Central Oregon (Listed Alphabetically)

Who Makes It	Phone/Web	Product	Where to Find It
Oregon Yerba Mate	541-408-0058 www.oregonyerbamate.com, shop@oregonyerbamate.com	Wholesale & retail yerba mate. Full breakfast, lunch, espresso & tea at café.	Oregon Yerba Mate of Redmond & online.
Rack-N-Roll	541-383-1800 www.rack-n-roll.com, info@rack-n-roll.com	Storing hitch racks.	Online.
Redmond Smokehouse Treats	458-202-0674 www.redmondsmokehouse.com	Free-range all-natural fresh turkeys & hams, smoked hams & turkeys.	353 SE Railroad Blvd., Redmond.
Rhino Skin Solutions	541-639-1372 RhinoSkinSolutions.com, Info@RhinoSkinSolutions.com	Kin solutions, apparel, dog care, accessories.	Locally & internationally, see website.
Riff Cold Brewed Coffee	458-206-0825 letsriff.com	Cold-brewed coffee with two simple ingredients; sustainably sourced, artisanal coffee & pure Cascade mountain water.	Throughout Oregon & online at letsriff.com, GoPuff, Instacart, Amazon & more.
Ruff Wear	888-783-3932, 541-388-1821 www.ruffwear.com	Gear for dogs on the go.	On website, Tumalo Creek & Kayak, pet & outdoor stores.
Sakari Botanicals	541-647-9604 sakarifarms.com	Organic & local flowers & native plant materials producing hop, rosehip, lavender & sweetgrass oils & more.	Online.
Schoolhouse Produce	541-504-7112 www.schoolhouseproduce.com, SchoolhouseProduce@gmail.com	Organic & nonorganic produce & local grocery products.	1430 SW Highland, Redmond.
Silipint	541-678-5044 www.silipint.com, info@Silipint.com	Silicone pint glasses, shot glasses, bowls & cups.	Online & at various local retailers & grocery stores.
Sisters Cascade of Gifts	541-549-8591 www.sisterscascade.com	Handmade fudge.	150 W Cascades Ave., Sisters.
Sisters Coffee Company	541-549-0527, 800-524-5282 www.sisterscoffee.com	Coffee, tea & coffee accessories.	Sisters Coffee Company, Rays Markets, Sunriver Market Store & Sunriver Country Store & more.
Sparrow Bakery	541-647-2323 www.thesparrowbakery.net	Sweets & baked items, savory breads, sandwiches & soups.	Sparrow Bakery in Bend & wholesale items in local retail locations.
Spindrift	541-280-8283 spindrift.dog, help@spindrift.dog	Dog gear.	Bend Pet Express, Foot Zone, Sebastian's Healthy Pet Food & Supplies, online.
Strictly Organic Coffee Co.	541-383-1570, 541-330-6061, 541-647-1402 www.strictlyorganic.com, contact@strictlyorganic.com	100% certified fair trade & certified organic coffee.	Local grocery stores, at coffee shops in Bend, restaurants & on website.
Sullivan Glove Co.	541-382-3092, 800-627-7954 www.sullivanglove.com, orders@sullivanglove.com	Leather gloves & slippers.	Online & Sullivan Glove in Bend & other retailers.
Tastefully Bend	541-797-9691 www.facebook.com/tastefullybend	Biscotti.	See website.
Urlacher Guitars	541-554-1802 www.urlacherguitars.com	Custom-made guitars.	See website.
The Workhouse Studio Space & Retail	541-241-2754 www.theworkhousebend.com, connect@theworkhousebend.com	Artisan's locally handmade crafts & goods.	50 Scott St., Bend in The Old Iron Works.
Wild Roots	www.wildrootsspirits.com	Vodka infused with natural Northwest-grown fruit. To capture the essence of the beautiful Northwest.	Wild Roots Tasting Room, Cascade Street Distillery. See website for locations.
Zamp Solar	541-728-0924 www.zampsolar.com, support@zampsolar.com	12-volt solar charging systems for off-grid, RV, marine, agriculture & other applications	Solar Dealz, The Solar Store, Flyte Camp LLC, All Seasons RV Marine, Big Country RV & more.
Zealios Skin Care	teamzealios.com info@teamzealios.com	Sunscreen, shampoo & other personal care products for performance athletes.	See website for locations.

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.



The Dry Canyon Forge

Bend's Downtown Blacksmith

by NOAH NELSON — CBN Feature Writer

oe Elliott, the founder and owner of Dry Canyon Forge, a blacksmithing shop off of Greenwood Avenue in Downtown Bend, has been blacksmithing since he first witnessed the craft at a conference back in 1976.

"I had just graduated college," Joe said. "And I had just found out that I spent college doing the wrong thing."

From that moment, it took Joe about ten years to become a full-time blacksmith. In the meantime, he moved to Bend back in 1979, back when the town was smaller and less developed, "I've been here long enough to remember when the first million dollar home was constructed, and everybody was blown away," Joe said.

Back when Joe moved here and before Bend was as popular as it is now, the town was still a destination for outdoor recreation, and growth was almost inevitable. While construction wasn't booming the year Joe moved to town, it began to soon after.

"At first, doing traditional forgings was a very hard way to make a living," Joe said. "Slowly, the business started taking off because Bend got discovered, and we had an





(L-R) SPENCER KNIGHT, KURT FISK, HUNTER DAHLBERG, MARK MANLEY, HEATHER HIGGINS, ANTON YAKUSHEV, JOE ELLIOTT | PHOTOS BY KAT YAKUSHEV

influx of wealth move into town."

As more and more people moved to Bend to enjoy everything the small town had to offer, more high-end construction began popping up. As it did, Joe and his traditional forging skills became a very popular option among some of Bend's wealthiest populations.

"I got discovered as Bend got discovered," Joe said. "I ended up working for extremely wealthy people, and I learned that that is not an audience that you can market to with traditional advertising. That was all word of mouth, and they will find you if they want to."

Even now, Joe doesn't have the name of his business on the building. He does not rely at all on advertising or foot traffic, because he solely operates on word of mouth; testament to his skill as a blacksmith and a tradesman.

Joe ended up being the go-to blacksmith for a number of contractors, architects and interior designers, connecting his work to a multitude of homes and public spaces across Central Oregon. At the height of the business, Joe was running the show with seven employees, and he was completing projects like steel gates and spiral staircases for clients large and small, including Pronghorn Resort and the High Desert Museum.

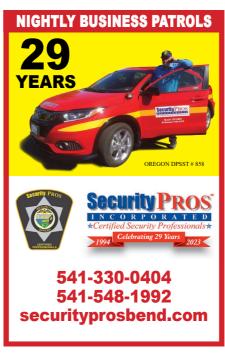
Things were going great for the Dry Canyon Forge, but then the Great Recession of 2007 hit and the housing market in Bend crashed. Without much or any new construction, maintaining the business became more difficult than ever.

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At the Riverhouse

Convention Center







ry Canyon Forge
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The construction trade was devastated in 07 and I ended up having to lay some guys off," Joe said. "That was really hard, really really hard. I hired people who had common sense and a good work ethic, and they were all good guys. You end up feeling responsible

Joe shared his philosophy on hiring within his industry, "I said to them, you gotta give me three years, The first year, I'll lose money on you. The second year, I break even. The third year, you make me money," adding at the end that the shortest anyone had ever worked for him was between six and seven years.

As the economy and Bend's housing market recovered, so did the forge. More pleasant years went by with usual





PHOTOS | BY KAT YAKUSHEV

ups and downs, but then 2020 brought the COVID-19 Pandemic and the resulting shutdowns. During this time, Joe had to let go of an employee who had been working with him for 13 years.

"It was very difficult," Joe said. "At that point I felt like 'I'm not going to hire anyone."

During the Pandemic, Joe created a set of rules for himself and his business that act as a filter. Now, he keeps a very high standard and only works with reputable clients who he knows can afford his time, sticking to the word-of-mouth formula that has brought him 35 years of success here in Bend.

Nowadays without many new clients, Joe occasionally opens up the Dry Canyon Forge for metalworkers and blacksmiths to work on their projects and hone their craft. He has hosted workshops in collaboration with other local metalworks, and many members of the Central Oregon Metal Arts Guild, or COMAG.

As for the future? Joe is looking to spend more time down in Mexico, and he's hoping to find a buyer for the building as he works himself into retirement. Looking back on his professional life, Joe seems happy, "It's been a wonderful profession," he said. "My bad clients, I can count on one hand, and I wouldn't even need the whole hand. Not bad for 35 years."



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Pete Rencher, Broker 541.420.3423 pete@windermere.com



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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.

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La Pine Office MLS# 220162395 \$1.04/SF

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



Bruce Barrett, Broker 541.410.3484 barrett@windermere.com

Windermere Central Oregon Real Estate

G Custom Creations Continued from page 1

for my little car-and-a-half-garage-turned-woodshop," Ryan said. After seeing the finished product, Dr. Natasha then requested an additional project for her office — a set of six-foot floating shelves in the front office made of two-inch thick juniper slabs and epoxy, and another eight-foot shelf for patients to use.

During the time he was working on the projects for Elk Ridge Chiropractic & Wellness Center, the owners of Flights Wine Bar received a referral to Ryan while looking for someone to build wooden crates for wine — an Advent Cuvée; a collection of premium wines like an advent calendar — to offer their patrons. "The first year I built the crates for Flights I struggled to get the tolerances perfect because I was using 30-year-old, worn-out tools," Ryan stated. "This



FLOATING SHELVES AT ELK RIDGE CHIROPRACTIC & WELLNESS CENTER



FLIGHTS WINE BAR'S ADVENT CUYÉE DURING PRODUCTION | PHOTOS COURTESY OF MG CUSTOM CREATIONS

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mechanics. Shipped ready to rip, all the customer has to do is set up their wheels, air up the tires, adjust your saddle height, and start riding.

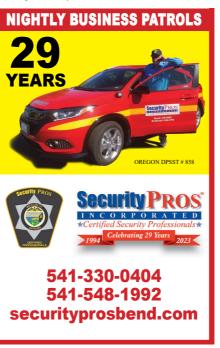
The Supernaut is performance-centered build focused on ride quality, enjoyment, experience, and speed, the Supernaut is nothing short of epic. From Argonaut's wheels on the RM3 — designed to be the perfect companion to our family of bikes — to best-in-class Enve bars and stems, the Supernaut build delivers time-tested quality in a lightweight package. Whether rolling into race day primed and ready, or venturing out into the mountains until home calls you home, the combination of these touch points means having a bike that's ready for absolutely anything and everything.

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G Custom Creations Continued from previous page

year when they asked if I could build them again, I decided it was time to invest in a CNC router," [a computer-controlled router to cut all the pieces with precision]. "The CNC is inspiring many new projects," he said excitedly. "I am designing more functional pieces of art to be used and admired every day."



REPURPOSED BARNWOOD FRAMES (ARTWORK BY SISTERS ARTIST DYRK GODBY)

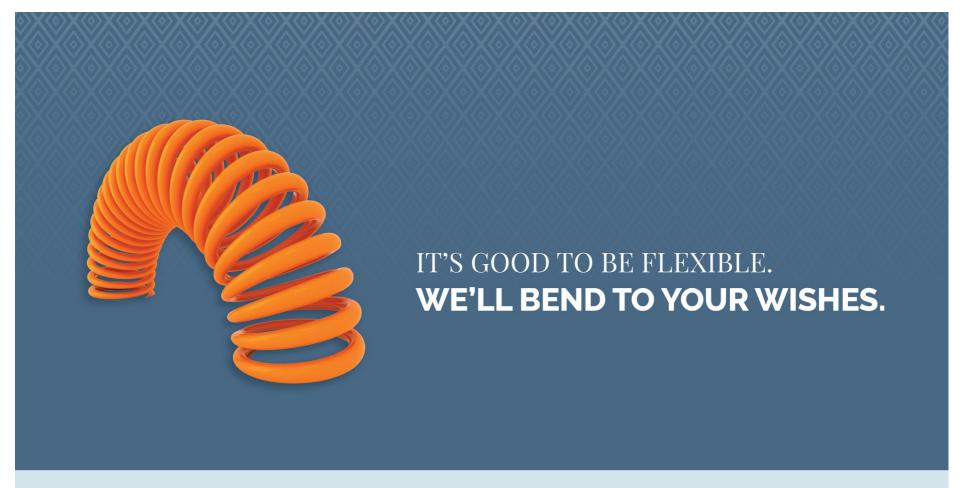




PHOTOS I COURTESY OF MG CUSTOM CREATIONS

Ryan will be attending the craft show on December 2 at Westside Church located at 2051 NW Shevlin Park Rd. in Bend. Stop by to see his creations.

Follow and contact Ryan on Instagram @Ryan.Moeggenberg





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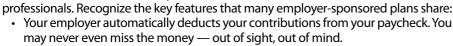
Take Advantage of your Employer-Sponsored Retirement Plan

by ED WETTIG, CFP — United Financial Northwest

mployer-sponsored qualified retirement plans such as 401(k)s are some of the most powerful retirement savings tools available. If your employer offers such a plan and you're not participating in it, you should be. Once you're participating in a plan, try to take full advantage of it.

Understand your employer-sponsored plan

Before you can take advantage of your employer's plan, you need to understand how these plans work. Read everything you can about the plan and talk to your employer's benefits officer. You can also talk to a financial planner, a tax advisor, and other



- You decide what portion of your salary to contribute, up to the legal limit. And you can usually change your contribution amount on certain dates during the year or as needed.
- With 401(k), 403(b), 457(b), SARSEPs, and SIMPLE plans, you contribute to the plan on a pre-tax basis. Your contributions come off the top of your salary before your employer withholds income taxes.
- Your 401(k), 403(b), or 457(b) plan may let you make after-tax Roth contributions — there's no up-front tax benefit but qualified distributions are entirely tax free.
- Your employer may match all or part of your contribution up to a certain level. You
 typically become vested in these employer dollars through years of service with
 the company.
- Your funds grow tax deferred in the plan. You don't pay taxes on investment earnings until you withdraw your money from the plan.
- You'll pay income taxes (and possibly an early withdrawal penalty) if you withdraw your money from the plan.
- If your plan allows loans, you may be able to borrow a portion of your vested balance, up to specified limits.
- Your creditors cannot reach your plan funds to satisfy your debts.

Contribute as much as possible

The more you can save for retirement, the better your chances of retiring comfortably. If you can, max out your contribution up to the legal limit (or plan limits, if lower). If you need to free up money to do that, try to cut certain expenses.

Why put your retirement dollars in your employer's plan instead of somewhere else? One reason is that your pre-tax contributions to your employer's plan lower your taxable income for the year. This means you save money in taxes when you contribute to the plan — a big advantage if you're in a high tax bracket. For example, if you earn \$100,000 a year and contribute \$10,000 to a 401(k) plan, you'll pay income

taxes on \$90,000 instead of \$100,000. (Roth contributions don't lower your current taxable income but qualified distributions of your contributions and earnings — that is, distributions made after you satisfy a five-year holding period and reach age 59½, become disabled, or die — are tax free.)

Another reason is the power of tax-deferred growth. Your investment earnings compound year after year and aren't taxable as long as they remain in the plan. Over the long term, this gives you the opportunity to build an impressive sum in your employer's plan. You should end up with a much larger balance than somebody who invests the same amount in taxable investments at the same rate of return.

For example, say you participate in your employer's tax-deferred plan (Account A). You also have a taxable investment account (Account B). Each account earns 6% per year. You're in the 24% tax bracket and contribute \$5,000 to each account at the end of every year. After 40 years, the money placed in a taxable account would be worth \$567,680. During the same period, the tax-deferred account would grow to \$820,238. Even after taxes have been deducted from the tax-deferred account, the investor would still receive \$623,381. (Note: This example is for illustrative purposes only and does not represent a specific investment.)

Capture the full employer match

If you can't max out your 401(k) or other plan, you should at least try to contribute up to the limit your employer will match. Employer contributions are basically free money once you're vested in them (check with your employer to find out when vesting happens). By capturing the full benefit of your employer's match, you'll be surprised how much faster your balance grows. If you don't take advantage of your employer's generosity, you could be passing up a significant return on your money.

For example, you earn \$30,000 a year and work for an employer that has a matching 401(k) plan. The match is 50 cents on the dollar up to 6% of your salary. Each year, you contribute 6% of your salary (\$1,800) to the plan and receive a matching contribution of \$900 from your employer.

Evaluate your investment choices carefully

Most employer-sponsored plans give you a selection of mutual funds or other investments to choose from. Make your choices carefully. The right investment mix for your employer's plan could be one of your keys to a comfortable retirement. That's because over the long term, varying rates of return can make a big difference in the size of your balance. Your financial professional can also help you coordinate your plan investments with your overall investment portfolio.

Know your options when you leave your employer

When you leave your job, your vested balance in your former employer's retirement plan is yours to keep. You have several options at that point, including:

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Agron Tarnow

4 Seasons Home Services has earned accreditation from the National Home Watch Association for the fifth year. The NHWA was formed in 2009 in order to establish and maintain the highest industry standards for Home Watch and absentee homeowner services throughout the United States and Canada (nationalhomewatchassociation.org). Home Watch is a visual inspection of a home or property, looking for obvious issues, which means that it is a service that "keeps an eye on things" at your vacation or primary home while you are not in residence. All principals of NHWA Accredited Member companies are background-checked, insured, and bonded.

Owner **Aaron Tarnow** purchased 4 Seasons in 2019. For more than 30 years, 4 Seasons has provided Home Watch

services to the resort community of Sunriver. Tarnow is excited to be expanding into more of Central Oregon, including the Bend, Crosswater, and Caldera Springs areas. 4 Seasons watches over 140 homes. In addition to Home Watch, they offer executive-level cleaning, handyman, vacation rental management, and coordination of repair services.

The Bend and Sunriver communities are located almost exactly in the center of Oregon. Because 4 Seasons is located on the east side of the Cascades Mountain Range, their climate is a high-desert rain shadow, not the rainy forest that many people associate with Oregon. Bend is located at about 3,500 feet in elevation, while Sunriver is at 4,000 feet. Their region is growing greatly, both with permanent residents and vacationers. Visitors and residents alike enjoy more than 300 days of sunshine a year, where they can play golf, ski at Mt. Bachelor (18 miles away and open from November to June), bike on miles of trails, play in the Deschutes River, or recreate in numerous other ways.

Tarnow has earned the designation of Certified Home Watch Professional from the NHWA, placing him among the elite Home Watch providers in the industry. The CHWP designation shows his commitment to providing excellent service to his clients. Tarnow also serves as an NHWA Home Watch Boot Camp instructor and as the Chapter Lead for the NHWA's Northwest Chapter.

Tarnow moved to Bend from Traverse City, Michigan, in 2007 and with his wife, Amy, enjoys all that their area has to offer. Prior to purchasing 4 Seasons, Tarnow worked in the medical field as an orthotist/prosthetist, while managing several rentals on the side. Though quite a career change, Tarnow finds the customer service and project management aspects of Home Watch to be a fun and engaging change of pace. Amy is a native Oregonian and works as the Executive Director of the Mount Bachelor Sports Education Foundation. She helps Tarnow with bookkeeping and other management responsibilities for 4 Seasons.

RE/MAX Key Properties welcomes **Kelly Clark** and **Chad Pasinetti** to its esteemed group of real estate professionals in Central Oregon.

Clark brings a wealth of experience, having previously worked in various roles within the real estate industry, including sales, mortgage and law offices, as well as assisting commercial real estate brokers. Residing in Central Oregon for over two decades, Clark brings an intimate knowledge of the local market, which will undoubtedly benefit her clients seeking to fulfill their real estate dreams and goals in Central Oregon.



Pasinetti has been in the real estate industry for 15 years, specializing in commercial real estate investment sales in Washington State with a focus on multifamily and retail before moving to Central Oregon five years ago. He also worked for several of the largest real estate Proptech firms throughout the U.S. — including Zillow Group & Agent Legend. The opportunity to work in different real estate fields has provided Pasinetti a working knowledge of marketing, sales, management, leadership, coaching, and overall customer experience. When it comes to buying, selling and investing in real estate, Pasinetti provides unique insight into the local market and is committed to helping clients achieve their goals.



Hayley Hoggarth

Rebound Physical Therapy Prineville welcomes **Hayley Hoggarth**, OTR/L, CEAS.

Hoggarth began her path to occupational therapy in New Zealand where she accepted a student-internship, which included hosting the country's Youth Paralympic Games. She then received her masters in Occupational Therapy from Touro University Nevada in 2015 and spent the first three years of her career in short-term and long-term skilled nursing rehabilitation. During her time there, she worked with patients on functional improvements for a variety of diagnoses and conditions, including contracture management through splinting. She followed her passion for orthosis fabrication and transitioned to outpatient hand therapy in 2018.

Through the Pandemic, Hoggarth found many of her patients were suffering upper extremity injuries due to the abrupt transition of working from-home, and that they did not have a supportive ergonomic environment. She obtained her CEAS certification (Certified Ergonomics Assessment Specialist) in 2020 and has seen how valuable ergonomics education and training can be for her patient's recovery.

Hoggarth is grateful to be part of Rebound Physical Therapy, and for the support of her talented colleagues as she pursues her certification as a Hand Therapist. She is joyfully joining her husband, Justin Hoggarth, DPT and clinic manager at the Prineville Clinic. She is looking forward to growing the Hand Therapy Program in Prineville and serving the community with new resources.

Some of Hoggarth's hidden talents outside of the clinic include line dancing, sewing, and baking with her sourdough starter.

NAI Cascade Commercial Real Estate announced that our newest licensed property manager is a familiar face to our team, our owners, and our tenants. **Julia Sutter** obtained her Property Management license in August and was promoted to property manager in October. With this promotion, she has been highly focused in expanding the portfolio with properties that align well with NAI Cascade's objectives.

Sutter has been a part of the property management team at NAI Cascade since July of 2022. She brought with her 25+ years of business operations management that have translated seamlessly to property management.



Julia Sutter



Jonas Grebera

DENT Instruments, Inc. announces **Jonas Greberg** as their new chief executive officer. Greberg assumed leadership in October. Christopher Dent, founder and chief engineer, continues to provide guidance as senior advisor.

Greberg holds a master's degree in industrial engineering and has extensive leadership experience working with various energy, building automation and engineering companies in Sweden. Greberg moved to Bend with his wife, three children and dog this summer.

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Kevin Larkin

Deschutes National Forest Supervisor Holly Jewkes has tapped two local candidates for key leadership positions on the Forest.

Kevin Larkin, Bend-Fort Rock District Ranger since 2012, is the new deputy forest supervisor for the Deschutes National Forest and **Kevin Stock**, currently the Central Oregon Fire Management Service Fire and Aviation staff officer, will take a four-month assignment to become the acting Bend-Fort Rock district ranger.

Prior to his position as Bend-Fort Rock district ranger, Larkin previously spent five years on the Kaibab National Forest in Northern Arizona and four years on the

More Who's Who Page 26 ▶

Businesses Serving Community

CASA OF CENTRAL OREGON

The Honorable Judge Bethany Flint recently conducted a swearing-in ceremony for 17 community members to become Court Appointed Special Advocates, or CASAs, for children. The volunteers, who come from all walks of life, will speak in court for children who are in foster care in Central Oregon.

The CASA volunteer represents the child's best interest in court and in the community during their time in foster care. All volunteers complete a thorough training process that includes 40 hours of trauma informed training, a background check, and an interview with a district court judge before being sworn-in as an officer of the court and assigned a child or sibling group currently in foster care in Crook, Deschutes, or Jefferson counties.

"We currently have 46 children waiting to be assigned an advocate. We are very fortunate to have this new group of volunteers who are willing to dedicate their time serving our community's most vulnerable children," said CASA's executive director, Heather Dion.

Last year, 448 children spent time in foster care in Central Oregon. Of these children, 373 were served by a CASA volunteer. The goal of CASA of Central Oregon is to recruit, train, and support enough volunteers so that every child in foster care has a personally assigned CASA volunteer.

CASA of Central Oregon is currently accepting applications for anyone interested in becoming a volunteer advocate. The next training session is scheduled to begin the week of January 22, 2024.

LEADERSHIP REDMOND CLASS OF 2023 & VFW POST 4108

The Leadership Redmond Class of 2023, along with the VFW Post 4108, organized the first annual Red, White and Blue Celebration. This benefit fundraiser was a huge success with attendees enjoying food, music, dancing, raffles and a silent auction. The highlight of the evening was the MIA-POW table ceremony led by the guest of honor, Dennis Guthrie. This moment was a testament to the reason and cause for the celebration of the colors that unite America and deeply underscored the enduring sacrifices for our freedom.

Sponsored by BasX Solutions, Redmond Industrial Park, and Hooker Creek, this year's celebration raised an impressive \$12,000 for the local veterans of the Deschutes VFW Post. Proceeds from the event will be used for capital improvements, with a particular focus on procuring a brand-new HVAC system for the post facility which serves its members, auxiliary, all veterans, their families and the public in our area.

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Continued from page 25

White Mountain National Forest in New Hampshire and Maine. Before working for the Forest Service, Larkin taught recreation management and social science in the Department of Forestry at Virginia Tech.

Larkin spends his free time hiking and skate skiing on the Forest and takes over as deputy forest supervisor following Shanda Dekome's promotion to director of Natural Resources in the Intermountain Region of the U.S. Forest Service in Utah earlier this year.

Stock started his career in wildland firefighting after being inspired to serve following the Awbrey Hall Fire in Bend that burned 22 homes in 1990. Stock worked as a seasonal firefighter on the Lolo National Forest in Montana and later the Mt. Hood National Forest before settling in to Central Oregon in 1995 and working his way up the ranks from engine captain to the Fire and Aviation staff officer in 2021.

Stock has an associates of applied science degree in Forest Resources from Mt. Hood Community College and a professional certificate in biological science from University of Nevada at Las Vegas. In his spare time, he enjoys spending time with his wife and two children recreating on the public lands he protects and loves.

Citing the tremendous growth in meals served and plans to assist with meal production for new Central Oregon communities, the **Family Kitchen** Board of Trustees recently approved the new staff position of operations manager. After an extensive search process, **Dana Richards** was hired for the role beginning October 2.

Richards is well known in the local homeless services world for her work opening and managing COVID isolation housing and Project Turnkey housing as unhoused services manager at NeighborImpact, keeping the public informed as community engagement coordinator at 2-1-1 Connect, and advocating to fill housing gaps as community and economic development program coordinator at Central Oregon Intergovernmental Council. Richards represented the Homeless Leadership



Dana Richards

Coalition (HLC) on the Sounding Board with the City to change land use code for housing opportunities and worked in collaboration with HLC and other service providers to get our local Built For Zero initiative off the ground. She also has years of experience in shelter operations in Portland, Oregon; Phoenix, Arizona; and Las Vegas, Nevada.



Giancarlo Gatto

BendFilm recently announced that **Giancarlo Gatto** will assume the role of executived, effective immediately. He succeeds interim executive director Ann Witsil and prior executive directorTodd Looby.

Gatto is a longtime member of the BendFilm family, including seven years as a board member, five of them as board president. During his tenure, the organization acquired the Tin Pan Theatre, a signature venue for year-round programming and a centerpiece of the annual Bend Film Festival. A 12-year resident of Bend, and a self-described "lifelong cinephile," Gatto has attended the Festival for a decade, and volunteered as a venue manager. His career elsewhere has encompassed over two decades of financial management.

As executive director, Gatto will oversee all aspects of the nonprofit's year-round activities, including strategic business development, community relationship management and cultivation (including sponsor and government relations), financial planning and operations. He will also manage and work closely with the BendFilm staff, including programming director Selin Sevinç, on the production of the annual Bend Film Festival.

Gatto will work from BendFilm's offices at 1000 Northwest Wall Street in downtown Bend, with regular travel to represent and amplify BendFilm's presence and reputation at other festivals, markets and industry events worldwide.

The Bend Chamber announced that four new board members will join the full board of directors on January 1, 2024. The board is an all-volunteer group that guides the mission, policy setting, and governance of the Chamber as they serve the Bend business community.

Laura Breit, PE, LEED AP, owner/CEO of ColeBreit Engineering, is a licensed Mechanical Engineer and the majority owner and CEO of ColeBreit Engineering, a certified Women Business Enterprise in Oregon. ColeBreit Engineering specializes in

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

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

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

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

mechanical, electrical, plumbing, fire protection, commissioning, and controls design and engineering services.

Breit brings extensive experience as a professional mechanical engineer and LEED Accredited Professional to every project, including the design of HVAC, plumbing, and process systems for nearly every market sector, including commercial, education, pharmaceutical, science and technology, industrial, municipal, multifamily, healthcare, hospitality, high-end residential, and agricultural facility types and businesses. She has experience working in the traditional design-bid-build and design-build project delivery methods, taking a custom approach to each project and the unique needs of the client. Notable recent local projects include the 315-unit, 6-story Jackstraw project near the Box Factory and The Grove in Northwest Crossing.

Kevin Cole, CEO/president of Mid Oregon Credit Union, joined the Mid Oregon Credit Union team in 2016 as the organization's chief financial officer. He quickly advanced to executive vice president before taking over the CEO role at the retirement of then-CEO Bill Anderson at the end of 2022. During his tenure, he led multiple key initiatives to transform Mid Oregon's technology platforms and introduce new digital tools to the membership.

Cole is committed to helping build better communities in Central Oregon through economic development. He recently completed six years of service on the Bend Economic Development Advisory Board. He serves as the treasurer for Economic Development of Central Oregon. Cole believes that Central Oregon communities can only be healthy when they have a strong employment base that creates opportunities for everyone to share in the region's prosperity and growth.

Gary North is the vice president and shareholder of R&H Construction, leading operations in Central Oregon. R&H has a statewide presence with offices in both Bend and Portland, Oregon. The company's core market sectors include affordable and market-rate housing, office, retail, industrial, medical and resort work.

North has over 35 years of experience in the construction industry, the last 15 of which have been with R&H in roles such as senior project manager, team leader and his current role as vice president. During his tenure with R&H, he has managed over \$400 million in work including ground up developments, remodels and build-out work.

After two years practicing as an associate orthodontist in the Rogue Valley of Southern Oregon, **Dr. Shannon Woods**, orthodontist/owner of Woods Orthodontics, moved her family back home to Bend in 2018, and launched her start-up, Woods Orthodontics.

Dr. Woods has earned numerous honors and certifications, such as: Omicron Kappa Dental Honor Society Member, which is awarded to the top 5 of the 75 OHSU Dental School Graduates of each class; American Board of Orthodontics Certification, which is granted to typically less than 30% of all practicing orthodontists in the country; Affiliate Candidate with the Angle Orthodontic Society, an orthodontic body promoting the scientific advancement of orthodontics; and *Cascade Business News'* Accomplished under 40.

Dr. Woods manages a team of clinical and administrative staff that serve passionately at their Bend and Sisters clinics. She specializes in all aspects of orthodontic care, from early intervention, to clear aligners, brackets, and surgical orthogonathic correction.

Additionally, **Rebecca Berry**, vice president/chief Human Resources officer at St. Charles Health System, will be returning to serve her final year. And, **Laurie Hill**, CEO of Central Oregon Pediatrics Associates, becomes a full board member after serving as a one-year appointee in 2023.

Commute Options welcomes **Marika Tammaru** to the team as their new Safe Routes to School coordinator. In this position, Tammaru educates and encourages Central Oregon children and parents on the benefits and safety of biking and walking to school.

Tammaru graduated from the University of Oregon with a degree in environmental science and Spanish, where she discovered a love for biking and sustainable transportation solutions. In her free time, she enjoys running, skiing, gardening, and camping.



Marika Tammaru

Recently, **The Environmental Center** presented its eighth Sustainability Awards, honoring those who are leading the way to a sustainable future in Central Oregon. Individuals, businesses, organizations, and other community-led projects and programs in Crook, Deschutes, and Jefferson counties were eligible to be nominated or to apply.

This year, The Environmental Center received a total of 14 nominees to review. A team of six individuals made up the review committee, scoring applications based on the nominee's strengths and contributions regarding environmental health, social equity, and economic vitality. Nominees were also scored for their overall leadership in the central Oregon region. Awardees received beautiful hand-made awards crafted by local wood-workers Kenny Adams and Jake Roberts.

The four recipients of this year's awards are:

Business Category: Sakari Farms (Spring Alaska Schreiner)

Schreiner (Upingaksraq) is an Inupiaq Tribal Farmer/Business Owner of Sakari Farms located in Tumalo, Oregon. The farm specializes in Native American Foods, Education, Technical Assistance, Tribal Foods. This farm is 100 percent a Native Regenerative Farm focusing on implementing healthy food, land and cultural practices for our community.

Individual Category: Noelle Bell Copley

Copley manages sustainability efforts for Central Oregon Community College. She believes in community and that sustainability is a lifestyle and business model and that we can balance the environment, economics and equity. Her goal is to make sustainable living choices available to all for the greater good of our community.

Nonprofit Category: RootedHomes

RootedHomes provides environmentally sustainable and permanently affordable homeownership opportunities for those who contribute to the fabric of the Central Oregon economy and community. RootedHomes envisions sustainable, equitable communities where everyone can afford to live where they work and play. RootedHomes' sustainable communities are the gold standard of resident-driven affordable housing communities that advance equity for generations to come.

Recently the U.S. Department of Health and Human Services (HHS), through the

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

Continued from previous page

Health Resources and Services Administration (HRSA), announced one health center in Oregon is part of the top ten percent of health centers nationwide receiving a Gold Health Center Quality Leader badge for their achievements in improving health outcomes and providing high-quality care for patients in rural and underserved communities. The digital badges, part of the Community Health Quality Recognition (CHQR) badge program, honor the health centers across the country that have attained the best overall clinical quality performance.

The CHQR badge program recognizes outstanding performance in a variety of clinical areas, including behavioral health, maternal health, diabetes health, heart health, cancer screening, and HIV prevention and care, as well as overall quality performance.

The health center in Oregon that received a Gold Health Center Quality Leader badge is La Pine Community Health Center, in La Pine.



RE/MAX Key Properties welcomes the Levison Group to its esteemed group of real estate professionals. The Levison Group, led by Tony Levison, with Dustin Hamlet, Jamie Garza, and James Keane, is a team of seasoned Central Oregon real estate professionals. With extensive local expertise, they offer client-centric services aimed at achieving exceptional results. Their combined areas of expertise include residential real estate, property management, land acquisition, and commercial real estate. They are innovative, results-driven and always focused on their clients.



CORINA EGO. JORDAN ANDERSON AND JENNIEER JOHNSON | PHOTO COLIRTESY OF CITY OF PRINEVILLE

Government Finance Officers Association of the United States and Canada (GFOA) has awarded the Certificate of Achievement for Excellence in Financial Reporting to City of Prineville for its annual comprehensive financial report for the fiscal year ended June 30, 2022. The report has been judged by an impartial panel to meet the high standards of the program, which includes demonstrating a constructive "spirit of full disclosure" to clearly communicate its financial story and motivate potential users and user groups to read the report.

The Certificate of Achievement is the highest form of recognition in the area of governmental accounting and financial reporting, and its attainment represents a significant accomplishment by a government and its management.

Government Finance Officers Association (GFOA) advances excellence in government finance by providing best practices, professional development, resources, and practical research for more than 21,000 members and the communities they serve.



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J Bar J Youth Services observes Runaway Prevention Month

EVENT DETAILS:

November 16, 4-6pm

Silver Moon Brewing Company

(Outdoors, dress warm)

24 NW Greenwood (Parking access

from Kearney Ave. behind the venue)

by JONATHAN BAKER, Director of Development — J Bar J Youth Services

ascade Youth & Family Center and Grandma's House provide services and shelter to youth experiencing homelessness, including those who have run

away, and to those who are at risk of running away. On November 16, they will be hosting an event at Silver Moon Brewing to spread awareness of the risks these young people in our community face, and to educate the public about solutions and the role they can play in reducing runaway incidents, preventing youth homelessness, and supporting youth experiencing crisis.

November is National Runaway Prevention Month (NRPM), a public awareness campaign designed to "shine a light" on the experiences of youth who have run away and experienced homelessness that too often remain invisible. It is also an opportunity

to spotlight the resources available to support youth in crisis throughout the nation. The campaign empowers individuals, organizations, and communities

to take action, work together, and help prevent youth homelessness. NRPM is spearheaded by the National Runaway Safeline (NRS) with the support of the

Family and Youth Services Bureau (FYSB) and other

national and local partners.

November 16 is also NRPM Wear Green Day, we invite you to dress in your favorite green clothes and join us as we "shine a light." The young people we serve see when the community steps up in support of them. It goes a long way in helping these youth understand that our community cares and wants to support them as they create better futures for themselves. What's more, helping youth out of homelessness greatly reduces the risk of them experiencing homelessness as adults.

Cascade Youth & Family Center and Grandma's

House are programs of J Bar J Youth Services.

Hopscotch Kids Announces its Latest Expansion Encompassing Full Baby Essentials

by ANDREA WASILEW LARSON

opscotch Kids announces the grand opening of our expansion. Our mission has always been to be your go-to destination for baby and children's clothes, shoes, books, gifts, and gear. Now, we've taken that mission a step further by introducing a whole new world of offerings including premium brands of strollers, car seats, baby furniture, and maternity essentials and clothing.

The recent grand opening event celebrated community. As a testament to our dedication to local causes, we're thrilled to announce that we contributed over \$5,000 worth of raffle items to support our very own Summit High School Theater. Giving back is woven into the fabric of our store, and we couldn't be more excited to make a meaningful impact.

The new expansion features an array of exciting additions to our already extensive inventory, including:

Car Seats and Strollers: Ensure the safety and comfort of your child with our innovative car seats and strollers. Our experienced staff will help with the selection of the perfect travel system for your lifestyle. We also offer complimentary car seat installations and checks with a nationally certified CPST (child passenger

safety technician).

Baby Furniture: Find a curated selection of stylish and practical furniture to create the perfect nursery for your little one. From cribs to changing tables, highchairs to baby baths, discover the perfect pieces to create a cozy nursery for your bundle of joy.

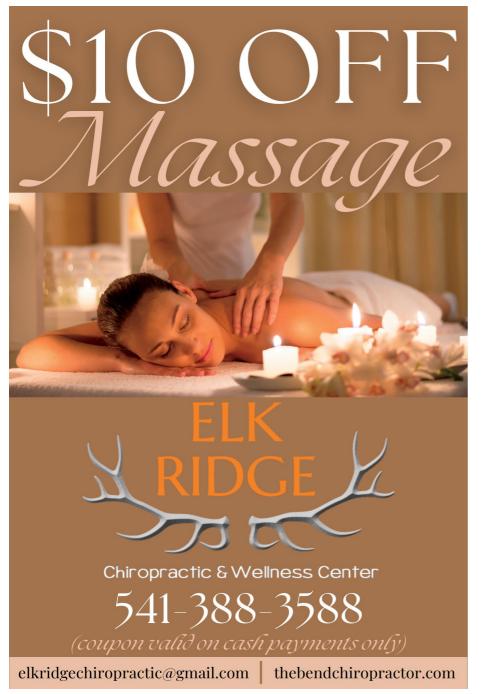
Maternity and New Parent Support: Offering an exclusive array of new parent supports, from breast pumps to belly oils. Expecting mothers can now shop for stylish and comfortable maternity clothing, as well as nursing bras, diaper bag and more.

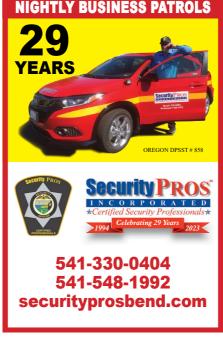
We also launched a new website that will include a new all-encompassing gift registry on November 13 — hopscotchkids.com.

About Hopscotch Kids:

Located in Bend, Oregon, Hopscotch Kids is a full-service children's store carrying premium brands from around the world. This unique store carries a wide selection of shoes, clothing, strollers and car seats, baby furniture, Maternity and New Parent Support, eco-friendly toys, books, and gifts. Voted "Best Children's Clothing" store in Bend by the community and *The Source Weekly*.

hopscotchkids.com









Deschutes County & Partners In Care Proclaim November 2023 as Hospice & Palliative Care Month in Central Oregon

by MAUREEN DOOLEY, Marketing & Communications Manager — Partners In Care

artners In Care and Deschutes County Commissioners jointly declared November as Hospice and Palliative Care Month in the region during a Board of Commissioners meeting November 1. This proclamation, in alignment with National Hospice and Palliative Care Month, acknowledges the vital importance of hospice and palliative care, which offer compassionate end-of-life care and unwavering support to individuals and their families confronting serious illnesses.

National Hospice and Palliative Care Month, established by then-President Jimmy Carter in 1978, has been observed over the years to recognize the dedicated efforts of those who provide end-of-life care and to raise awareness of the hospice movement's growth. Recent news of Jimmy Carter's own journey with hospice services has been an inspirational reminder of the significance of the movement he initiated 45 years ago.

"This proclamation continues the dialogue President Jimmy Carter ignited eight months ago when sharing his own intimate hospice journey with all of us," said Greg Hagfors, Partners In Care CEO. "Our vision is to inspire compassion and dignity across the community by sharing conversations about how hospice and palliative care have made a difference to so many here in our own region."

Both organizations encourage the community to take part in Hospice and Palliative Care Month by having courageous conversations about end-of-life preferences with loved ones, empowering individuals to make informed decisions about their care and enhancing the overall health and well-being of our communities.

"Deschutes County, in partnership with Partners In Care, understands the profound impact of hospice and palliative care on the lives of patients and their loves ones," said Deschutes County Commissioner Tony DeBone. "Through this proclamation, we acknowledge the invaluable services offered by hospice and palliative care programs and recognize the commitment of the professionals, volunteers and organizations who work tirelessly to make these services accessible to those in need in our community."

Deschutes County and Partners in Care urge the community to learn more about the services available in Central Oregon sooner so that families and their loved ones can benefit from the holistic physical, emotional, and spiritual care support provided by hospice and palliative care teams.

Full Proclamation below:

Before the Board of Commissioners of Deschutes County, Oregon

Whereas, Deschutes County in partnership with Partners In Care acknowledges

the importance of hospice and palliative care in providing compassionate end-oflife care and support to individuals and their families facing serious illnesses; and

Whereas, during National Hospice and Palliative Care Month, we recognize the invaluable services offered by hospice and palliative care programs across our County and region, and we honor the commitment of the professionals, volunteers, and organizations that make these services available to those in need; and

Whereas, by promoting conversations about end-of-life care preferences and ensuring early access to hospice and palliative care services, we can empower individuals to make informed decisions about their care and enhance the overall health and well-being of our communities; and

Whereas, hospice and palliative care providers in Deschutes County are dedicated to enhancing the quality of life for individuals with life-limiting illnesses, addressing their physical, emotional, and spiritual needs, and ensuring that they can live their remaining days with dignity and comfort; and

Whereas, Deschutes County is committed to ensuring equitable access to healthcare services, acknowledging the importance of social equity and inclusivity in the delivery of care.

Now, therefore be it resolved that the Deschutes County Board of Commissioners proclaims the month of November, 2023 to be "Hospice & Palliative Care Month" in Deschutes County in partnership with Partners In Care, and encourages community members across Central Oregon to start the conversation sooner and elect to use palliative care or hospice earlier when diagnosed with a serious or terminal illness, so that both they and their loved ones can benefit from the holistic physical, emotional, and spiritual care support provided by hospice and palliative care teams.

Dated this 1st day of November 2023 by the Deschutes County Board of Commissioners.

About Partners In Care:

Partners In Care is a local, independent, 501(c)(3) nonprofit organization serving a 10,000 square mile region of Central Oregon. It is now the leading provider of hospice, home health, and palliative care in the region, with over 200 staff members and over 150 volunteers. In addition to community Hospice care in homes, facilities, and Hospice House, Partners In Care also provides: Home Health in the patient's home or care facility; Palliative Care symptom management and support; a non-medical case management program called Transitions; and Grief Support for adults and children experiencing a loss.

partnersbend.org



Honoring the Lives

of all Veterans who served

This Veterans Day we honor all Veterans—no matter their branch of service, military specialty, or when they served.



Partners In Care is steadfast in its commitment to veterans across Central Oregon. Veterans are served with respect and compassion through specific medical care and services that address their unique needs. Learn more about how our team supports and honors them at PartnersBend.org/veteran-hospice-care or by scanning the QR code.



Partners In Care



Hospice | Hospice House | Home Health Transitions | Palliative Care | Grief Support PartnersBend.org | (541) 382-5882

Volunteer & Air Force Veteran, Craig Brush, at Chanute Air Force Base in 1957

(back row, 3rd from left)

aise the Deschutes Continued from page 3

commitment to spreading awareness about water conservation and the significant role of the Deschutes River in our community. We're grateful for the Roundhouse Foundation's grant, allowing us to broaden our reach and impact."

The Roundhouse Foundation's

financial support is a testament to their dedication to community enrichment and environmental stewardship. This collaborative effort not only boosts the 'Raise the Deschutes' seminar series but also echoes both organizations' shared vision for a sustainable and informed Central Oregon.

"At The Roundhouse Foundation, we believe in the power of community," shared Executive Director and Trustee, Erin Borla. "Supporting efforts like the 'Raise the Deschutes' seminar series represents an opportunity to collaborate and share information about water resources throughout our region. This work can inspire Central Oregonians to get to know their neighbors to better understand the unique challenges around this resource."

Residents across Central Oregon are encouraged to participate in these sessions, which will delve deep into water management practices, local hydrology, river ecology, and concrete

steps our communities can take for water conservation. The seminar series promises insights from expert guest speakers in the water conservation and sustainability field.

To register for the next Raise the Deschutes seminar on December 13 or for more details on the seminar series, future dates, and locations, please visit the Deschutes River Conservancy's website at deschutesriver.org.

deschutesriver.org RoundhouseFoundation.org

RECENT TRANSACTIONS

Continued from Page 3

totaling 0.59 acres sold for \$260,000.

Compass Commercial Real Estate Services brokers Dan Kemp, CCIM and Kristie Schmitt, CCIM represented the landlord, RCW Investments, LLC, and the tenant, Summers Wood Floor Company, in the lease of a 3,712 SF industrial suite located at 1875 NE Division Street in Bend.

Brokers Terry O'Neil, CCIM and Luke Ross with Compass Commercial Real Estate Services represented the landlord, Scharpf Investments, LLC, in the lease of a 1,936 SF industrial suite located at 2122 SW Deerhound Avenue in Redmond.

mployer-Sponsored Retirement Plan

Continued from page 24

- Taking a lump-sum distribution. Before choosing this option, consider that you'll pay income taxes and possibly a penalty on the amount you withdraw. Plus, you're giving up the continued potential of tax-deferred growth.
- Leaving your funds in the old plan, growing tax deferred. (Your old plan may not permit this if your balance is less than \$5,000, or if you've reached the plan's normal retirement age — typically age 65.) This may be a good idea if you're happy with the plan's investments or you need time to decide what to do with your money.
- Rolling your funds over to an IRA or a new employer's plan (if the plan accepts rollovers). This may also be an appropriate move because there will be no income taxes or penalties if you do the rollover properly (your old plan will withhold 20 percent for income taxes if you receive the funds before rolling them over, and you'll need to make up this amount out of pocket when investing in the new plan or IRA). Plus, your funds continue to potentially benefit from tax-deferred growth.

Provided by Ed Wettig, CFP, United Financial Northwest, 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. United Financial Northwest and PlanMember Securities Corporation are independently owned and operated. PlanMember is not responsible or liable for ancillary products or services offered by United Financial Northwest or this representative.

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erán Bioscience

Continued from page 3

square feet in Bend. This facility expansion will require a wide range of skills and professional experiences, which Serán hopes to cultivate locally. Serán is partnering with Oregon Bioscience Association (oregonbio.org) to establish a state-sponsored apprenticeship program with the goal of providing paid employment and education to entry-level operations and laboratory technicians. Serán values local partnerships that improve the health and livability of our community.

"Serán is excited to continue our growth in Bend," said Dan Smithey, president and CEO. "This facility expansion is expected to add 20-30 additional positions. Serán is committed to contributing stable and rewarding career opportunities in Central Oregon."

About Serán:

Serán's leadership team has been at the forefront of enabling pharmaceutical technologies for decades. The state-of-the-art manufacturing facilities in Bend are equipped with the latest technologies that empower pharmaceutical dosage-form solutions that are not just effective, but transformative.

Serán utilizes a range of novel technologies and pharmaceutical manufacturing operations to overcome drug development challenges for both small and large molecules, including complex granulations, spray dried dispersions, hot melt extrudates, IR and MR tablet technologies, multiparticulates, and engineered particles for inhalation. The facility expansion leverages Serán's expertise and commitment to supporting its large and small pharmaceutical customers from early to late-stage clinical manufacturing.

The cGMP facility capacity expansion is expected to be complete in the second quarter of 2024.

seranbio.com

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Watch for Upcoming Editions of CASCADE BUSINESS NEWS

2023 EDITORIAL CALENDAR

ISSUE DATE SPECIAL SECTIONS **INDUSTRY LISTS**

December 6

Aviation

Law Firms, Security Companies

December 20 **Deadline Dec 13**

Top Commercial Projects/Construction Review Commercial Contractors

January 2024

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Central Oregon Business Calendar

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

BUSINESS EVENTS



November 15

5pm City of Redmond Urban Area Planning Commission Meeting.

November 15

5-7pm Bend Chamber Bend YP Social at U.S. Bank on Century Drive, Bend.

November 15

5-6:30pm Sunriver Area Chamber of Commerce Business After Hours at Big Belly Burgers.

November 16

8-9am Sunriver Area Chamber of Commerce Coffee Klatch at Hot Lava Bakery.

November 16

11:30am City Club of Central Oregon November Forum, The Future of E-Bikes in Bend?, at Riverhouse on the Deschutes.

November 16

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

November 16

4:30-7pm EDCO Central Oregon PubTalk at Worthy Brewing.

November 16

5-7:30pm Bend Chamber What's Brewing: Building Business Bridges, at Tetherow Event Pavilion, Bend.

November 17

1:30-3:30pm COIC Virtual and In-Person Deschutes Basin Water Collaborative (DBWC) Public Meeting at Bend Policy Department Municipal Court Room.

November 17

3-6pm Begin Right Employment Services Friendsgiving Open House at 730 SW 11th St., Redmond.

November 20

1pm Deschutes County Board of County Commissioners Meeting.

November 21

6pm City of Redmond City Council Meeting.

November 27

1pm Deschutes County Board of County Commissioners Meeting.

November 27

5:30pm City of Virtual and In-Person Bend Planning Commission Public Hearing on Stevens Road Tract Planning Amendments at Bend City Hall Council Chambers.

November 28

5:30-7:30pm Skeptoid Media Nerd Night Science Trivia at The Pour House Grill, Bend.

November 28

5:30-7:30pm SCORE Confidential One-on-One Small Business Counseling at Bend Downtown Library.

November 29

9am Deschutes County Board of County Commissioners Meeting.

November 29

5-7pm Bend Chamber Bend Chamber Holiday Party 2023, at Tetherow Event Pavilion, Bend.

November 29

5-6pm COCC Virtual Nursing Program Info Session.

November 30

3-4pm Deschutes County ADU Info Session at Deschutes Services Center Barnes and Sawyer Room, Bend.

December 5

4:30-6pm Bend Chamber Bend Chamber Ribbon Cutting for Mosaic Community Health's School Based Health Center at Mountain View High School.

December 12

 $10\mbox{-}11\mbox{am}$ Bend Chamber Membership $101\mbox{\,|\,}$ Maximizing Your Membership at Bend Chamber Conference Room.

December 12

5:30-7:30pm SCORE Confidential One-on-One Small Business Counseling at Bend Downtown Library.

December 12

6pm City of Redmond City Council Meeting.

December 13

Deschutes River Conservancy Raise the Deschutes Seminar at Worthy Brewing, Bend.

WORKSHOPS & TRAINING



(Ongoing)

COCC Small Business Development Center Virtual Classes.

Building Permits

COMMERCIAL PERMITS WEEK ENDING 10-27-23

Deschutes County

\$1,473,234.00 - Commercial (New) 3,641 sf. at 13001 Century Dr. Bend 97702 OR Owner: Mt. Bachelor, Inc. PO Box 1000 Bend, OR 97709 Permit # 247-23-003746

\$300,000.00 - Commercial (Tenant Improvement) at 272 E Main Ave. Sisters 97759 OR Owner: Bank of the Cascades PO Box 30918 Billings, Mt. 59116 Permit # 247-23-005162 \$124,962.00 - Commercial (Addition) 784 sf. at 1050 B Ave. Terrebonne 97760 OR Owner: Michael and Jennifer Clark 33341 Gilmore Rd. Scappoose, OR 97056 Permit # 247-23-003000

\$103,093.00 - Commercial (Tenant Improvement) at 100 W Lundgren Mill Dr. Sisters 97759 OR

Owner: Clearpine Management, LLC 1195 NW Redfield Cir. Bend, OR 97703 Permit # 247-23-001750
- Commercial (New) 600 sf. at 52684 Hwy 97 La Pine 97739 OR Owner: Habitat for Humanity for La Pine Sunriver PO Box 3364 Sunriver, OR 97707

Builder: Joshua Meulink 541-233-6678 Permit # 247-22-002359

\$36,000.00 - Commercial (New) 900 sf. at 16869 Wilt Rd. Sisters 97759 OR Owner: HBP, LLC PO Box 1119 Sisters, OR 97759 Permit # 247-23-004560

City of Redmond

\$47,066.00

\$106,390.00 - Commercial (Alteration) at 601 E Antler Ave. Redmond 97756 OR

Owner: M Alves Land & Livestock Redmond, LLC 601 E Antler Ave. Ste. 101 Redmond, OR 97756 Permit # 711-23-002379

\$275,070.00 - Commercial (Tenant Improvement) at 2405 SW 1st St. Redmond 97756 OR

Owner: Oregon Industrial Properties-Redmond, LLC 1302 Puyallup St. #A Sumner, WA 98390 Permit # 711-23-001906

City of Bend

\$90,000.00 - Commercial (Alteration) 554 sf. at 19570 Amber Meadow Dr. Ste 170 Bend 97702 OR Owner: Brashears & Lazzareschi Family, LLC Permit # PRRE202302091

COMMERCIAL PERMITS WEEK ENDING 11-3-23

City of Redmond

\$92,455.00 - Commercial (Tenant Improvement) 2,132 sf. at 3818 SW 21st St. Redmond 97756 OR

Owner: Spencer Bros, LLC 63025 Lower Meadow Dr. Bend, OR 97701 Permit # 711-23-002358

City of Bend

\$30,000.00 - Commercial (Alteration) 50 sf. at 63485 N Hwy 97 Bend 97703 OR Owner: Bend Center, LLC Permit # PRRE202207138



Along with providing a comprehensive list of Central Oregon Commercial Contractors, Cascade Business News will feature

TOP PROJECTS COMPLETED in 2023

in our December 20 issue!

Contact Jeff Martin at 541-388-5665 or jeff@cascadebusnews.com

DEADLINE TO SUBMIT TOP PROJECTS IS DEC. 13



