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Supporting Flight

Aviation Training at COCC Takes Off with the Help of Foundation Scholarships

by MARK RUSSELL JOHNSON Staff Writer, Marketing & Public Relations — Central Oregon Community College



ROYCE GREINER | PHOTO COURTESY OF COCC

As a U.S. Navy aircraft mechanic, Royce Greiner spent much of his four-year service on the flight deck of the nuclear-powered USS John C. Stennis, "launching and recovering" the vessel's fleet of F/A-18E Super Hornets. He was always focused on keeping others airborne. Still, amid the F-18s constantly roaring off and touching down, a budding instinct for flight began to seep in.

After his service, and while working as a ranch hand near Yosemite National Park, a chance encounter with a helicopter pilot — along with the pilot's tales of search and rescue missions and wildland fire operations — got Greiner's attention.

The pilot, also a veteran, encouraged him to use the GI Bill for training. Before long, Greiner moved to Bend. "I had never been to college before, and I didn't know how to apply to school. I must've sent 100 emails back and forth in an attempt to get all my ducks in a row," he shares.

Using the GI Bill helped him take a major step toward his private pilot's license, but that funding ran out near the end of his credential attainments and a scholarship from the COCC Foundation was crucial to pass a series of evaluations from an FAA examiner. "The money from the Foundation scholarship went to paying for those several additional flights necessary to continue on and finish. I am so thankful to have been granted it."

Each year, the COCC Foundation offers nearly 400 scholarships of \$5,000 (enough to cover a full year of credits), totaling \$2 million. Sixteen COCC aviation students received a Foundation scholarship for the 2022-23 year.

A scholarship is easy to apply for, and if awarded, can be renewed for two additional years. The next cycle opens on February 1, 2024; COCC's winter term

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Switchblade Flying Sports Car Takes to the Skies

by ANDREA HINE — CBN Feature Writer

am Bousfield was in kindergarten when he first drew pictures of flying cars — the beginning of a journey that culminated decades later with the maiden flight of the world's most sought-after flying sports car, the Switchblade. Asked how it felt to see the Switchblade fly — after 14 years of design and testing — Bousfield "realized that this is what it feels like when your dreams come true."

"There have been hundreds of designs for flying cars, but no one has pulled it off until now," he said. "One reason is that most people ask, 'How do you make a car fly?' when the question should be 'what is the best configuration for a vehicle that both drives and flies?' And along the way, the challenge became 'how do you solve the problems that stopped others?""

Bousfield, who believes that "the dreams of artists form society's future" (think Leonardo de Vinci, who created the first designs for an aircraft in his 15th Century paintings), always felt that "the future of transportation is in the air."

While admitting that "I lost sight of that goal" while pursuing an architectural career for 26 years, "I never gave



SAM BOUSFIELD HAS SPENT 14 YEARS DEVELOPING THE WORLD'S MOST SOUGHT-AFTER FLYING CAR | PHOTO COURTESY OF SAMSON SKY

up my dream of flying," said Bousfield, "and finally decided to chase it." And so the Switchblade saga was underway.

Modest about his artistic talents ("my paper mâché turkeys were always blobs"), Bousfield backed up his

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Aviation Spotlight — Pages 8-17

Jake & Josh Eckstein Memorial Trade Scholarship Fund Gets Boost This Holiday Season

by JENNIFER HOBSON HINSLEY

arly in the morning on March 29, 2019, brothers Jake and Josh Eckstein, then 21 and 19 years old, respectively, were driving to their trade jobs on the pipe crew with Taylor NW at Facebook's Prineville Data Center when they hit a patch of black ice on Powell Butte Highway. The young men, known by their co-workers as dedicated and hard-working, were both killed when their truck slid off the road, striking a juniper tree.

The tragedy sent shockwaves through the company and

community. Taylor NW stopped work on all jobs that day as the company reeled from the loss. "It's the kind of event that as a parent you believe will happen to someone else," said their father, Scott Eckstein.

The boys' colleagues began a hat pass that immediately yielded \$6,000, which was matched by their parents,



(L-R) JAKE AND JOSH ECKSTEIN | PHOTOS COURTESY OF THE ECKSTEIN FAMILY

Scott and Phyllis Eckstein. In time, this along with other donations would become the fund now known as the Jake & Josh Eckstein Memorial Trade Scholarship Fund, which is managed by the Oregon Community Foundation. The fund supports Central Oregon graduates of high schools in Deschutes, Jefferson and Crook Counties seeking

PAGE 6

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RECENT TRANSACTIONS

Brokers **Kristie Schmitt**, CCIM and **Pat Kesgard**, CCIM with **Compass Commercial Real Estate Services** represented the landlord, **Pacific River Properties**, **LLC**, in the lease of 5,473 SF retail suite located at 150 NE Bend River Mall Drive in Bend.

Brokers **Terry O'Neil**, CCIM and **Luke Ross** with **Compass Commercial Real Estate Services** represented the landlord, **Lyle and Rosalie Nelson**, in the lease of a 1,740 SF office suite located at 354 NE Norton Avenue in Bend.

Compass Commercial Real Estate Services brokers Russell Huntamer, CCIM, Jay Lyons, SIOR, CCIM and Eli Harrison represented the landlord, Mt. Nolan, LLC, in the lease of a 1,040 SF retail suite in the Nolan Town Center located at 875 SW Rimrock Way in Redmond. Huntamer and Harrison also represented the tenant, MV Clips, LLC.

inMotion Training Studio is Celebrating 15 Years

inMotion Training Studio, a staple in the Central Oregon fitness industry, is thrilled to announce its triumphant 15-year anniversary milestone. This celebration marks not only a decade and a half of empowering individuals to achieve their fitness goals but

also a resilient journey through the unprecedented challenges posed by the global pandemic.

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The Oregonian Names LRS Architects Top Workplace for Eighth Consecutive Year

LRS Architects, a firm that values innovation, creativity, and collaboration, is pleased to announce that it has been awarded the 2023 Top Workplaces honor by The Oregonian for the eighth consecutive year. This highly distinguished award is based on employee feedback across the state in a yearly survey conducted by The Oregonian and the research firm Energage LLC.

"We are incredibly proud of the culture of our firm and that LRS has been recognized as one of the 2023 Top Workplaces in Oregon once again," said Trish Nixon, President at LRS Architects. "This award speaks to the supportive environment we foster here at LRS and our collective undertaking to provide

Continued on Page 30 ►

Aperion Management Group Celebrates 15 Years of Excellence in HOA Management

Aperion Management Group, a leading provider of Homeowners Association (HOA) management services in Central Oregon, is proud to announce its 15-year anniversary and an exciting period of expansion. With a strong commitment to HOA management, company culture, and community involvement, Aperion Management Group has embarked on a journey to serve the entire state of Oregon and

further strengthen their connection to the communities they work with.

Since its inception in 2008, Aperion Management Group has been dedicated to providing top-tier HOA management services in Central Oregon. Over the years, they have earned a stellar reputation for their

Continued on Page 30 ►

Umpqua Bank Joins Forces with The Center Foundation as a Varsity Partner

The Center Foundation is proud to welcome Umpqua Bank as our newest Varsity Partner, a significant milestone in our ongoing mission to care for the physical and mental health of local youth.

Umpqua Bank's commitment to community support and their shared belief in the positive impact of sports on young lives aligns perfectly with the vision of The Center Foundation. This partnership represents a momentous

step in our journey, allowing the organization to continue to provide sports medicine services, injury prevention education, and concussion management to local youth. For over 20 years, The Center Foundation has provided certified athletic trainers to Central Oregon high schools. This program serves more than 7,000

Continued on Page 30 ►





CENTRAL OREGON

♦ On behalf of the Deschutes Basin, the Deschutes River Conservancy announced the allocation of significant grant funding from the Oregon Water Resources Department (OWRD) for four pivotal water conservation projects in Central Oregon. These grants, secured through the OWRD 2023 Water Project Grants and Loans funding cycle, underscore the Deschutes Basin's collaborative commitment to restored rivers and increased water resilience for future generations.

Projects Funded:

1. McKay Creek Water Rights Switch Project — \$4,063,000 in funding to be used in partnership by the Deschutes River Conservancy and Ochoco Irrigation District.

This project restores 11.2 cfs of streamflow to McKay Creek, supporting the reintroduction of steelhead into the Crooked River Sub-Basin. The project will construct a pipeline and pump station to deliver stored water from Prineville Reservoir through Ochoco Irrigation District in exchange

for transferring instream privately held water rights in McKay Creek. Farmers currently using the creek for irrigation will have

access to more reliable water from Ochoco Irrigation District, and the stream will see more consistent flows in the spring and summer months, restoring McKay to a more natural state.

2. Arnold Irrigation
District's Deschutes Basin
Flow Restoration Project —
Phase 2 - \$2,903,667 granted to Arnold Irrigation District

This project will pipe four miles of open canal, restoring 12.6 cubic feet per second of critical streamflow to the Upper Deschutes River, while increasing the reliability of water supply for North Unit Irrigation District. The project is phase 1 of a four-phase system improvement plan that will restore and protect 32.5 cubic feet per second in the Upper Deschutes River. Restored streamflow will support habitat for native redband trout, and the Oregon spotted frog, listed as threatened under the Endangered Species Act.

3. North Unit Irrigation District's Modernization and Winter Flow Augmentation Project — Segment 1-2 -\$5,075,000 granted to North Unit Irrigation District

This project will pipe over 6 miles of open porous irrigation canal, conserving and legally protecting 5.3 cubic feet of water instream in the Upper Deschutes River. The project will increase water efficiency and reliability within the district, improve water quality, and support habitat for native redband trout and the Oregon spotted frog.

4. Deschutes Basin Flow Resto-

ration — **Group 6b** — \$2,190,726, granted to Tumalo Irrigation District

This project will pipe two miles of Tumalo Irrigation District's open canals, restoring 0.85 cubic feet per second of streamflow to Tumalo Creek and Crescent Creek, improving habitat and water quality for redband trout and Oregon spotted frog.

These grants enable significant advancements in river restoration and water infrastructure efficiency across the Deschutes River Basin. The four projects represent a basin-wide comprehensive approach to water resource management, balancing economic, environmental, and social benefits.

The Deschutes River Conservancy extends its appreciation to the Oregon Water Resources Department and eagerly anticipates the successful implementation of these projects for healthier rivers and more sustainable water management into the future.

BEND

♦ The City of Bend is launching a new service request app called Bend Works to better serve the community.

The streamlined platform provides a quick and easy way to let City staff know about non-emergency service requests. Bend Works will allow the community to track requests that they make creating a more transparent and efficient process. Some of the items that can be reported through Bend Works are:

- Graffiti
- Potholes
- Traffic Signal Issues
- Dead Animals in the Right-of-Way
- Debris or Trash in Right-of-Way
- Streetlights
- Water Leaks
 Water Dames
- Water Damage

Bend Works allows for more specific details about the request to be included so that staff will be able to respond quickly and effectively. The new tool will also allow for City staff to better track the requests received and better collect data to make more informed decisions.

Bend Works can be utilized both on a web browser or by downloading our free mobile app. Information on the tool can be found at bendoregon.gov/ bend-works. ♦ On November 30, Oregon State Representative Emerson Levy announced she is running for re-election in House District 53.

In the Oregon House of Representatives, Rep. Levy is Vice Chair of the House Committee On Climate, Energy, and Environment and a member of the House Committee On Housing and Homelessness and Joint Committee On Ways and Means Subcommittee On Natural Resources. Rep. Levy is an attorney with expertise in real estate and renewable energy. Rep. Levy, her husband, and their elementary school-age daughter live in NE Bend.

DESCHUTES COUNTY

♦ As of 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.

For zoning standards, requirements and to apply go to deschutes.org/cd/page/accessory-dwelling-units-adus.

◆ Deschutes County is hiring.

We know where you choose to live, work and play matters. Deschutes County is one of the largest employers in Central Oregon and the largest municipal government in the region. Our dedicated and passionate workforce of more than 1,200 employees provide County services in a number of departments, divisions, and offices.

Located in the heart of Central Oregon, between the towering Cascade Mountain Range to the west and the high desert plateau to the east, Deschutes County is the outdoor recreation capital of Oregon. We enjoy a renowned quality of life, with big-city opportunities and small-town neighborhoods.

View current recruitments at governmentjobs.com/careers/Deschutes.



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SALEM

♦ Recently, the Office of Economic Analysis released and presented to Oregon legislators its December revenue forecast and economic outlook, which indicated Oregon's economy is stable.

Senate President Rob Wagner (D-Lake Oswego) is releasing the following statement: "Today's forecast shows Oregon's economy is stable and it is clear the state will be able to continue to deliver the investments made during the 2023 session.

As inflation wanes, we want to continue to reduce costs for Oregonians, make life more affordable, and grow the middle class. In the 2024 session, the Senate will focus additional investments in the state's top priorities, including housing, homelessness, and building out more treatment capacity to address the drug crisis. We must also be good stewards of taxpayer dollars, acknowledging that we have many forecasts remaining until the next state budget."

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Marketing Your Business

by Experts
SUE MEYER & MAUREEN QUINN

Question:

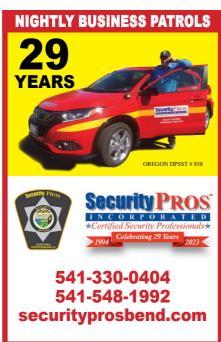
My natural skincare products are distributed in Central Oregon retail and specialty stores. I also have a small following on social media and through Etsy. What are some low-cost ways I can further market my business?

- Every year brings new trends. Here's a summary of our favorite marketing tips:
- 1) Your best customers are the ones you already have! Marketing to this group doesn't have to be expensive; it's all about making customers feel special. Thank them, treat them to gift bundles and early access to promotions and loyalty programs. If possible, provide free shipping or small gifts and discounts for advance purchases and referrals.
- 2) **Distinguish your brand** using customized mailing lists and your Etsy page to offer valuable information and "insider" specials. Consider holding an open house or demonstration at the stores that carry your products. Offer instore instant discounts, free samples or gift-wrapping services.
- 3) **Review your website through a customer lens.** Do you have a compelling tagline and call to action? Reformat your site or media posts to ask and answer your customers' needs such as:

How can I protect my skin in a dry climate? Or how can I prevent wrinkles?



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- 4) **Offer an unconditional money-back guarantee.** A colleague of ours offered this for 22 years, building immediate trust and confidence in his offerings. He only refunded money three times in 22 years!
- 5) **Consider giving back** to organizations that make sense for your brand, in your case preventing animal testing or promoting vegan products. Providing a portion of proceeds from a sale can help build your brand and your community.

About the Experts:

This month's experts are Sue Meyer and Maureen Quinn of Central Oregon Community College's Small Business Development Center. Meyer and Quinn each have decades of marketing and small business experience. COCC's Small Business Development Center offers free, confidential professional business advising and a variety of low-cost courses to help entrepreneurs through the business lifecycle: cocc.edu/sbdc.

cocc.edu/sbdc

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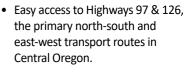


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- *Photos are representative of similar unit.

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ckstein Memorial Trade Scholarship Fund

Continued from page 1

training in all the construction, mechanical, and technical trades (CTE).

Partnering with Harcourts The Garner Group, the real estate agency has set a goal of raising a total of \$20,000 — including partnerships with local restaurants and the Discovery West Builders' Guild for the scholarship fund — to which dining at The Washington, The Drake, Mountain Burger, and Bend Pizza Kitchen on dates that can be found on Harcourts The Garner Group's website will all benefit the fund.

To support this effort, Harcourts The Garner Group is also seeking in-kind donations from the community this December. Donors can bring checks payable to the Oregon Community Foundation, attention Jake & Josh Eckstein

WE BRING TOGETHER CARING PEOPLE TO IMPROVE LIVES FOR

A BETTER COMMUNITY

Memorial Trade Scholarship Fund to the NWX or downtown Redmond offices, or donate online. All donations are tax deductible.

"We understand that not every young person is interested in attending college and that trade school is a fantastic option that leads to well-paid work that can support a great lifestyle here in Central Oregon," said Erica Davis, co-owner of Harcourts The Garner Group. "Honoring Jake & Josh Eckstein and their parents, Scott and Phyllis while acknowledging the hardworking tradespeople in our community is something we are very passionate about, and very honored to do this holiday season."

Builders in the area are often looking for subcontractors. Jason Neel of JD Neel Construction knows this all too well.

"As a general contractor in Central Oregon since 1991, it has become apparent that there is an overwhelming need for hardworking young men and women who are willing to learn a hands-on trade. With dedication, the opportunities

unitedwaycentraloregon.org/donate

are endless," said Neel. "I have known several young people enter into apprenticeship programs and go on to own and run their own businesses. I feel I can speak for all of the Guild Builders when I say we are very excited to be a part of raising money for the Jake & Josh Eckstein Memorial Trade Scholarship Fund this year."

Trade schools offer a path to lucrative careers for those who may not find the traditional college path a desirable one, something the Eckstein boys quickly learned once they graduated from Summit High School in Bend.

"When Jake passed at age 21, he was already making \$70,000 and receiving benefits," said Phyllis. "Trade jobs are incredibly rewarding, respectable jobs that are a wonderful way to earn a living and we were so proud of the path that both the boys were on. We still have people come up to us to say what an incredible work ethic they both had. Through the fund, we want to offer more opportunities for young people in our community who see the value of these jobs and aren't focused on the traditional college path."

"We want their names to live on. They were great representatives of the community and this fund is perpetual, so long after we are gone, it will continue. We don't have our boys anymore, so this is our legacy," said Scott.

For more information about who qualifies for this scholarship and how to apply, visit the Oregon Community Foundation's website at oregonstudentaid.gov/scholarships or contact The Scholarships Team at 503-227-6846 or scholarships@oregoncf.org.



PHYLLIS AND SCOTT ECKSTEIN | PHOTOS COURTESY







Oregon Leader in Functional Medicine Comes to Bend

by MELANIE HERRON, MHA, Managing Partner — MindStream Creative

nePeak Medical, an Oregon leader in functional medicine and hormone balancing, has announced expansion into Bend. The newest clinic will open its doors on December 5, 2023.

Initially founded by Dr. Nisha Jackson, Ph.D., MS, NP, HHP, in 2015, the opening of the Bend location marks its 14th clinic in Oregon. Located at 2088 NE Kim Lane, near St. Charles Hospital, the clinic will offer prevention-focused primary care. Specializing in functional medicine, hormone testing and balancing, as well as nutrient therapy, the location will also provide an on-site laboratory. The Bend clinic opening is essential as men and women struggle to regain balance and wellness in their post-pandemic lives.

According to Jackson, OnePeak is different because "we spend time listening and gathering our patient's medical history to help identify the illness's root cause(s). This could include nutrition, exercise habits, stress levels, sleep patterns, toxins, allergens, genetics, and emotional well-being. Once we identify the root cause, we will design a personalized treatment plan to help the individual feel better," said Jackson.

OnePeak Medical combines traditional and complementary therapies focusing on whole health and total body wellness. In Bend, Functional Medicine Primary Care providers Christina Richards, MSN, FNP-C and Bend native (and Bend Senior High School Valedictorian), Alexandria Calande, PA-C, will provide the high-quality care OnePeak Medical is known for.

"I am excited to continue serving my local community at the new Bend OnePeak Medical location," said Calande. "Functional medicine is unique to Bend and changes lives from the inside out. Foundational to health, functional medicine allows us to help our patients individually, addressing the underlying issues impacting their daily lives. Once we know the root cause of their concern, whether gastrointestinal, neurological, hormonal, or other, we can provide treatments that focus on optimizing health and wellness for life."

OnePeak Medical is currently welcoming new patients to their Bend location and will begin seeing them in person on December 5, 2023. OnePeak Medical is an in-network provider with most major insurance plans.

About OnePeak Medical:

Founded by Nisha Jackson, Ph.D., MS, NP, HHP, in 2015, OnePeak is redefining primary care by offering patients a unique care model that integrates traditional primary care alongside complementary medicine. OnePeak's healthcare providers understand that this approach to medicine leads to faster results, better health outcomes, and ultimately saves patients time and money. OnePeak strives to pave the way for a healthcare system that accepts and values all evidence-informed practices and identifies the relationship between health, mind, body and spirit.

OnePeakMedical.com

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Central Oregon Aviation-Related Companies (Not including local airports.)

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Products/Services
Advanced Aviation Inc. 63336 Powell Butte Hwy. Bend, OR 97701	541-330-5817	541-318-4776	www.advancedaviationinc.com aaron@advancedaviationinc.com	Aaron Brook	2	1994	Experimental aircraft builders assist shop.
Aircraft Rubber Manufacturing (ARM-USA) 1550 NE Kingwood Ave. Redmond, OR 97756	541-923-6005	541-923-6015	www.fuelsafe.com sales@fuelsafe.com	William Hare	42	1988	Fuel cells for race cars, planes & boats. Armored tanks, industrial tanks. Welding & fabrication. Liquid storage containers. Wide variety of fuel, fluid & gas containment systems.
CIES, Inc. 1375 SE Wilson Ave., Ste. 150 Bend, OR 97702	541-977-1043	N/A	www.ciescorp.net scott.philiben@ciescorp.com	Scott Philiben	14	2010	Digital fuel, oil & glycol senders for aircraft & other high value applications.
Composite Approach 1475 NE Jackpine Ave., Ste. 300 Redmond, OR 97756	541-316-7161	N/A	www.compositeapproach.com info@compositeapproach.com	Brian Harris, Holly Harris	52	2008	Aircraft composites.
CV International 20680 & 20676 Carmen Loop Bend, OR 97702	541-205-0195	541-639-4633	www.cvintl.com info@cvintl.com	Dan Warden	26	1981	50 innovative solutions ranging from nitrogen generators, contaminated fuel detection systems, cryogenic sampling kits, nitrogen servicing carts, jacking systems to custom designed aviation maintenance platforms.
Epic Aircraft, LLC 22590 Nelson Rd. Bend, OR 97701	541-318-8849	N/A	www.epicaircraft.com info@epicaircraft.com	Doug King	440	2004	High-performance, all-composite, six-seat, single-engine turboprop aircraft.
Erickson Aero Tanker (Aero Air) 2322 NW Berg Dr. Madras, OR 97741	N/A	N/A	www.aeroair.com	Kevin McCullough	60	1956	Aerial firefighting
Flight Line Air Conditioning, Inc. 1842 SE First St., Unit B Redmond, OR 97756	541-330-5466	N/A	www.flightlineac.com	John Stream	3	2000	Develops the most highly efficient & effective air conditioning systems available for the light aircraft industry.
Garmin - Bend (PulsedLight, Inc.) Bend, OR 97701	541-639-8842	N/A	www.pulsedlight3d.com sensors@pulsedlight3d.com	N/A	50	2011	Developed a patented, optical proximity & distance measurement technology that can be quickly & inexpensively adapted to a variety of applications, from single beam distance measurement to line scanning & complex 3-D imaging. Technology can yield a tenfold improvement in cost, size or performance over competitive non-contact sensors.
Innoviator I.I.C 15820 Barclay Dr. Sisters, OR 97759	541-719-1797	N/A	www.innoviator.com sales@innoviator.com	Steve Marsan	12	2014	Aircraft certification, engineering, fabrication, quality & integration services.
Kawak Aviation Technologies 20690 Carmen Lp., Ste. 102 Bend, OR 97702	541-385-5051	541-617-9857	www.kawakaviation.com andrew@kawakaviation.com	Steven Sawyer, Andrew Sawyer, Mike Reightley	34	1993	Aviation company that manufactures & fully supports many mission equipment product lines & is known as an industry leading mission equipment supplier in helicopter firefighting systems, aerial agri-culture, propulsion systems, motion control, flight control products, auxiliary power & precision agricul-ture power systems. Produces auxiliary power systems for aircraft & ground vehicle support including hydraulic & custom electric motor solutions. Complete aerial firefighting systems & product lines for wildfire support & suppression. Aircraft engine control quadrants. Air cargo freighter door control sys-tems & components. Offers a full spectrum of products & disciplines from specialized product lines & engineering services to production & fast track development programs in a global market.
Leading Edge Aviation, Inc. 63048 Powell Butte Rd. Bend, OR 97701	541-383-8825	N/A	www.flyleadingedge.com info@flybend.com	Noma Nelson, Travis Warthen, Brad Fraley	80	1989	Largest flight school in Central Oregon utilizing a growing fleet of Robinson R22s & R44s as well as Bell helicopters for helicopter training & Cessna 172s & Beechcraft Bonanzas & Barons for airplane training. Flight provider for the COCC associates degree program in applied science for aviation & train students from other countries under the M1 visa where they can receive their FAA ratings. Certified Robinson Helicopter sales, service, maintenance & overhaul facility, authorized distributors for most major avionics manufacturers as well as contract work for the forest service & film industry. Operates a USFS & DOI approved charter division assisting with wild land firefighting activities as well as oil & gas exploration & other utility based helicopter flying including tours. Parent company to Leading Edge Jet Center, the leading Fixed Base Operator & fuel provider in Central Oregon, located at Redmond's Roberts Field Airport, servicing all commercial airlines & transient aircraft.

Bend Airport's Long Path to an Air Traffic Control Tower

From an Engineer's Perspective

by BROOKE KERR, Sr. Communications & Events Coordinator — Century West Engineering

he Bend Municipal Airport is the third busiest airport in Oregon, behind Portland International Airport and Hillsboro Airport. The Bend Airport has also become a major draw for helicopter and fixed-wing flight training with its connection to the Central Oregon Community College aviation program.

Of the top five busiest airports in Oregon, the Bend Airport is the only one that does not have an Air Traffic Control Tower. As airport operations have grown, pilots and the FAA have routinely expressed the need for greater organization and control of aircraft activity. Interest in a Tower has been discussed for over a decade, and Bend Airport Management staff have been proactive in pursuing one.

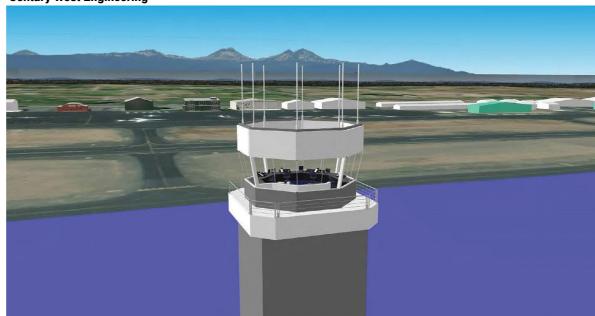
The process of building a new Tower is long. For Bend, it started in 2008 with a Tower siting study and benefit-cost analysis to identify where a Tower would be located, how tall it would need to be, and if the number of take-off and landing maneuvers met the threshold required to be admitted into the FAA Federal Contract Tower program. This effort was completed by Century West Engineering, founded in Bend, Oregon, and specialty subconsultant, WE Payne and Associates, based in Colorado. In 2008, flight training had started to ramp up, but the numbers were

not documented, so the Airport did not qualify for the Federal Contract Tower program. The City shifted its focus to an Airport Master Plan to update operations numbers and identify other needed facility improvements.

In 2013, the Airport Master Plan included a more refined siting analysis for the Tower and moved the conversation forward again. However, national trends limiting the number of new Towers led to the Tower not being depicted on the Airport Layout Plan.

Airport activity continued to increase with significant growth in flight training. Reports of congestion and close calls were investigated and led to local and regional FAA staff supporting a Tower to improve safety. The need for a Tower was commonly discussed among stakeholders and became a primary driver for a new Airport Master Plan.

In 2018, a new Airport Master Plan was in the works. The Century West Engineering and WE Payne and Associates planning team assessed options for a



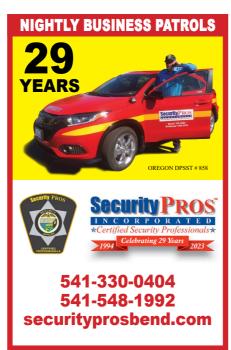
RENDERING | COURTESY OF CENTURY WEST ENGINEERING

traditional Tower and considered emerging technologies for remote tower options at the Bend Airport. As nationally recognized experts for Air Traffic Control Tower justification studies, siting studies, and design, WE Payne and Associates brought to the table recent experience in the emerging field of virtual Air Traffic Control Tower technology, using specialty camera surveillance to meet air traffic control needs from a remote location.

The City submitted an application to the FAA Federal Contract Tower Program based on the consistent local and regional support for a Tower. Entry into the Program was accepted on October 14, 2020. Per the program's requirements, the Airport must have the Tower in service within five years, setting the operational deadline for October 14, 2025.

Continued on Page 17 ►







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Central Oregon Aviation-Related Companies (Not including local airports.)

CONTINUED FROM PAGE 8

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Products/Services
Mountain High Equipment & Supply/ Aerospace Instrumentation Research 2244 SE Airport Way, Ste. 100 Redmond, OR 97756	541-923-4100	541-923-4141	www.mhoxygen.com sales@mhoxygen.com	Patrick McLaughlin, Eric Westeren, Brad Stankey	15	1985	Specialized inventory of custom built-in & carry on aviation oxygen systems & support accessories for private pilots, hang gliders, sailplanes & high-altitude adventurers around the globe. Research, design & manufacturer of patented state-of-the-art digital aviation oxygen equipment.
PCC Schlosser 345 NE Hemlock Ave. Redmond, OR 97756	541-548-0766	N/A	www.pccstructurals.com	Keith Colvin	226	1989	A subsidiary of PCC Structural, Inc., head- quartered in Portland. They manufacture com- plex titanium castings for use in the aerospace industry & for the U.S. Military.
Precise Flight, Inc. 63354 Powell Butte Rd. PO Box 7168 Bend, OR 97701	800-547-2558	541-388-1105	www.preciseflight.com karen.conard@preciseflight.com	Brad LeHuquet	24	1980	Supplier of advanced technology to the aviation industry including lighting, oxygen & electromechanical technologies.
Prineville Aviation 4597 SW Airport Rd. Prineville, OR 97754	541-447-1118	N/A	pvavia@prinetime.net	Eldon Nimmo, Peggy Nimmo	2	1998	Aircraft maintenance, flight instruction.
RDD Enterprises 2244 Airport Way, Ste. 130 Redmond, OR 97756	541-504-0305	N/A	www.rddent.com info@rddent.com	David McRae	16	2006	The LX7 Conversion is RDD's flagship product. The LX7 provides great speed & useful load capability with modern aerodynamics & handling RDD also offers custom aircraft paint, aircraft interiors, composite manufacturing, avionics installations & aircraft maintenance & fabrication for discerning high-performance aircraft owners. Follow us on FaceBook @RDDEnterprises.
Samson Sky 1450 NW Gardner Rd. Prineville, OR 97754	855-772-6766	N/A	www.samsonsky.com GailG@SamsonSky.com	Gail Gallegos	8	2008	Flying sports car, Kit Aircraft; builder assist center.
Snowline Manufacturing 63360 Powell Butte Hwy. Bend, OR 97701	541-617-1107	N/A	www.snowlinemfg.com mikes@snowlinemfg.com	Mike Snow	10	1990	Precision welding & machinery providing a wide variety of structural & non-structural components
Stratos Aircraft 253 SE Franklin St. Redmond, OR 97756	541-330-0714	N/A	www.stratosaircraft.com info@stratosaircraft.com	Carsten Sundin, Kevin Jordan	17	2013	The Stratos 714 is a Very Light Personal Jet (VLPJ).
Tiger Tugs 2895 SW 13th St., Ste. A Redmond, OR 97756	541-585-4041	N/A	www.tigertugs.com info@tigertugs.com	Scott Mills	4	2009	Helicopter transport system.
Windward Performance LLC 63008 Powell Butte Hwy. Bend, OR 97701	541-382-1056	N/A	www.windward-performance.com info@windward-performance.com	Greg Cole	28	1999	Aerospace products, glider & sailplane design & manufacturing

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Leading Edge Flight Academy Completes Construction of Helicopter Operations Hangar at Bend Municipal Airport Heliport

by COURTNEY MASSEY — Leading Edge Flight Academy

t is no secret that on any given day the airspace in Bend is buzzing with activity. Training flights, aircraft testing, medical operations, corporate commuting and more bring the Bend Municipal Airport to be the third busiest airport in Oregon.

With so much action it may not be surprising to hear about brand new construction taking place; however, for local pilot training school Leading Edge Flight Academy, this construction marks years of hard work, dedication, and commitment to excellence in the flight training world.

"With the rapid growth of fixed-wing and helicopter schools throughout the nation, we foresaw the need for the expansion of our school," said Brad Fraley, CEO of Leading Edge. "With the support of the FAA, City of Bend, and the State of Oregon, we have been able to attain our goal and build a dedicated helicopter operations facility. Our new facility will ensure a safe training environment for our pilots, students, and commercial operations. We are truly excited for our future."

The interior of the building consists of three offices, one conference room, seven ground training spaces, and a helicopter flight training device, known to the public as a flight simulator. The landing pad has a parking capacity for 21 helicopters.

One of the main highlights of the new facility is the separation of flight operations at the airport, leaving pilots feeling safer with more room to complete their training. "Operating out of the new heliport facility has been a huge upgrade to my training," said one Leading Edge Flight Academy helicopter student. "Being surrounded by my peers in a helicopter-specific environment that is filled with helpful material and teaching aids has made my training feel so much

more specialized. I also feel like the heliport has provided a much safer separation between airplanes and helicopters at the airport."

Flight instructors are also happy to gather additional industry-specific knowledge because of the new helicopter landing pad. "Flying out of the heliport has provided our students and instructors, very early on in their career, the "real world" environment that they will be exposed to in the future," said Chris Jordan, director of operations. "Since Leading Edge Aviation also runs its charter department out



INSIDE HELI HANGER | PHOTOS COURTESY OF LEADING EDGE FLIGHT ACADEMY

of the same facility, pilots have exposure to more advanced helicopters as well as high time pilots that are happy to share their experience and wisdom."

About Leading Edge Flight Academy:

Leading Edge's start-to-finish support and above-industry-standard training prepare students to meet their aviation goals. With a management team of pilots having over 37,000 cumulative hours and 100+ years in the industry, Leading Edge knows what it takes to prepare students for a career in aviation. Their fully integrated operation is entirely focused on student success. Located in Bend, Oregon with 300+ days of annual sunshine yields a productive and simultaneously challenging training environment to fully prepare our students to achieve their aviation goals.

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witchblade Continued from page 1

vision with an engineering mind — asking the question 'how are we going to get there?' as efforts moved toward attaining his goal of "supplying a practical, high-performance flying sports car that can improve people's lifestyle."

Among the key junctures in the process was deciding to classify the Switchblade as an experimental aircraft so as to allow design changes while adhering to FAA regulations. "That was the biggest box we could play in," Bousfield said, "and gave us more latitude as refinements needed to be made. And with its three wheels (the minimum needed for ground stability and safety — with a single wheel in front that makes the vehicle more aerodynamic), the Switchblade is actually classified as a motorcycle."

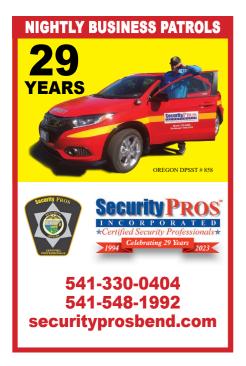
Bousfield said that the most time-consuming aspect of bringing the Switchblade to fruition was exploring a different process to make carbon fiber for the aircraft body. "It's the lightest, strongest material possible (versus traditional metals such as steel and aluminum), but hideously expensive, toxic, and tough to produce."

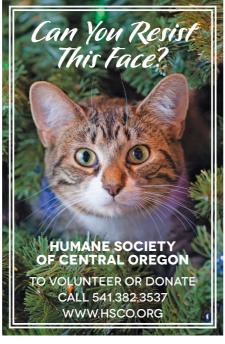
Ten years of research in finding an alternative led to the decision to use thermal plastic, carbon fiber, which Bousfield described as "eight times faster at half the price. It has 100 percent less waste, is non-toxic for factory workers, and is also fully recyclable."

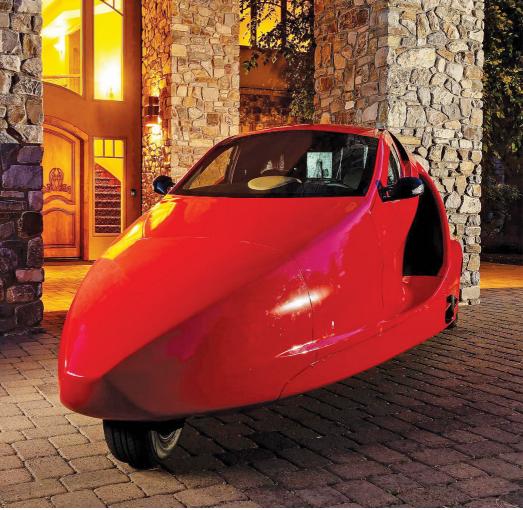
Since the Switchblade's successful maiden flight in early November, the company Bousfield founded — Samson Sky, of which he is CEO — "is now in the production engineering stage, with a target of going into production in two+ years."

Meanwhile, he said, "The rigorous testing and refinement that have marked this journey all along the way — and which were integral to our successful maiden flight — will continue. We'll beat them up and try to break them. (Bousfield gives the example of a one-week trade show in the Midwest, where the Switchblade's wing swing was constantly in motion — the equivalent of ten years use in seven days — as people gathered around to see how the Switchblade worked.)

The number of customer reservations for the flying car — now totaling more than 2,300 from 57 countries — "goes up daily," Brousfield said. "It's fun to see that it's their dream, too."







ALTHOUGH THE SWITCHBLADE IS TWO+ YEARS FROM PRODUCTION, 2,300 RESERVATIONS FROM 57 COUNTRIES HAVE ALREADY BEEN MADE | PHOTO COURTESY OF SAMSON SKY

Expected to cost \$170,000, the Switchblade:

- Can drive at speeds up to 125 mph and fly at an estimated maximum speed of 190 mph at altitudes of up to 13,000 feet.
- Uses unleaded auto gasoline rather than leaded aviation fuel, which allows owners to fill up the tank at any highway gas station.
- Will allow customers to drive their street-legal Switchblade from their garage directly to an airport. Once there, the vehicle can be transformed to flying mode in less than three minutes, and fly up to 500 miles without needing to refuel.
- Requires a private pilot's license. Those without one "can use the Switchblade as their training vehicle," Bousfield said, "which cuts the cost of obtaining a pilot's license in half. People are learning and developing skills on the aircraft they'll be flying which is a good way to go."
- Can always be used on the ground, including "as a commuter vehicle," suggested Bousfield.

His enthusiasm undimmed by 14 years of unremitting work to get to this point, Bousfield said, "I'm super-excited in letting people know about the Switchblade." He admitted, however, that "at certain points, attaining our goal seemed insurmountable, and my wife Martha and I had to step back and ask 'are we prepared to do what it takes?"

"We are fortunate — or darn lucky — in the choices we made," said Bousfield. "We've done a lot of things right in going down this path to ensure a successful future for the Switchblade, and provide a benefit to society as well."

samsonsky.com



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Ascend Flight Academy Helps Address the Nation's Severe Pilot Shortage

by ANDREA HINE — CBN Feature Writer

he United States is currently facing a severe pilot shortage — affecting not only the airlines but also the millions who fly each year.

According to management consulting firm Oliver Wyman, the industry is facing a deficit of about 8,000 pilots, or 11 percent of the total workforce, a shortfall that could reach 30,000 pilots by 2025.

Several factors account for this shortage — including the FAA's mandatory retirement age of 65, and thousands of early retirements prompted by the pandemic. Carriers have also seen fewer pilots coming from the military, which has faced recruitment issues of its own.

The Regional Airline Association estimates that the U.S. will lose about half of its pilots to retirement in the next 15 years. As one example, American Airlines expects more than 5,000 of its 15,000 pilots to retire in the next seven years.

To help fill the cockpits, "airlines have partnered, founded, or purchased academies to train pilots," said Linda Cramer, director of Ascend Pilot Academy, created by Oregon's Hillsboro Aero Academy (HAA) in partnership with Horizon and Alaska Airlines. "A primary goal of Ascend is to make flight training more accessible to a broad sector of people."

She elaborated: "Obtaining a commercial pilot's license today can cost anywhere from \$60,000 to \$100,000 (with estimates going as high as \$170,000) — a major hurdle that can be tough to clear."

"We know the path to becoming a commercial pilot can seem long and challenging," said Cramer. "Ascend Pilot Academy aims to support aspiring pilots through their journey by providing support and easing the cost burden of flight training." Enrolled cadets will be eligible for access to financial aid, a stipend up to \$27,000, and a conditional job offer with Horizon Air, owned by the Alaska Air Group.

Cramer added that "once training is completed and employment at Horizon Air begins, the opportunity to join the Pathways program to be a First Officer at Alaska Airlines is available. This path underscores a key point of differentiation at HAA: we believe that any school can teach how to fly a plane, but we help students become a commercial pilot."

Another differentiation, as stated on HAA's website, is that "where one-size-fits-all academies see a name on a roster, we see an individual, with their own

unique strengths, challenges, and needs. As we've grown from our founding in 1980, we've never lost sight of the need to honor each student's personal path to success."

Admitting that "I don't fly an airplane and never intend to," Cramer — who has been with HAA for 14 years — concurred that "it's a great company to work for — we love helping students succeed."

Nik Kresse, vice president of airplane flight operations for HAA, pointed out that "a unique thing about the Ascend Program is students will eventually fly for airlines that serve the local Redmond Airport. There often aren't enough pilots to go around in smaller markets, so it's really important for airlines to find new and solid ways to have a local pilot pipeline,"

"While the first group of Ascend cadets started in April 2022 at both HAA's Hillsboro and Redmond campuses, 100 percent of the training will be in Redmond in 2024," according to Cramer. "This has a huge and very positive impact on Central Oregon with a majority of students and flight instructors planning to relocate to the area. We've appreciated and enjoyed the great local support since deciding to locate our second school here."

She emphasized that "the program is highly, highly competitive, with more than 4,000 applications — or 200 for each slot." The current group of 250 cadets ranges in age from 18 to 49 for the program, which takes, on average, 14 months from start to finish.

Cramer added that "a big goal of the Alaska Air Group is adding more diversity into its pilot ranks, which is more consistent with its customer base." (Some estimates claim that current pilot ranks overall are 92 percent male and 87 percent white.)

As Ascend Flight Academy's website emphasizes: "There is strength in diversity. It fuels innovation, sparks creativity, and cultivates an atmosphere of continuous learning and improvement. Alaska and Horizon foster inclusive environments that recognize, respect and appreciate the different backgrounds, perspectives and cultures of their employees."

"It's part of our DNA," concurred Cramer. "It's truly how we feel about our jobs and being here."

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Getting an Air Traffic Control Tower at Bend Municipal Airport 'Is All About Safety'

by ANDREA HINE — CBN Feature Writer

'm passionate about what I do," said Tracy Williams, general manager of the Bend Municipal Airport, "and take pride in making a difference for the communities I serve" — attributes she is putting to good use in obtaining the facility's number one safety improvement priority: an air traffic control tower.

An accredited airport executive for 30-plus years, Williams explained that despite being Oregon's third busiest airport in terms of aircraft takeoffs and landings — with 140k annually, or 380 a day — Bend's facility still operates in an "uncontrolled airport" environment.

Currently, pilots manage themselves by communicating with one another on the Common Traffic Advisory Frequency (CTAF). "This is particularly challenging," said Williams, "when winds suddenly change, and for a brief time there is opposite-direction traffic operating on the single 5,260-foot runway until pilots are able to safely reposition themselves." But, she added, "there is no requirement to communicate on the CTAF. While most pilots state their intentions, some don't. We have been fortunate."

Getting an air traffic control tower "is all about safety, safety, safety in terms of separation of aircraft, the complex regional airspace, and the local environment," Wilson said. "A tower will 'deconflict' our current situation, ensuring operators are appropriately sequencing, both in landings and takeoffs."

A 2019 survey identified having an air control tower as the number one priority among Bend Airport stakeholders in terms of facility improvements and the City of Bend — which has owned and operated the airport since the end of World War II, when it was used for pilot training — has ranked the project



A SEPARATE EIGHT-ACRE HELIPORT OPERATIONS AREA OPENED UF 500,000 SQUARE FEET OF DEVELOPABLE LAND | PHOTO COURTESY OF BEND MUNICIPAL AIRPORT

"among the top of competing priorities on its list," said Williams.

Of the \$15M total cost estimate to make the air traffic control tower a reality, an initial grant allocation of approximately \$200k funded a site selection study and environmental assessment, while \$1.6M for design has been received and executed (with completion expected in March 2024). The latter amount came from the Bipartisan Infrastructure Law, with Sens. Ron Wyden and Jeff Merkley, D-Ore., commenting that construction of a permanent control tower "will help ensure the region has the critical infrastructure necessary to support and promote air travel for Oregon businesses, travelers, and tourists."

The State of Oregon has contributed \$4.875M; and Williams secured an in-person commitment of an additional \$6M from Congresswoman Lori Chavez-DeRemer, R-Ore., a member of the Transportation and Infrastructure Committee, (which falls under Transportation, Housing and Urban Development). In addition, the FAA has programmed \$4M in discretionary spending. Taken together, these amounts represent "a commitment to ensure all or most of the needed funding — with plans to pursue additional grant opportunities as they are made available," Williams said.

Under her tenure, Bend Municipal Airport has gone from being subsidized by general fund taxpayer dollars to becoming self-sufficient "as an enterprise user fund." In addition, Williams said, the facility's regional economic impact is significant, as reported by the Oregon Department of Aviation: 860 jobs), \$166M in sales (direct, indirect, and induced), a \$32M payroll, \$6M in general aviation spending, and \$4M in construction.

The airport, which caters to the needs of general aviation and business users, is home to approximately 300 aircraft and 18-plus aviation-related businesses, as well as a separate eight-acre helicopter operations area that opened up 500,000 square feet of developable land in 2017.

Taking advantage of this opportunity, Leading Edge Flight Academy just expanded its on-site school with construction of helicopter operations hangar, making use of the airport's heliport with its capacity of 21 helicopter parking spaces. In the words of CEO Brad Fraley, this "will ensure a safe training environment for our pilots, students, and commercial operations. We are truly excited for our future."



THE BEND MUNICIPAL AIRPORT IS RANKED # 3 IN THE STATE IN TERMS OF TAKEOFFS AND LANDINGS | PHOTO COURTESY OF ANDREA HINE

But there's more. According to Williams, 50 individual hangars have gone up, or are under various stages of construction, since she was hired three-plus years ago.

A U.S. Air Force veteran, Williams was only five years old when she first visited an airport with her father, leading her to tell him "Daddy, when I grow up, I want to be a pilot." It comes as no surprise that Williams subsequently obtained her pilot's license, as well as an M.A.S. in aeronautics, and served on active duty during Operation Desert Storm. She then moved into the role of airport executive at locations across the United States before applying her expertise locally.

bendoregon.gov/government/departments/economic-development/bend-airport

Bend Municipal Airport by the Numbers:

- Total size of approximately 420 acres
- 60 acres available for development
- 2.8 million square feet of ground leased space
- 2.6 million square feet of leasable space
- 78 City-owned leased hangar spaces totaling 139,000 square feet 58,000 square feet of aircraft and vehicle parking



begins January 8. Visit cocc.edu/scholarship.

At COCC, Greiner found a supportive veterans club, making him feel welcome from the start. His helicopter schooling soon confirmed his fascination with flight. "One of the highlights of my training was flying solo for the first time," he recalls. "On that crisp morning, I had full control of the aircraft for the first time, an experience I will never forget." Helicopter students train in Robinson R22, Robinson R44 and Bell 206 series aircraft.

Flight simulators and a full range of aircraft at the Bend Airport help students progress quickly, while industry partnerships connect certified pilots with well-paying careers.

Greiner's future goal is to earn all his pilot ratings and become a professional helicopter pilot. "Moving the controls is key to flying an aircraft, but knowledge is key to being a pilot," he says. "COCC's aviation program is excellent in the way that it teaches us not only how to fly, but be safe while doing so."

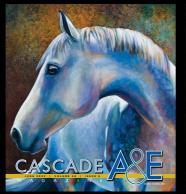
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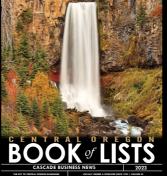
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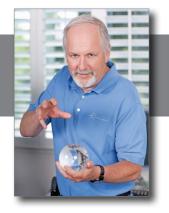






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Tech Thoughts

by ROB ENDERLE — Enderle Group

Bend Oregon's Switchblade Flying Car

A Flying Car Primer

've been fascinated by flying cars since I was a kid. I first got to sit in a prototype flying car back when I was still a teenager and visited what is now Moller International with my father. That vehicle never flew though, over time the prototypes being created by the company advanced got faster and far more capable but have yet to make it to market.

Let's explore where flying cars are today and why the name doesn't adequately reflect what any of these vehicles do.

The Brief History of the Flying Car

While the work to create a flying car goes back to the 1800s the first one of that kind of work was Moulton Taylor's Aerocar III. This vehicle, which could be bought in the late 1940 and early 1950s was a car that looked far more modern than other cars of its day wedded to a wing and propeller which could detached for car use. Storing those two things was problematic and you still generally needed an airfield to take off, though out in the country you could land on roads particularly if they were on private property (my father used to do this a lot with his small plane back then.)

This concept of a modular approach to the problem was advanced in the 1970s with the AVE Mizar where they took a Pinto and wedded it to the back half of a Cessna Skymaster creating a Pinto based solution costing in the \$250K range. I was woefully underpowered, overweight, and the two parts in the prototype separated at altitude killing all the firm's executive staff ending the effort.

During this period there were several attempts to create gyrocopter-based vehicles and, more recently one of the first flying cars to be approved was the PAL-V flying car which I've seen fly, and it is impressive in the air and on the ground and carries its blades and tail with it.

In general, however, vehicles that try to perform in two environments don't do well. Amphibious cars tended to suck as cars and as boats, and "flying cars" tended to suck as cars and as planes. One of the big problems is that if you want a car to fly, you must dramatically cut its weight, making it relatively unsafe on the road if hit by a car or truck that doesn't fly and is at full weight.

However, we now have amphibious cars that work reasonably well as both cars and boats, but they aren't cheap, the WaterCar Panther is an example of this, and it is basically an amphibious jeep with decent car and boat performance but it's low six figure cost and complexity likely still make it out of reach for most people.

The Next Generation

Most recently the FAA has approved a design out of Alef Aeronautics that looks very promising though its \$300K price tag will likely keep it out of reach of most people. This flying car looks like an unusual modern car, it is electric, and its lifting fans are shrouded by body work making it look far more car like than other drone-based alternatives.

The advantage to this design is that it can take off vertically and comes closer to the flying car concept in that it can take off from any open space. And given the fan blades are fully shrouded, it is far safter than other drone designs which leave the blades exposed and could prove very dangerous to bystanders.

The big shortcoming for electric drone-based designs is range, these would be fine for short hops to the store, where you likely don't really need a flying car, but would make range anxiety issues, which are apart of electric car owner life, much more pronounced. The expected range of this latest car has a range of 200 miles on the road and 110 miles in the air, with the idea that you'd just fly through traffic.

But there is one huge problem, the FAA currently doesn't allow someone to take off in the middle of a road legally and air traffic control hasn't even spun up to include drones let alone flying cars making having many these things in any one place extremely dangerous.

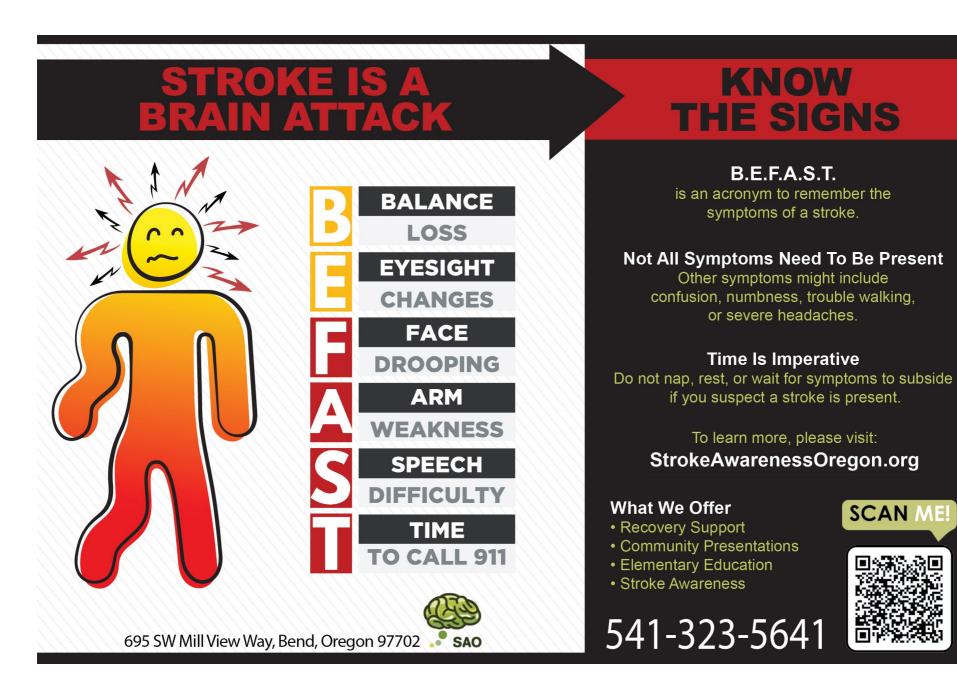
The Switchblade Flying Car

The Switchblade Flying car is like some of the earlier airplane-based designs but isn't modular so you don't have to store the flying bits or worry about attaching them. While this design will require an airfield and a pilot's license (the drone designs are eventually expected to be autonomous and not need a pilot's license) it will function under existing FAA rules.

Expected to price out at a more reasonable \$170K and with specs giving it a 125-mph top speed on the ground and 190 mph in the air it is much more practical today than some of the more advanced drone-based designs though you still aren't jumping out of traffic.

It is a fascinating design, but sales will be limited by those two requirements of

Continued on Page 16 ►



United Airlines to Offer Aviation Maintenance Students a Direct Path to Employment

by CARRIE BUTLER — Pittsburgh Institute of Aeronautics

PIA School for Aviation Maintenance (PIA) and United Airlines have announced a new partnership to provide eligible PIA students with a direct path to employment at United as aviation maintenance technicians (AMTs), a fast-growing field with high demand for new talent.

United's new Calibrate Technician Pathway Program has established partnerships with the Aviation Command Unit of the U.S. Army Reserve, as well as three aviation maintenance schools: PIA, NAA, and AIM. Members from PIA joined the United Calibrate team for a formal signing ceremony at the United office at Willis Tower in Chicago to celebrate the launch of this partnership. Calibrate's goal is to enroll up to 300 eligible students per year.

The Technician Pathway Program will be available to current PIA students who meet the program's eligibility requirements. Participants must maintain a high GPA and strong attendance to remain in the hiring pool after graduation. Participants will have priority screening consideration and access to mentorship opportunities with employees from United's 42 domestic Technical Operations stations. As part of the program, United will also participate in various open houses and career fairs at PIA.

"Being selected for this partnership gives us great pride and enhances our confidence that our graduates stand among the best entry-level A&P technicians in the country," said Suzanne Markle, president of PIA. "We are excited to facilitate United's Calibrate Technician Pathway Program and its opportunities for students at all four PIA campuses."

With United expected to take delivery of 800 new aircraft between 2023 and 2032, the airline plans to hire thousands of new technicians by 2026 to support all the new planes entering its fleet. United has already hired more than 3,200 technicians domestically in the last 18 months.

"We are excited to welcome PIA to the Calibrate Technician Pathway Program and look forward to the mutual beneficial partnership current and future students will enjoy as a result of this new venture, said Simone Drakes, managing director of Calibrate at United. "PIA's commitment to student success coupled with their values make them an ideal partner to help build United's pipeline of aviation technicians."

According to Boeing's 2023-2042 Pilot and Technician Outlook, 125,000 new mechanics and avionics pros will need to join the field by 2042 to meet the growing needs of the U.S. aviation industry. Many of these openings are due to upcoming retirements, as ATEC estimates 38 percent of current aviation mechanics are at least 60 years of age. If these retirees aren't replaced, airlines will be forced to reduce the number of flights they operate.

Data from the U.S. Bureau of Labor and Statistics projects about 13,000 annual job openings for aviation maintenance and avionics positions over the next

decade. Aspiring technicians can enter this rewarding career field while incurring significantly less student loan debt than a traditional four-year college.

About Pittsburgh Institute of Aeronautics:

Pittsburgh Institute of Aeronautics (PIA) is a nonprofit, career-focused institution offering hands-on aviation training since 1929. Recognized by Forbes as the Top Two-Year Trade School in the nation in 2018, PIA is proudly accredited by the Accrediting Commission of Career Schools and Colleges (ACCSC) and certified by the Federal Aviation Administration (FAA). Experienced faculty enhance instruction with real-world scenarios and guide students through hands-on projects endorsed by PIA's industry partners. Through a wide range of student and graduate services, a nationwide industry network, and a reputation for producing exemplary technicians for nearly a century, PIA graduates have the tools they need to be successful in the exciting world of aviation maintenance. Students attending the main campus in West Mifflin, PA, pursue Associate in Specialized Technology degrees in Aviation Maintenance and/or Aviation Electronics Technology. PIA's campuses in Youngstown, OH; Hagerstown, MD; and Myrtle Beach, SC, feature targeted Aviation Maintenance diploma and certificate programs. There is open enrollment through the year accompanied with admissions requirements.

pia.edu

ech Thoughts

Continued from page 15

needing a pilot's license and an airfield to take off. (Could be ideal for some of the folks who are near an airfield, can afford to build one, or are on a farm where, thanks to crop dusting, the limitations of where you can take off or land are more liberal.

Wrapping Up:

We still aren't where we thought we were going to be after Jetson's TV show set the bar for flying cars too high. And let's be clear, the only true flying cars were cars wedded to wings. What we mostly have today is people carrying drones, or planes that can be driven on the road. This last is less "flying car" and more drivable aircraft because none of these vehicles are ideal on the road and have had to make massive tradeoffs to be able to fly. But if you want to impress folks at your local Cars and Coffee, any of the recent vehicles would pull an impressive crowd.

Still, we are getting ever closer to being able to fly instead of drive, ironically with video conferencing, drone, robotic, Al, and telepresence technologies continuing to advance, you could have how much longer we'll even need to travel in the future. It would be sad if we finally got this technology right just as we no longer needed it.

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Portland International Airport Makes List of Fewest Flight Delays

by MEGHAN KAYATA — InsureMyTrip.com

regon travelers are less likely to have to deal with the stress of a delayed flight.

InsureMyTrip researchers analyzed the latest flight delay data from the Department of Transportation (DOT) to reveal which airports are more prone to flight delays. According to our findings, Portland International is among the top ten airports with the lowest percentage of delays.

Top 10 Airports with the Lowest Percentage of Delays

- 1. Saint Paul Minnesota Minneapolis Saint Paul International
- Seattle, Washington Seattle Tacoma International
- Salt Lake City, Utah Salt Lake City International

- 4. Detroit, Michigan Detroit Metro Airport
- Atlanta, Georgia Hartsfield Jackson International
- Washington, DC Reagan National
- Boise, Idaho Boise Airport
- San Jose, California San Jose International Anchorage, Alaska Ted Stevens Anchorage International

10. Portland, Oregon — Portland International

Go to insuremytrip.com/travel-advice/travel-planning/us-airport-statistics-flightcancellation-data for the complete list of airport delay and cancellation data. insuremytrip.com

ngineer's Perspective

Continued from page 9



Once admitted to the FAA Contract Tower program, the City selected the Tower consultant, Florida-based CTBX Aviation. With CWE providing local civil design support, CTBX began the Tower siting process in March of 2022.

Five locations were considered. CTBX ensured the project was conducted in accordance with FAA standards, using its Airport Interactive Computer Simulation, a 3D Virtual Reality software developed by CTBX. The simulation tool allows real-time scenario changes to validate Tower sites and heights during an FAA Safety Assessment panel. Similar to that conducted by the FAA, but faster and at much less expense, giving airport owners more control of the early design concepts.

The process culminated with a virtual reality tour of the five proposed Tower locations to vet and determine the optimal site on the Airport. The all-day event included dozens of City, Airport, Consultant, and FAA staff and an Air Traffic Controller from the Redmond Airport who donned the virtual reality goggles to see how each virtual Tower functioned. The process allowed the

controller to suggest real-time changes to the configuration of each Tower to ensure that aircraft would be visible to the controller in all movement areas on the airport. A preferred site was identified, and the FAA signed off on the process.

Once the Tower site was identified, a team formed by CTBX, CWE, and California-based, ESA, completed an Environmental Assessment analyzing various environmental impact categories to ensure compliance with the National Environmental Policy Act.

The Bend Airport began consideration of a tower with the first siting study completed in 2008, followed by evaluation in two airport master plans, and an environmental assessment The three most recent studies included the opportunity for public comment



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The long-awaited Tower is currently under design by Montana-based consulting firm Morrison-Maierle. The experienced team, including Bend office staff and a nationally-recognized Tower subconsultant, AJT Engineering, will design and oversee construction to meet the October 2025 deadline. Ultimately, the steady work by the City of Bend and its consultants will lead to a safer and more efficient operation of the Bend Municipal Airport.

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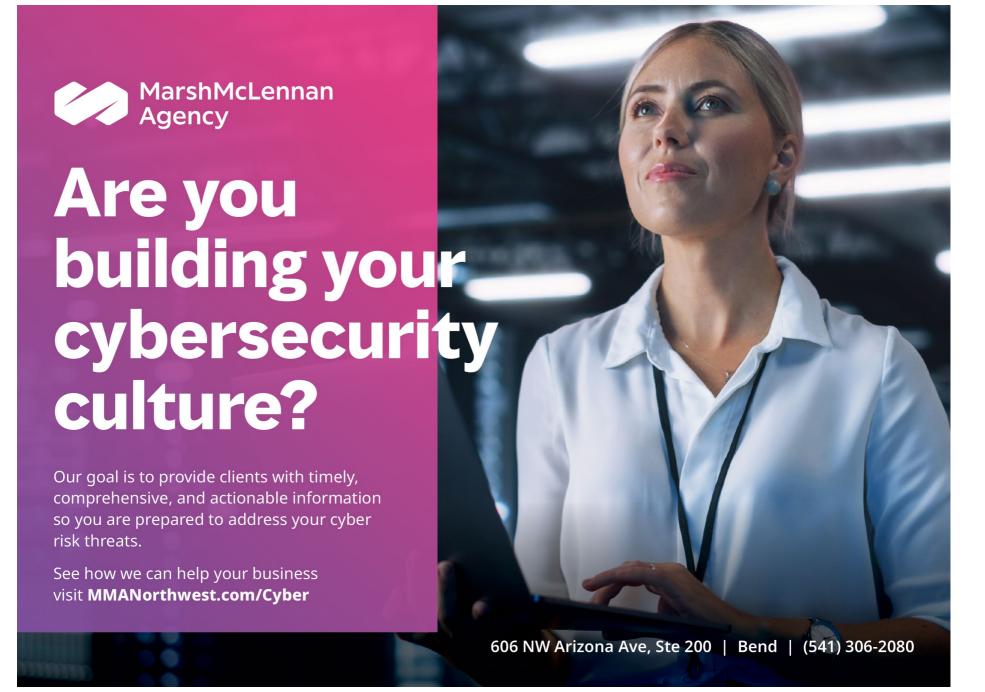


Security Services

Central Oregon Security Services (Listed Alphabetically)

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Services
Bend Patrol Services PO Box 1374 Bend, OR 97709	541-617-9999	N/A	www.patrolservices.org bendpatrolservices@yahoo.com	Suzanne Bowers, Nick Thompson	40	2005	Full service security patrol & special events.
Cascade Security Training & Consulting PO Box 247 Redmond, OR 97756	541-848-7763	N/A	www.cascade-security.com info@cascade-security.com	Steve Meyer, Sue Meyer	2	2005	State certified security training & consulting services & private investigations.
East Cascade Security 410 SW Columbia St., Ste. 120 Bend, OR 97702	541-389-0015	541-389-0715	www.ecssecurity.com mattk@ecssecurity.com	Matt King	9	1969	Home security, business security, fire alarm, video surveillance, access control, cyber security, home theater, custom audio, central vacuum, local security monitoring.
Innovate Security for Life 17 NW Irving Bend, OR 97703	541-948-0207	N/A	www.innovatesfl.com ghousler@innovatesfl.com	Graham Hausler	3	2020	Professional, residential & business security - video & automation, easy DIY or professionally installed locally.
North Pacific Security Inc. 960 SW Disk Dr., Ste. 103 Bend, OR 97701	541-617-7491	541-617-3895	Weguardit.com jsmith@weguardit.com	Joshua Smith	45	1980	Posted security officers, patrol service, commercial, industrial, government & medical.
Security One 60899 Parrell Rd. Bend, OR 97702	541-312-2266	N/A	centraloregon@outlook.com	Kathy Leming	2	1989	Residential & commercial security system design & installation with UL Certified Monitoring Services. CCB# 74101
Security Pros Inc. 61533 American Lp., Ste. 12 Bend, OR 97702	541-330-0404	N/A	www.securityprosbend.com info@securityprosbend.com	Brian Shawver	25	1994	Commercial-only business security services: posted on-site officers, nightly business patrol checks & verified burglar alarm response. The largest fleet of security vehicles, along with our own in-house automotive shop & mechanic, utilizing fleet management software.
SOS Alarm 1560 NE First St., Unit #6 Bend, OR 97701	541-585-3613	N/A	www.sosasap.com sales@sosasap.com	Customer Service	50	1968	Residential systems, commercial systems, camera systems, OLCC.
Syscor Protection Services, LLC PO Box 6687 Bend, OR 97708	541-728-0301	844-342-7428	www.syscorprotection.com koryfriedman@syscorprotection.com	Kory Friedman	3	2008	Residential & commercial security system design & installation, fire alarm systems, fire alarm system testing, fire & security alarm system monitoring (optional wireless monitoring via radio), video surveillance systems, access control systems, telephone entry systems.
Trident Professional Security 300 NE Kilnwood Pl., Ste. B Redmond, OR 97756	541-480-0184	N/A	www.tridentprofessionalsecurity.com cmattison@tridentprofessionalsecurity.com	Chris Mattison	35	2019	Security patrol, physical security for events, private investigation, DPSST instructor & training, 24-hour dispatch, live reporting, posted onsite security, alarm response, security consulting & more.

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.



Employee Handbooks

Have You Reviewed Yours Lately?

by BECKY ZUSCHLAG, Attorney — Barran Liebman LLP

n employee handbook is an important tool for employers to communicate with employees. A well-drafted handbook provides employees with information about the company, its mission, vision, and values, and sets expectations for employees regarding, among other things, attendance, conduct, and taking time off. Additionally, employee handbooks provide employees with notice of their rights under certain applicable state, federal, and local laws. Maintaining the legal aspects of an employee handbook can be challenging because the law is



ever-changing, creating the opportunity for an employee handbook to easily fall out of compliance.

Conduct Annual (or More Frequent) Reviews

As a best practice, employers should update their employee handbooks as changes in the law that impact a handbook policy occur. This can be easier said than done, though. For example, we saw the Oregon Legislature amend the Paid Leave Oregon law, which was originally passed in 2019, during this year's legislative session. Since then, the Bureau of Labor and Industries (BOLI) has created (and recreated) administrative rules regarding Paid Leave Oregon and how it is to be administered. These changes resulted in companies needing to update their Paid Leave Oregon policies to comply with the relatively small changes in the law and regulations.

In addition, employers should review all other handbook policies on at least an annual basis to determine whether any policies need to be revised or removed and whether any new policies should be added. An employee handbook is as much a tool for employees to understand the company and their rights under applicable law as it is for the employer to ensure managers, supervisors, and human resource professionals are on the same page regarding company policies and procedures. Additionally, an updated, legally compliant handbook can provide employers with protection against potential lawsuits and legal disputes.

Manager Training & Employee Acknowledgement

Ensuring an employee handbook is appropriately updated and compliant with applicable law is only one piece of the handbook puzzle. Employers should also train their managers, supervisors, and human resources team on any changes made to the handbook to ensure that the policies and procedures outlined in the handbook are being enforced properly and applied uniformly to all employees. Courts may inquire about a supervisor's ability to articulate the requirements or expectations outlined in a company policy, and if the supervisor is unable to do so, the court may find that an employee should similarly not be held accountable to the policy. Thus, a manager or supervisor's inability to explain a handbook policy

could be detrimental to a company's defense against an employee's claim.

Multistate Compliance

Employers who employ workers in multiple states (including remote employees) must ensure multistate compliance and should consider whether they need to add any state-specific addenda to capture differences in state and local law. This has become more common since the COVID-19 pandemic and can be particularly complicated with respect to remote employees, as many laws were not drafted with the concept of remote work in mind making their applicability to remote employees at times unclear. However, legal counsel should be able to assist with determining the applicability of state-specific laws to both remote and in-person workers across the country and your company.

Legal Review

A vital step in ensuring your employee handbook is legally compliant is to have trusted legal counsel review it before finalizing and sharing it with employees. Legal review will ensure that the appropriate policies are included in the employee handbook and that they comply with applicable laws and regulations. While it might seem relatively simple to prepare an employee handbook, there are a plethora of factors to consider, including how a policy is written. That's right, word-choice and how an employee might interpret the words, as determined by a court, could be what defines whether an employer wins or loses a legal dispute.

This summer, the National Labor Relations Board (NLRB) adopted a new legal standard for assessing unlawful workplace rules in its decision in *Stericycle, Inc.* In this decision, the NLRB explained that, if an employee could reasonably interpret a workplace policy to have a coercive meaning, the policy is presumptively unlawful. Determining what an employee *could* interpret as coercive can be difficult. Legal counsel should be able to provide recommendations on revisions to policy language to eliminate language that could be construed as coercive. And don't forget, the National Labor Relations Act does not just apply to unionized workforces—it applies to nonunion workforces as well!

Employee handbooks are not one-size-fits-all, and it can be challenging for employers to determine what *must* be included, versus what *should* be included, versus what *can* be included in a handbook. Every employer is different, which means every employee handbook will be different – including what is legally required to be included in the handbook. As the year comes to an end, take a moment to review your employee handbook and make sure your company and your employee handbook are ready for the new year.

Becky Zuschlag is an attorney with Barran Liebman LLP, where she is a member of the firm's employment, labor relations, and benefits practices. Contact her at 503-276-2151 or bzuschlag@barran.com.

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Albertazzi Law Firm 400 SW Bond St., Ste. 200 Bend, OR 97702	541-317-0231	541-385-3106	www.albertazzilaw.com info@albertazzilaw.com	Anthony Albertazzi	7	1996	Business bankruptcy, asset protection, estate planning, probate, conservatorship, civil litigation.
Ambrose Law Group LLC 2900 NW Clearwater Dr., Ste. 320 Bend, OR 97703	541-617-0707	541-330-0589	www.ambroselaw.com jkalexander@ambroselaw.com	Janis K. Alexander, Christopher R. Ambrose	6	1991	Legal services.
Best Best & Krieger LLP (formerly Karnopp Petersen LLP) 360 SW Bond St., Ste. 400 Bend, OR 97702	541-382-3011	541-388-5410	www.bbklaw.com Elizabeth.Clyne@bbklaw.com	Elizabeth Clyne	32	1935	Business law, corporate finance & securities, creditor's rights, employment law, franchise law, Indian law, intellectual property & licensing, land use, litigation & appellate practice, mediation & arbitration, mergers & acquisitions, natural resources & water law, probate & trust administration, real estate & construction, taxation, trusts & estates. (15 attorneys.)
Brix Law 15 SW Colorado Ave., Ste. 3 Bend, OR 97702	541-617-1309	N/A	www.brixlaw.com lcooper@brixlaw.com	Laura Craska Cooper	7	2015	Real estate, land use & corporate law, including acquisitions, leasing, equity investment negotiations, financing, construction & design, zoning & permitting, employment & more.
Bryant Emerson, LLP 888 SW Evergreen Ave. PO Box 457 Redmond, OR 97756	541-548-2151	541-548-1895	www.redmond-lawyers.com be@redmond-lawyers.com	Alison M. Emerson, Steven D. Bryant	20	1905	Bankruptcy, Business, Civil Litigation, Conservatorships & Guardianships, Corporate, Criminal, Debt Collection, Employment Law, Estate Planning & Probate, Family Law, Foreclosure, Land Use, Landlord/Tenant, Municipal, Personal Injury, Real Estate, Trust Administration & Workers' Compensation.
Bryant, Lovlien & Jarvis, PC 591 SW Mill View Way Bend, OR 97702	541-382-4331	541-389-3386	www.bljlawyers.com bljadmin@bljlawyers.com	Melissa Lande	25	1915	General civil trial & appellate litigation, business, corporate, taxation, real estate, land use, water, municipal law, estate planning.



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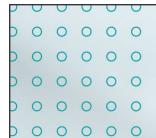


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Buchanan Schmid LLC 937 NW Newport Ave., Ste. 220 Bend, OR 97703	541-388-1107	541-388-7370	www.buchananschmid.com kym@buchananschmid.com	Kym Tyson, William Buchanan, Kyle Schmid	3	2010	Representation in disputes involving business, real estate, torts, probate, elder abuse & employment.
D'Amore Law Group 750 NW Charbonneau St., Ste. 201 Bend, OR 97701	541-382-2032	N/A	www.damorelaw.com help@damorelaw.com	Tom D'Amore	19	1994	Represents clients in catastrophic injury, wrongful death & complex litigation claims.
De Alicante Law Group, LLC 19570 Amber Meadow Dr., Ste. 140 Bend, OR 97702	541-390-8961	N/A	www.dealicante.com hello@dealicante.com	Tony De Alicante	1	2013	Estate planning, trusts, wills, living trusts, revocable living trusts, power of attorney, living wills, probate & business law.
Deschutes Devenders 215 NW Greenwood Ave., Ste. 200 Bend, OR 97703	541-389-7723	541-383-7177	www.despd.org karla@despd.org	Joel Wirtz, Karla	25	1981	Criminal, juvenile.
Donn Harms, Registered Patent Attorney 20475 Outback Ct. Bend, OR 97702	541-678-5209	N/A	www.patentpending.com dharms@patentpending.com	Donn Harms	5	1998	Patents, trademarks, patent searches & trademark searches.
Dwyer Williams Cherkoss Attorneys, P.C 1558 SW Nancy Way, Ste. 101 Bend, OR 97702	541-617-0555	541-617-0984	www.roydwyer.com	Tim Williams	19	1982	Personal injury litigation.
EagerLaw PC 15 NW Park Place, Unit 125 Bend, OR 97703	541-323-5850	N/A	www.eagerlawpc.com Jeff@eagerlawpc.com	Jeff Eager	2	2015	Helping business owners clear legal hurdles so they can focus on their goals.
Fitch & Neary, PC 210 SW Fifth St., Ste. 2 Redmond, OR 97756	541-316-1588	541-316-1943	www.fitchandneary.com info@fitchandneary.com	Andrew Fitch, Sean M. Neary	9	2013	Civil litigation, estate planning, business, real estate, family law, bankruptcy, immigration, wills & trusts, probate, land-use & landlord/tenant.
Francis Hansen & Martin LLP 1148 NW Hill St. Bend, OR 97701	541-389-5010	N/A	www.francishansen.com info@francishansen.com	Theresa Trudeau	17	1993	Business & commercial law, construction, real estate, employment law, wills, trusts & probate.

Continued on Page 22



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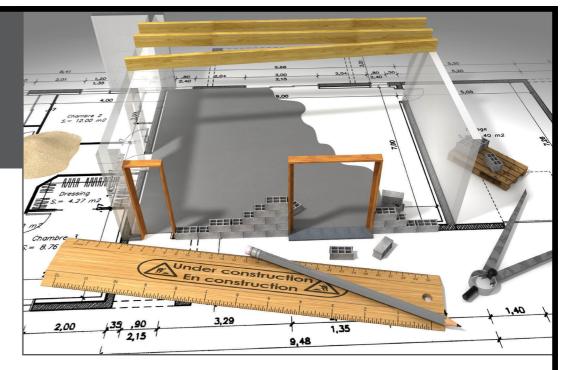
Central Oregon Law Firms (Listed Alphabetically)

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Services
Hart Wagner LLP 439 SW Umatilla Ave. Redmond, OR 97756	541-548-6044	541-548-6034	www.hartwagner.com sck@hartwagner.com	Erika L. Wilson, Stephanie C. Kucera	2	1998	Business & commercial litigation, appellate law, employment litigation, general & product liability, health law, insurance coverage, licensing, board matters & regulatory agencies, medical malpractice defense, municipal defense & consultation, personal injury & wrongful death, professional liability defense.
Hawn & Walsh LLC 965 SW Emkay Dr. Bend, OR 97702	541-241-6991	541-382-3328	www.brotherslaw.com	Jennifer L. Coughlin	4	1980	Personal injury, automobile accidents, insurance claims, medical malpractice, insurance coverage/claims.
Horner Law, LLP 250 NW Franklin Ave. 101 Bend, OR 97703	541-382-4980	541-382-9060	www.bboregonlaw.com	Amanda Gibson, Ariah Gibson, Megan Horner	6	1988	Elder law, estate planning, probate & trust administration.
Hughes Law & The Hughes Companies 747 SW Mill View Way Bend, OR 97702	541-408-9884	541-408-9894	www.mrhugheslaw.com contact@mrhugheslaw.com	Michael Hughes	1	2013	Consulting & legal services specializing in the cannabis & hemp industries. Representing businesses & investors. Business formation & structuring. Licensing & compliance. Land use & zoning. Expert opinion for legal cases. Criminal defense (State & Federal).
Hurley Re, P.C. 404 SW Columbia St., Ste. 200 Bend, OR 97702	541-317-5505	541-317-5507	www.hurley-re.com info@hurley-re.com	Michele Huntington-Palmer	8	1994	ills & trusts, probate, trust administration, divorce, legal separation, custody, guardianships & conservatorships, estate tax planning, estate litigation.
Jamie L. Gerlitz 155 NW Hawthorne Ave., Ste. 3 Bend, OR 97703	541-389-6964	541-389-6969	jamie@gerlitzlaw.com	Jamie Gerlitz	1	2009	Criminal defense.

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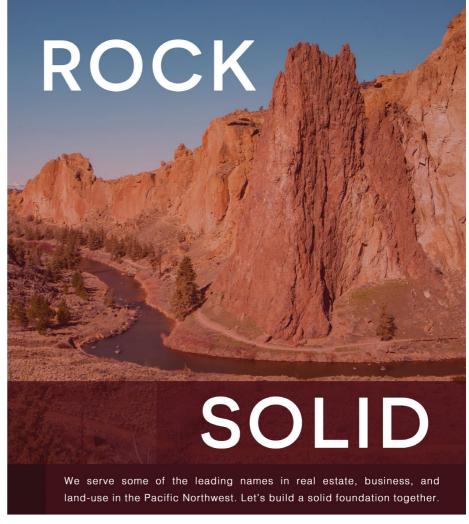
Central Oregon Law Firms (Listed Alphabetically)

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Services
Jordan Ramis PC, Attorneys at Law 360 SW Bond St., Ste. 510 Bend, OR 97702	541-550-7900	503-598-7373	www.jordanramis.com steve.shropshire@jordanramis.com	Steve Shropshire	5	1963	Bankruptcy & creditors' rights, business formation, structuring, capitalization & governance, succession planning & business transitions, tax strategies, construction, employment. Environmental & natural resources: Administrative advocacy & rulemaking, endangered species, hazardous waste. Estate planning & probate, governmental services & more.
Krider Law Office 203 N Main St. Prineville, OR 97754	541-447-1830	541-447-1833	www.kriderlaw.com frontdesk@kriderlaw.com	Ellen Krider	3	2011	General practice including domestic relations, real estate litigation, business & estate planning.
Lynch Murphy McLane LLP 747 SW Mill View Way Bend, OR 97702	541-383-5857	541-383-3968	www.lynchmurphy.com info@lynchmurphy.com	Kaci Price	24	2016	Legal services.
McCord & Hemphill LLC 65 NW Greeley Bend, OR 97703	541-388-4434	541-550-2007	www.ourbendlawyer.com brian@ourbendlawyer.com	Michael B. McCord, Brian T. Hemphill	3	2005	Estate planning, probate & trust administration, small business, bankruptcy.
Merrill O'Sullivan, LLP 805 SW Industrial Way, Ste. 5 Bend, OR 97702	541-389-1770	541-389-1777	mosattorneys.com lawfirm@mosattorneys.com	Louanne MacKenzie	18	1974	Provides counsel & representation in business transactions, commercial litigation, land use, taxation, real estate transactions, employment law, estate planning, probate administration, family law & appeals & adoption.
Oregon Legacy Law LLC 438 NE Irving Ave. Bend, OR 97701	541-241-6655	N/A	oregonlegacy.com linda@oregonlegacy.com	Linda Ratcliffe	2	2014	Elder law, Medicaid, estate planning, probate.
Paul F. Sumner, PC 185 SW B St. PO Box 16 Madras, OR 97741	541-475-7277	541-475-2857	N/A	Paul F. Sumner	1	1979	General practice, land use, real property, land development, criminal law, adoption, estate planning & trusts.

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Peterkin Burgess 222 NW Irving Ave. Bend, OR 97703	541-389-2572	541-389-6298	www.peterkinburgess.com mburgess@peterkinburgess.com	Megan K. Burgess	4	1989	Real estate, construction, commercial litigation & trust litigation.
Resonate IP 115 NW Oregon Ave., Ste. 12 Bend, OR 97703	541-240-8020	N/A	www.resonateip.com dsmith@resonateip.com	Drew Smith	2	2021	Boutique intellectual property firm specializing in all aspects of trademark representation including brand counseling, clearance, prosecution & enforcement.
Schwabe, Williamson & Wyatt 360 Bond St., Ste. 500 Bend, OR 97702	541-749-4044	541-330-1153	www.schwabe.com tlewis@schwabe.com	Tia Lewis	12	1997	Real estate, land use, condemnation, environmental, forest products, water & agriculture, employment & labor, business formation & transaction, construction, business & commercial litigation, intellectual property, estate planning & tax, immigration.
Stahancyk, Kent & Hook P.C. 158 NE Greenwood Ave. Bend, OR 97701	541-318-9115	541-318-9116	www.centraloregondivorce.com shana.sellers@stahancyk.com	Jody Stahancyk, Joel J. Kent	30	1998	Family law & estate planning.
Western Environmental Law Center Bend, OR 97702	541-914-9698	N/A	westernlaw.org mcmillan@westernlaw.org	Sarah McMillan	1	2017	We represent organizations & individuals aligned with our mission who are seeking to safeguard the public lands, wildlife & communities of the American West in the face of a changing climate. We envision a thriving, resilient West, abundant with protected public lands & wildlife, powered by clean energy & defended by communities rooted in an ethic of conservation.
Will Dennis, Attorney at Law 438 NE Irving Ave. Bend, OR 97701	541-388-3877	541-388-3878	www.willdennislaw.com wd@willdennislaw.com	Will Dennis	2	2006	Elder care, medicaid, VA aid & attendance, estate planning, asset protection. Licensed in Oregon & California.

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

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Navigating Holiday Expenses in an Unpredictable Financial Climate

by STU MALAKOFF, CFP, CDFA, CPFA, CRPC, President — Bend Wealth Advisors

he past few years have been a whirlwind of financial uncertainty, leaving many of us hesitant to spend our hard-earned savings. This scarcity mindset is understandable given the volatility of the financial markets, with headlines about a looming recession further fueling the urge to hoard cash. So, how does a family navigate the holiday spending scene amidst this uncertainty?



Deep-rooted cultural norms push us to splurge on loved ones and indulge during the holidays. In fact, holiday spending has reached record levels in 2023, surpassing even past Black Friday records1. In a culture where everyone seems to be acquiring the latest gadgets or booking extravagant vacation rentals, keeping up with the Joneses can feel like an impossible task.

With spending on the rise, concerns about liquidity persisting, and the cost of gifts increasing, middle-class shoppers are left wondering what to do. For many families, credit cards seem like the answer. While it's tempting to overindulge in the spirit of the season, it's crucial to be mindful of the financial consequences. With the Federal Reserve raising rates over the past year, compound interest, the "interest on interest," only worsens the situation. Over time, the accumulated interest on a credit card balance can snowball, making it increasingly difficult to pay off the debt.

It's not too late to adjust during this holiday shopping season

It's not too late to adjust during this holiday shopping season. Here are some tips to help you manage your holiday spending:

Set a budget and stick to it. Even if you've already started shopping, determine how much you can afford to spend on holiday gifts. Create a list of gift recipients and set a spending limit for each person.

Pay off your holiday debt as soon as possible. The sooner you repay your debt, the less interest you'll accrue.

Don't compare yourself to others. It's easy to get swept up in the holiday shopping frenzy and feel pressured to spend more than you can afford. Remember, the holidays are about more than just gifts.

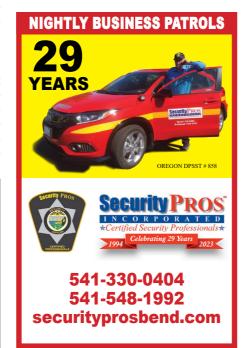
Looking ahead to 2024, instead of reacting to problems like credit card debt, proactively take steps to have the cash available when the holiday season rolls around again. Start a sinking fund and dedicate your savings to this specific purpose. Unlike a traditional savings account, which can become a dumping ground for miscellaneous expenses, a sinking fund is laser-focused on a specific

goal. By setting aside a manageable amount each month, you'll have the funds ready to shop with intention without breaking the bank.

While starting a savings account may not be the most novel idea, the challenge lies in taking action. Here is your sign to get started. If you're reviewing your transactions and see that credit card interest is rising, take



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a few minutes now to set up a holiday savings fund.

Even better, open a high-yield savings account and take advantage of compound interest. That's right, the same mechanism that can snowball debt can also be an ace up your sleeve.

A high-yield savings account can be a valuable tool for managing expenses and breaking the cycle of holiday debt. These accounts offer significantly higher interest rates than traditional savings accounts, allowing your money to grow faster. By opening a high-yield savings account early in the year and consistently contributing throughout the year, you can accumulate funds specifically set aside for holiday expenses. Starting your planning process early means you can spread out your expenses over a longer period, reducing the financial burden during the holiday season itself.

Remember, financial planning is not about deprivation; it's about empowerment. By taking control of your finances, you can create a less stressful holiday experience for yourself and the important people in your life. If you want to learn more about how financial planning can help you get clear on your priorities, get in touch.

Sources: Picciotto, Rebecca. "Black Friday Shoppers Spent a Record \$9.8 Billion in U.S. Online Sales, up 7.5% from Last Year." CNBC, CNBC, 25 Nov. 2023, cnbc. com/2023/11/25/black-friday-shoppers-spent-a-record-9point8-billion-in-us-online-sales-up-7point5percent-from-last-year.html.

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Life Settlements

A Beacon of Hope & Joy in the Holiday Season

by RODNEY A. COOK CFP, Partner — Rosell Wealth Management

n the heart of the holiday season, a time for family, reflection, and joy, lies the opportunity to reassess our life choices, especially our financial decisions. One such decision, often overshadowed by more traditional financial planning, is the life settlement. As an experienced professional in this field and the co-author of *In the Know*, I am here to guide you through the emotional and financial complexities of life settlements, illuminated by stories of individuals who found hope and renewal through this process.



The Transformative Power of Life Settlements

A life settlement is a financial transaction where an individual sells an existing life insurance policy to a third party for a one-time cash payment that is greater than the policy's cash surrender value but less than its net death benefit. It involves the policyholder transferring ownership and beneficiary rights of their life insurance policy in exchange for immediate capital.

In practical terms, individuals who opt for a life settlement usually do not need the policy—perhaps because their dependents are now financially secure, their personal circumstances have changed, or they find the ongoing premium payments burdensome. By selling the policy, the original policyholder relinquishes any future claims to the policy's benefits.

The buyer of the policy assumes responsibility for all future premium payments and, in return, receives the death benefit of the policy upon the original policyholder's death. The attractiveness of a life settlement lies in its provision of immediate liquidity to the policyholder, often substantially more than the cash surrender value offered by the insurance company if the policy were simply terminated.

Life settlements offer a strategic financial option for policyholders, enabling them to reallocate funds to more immediate needs or investments while also relieving them of the obligation to continue premium payments. This transaction is particularly relevant for seniors over 65 or individuals with a change in their financial planning needs and health ailments. However, it is important for policyholders to carefully consider the implications, including loss of coverage and potential tax liabilities, and to consult with financial advisors to ensure that a life settlement aligns with their overall financial strategy. This decision can be a powerful tool for financial and emotional empowerment, especially during the holiday season, a time of deep reflection and family bonding.

The Stories

The Johnson Family: A Tale of Unity and Renewal

In the cozy setting of their home, where laughter and the aroma of holiday treats filled the air, George and Emily Johnson faced a pivotal financial decision. Retired and content, the Johnsons realized their life insurance policy, once a crucial part of their family's financial plan, was no longer necessary. Their children, Laura and Michael, had grown into self-reliant adults, rendering the policy redundant. The Johnsons' holiday gatherings, filled with warmth and reflection, became the stage for discussing this change.

After insightful conversations interspersed with moments of holiday cheer and storytelling, George and Emily decided to explore a life settlement. This decision, made amidst the festive ambiance, led them to consult with a financial advisor. The life settlement they ultimately chose provided them with substantial financial relief. With this newfound wealth, they embarked on adventures they had only dreamed of, traveling to distant lands, remodeling the house that echoed with decades of memories, and establishing a college fund for their grandchildren. This transformation, beginning in the heart of the holiday season, not only lifted a financial burden but also injected a renewed sense of excitement and purpose into their family celebrations.

A New Chapter for Business Partners in the Holiday Season

Two business partners, Robert and Lisa, had a life insurance policy tied to a buy-sell agreement, a testament to their foresight in securing their joint venture's future. However, as their business evolved and personal lives took new turns, they found the agreement less relevant. In the midst of the holiday season, typically a time for Robert and Lisa to plan for the upcoming year, they recognized the need for change.

Encouraged by the season's message of renewal and optimism, they chose a life settlement as the path forward. This decision, made as they shared holiday meals and exchanged stories of past successes and challenges, translated into a significant financial boon. The proceeds from the life settlement were used to reinvest in their evolving business and pursue personal aspirations long deferred. This strategic decision, nurtured in the spirit of the holidays, not only fortified their business's future but also rekindled their personal passions, marking a festive season that was as transformative as it was celebratory.

Evelyn's Holiday Reflection Leading to Estate Planning Adaptation

Evelyn Carter, amidst the peaceful quiet of the holiday season, found herself contemplating her estate planning strategy. Her life insurance policy, once a cornerstone in safeguarding her family's future, seemed out of step with her current needs. Changes in estate tax laws and her own financial growth had shifted the landscape.

In this period traditionally marked by gratitude and family bonding, Evelyn contemplated the future of her legacy. Guided by the reflective nature of the season, she decided on a life settlement. This decision, influenced by the tranquility of the holiday period, provided her with the liquidity needed to realign her estate planning strategy.

This move was more than a financial adjustment; it was a testament to Evelyn's adaptability and foresight. The resources garnered from the life settlement allowed her to invest in opportunities that mirrored her current goals and values. It also enabled her to contribute more meaningfully to charitable causes, a gesture that resonated deeply with the holiday's spirit of giving. Evelyn's story is a celebration of change and strategic thinking woven into the fabric of the holiday season, highlighting its potential to inspire thoughtful decisions and new beginnings.

If you are contemplating a life settlement, we invite you to contact us at Rosell Wealth Management. Our team is ready to provide you with the support, insights, and guidance you need to make a decision that brings financial ease and emotional peace of mind. As the holiday season envelops us in its warmth, remember that exploring the option of a life settlement could be your step towards a future filled with financial freedom and emotional enrichment. Contact us, and let's explore how this choice can be your pathway to a brighter, more fulfilling future.

Rodney A. Cook CFP, author of In the Know — Turning Your Unneeded Life Insurance Policy into Serious Cash! is the Director of Financial Planning at Rosell Wealth Management in Bend. RosellWealthManagement.com. Investment advisory services offered through Valmark Advisers, Inc. an SEC Registered Investment Advisor. Securities offered through Valmark Securities, Inc. Member FINRA, SIPC 130 Springside Drive, Ste. 300 Akron, Ohio 44333-2431. 800-765-5201. Rosell Wealth Management is a separate entity from Valmark Securities, Inc. and Valmark Advisers, Inc. "Certified Financial Planner Board of Standards, Inc. (CFP Board) owns the certification marks CFP®, CERTIFIED FINANCIAL PLANNER™, and CFP® (with plaque design) in the United States, which it authorizes use of by individuals who successfully complete CFP Board's initial and ongoing certification requirements." Each client's experience varies, and there is no guarantee that a life settlement will generate an offer greater than the current cash surrender value. In such cases, the client can always surrender their policy to the carrier if the coverage is no longer needed. Valmark Securities supervises all life settlements like a security transaction and its registered representatives act as brokers on the transaction and may receive a fee from the purchaser. Once a policy is transferred, the policy owner has no control over subsequent transfers and may be required to disclosure additional information later. If a continued need for coverage exists, the policy owner should consider the availability, adequacy and cost of the comparable coverage. A life settlement transaction may require an extended period to complete and result in higher costs and fees due to their complexity. Policy owners considering the need for cash should consider other less costly alternatives. A life settlement may affect the insured's ability to obtain insurance in the future and the seller's eligibility for certain public assistance programs. When an individual decides to sell their policy, they must provide complete access to their medical history, and other personal information.

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RE/MAX Key Properties welcomes

Brenda Hawkins and Chris Beatty

to its esteemed group of real

Hawkins has been in the real estate business since 2017. Prior to real estate,

she was a buyer and merchandiser for Nordstrom corporate for more than 20

years. With her strong communication skills and excellent work ethic, Hawkins

is a skillful strategist, diligent researcher,

and savvy marketer. From taking the

extra time to fully understand her

estate professionals.





Brenda **Hawkins**

Chris

Beatty

clients' needs and desires to negotiating the best possible deal for them, Hawkins dedicates herself to providing client care that is second to none. Hawkins is also the vice president on the board for the Riverview Center For Growth (formally The Child Center). She enjoys golf, dogs, rafting and cooking.

Originally from the small Pacific Northwest town of St. Helens, Oregon, Beatty has a contagious passion for growth, as he dives headfirst into the world of property, turning each relationship into an opportunity for excellence.

Beatty brings a hands-on approach inspired by his experience as a welder. Unafraid of challenges and not shy of getting his hands dirty, Beatty applies the same grit to real estate that he once did to welding projects. It's this down-to-earth, hardworking spirit that sets him apart. This, and his coaching experience and skill. Beatty isn't just closing deals; he strives to be your dynamic guide, making sure your decisions align perfectly with your goals.

Away from real estate, Beatty thrives on Central Oregon's adventures. Whether he's carving up slopes or diving into cliff jumps, Beatty infuses every aspect of life with an energetic spirit.

Family Access Network (FAN) announces that two new team members have joined the FAN Foundation: Sydney MacDonald as development specialist, and Kelsey Seymour in the newly-created position of community outreach coordinator. The outreach position was a natural progression for FAN as their service area has expanded to Prineville, Madras and Warm Springs with advocates placed throughout the entire Central Oregon region except Culver.

MacDonald grew up in Vermont before moving to North Carolina to receive her BA in Professional Writing and Women and Gender Studies. From there continued her education in the UK, graduating with a master's in media and public relations from Newcastle University. She moved to Bend at the end of 2021 with her partner, Kalvin, and their dog,



Seymour

Marlowe. She has worked for several non-profits focusing on animal conservation and human services including NeighborImpact. Sydney enjoys spending her free time reading fantasy novels and eating at every food truck Bend has to offer.

Seymour has over six years of experience in Central Oregon's healthcare ecosystem, with an emphasis on community collaboration and grantmaking. After

More Who's Who Page 28 ▶

Businesses Serving Community



MEALS ON WHEELS I PHOTO COURTESY OF ONPOINT COMMUNITY CREDIT UNION

ONPOINT COMMUNITY CREDIT UNION

OnPoint Community Credit Union recently announced it set a new record in annual giving for the credit union, with more than \$2.5 million donated to nonprofits in Oregon and Southwest Washington in 2023. OnPoint made the announcement on Giving Tuesday, with this year's donations focused on diversity, equity and inclusion, financial education, food and shelter, climate change and youth services.

OnPoint's record-breaking year of giving includes November 28's \$100,000 donation to be divided between eight nonprofits that provide food and shelter relief to Oregonians and Southwest Washingtonians. Meals on Wheels People, Rose Haven and Portland Housing Center will each use the \$25,000 gift from OnPoint to advance their missions of providing food security, day shelter and valuable resources to underserved communities in the Portland metro area.

OnPoint will also donate \$5,000 to each of the following regional nonprofits: Family Kitchen in Central Oregon, Eugene Mission, Marion Polk Food Share in Salem, Council for the Homeless in Southwest Washington and McMinnville Area Habitat for Humanity.

ASSISTANCE LEAGUE OF BEND

With the temperatures dropping, it's obvious that winter is just around the corner. Thankfully, Assistance League of Bend was able to provide warm clothing to over 1,700 vulnerable children this fall. We also promoted literacy by distributing new books to underprivileged children. To support adults in need, we provided hygiene products to seniors in 17 local long-term care facilities and comforted brave patients battling cancer by providing handcrafted hats, shawls, therapeutic lavender pillows and "knitted knockers" during Breast Cancer Awareness month.

We depend on community support to successfully run these programs, and we are excited that three local businesses eagerly contributed to our fundraising efforts this fall by inviting us to participate in special community giving events. In addition, we were awarded numerous grants to support Operation School Bell.

SPARK! CREATIVE LEARNING

A total of 61 educators representing 56 schools across Oregon, including 11 from Central Oregon, have been awarded more than \$53,000 as part of SELCO Community Credit Union's annual SPARK! Creative Learning Grants program.

This year's recipients include 11 programs from nine Central Oregon schools: Sticker & Decal Printer Computer — Linzie Harris, Bend Tech Academy at

Marshall High School, Bend; Introduction to Medical Careers: The Apprentice Doctor — Becky Horst, Caldera High School, Bend; Sustainable Hydroponic Window Gardens — Colin McCusker, Cascades Academy of Central Oregon, Bend; Graphing Calculators — Heather Bussmann, Summit High School, Bend; Building Capacity: Teaching students the art of welding for a practical purpose — Heather Stueve, Trinity Lutheran School, Bend; Finger Skateboard Maker — Josh Pikop, Caldera High School, Bend; Empowering Tomorrow's Biotechnologists: Lab Coats for High School Students — Laura Gemignani, Caldera High School, Bend; Mobile Makerspace — Simone Morris-Martin, Desert Sky Montessori, Bend; Overcoming Obstacles in PE — Keri Rahi, Culver Elementary School, Culver; Hawks Gear — Brooke Berry, La Pine High School, La Pine; and Exploration Stations — Ashley Hawkins, Barnes Butte Elementary, Prineville.

The committee's goal is to fund innovative projects that will make the most significant impact on students and the greatest opportunity to leave a lasting impression.

This year's recipients include Colin McCusker, a teacher at Cascades Academy in Bend, who is using a SPARK! Grant to help fund the "Sustainable Hydroponic Window Gardens" project — which asks students to design and fabricate sustainable hydroponic window gardens that will provide organic herbs and greens to the school's lunch program. Other recipients include Nicholas Krissie of Lincoln Middle School in Oakland, who will use the funds for "STEM Rocks!" which teaches students STEM principles through building guitars that students can use to learn to play the blues.



AMANDA DAVIS | PHOTO COURTESY OF ST. CHARLES FOUNDATION

ST. CHARLES FOUNDATION

This year, the St. Charles Foundation is celebrating one of its largest-ever group of scholarship recipients with 22 individuals receiving more than \$55,000 in scholarships in 2023. The scholarships fund secondary education and training for current St. Charles staff members pursuing careers in health care, such as nursing, pharmacy, phlebotomy, etc.

Amanda Davis, who currently serves as a certified nursing assistant at St. Charles Madras, is one of this year's recipients and is using the funding to become a nurse. She says receiving the scholarship from St. Charles Foundation allowed her to continue to pursue her goals, after a rough patch forced her to leave school and struggle with housing. Davis keeps the letter announcing her scholarship pinned above her desk at home where she does her schoolwork.

The scholarship fund is one of many ways the Foundation helps support the health of Central Oregonians.

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

Continued from page 27

attending the Art Institute of Portland, she began a career in marketing only to discover her true passion was for nonprofit work. Sydney worked at the Central Oregon Health Council for five years and recently was the business and media manager with a local consulting agency for primary care. In line with her passion for nonprofit work, she spent four years volunteering with Friends of the Children Central Oregon as a board member, graphic designer, and contributed her skills to numerous projects to support their mission.





Milliam Clements

Ryan Lewis

William Clements and Ryan Lewis, students at Heart of Oregon Corps YouthBuild, were selected to join more than 50 other young leaders in Washington, D.C. at the 35th Annual YouthBuild USA AmeriCorps Conference of Young Leaders (CoYL) during the week of October 23.

Through CoYL, YouthBuild AmeriCorps students are brought together to fully experience the breadth and impact of YouthBuild's global movement rooted in leadership, service, education, and job skills

training. Participants further develop their leadership skills and network with current and former students from YouthBuild programs across the country. Heart of Oregon Corps YouthBuild is one of 223 local programs across the U.S. that partner with opportunity youth — young adults between the ages of 16 and 24 who are neither in school nor employed — to build the skillsets and mindsets that lead to lifelong learning, livelihood and leadership.

Throughout the three-day conference, participants explored this year's theme, "Connecting Communities," as they broadened their skills and deepened their knowledge to create positive change in their communities. The young people shared their experiences with each other and participated in collaborative, interactive workshops on design thinking and asset-based storytelling. By building connections with each other and YouthBuild alumni, participants realized the critical role they play in the extensive, global YouthBuild network and brainstormed concrete actions they can take to change their communities for the better. Participants like Clements and Lewis are chosen to attend by their fellow students and local YouthBuild program staff.

In YouthBuild programs, opportunity youth pursue their education, prepare for future careers and grow into community leaders, building brighter futures for themselves and their neighborhoods. Responding to the urgent need for knowledge, training, and opportunity, YouthBuild primarily serves young people who lack a high school diploma and financial resources.

After nine years with the Sunriver Police Department and over 28 years of service in law enforcement, Sunriver Chief of Police Michael Womer retired on November 30.

The Sunriver Service District Board unanimously voted at its September monthly meeting to appoint Stephen Lopez as the Chief of Police, effective December 1, 2023.

Lopez has over 17 years of experience in law enforcement. He began his career with the Sunriver Police Department in January of 2021, at the rank of Sergeant.





Michael

Stephen

Lopez was promoted to Lieutenant in 2022. Prior to Lopez's time at Sunriver PD, he served for Santa Clara County Office of the Sheriff (California) from 2006-2020 where he rose to the rank of Lieutenant.

Throughout his law enforcement career Lopez has served as a watch commander, academy director, crowd control commander, range supervisor, internal affairs investigator and the training and compliance assistant division commander amongst numerous other assignments. Lopez is a graduate of the FBI National Academy and holds a master of public safety degree from the University of Virginia.

In addition to his service with the Sunriver Police Department, Lopez instructs Criminal Justice courses at Central Oregon Community College and is the Summit High School Girls' varsity rugby head coach.



Dick **Tobiason**

In November, the **Deschutes County Board of Commissioners** recognized retired Army Lieutenant Colonel and Vietnam War veteran Dick Tobiason for his service and unwavering support for veterans in Central Oregon.

Congratulations to Will Groves and Nicole Mardell of the Deschutes County Community Development Team for being recognized for their engagement work on the Deschutes County 2040 project.

The award comes from Oregon's Citizen Involvement Advisory Committee and recognizes organizations and individuals who have actively promoted and implemented an outstanding community engagement strategy.



(L-R) WILL GROVES AND NICOLE MARDELL, PROJECT MANAGERS | PHOTO COURTESY OF DESCHUTES COUNTY

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What's Brewing?

zö agency Drops a Platinum Bombshell

by CAITRIA ALDRICH — zö agency

Z ö agency, a tenured full-service agency based in Bend, is delighted to announce its latest achievement — a prestigious Platinum award for groundbreaking design with Dr Hops. Renowned for creating extraordinary and unique designs, zö agency reaffirms its aptitude for creating standout brand experiences. It's a reflection of zö agency's ongoing dedication to elevating local businesses, earning recognition, and continuously pushing creative boundaries.

For over a decade, zö agency has been a catalyst for success in both local and national breweries. Whether partnering with distinguished craft beer icons like Deschutes Brewery or collaborating with emerging rising stars like Dr Hops, zö agency consistently demonstrates its prowess in elevating brands and earning awards. The recent Platinum award for their visionary work with Dr Hops further enriches their collection of accolades, including the esteemed Best of Category honor at the 2022 Summit International Awards, Platinum distinctions from Hermes Creative, and two Gold Vega Awards achieved through their collaboration with local gem Deschutes Brewery. These recognitions serve as a foundation as zö agency strives to set and surpass industry standards. This Platinum award earned for Dr Hops not only underscores zö agency's knack for crafting one-of-a-kind designs but is also a testament to a decadelong commitment to delivering exceptional results for well-known companies in the alcoholic beverage spaces. From designing visually stunning websites to creating captivating brand identities such as the 6-pack beer box and can designs for Dr Hops, zö agency's success story continues to unfold, setting Dr Hops apart in the competitive alc/bev market.

"We are thrilled to receive the Platinum award for our latest work with Dr Hops. It's a testament to our team's creativity and dedication to delivering unique and impactful designs," shares Sonja Anderson, CEO of zö agency. "Our ability to collaborate and uplift these incredible pioneers in the alcoholic beverage world showcases our unwavering commitment to excellence in every project."

About Dr Hops:

Dr Hops is a haven for those seeking hand-crafted and radically raw beverages made with organic, fair-trade ingredients. Their journey began with a simple question: "Can hard kombucha really be as good as a great craft beer?" and led to an extraordinary venture. Guided by principles of pleasure, progress, and uniqueness, Dr Hops believes in making the most of every moment, infusing their creations with a commitment to quality and an unyielding spirit of innovation.

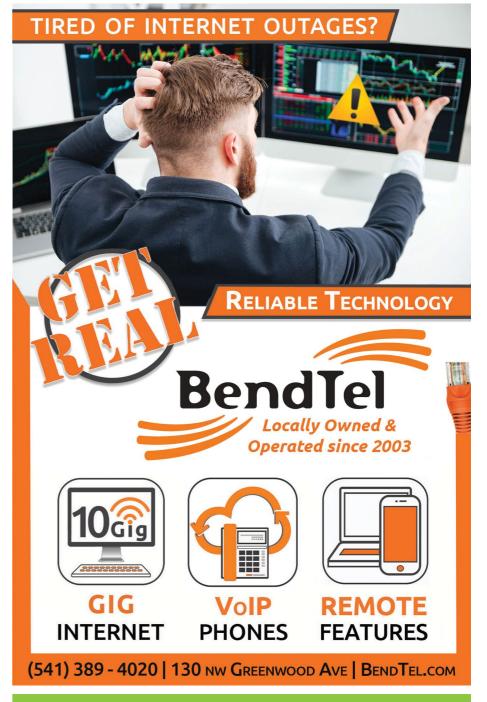
About zö agency:

zö agency is a tenured full-service agency based in Bend, Oregon. With a commitment to delivering remarkable campaigns and a genuine love for partnering with visionary brands, zö agency continues to drive exceptional growth and success for its clients through a blend of creativity, strategic insights, and innovative solutions.

zö agency extends heartfelt gratitude to Dr Hops for the rewarding opportunity to collaborate and contribute to their flourishing success. This achievement is a testament to the agency's unwavering dedication, limitless creativity, and strategic vision. Driven by a profound admiration for the innovative spirit of Dr Hops and their commitment to crafting extraordinary beverages, zö agency looks forward to continued collaboration and the creation of more remarkable success stories.

zo.agency







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perion Management Group

Continued from page 3

expertise, professionalism, and unwavering commitment to the communities they serve. Now, as they celebrate their 15th year in the industry, they are excited to be actively expanding to cover the entire state of Oregon.

This expansion marks a significant milestone for Aperion Management Group, allowing them to extend their exceptional HOA management services to a broader community of board members and homeowners throughout the state. With their proven track record and dedication to building strong and harmonious communities, Aperion is well-poised to meet the unique needs of various neighborhoods across Oregon.

In addition to geographical expansion, Aperion Management Group is also expanding its dedicated team of professionals. They have made company culture a top priority, ensuring that their staff is not only highly skilled but also motivated and passionate about the work they do. This emphasis on fostering a supportive and positive work environment reflects Aperion's commitment to delivering topnotch service to their clients.

To further celebrate their 15-year anniversary and express their gratitude to the communities they serve, Aperion Management Group is also actively involved in giving back to the community. The company has been engaging in various nonprofit events, most notably the annual Farm to Fork fundraiser to benefit Heart of Oregon Corps, giving campaigns, including their Pay-it-Forward with Aperion holiday matching program, and charitable giving initiatives to support local causes and make a positive impact. This commitment to philanthropy is a testament to their dedication to making a difference in the lives of the people they work with.

"Aperion Management Group is thrilled to mark 15 years in HOA management and community building. We are excited about our expansion to serve homeowners across the entire state of Oregon and look forward to further enhancing our company culture so that our managers can better serve our clients. Our commitment to giving back to the community is stronger than ever, and we are dedicated to making a positive impact in the areas we work," said Katie Anderson, CEO at Aperion Management Group.

Aperion Management Group's 15th anniversary, along with their expansion, staff growth, and community involvement initiatives, reflects their unwavering commitment to providing exceptional HOA management services while being a responsible corporate citizen.

About Aperion Management Group:

Aperion Management Group is a leading provider of Homeowners Association (HOA) management services, dedicated to building strong and harmonious communities. With over 75 years of combined experience, Aperion Management Group is now serving the state of Oregon while nurturing its company culture and actively giving back to the community.

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'he Center Foundation

Continued from page 3

students at over 1,700 sporting events each year, managing injuries and concussions and educating young athletes on injury prevention. These services are provided at no cost to students or their families.

Umpqua Bank's partnership will provide valuable resources, financial support, and dedicated volunteers to bolster The Center Foundation's mission. Together, we will work to expand our reach and enrich our programs.

Sandy Visnack, executive director at The Center Foundation, expressed her excitement, stating, "We are thrilled to welcome Umpqua Bank as a Varsity Sponsor. Their involvement strengthens our capacity to make a lasting difference in the lives of local youth. We share a common vision of community empowerment and personal growth through sports, and this collaboration is a significant step toward achieving our goals."

The partnership between Umpqua Bank and The Center Foundation is a testament to both organizations' dedication to the well-being of the community.

Umpqua Bank's Senior Vice President – Commercial Team Leader Chris DuPont, expressed enthusiasm for the partnership, saying, "Umpqua Bank is honored to sponsor The Center Foundation and support their invaluable work in our community. We believe in the potential of youth sports to nurture leadership, teamwork, and character, and we look forward to collaborating with The Center Foundation to make a positive impact on young lives."

For more information about The Center Foundation and sponsorship, contact Ms. Visnack at 541-322-2399 or via email at svisnack@centerfoundation.org.

About The Center Foundation:

The Center Foundation, a 501(c)(3) nonprofit organization, cares for the physical and mental health and safety of young people through access to sports medicine services and education. Since 2000, The Center Foundation has been Central Oregon's only nonprofit solely dedicated to providing sports medicine services as a means to ensure youth are safe, healthy, and protected in an active lifestyle.

About Umpqua Bank:

Umpqua Bank is a community-focused financial institution that has been serving Central Oregon and its surrounding areas for more than 30 years. Committed to building stronger, more vibrant communities, Umpqua Bank offers a wide range of financial services and actively engages in philanthropic activities to make a difference in the lives of its customers and neighbors.

centerfoundation.org • umpquabank.com

nMotion

Continued from page 3

Segerstrom a fourth generation Bendite, inMotion Training Studio has been a beacon of health and wellness, offering innovative fitness solutions to our community. However, like many businesses, the studio faced its fair share of hurdles during the pandemic. Forced closures, shifting regulations, and the overall uncertainty of the times necessitated a reevaluation of our traditional approach.

Rather than succumbing to the difficulties, inMotion Training Studio embraced the opportunity to evolve. We recognized the changing landscape of fitness and reimagined our model to better meet the needs of our valued clients. As a result, we shifted from traditional classes to a more personalized and intimate setting with our Small Group Personal Training format.

This transformation allowed us to maintain a strong connection with our community while prioritizing safety and individualized attention along with a way to afford personal training. Our dedicated team of certified trainers is committed to providing a tailored experience for every participant, ensuring that each workout is not only effective but also enjoyable and personalized. We recognized that not everybody should be going the same workout due to goals, injuries, lifestyle, ability and age.

"Most group classes utilize a one size fits all approach that isn't ideal for many of our participants. Because each person is unique and comes to us with a variety of needs based on multiple factors including exercise experience, injuries, lifestyle, goals and more. Our goal is to take care of the individual needs of each participant while still allowing them to enjoy the fun and camaraderie of a group class. We have accomplished this through a unique system that allows people to work on their weaknesses and at their current skill level with our Tailored Strength Semi-Private PT and Small Group Personal Training. We then use our metabolic conditioning, mobility, barre, yoga trapeze and other classes to provide an overall program that includes conditioning and recovery to their personalized strength sessions." Members are given all the tools necessary to reach their goals including nutrition information, goal setting

sessions, assessments & measurements, expert coaching, and weekly classes.

The success of this pivot underscores our commitment to adaptability and resilience. inMotion Training Studio is proud to have weathered the storm and emerged stronger, more focused, and better equipped to serve our clients in this new era of fitness.

celebrate this momentous occasion, inMotion Training Studio is hosting a special anniversary event on December 1, 2023 from 4-6pm. This event will feature exclusive promotions, exciting giveaways, health practitioners Eve from Midtown Acupuncture and Dr. Michelle Jackson ND) along with a few other guest appearances. We will showcase our innovative Small Group Personal Training sessions that have become the cornerstone of our fitness approach.

As we reflect on the past 15 years, we express our heartfelt gratitude to our loyal clients, dedicated staff, and the community that has supported us through thick and thin. inMotion Training Studio looks forward to the next chapter of our fitness journey, continuing to inspire and transform lives for many years to come.

inmotionbend.com

RS Architects

Continued from page 3

an inclusive, people-first mindset that draws our exceptional team together."

LRS Architects values work-life balance, employee morale, providing flexibility and putting people first. In addition to encouraging excellence within the office, the firm supports team members in pursuing their own do the most for their people. interests and passions outside of the

workplace. The firm is dedicated to developing meaningful and long-term partnerships with clients and producing work that generates a positive impact on local communities.

The Top Workplaces Award has been running for 12 years, promoting the best work environments in Oregon and Southwest Washington. The Oregonian and its partner in the survey, Energage LLC, are committed to giving employees a voice and recognizing the firms that

Irsarchitects.com

Watch for Upcoming Editions of CASCADE BUSINESS NEWS

2024 EDITORIAL CALENDAR

ISSUE DATE Januarv 17

Deadline Jan 10

Architects, Landscape Architects

INDUSTRY LISTS

February 7

Central Oregon Economic Outlook

Coaches, Business Consultants, Chambers, **Business Organizations**

February 21 **Deadline Feb 14**

Family Business Special

SPECIAL SECTIONS

Art Galleries, Arts Organizations, Framers

Meeting Guide

March 6

B&B's, Facilities with Conference Space, Event Rentals, Caterers, Event Planners, Golf Courses, Hotels/Motels, Tour Companies

Central Oregon Business Calendar

Event Details at CascadeBusNews.com/Business-Events

BUSINESS EVENTS



December 7

11:30am-1pm Latino Community Association Public Luncheon at Unitarian Universalist Fellowship of Central Oregon, Bend.

December 7

Noon-1pm League of Women Voters of Deschutes County Virtual First Thursday Free Public Informational Meeting.

5-7pm Bend Chamber Bend YP Holiday Party at Webfoot Garage Silver Moon Brewing.

December 12

10-11am Bend Chamber Membership 101 Maximizing Your Membership at Bend Chamber Conference Room.

December 12

4:30-6pm Bend Chamber Biz and Bevs at Umpqua Bank Century Drive.

December 12

5:30-7:30pm SCORE Confidential One-on-

One Small Business Counseling at Bend Downtown Library.

December 12

5:30-7:15pm OSU-Cascades Science Pub at OSU-Cascades Edward J. Ray Hall Charles McGrath Family Atrium.

December 12

6pm City of Redmond City Council Meeting.

December 13

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

4:30-5:30pm City of Bend Virtual and In-Person Human Rights and Equity Commission Meeting at Bend City Hall Board Room.

December 14

4-6pm Bend Chamber Ribbon Cutting at Waypoint Hotel.

December 19

11am-Noon Bend Chamber Ribbon Cutting and Grand Re-Opening for BestMed Urgent Care Third St. Location.

Building Permits

COMMERCIAL PERMITS WEEK ENDING 11-10-23

Deschutes County

\$2,067,284.00

\$2,699,745.00 Commercial (Multi Family) 5,427 sf. at 51771 Huntington Rd. La Pine 97739 OR Owner: K Huntington, LLC 409 NE Greenwood Ave. #200 Bend, OR 97701

Builder: Danco Builders Northwest, Inc. 707-822-9000 Permit # 247-23-002009

\$2,699,745.00 Commercial (Multi Family) 3,744 sf. at 51763 Huntington Rd. La Pine 97739 OR Owner: K Huntington, LLC 409 NE Greenwood Ave. #200 Bend, OR 97701 Builder: Danco Builders Northwest, Inc. 707-822-9000 Permit # 247-23-001978

\$2,067,284.00 Commercial (Multi Family) 4,207 sf. at 51777 Huntington Rd. La Pine 97739 OR Owner: K Huntington, LLC 409 NE Greenwood Ave. #200 Bend, OR 97701

Builder: Danco Builders Northwest, Inc. 707-822-9000 Permit # 247-23-002029

Commercial (Multi Family) 4,207 sf. at 51769 Huntington Rd. La Pine 97739 OR Owner: K Huntington, LLC 409 NE Greenwood Ave. #200 Bend, OR 97701

Builder: Danco Builders Northwest, Inc. 707-822-9000 Permit # 247-23-002009 \$2,067,284.00 Commercial (Multi Family) 5,427 sf. at 51765 Huntington Rd. La Pine 97739 OR Owner: K Huntington, LLC 409 NE Greenwood Ave. #200 Bend, OR 97701

Builder: Danco Builders Northwest, Inc. 707-822-9000 Permit # 247-23-001980

\$1,862,273.00 Commercial (Multi Family) 3,744 sf. at 51767 Huntington Rd. La Pine 97739 OR Owner: K Huntington, LLC 409 NE Greenwood Ave. #200 Bend, OR 97701

Builder: Danco Builders Northwest, Inc. 707-822-9000 Permit # 247-23-001986

\$1,862,273.00 Commercial (Multi Family) 34,982 sf. at 51761 Huntington Rd. La Pine 97739 OR Owner: K Huntington, LLC 409 NE Greenwood Ave. #200 Bend, OR 97701

Builder: Danco Builders Northwest, Inc. 707-822-9000 Permit # 247-23-001974

\$1,394,847.00 Commercial (Multi Family) 5,427 sf. at 51773 Huntington Rd. La Pine 97739 OR Owner: K Huntington, LLC 409 NE Greenwood Ave. #200 Bend, OR 97701 Builder: Danco Builders Northwest, Inc. 707-822-9000 Permit # 247-23-002014

Commercial (Multi Family) 3,498 sf. at 51775 Huntington Rd. La Pine 97739 OR Owner: K Huntington, LLC 409 NE Greenwood Ave. #200 Bend, OR 97701

\$902,051.00 Builder: Danco Builders Northwest, Inc. 707-822-9000 Permit # 247-23-002015

Commercial (Alteration) at 61925 Anker Ln. Bend 97702 OR Owner: Nancy Grulke 61900 Anker Ln. Bend, OR 97702

Builder: Cohen Skovborg, LLC 541-617-9190 Permit # 247-23-004294

Commercial (Addition) 1,200 sf. at 17601 Center Dr. Sunriver 97707 OR Owner: Sunriver Resort Limited Partnership PO Box 3609 Sunriver, OR 97707

Builder: R & H Residential Construction 503-228-7177 Permit # 247-23-004035 \$23,000.00 Commercial (Alteration) at 61525 Ward Rd. Bend 97702 OR Owner: Dotson Merritt 1750 NE Bear Creek Rd. Bend, OR 97701

Builder: North Ridge Wireless, LLC 253-225-4206 Permit # 247-22-008789

\$12,000.00 Commercial (Tenant Improvement) 11,879 sf. at 100 W Lundgren Mill Dr. Sisters 97759 OR Owner: Clearpine Management, LLC 1195 NW Redfield Cir. Bend, OR 97703

Builder: Caldera Electric, LLC 541-280-9606 Permit # 247-23-006698

City of Redmond

\$944,800.00

\$460,300.00

\$132,000.00

\$101,136.00

Commercial (New) 150 sf. at 2700 SE Airport Way Redmond 97756 OR Owner: Leading Edge Jet Center, LLC 211 King St. #310 Charleston, NC 29401 Permit #711-23-001768 \$250,000.00

Commercial (Alteration) at 827 SW Deschutes Ave. Redmond 97756 OR Owner: Deschutes Public Library District 507 NW Wall St. Bend, OR 97703

Builder: Sunlight Solar Energy, Inc. 541-322-1910 Permit # 711-23-002362

Commercial (Tenant Improvement) 14,214 sf. at 3853 SW 21st St. Redmond 97756 OR Owner: Franks Landing, LLC 2960 Huntington Dr. #80921 San Marino, CA 91108 Permit #711-23-001902

Commercial (Tenant Improvement) at 565 SW Tamarack Ct. Redmond 97756 OR Owner: Duble Property Holdings, LLC 20046 Tumalo Rd. Bend, OR 97703 \$13,200.00

Builder: RD Building and Design, LLC 541-815-7104 Permit # 711-23-002302

City of Bend

\$45,000.00 Commercial (Alteration) 460 sf. at 2051 NW Shevlin Park Rd. Bend 97703 OR Owner: Intl Church of the Foursquare Gospel

COMMERCIAL PERMITS WEEK ENDING 11-17-23 & 11-24-23

City of Redmond

\$27,341.00

\$4,501,977.00 Commercial (New) 37,857 sf. at 3500 SW 21st Pl. Redmond 97756 OR Owner: BASX, Inc. 3500 SW 21st Pl. Redmond, OR 97756

Builder: Sunwest One, Inc. 541-548-7341 Permit # 711-23-002173

\$40,000.00 Commercial (Addition) 280 sf. at 1998 SW Canal Blvd Redmond 97756 OR Owner: Zacken Enterprises, LLC 467 Angus Ct. Terrebonne, OR 97760 Permit # 711-23-001670

SFD Alteration at 708 NW Greenwood Ave. Redmond 97756 OR Owner: Anthony and Brittany Nelson 708 NW Greenwood Ave. Redmond, OR 97756

Builder: HHC, LLC 541-300-5035 Permit # 711-23-002333

\$20,000.00 Commercial (New) 96 sf. at 1805 E Hwy 126 Redmond 97756 OR Owner: Deschutes County PO Box 6005 Bend, OR 97708 Permit # 711-23-002110 \$20,000.00

Commercial (New) 96 sf. at 1805 E Hwy 126 Redmond 97756 OR Owner: Deschutes County PO Box 6005 Bend, OR 97708 Permit # 711-23-002111 \$20,000.00 Commercial (New) 96 sf. at 1805 E Hwy 126 Redmond 97756 OR Owner: Deschutes County PO Box 6005 Bend, OR 97708 Permit # 711-23-002112

Commercial (New) 96 sf. at 1805 E Hwy 126 Redmond 97756 OR Owner: Deschutes County PO Box 6005 Bend, OR 97708 Permit #711-23-002113 \$20,000.00

\$20,000.00 Commercial (New) 96 sf. at 1805 E Hwy 126 Redmond 97756 OR Owner: Deschutes County PO Box 6005 Bend, OR 97708 Permit # 711-23-002114

\$20,000.00 Commercial (New) 96 sf. at 1805 E Hwy 126 Redmond 97756 OR Owner: Deschutes County PO Box 6005 Bend, OR 97708 Permit # 711-23-002115

Commercial (New) 96 sf. at 1805 E Hwy 126 Redmond 97756 OR Owner; Deschutes County PO Box 6005 Bend, OR 97708 Permit #711-23-002116 \$20,000.00

Commercial (New) 96 sf. at 1805 E Hwy 126 Redmond 97756 OR Owner: Deschutes County PO Box 6005 Bend, OR 97708 Permit # 711-23-002117 \$20,000.00

Commercial (New) 96 sf. at 1805 E Hwy 126 Redmond 97756 OR Owner: Deschutes County PO Box 6005 Bend, OR 97708 Permit #711-23-002120 \$20,000.00

\$20,000.00 Commercial (New) 96 sf. at 1805 E Hwy 126 Redmond 97756 OR Owner: Deschutes County PO Box 6005 Bend, OR 97708 Permit # 711-23-002121 Commercial (New) 96 sf. at 1805 E Hwy 126 Redmond 97756 OR Owner: Deschutes County PO Box 6005 Bend, OR 97708 Permit # 711-23-002122 \$20,000.00

Commercial (New) 96 sf. at 1805 E Hwy 126 Redmond 97756 OR Owner: Deschutes County PO Box 6005 Bend, OR 97708 Permit # 711-23-002123 \$20,000.00

Commercial (New) 96 sf. at 1805 E Hwy 126 Redmond 97756 OR Owner: Deschutes County PO Box 6005 Bend, OR 97708 \$20,000.00

City of Bend

Commercial (New) 17,811 sf. at 557 SW Bluff Dr. Bend 97702 OR Owner: Mid Oregon Federal Credit Union \$6,450,000.00

Builder: Sunwest Builders 541-548-7341 Permit # PRNC202303021

\$627,009.00 Commercial (Alteration) 3,049 sf. at 61535 S Hwy 97 Ste. 10 Bend 97702 OR Owner: Pell Oregon Limited Partnership Permit # PRRE202305745

Commercial (Alteration) 4,939 sf. at 61334 S Hwy 97 Ste. 190 Bend 97702 OR Owner: Patterson Family 2000 Trust \$161,828.00

Builder: Compass Commercial Construction Services, LLC 541-848-4073 Permit # PRRE202303486

Deschutes County

Commercial (New) 13,244 sf. at 201 N Pine St. Sisters 97759 OR Owner: United States of America Permit # 247-23-003888 \$3,288,229.00

Commercial (New) 288 sf. at 51615 Bluewood Ave. La Pine 97739 OR Owner: La Pine Community Health Center PO Box 3300 La Pine, OR 97739 Permit # 247-23-004036 \$19,146.00

Town of Country

2023 Fastest-Growing Central Oregon Businesses

Photos by Roland White



































