Maximize Your Business Sale

— Раде 25

**Enhancing & Promoting the Economic Vitality of Central Oregon Since 1994** 

## AlpenGlow Adventure Catering

'We Are Here to Make Magic Happen'

by ANDREA HINE — CBN Feature Writer



ALPENGLOW'S FOUNDER, ROBERT DUDZIK, IS SHOWN WITH ERIN DEJAMETTE, HEAD CHEF AND HIS BUSINESS PARTNER | PHOTO COURTESY OF ALPENDING ADVENTURE CATERING

ore than two dozen catering companies advertise their services in Central Oregon (15 in Bend alone), yet only one specializes in "providing lavish meals for adventurers heading into the woods." Guests of AlpenGlow Adventure Catering — who range from a couple enjoying a romantic meal at Crater Lake, to a group as large as 5,000 — have found that this five-year-old company has "no restriction on what we can do and where we can do it," to quote its founder Robert Dudzik.

Even in the most remote wilderness — such as the Alvord Desert, located in Harney County almost 200 miles southeast of Bend — "clients are served on a fully set table, with napkins, tablecloth, and real plate ware," he said. Customized selections made from sustainably sourced ingredients and prepared over open flame and coals include meals such as braised beef with sweet potato and butter gratin; braised mustard greens with carrot foam and toasted hazelnuts; and seared salmon fillet with charred tomatoes, shaved fennel, and beetroot puree.

"We keep pushing the boundaries of the kinds of meals that can be created outdoors," Dudzik said, "utilizing over-fire and overcoal cooking for most of our meats and vegetables. There are options for everyone."

Dudzik, born and raised in the Seattle area, "has been in the outdoors all my life." Rising through the Boy Scout ranks to Eagle Scout (earned by only about four to six percent of scouts), and subsequently obtaining a Bronze Palm (putting him in the company of only 25 percent of Eagles), "I

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# Open Space Event Studios A Beacon for Bend's Creative & Professional Community

by ERIKA ORESKOVICH — CBN Feature Writer

n the heart of Bend's Central District, Open Space Event Studios is a testament to the vibrant pulse of the local creative and professional community. The transformation of this space into a collaborative hub now allows artists, entrepreneurs, and community members to gather, exchange ideas, spark creativity, build business networks, and foster a lively social environment.

The journey began in 2017 when Charlie Thiel purchased what was once 2nd Street Theater. Reflecting on the early days, Leah Rutz, director of Open Space Event Studios, mentions, "In 2018, there weren't many spaces for artists to rent and utilize. So, our goal was to provide a space for experimental projects in the community. We strived to foster the local arts scene, expanding opportunities for performance and public engagement." Thiel hoped to keep it as a theater space but with a bigger vision to welcome a wider array of groups and community events. So, construction for Open Space Event Studios began in 2019/2020, just as the COVID-19



HOTO | COURTESY OF OPEN SPACE EVENT STUDIOS

pandemic hit.

Despite pandemic challenges that delayed its grand opening and required safety measures, Open Space Event Studios has been fully operational since 2022 with the help of a dedicated and dynamic

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## 2024 Meeting Guide — Pages 13-23

## Artificial Intelligence Tools Transforming Business World

## Prineville EDCO Speaker Tells How to Harness New Tech's Revolutionary Power

by SIMON MATHER — CBN Feature Writer

rtificial Intelligence (AI) can play a key role in transforming efficiency and strategy in the business world, specialist guest speaker Marshall Snider told a recent Prineville/Crook County economic forum. Business and community leaders attending the local branch of Economic Development for Central Oregon (EDCO's) regular quarterly mixer at Meadow Lakes Golf Club in Prineville, heard how the fast-growing next-generation AI field had the potential to revolutionize the future for small and medium-sized companies. Snider, a business consultant and leadership expert who heads AuthenticUS, is an early adapter to the

benefits of cognitive technology for businesses eager to harness its evolutionary power and he himself uses it "on a daily basis."

Al is already radically changing industries by simulating human intelligence in machines that have the capacity for "deep learning" through neural networks and encompasses a range of technologies and techniques that enable computers to perform tasks that typically require human



BUSINESS CONSULTANT MARSHALL SNIDER (RIGHT) HEAD OF AUTHENTICUS, EXPANDS ON ARTIFICIAL INTELLIGENCE (AI) AS GUEST SPEAKER AT THE PRINEVILLE/CROOK COUNTY ECONOMIC DEVELOPMENT FOR CENTRAL OREGON (EDCO) QUARTERLY MIXER, MODERATED BY CHRIS PIPER (LEFT) AREA MANAGER WITH EVENT CO-SPONSOR BBSI | PHOTO BY SIMON MATHER

cognitive functions. "Al is a disruptor in the business world, much like the Apple iPhone was after its introduction," Snider said. "A big question is: how do we handle it as business leaders, because, whether we like it or not, it is here to stay. Those who want to delve into this area need to stay ahead of the curve, and we have seen Al schools popping up on a widespread basis, with MBA-level programs available. As businesspeople, what do we want

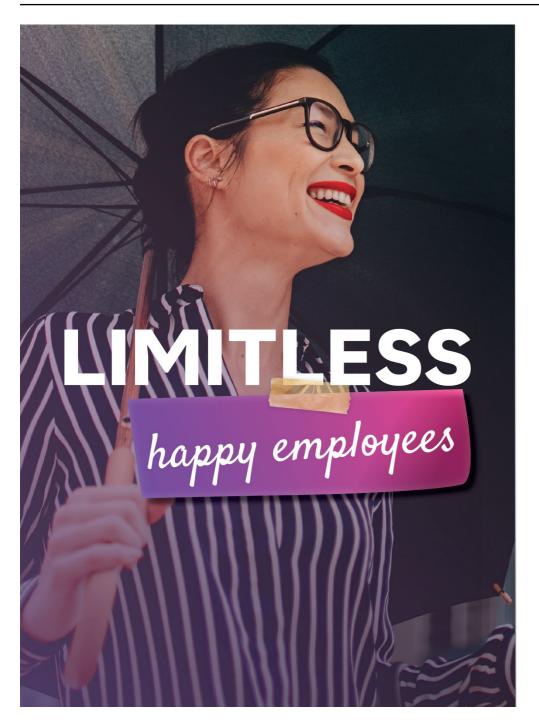
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Who's Who



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## Avelo Airlines Takes Flight for Greener Future with

Fuel & Emission-Reducing Technology across its Fleet

Avelo Airlines recently announced it is partnering with Seattle-based Vortex Control Technologies (VCT) to install fuel and emissions-reducing Finlets on the airline's fleet of Boeing Next-Generation (NG) 737 jetliners. VCT's Finlets, which are mounted on the aircraft's aft fuselage, are setting a new standard in operational efficiency for Avelo and other carriers adopting this innovative green technology.

Avelo is the first airline in the world to install the Finlets on 737-800 aircraft and the second airline in the world to utilize the Finlets on any aircraft.

VCT Finlets will reduce Avelo's total fuel consumption and carbon emissions by 1.4%. Finlets have been installed on seven of Avelo's 16 737s

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## Trust for Public Land Working to Secure Funding for New Schoolyard at Madras Elementary

Trust for Public Land recently launched the Oregon Rural Community Schoolyards program, an ex-panded pilot program, transforming three outdated schoolyards into vibrant green spaces that are open to everyone outside of school hours.

Through TPL's participatory design process, the organization is working with schools in two phases to ensure extensive and inclusive community

engagement in creating a vision for each new community schoolyard. Over the past year, more than 700 students and community members have come together to help create exciting and culturally relevant designs.

"Rural communities are experiencing the largest health, environmental, and

ontinued on Page 30 🕨

## New Unemployment Insurance Benefits System Now Live

The Oregon Employment Department (OED) launched a brand new, easy-touse online system for Unemployment Insurance (UI) benefits on March 4. The system is expected to improve the overall online customer service experience for Oregonians filing for unemployment.

Frances Online offers features that

will provide a better customer service experience for UI claimants. It's also mobilefriendly. Claimants will be able to do a lot more things online through self-serve features, instead of waiting for a letter in

ontinued on Page 30

#### RECENT TRANSACTIONS

Walt Ramage, of NAI Cascade represented Tenant, Grand Mere (https:// grandmerestore.com/), in leasing suite 110 at 631 NW Federal St. in Bend.

Compass Commercial Real Estate Services brokers Pat Kesgard, CCIM and Kristie Schmitt, CCIM represented the buyer, Cameron and Leona Curtiss, in the acquisition of 155 Ingenuity Avenue in Sparks, NV. The buyers purchased 16,196 SF retail building on 2.75 acres for \$6,400,000.

Walt Ramage, of NAI Cascade represented the Landlord for suite #260 at 2500 NE Twin Knolls in Bend, https://www.watercup.org/

Brokers Russell Huntamer, CCIM, Jay Lyons, SIOR, CCIM and Eli Harrison with Compass Commercial Real Estate Services represented the landlord, JKC Wilson, LLC, in the lease of a 4,119 SF office suite located at 685 SW 3rd Street in Bend. Huntamer and Harrison also represented the tenant, Bestcare Treatment Services, Inc.

Corey Charon & Walt Ramage, of NAI Cascade represented the Landlord & Tenant for an industrial office and warehouse space at 920 SE Textron in Bend. Congrats on your new location Edge Rescue!

Compass Commercial Real Estate Services brokers Jay Lyons, SIOR, CCIM and Grant Schultz, CCIM represented the landlord, Galveston Terrace, LLC, in the lease of a 1,256 SF retail suite located at 631 NW Federal Street in Bend.

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## **Attention Investors**

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25 ft. x 110 ft. Lot For Sale (original lot was partitioned) 3.8.300 Small Unit Development with RS Zone

#### **SALE INCLUDES**

- #2 building permits/stamped plans PAID IN FULL and ready to build, ALL INCLUDED in the sale
- Sewer line installed to both unit locations (passed by City inspection)
- · Water line installed to both unit locations (passed by City inspection)
- Pacific Power will bring power overhead into 2-story unit. Electrical plumbing from the two-story unit (double pack meter location) to the single-level unit (passed by City inspection)
- Gas sleeves have been installed from the alley to both unit locations. Cascade NG has brought gas line into the property

#### **DESIGN PLAN**

- (2) #600 sq. ft. detached structures, 1bd-1ba units on the lot
- Single-level (600 sq. ft.) on Hartford Ave., parking on the street
- Two-story on alley between Galveston/Hartford (600 sq. ft.) over (440 sq. ft.) garage
- #2 detached rental units, each with yard and garden area

#### INFRASTRUCTURE INSTALLED INTO THE LOT

- Installed sidewalk along Hartford Ave.
- Connected into sewer main in alley, brought sewer line into property
- New 3/4" water meter brought into property

**John Curtis (OWNER)** 541-678-2943 • mm80bang@gmail.com







## **Business & Industry**



#### **REDMOND**

♦ The City of Redmond recently launched its 2024 annual Community Survey. The purpose is to learn what the community thinks about the city that works for them. The comprehensive survey includes questions ranging from how safe people feel, to their views on the downtown, to their satisfaction with various City services and other City centric topics. It is conveniently hosted online at surveymonkey.com/r/Redmondsurvey2024web.

"Our residents are making an investment by their decision to live in Redmond. We owe it to them to be committed to continual improvement, which starts with asking 'how are we doing?"," states City Manager Keith Witcosky.

The Redmond Community Survey is conducted each spring, giving residents yet another outlet to voice their opinions and provide the City with input about policy decisions and service delivery.

A direct link to the online survey is also available on the City's website at redmondoregon.gov. Hard copies of the survey were mailed directly to residents via the City's *Redmond Connection* newsletter and are available at City Hall or by request.

BEND

The City of Bend wants to hear your questions about the future of tree preservation in our community.

For the last few years, community members have raised concerns about trees being cut down during new development projects on larger sites in the City. In response, the City formed the Tree Regulation Update Advisory Committee, also known as TRUAC, to recommend solutions to this community concern while not creating a barrier to building more needed housing. TRUAC was made up of community volunteers representing developers, neighborhoods, arborists, architects, environmental and equity interests.

Q&A sessions will be held in early March for the community to learn more about what changes are being recommended by TRUAC. These proposed changes first encourage the preservation of Priority Trees, which are defined as 20 inches in diameter at breast height or larger. Another option includes preserving a percent of the overall diameter at breast height on a site of trees 6 inches or larger. Diameter at breast height is the diameter of a tree measured at 4 ½ feet off the ground.

There are also options for mitigation including on-site tree replacement and a payment in lieu for trees that could not be preserved to go toward paying for the planting and maintenance of other trees throughout the city.

#### What these Q&A sessions are:

- An informal opportunity to learn more about what changes were recommended by TRUAC for Planning Commission and City Council consideration.
- A way to ask questions and receive an answer in real-time by staff members and the Chair and Vice Chair of TRUAC, which is different from the traditional public comment process in a City Council meeting.
- A chance to learn more information to develop an opinion.

#### What these Q&A sessions are not:

• They are not an opportunity to provide public testimony to the decision-makers

that can be considered in an official Planning Commission recommendation or Council land use decision.

• The Oregon Land Use system (in state statute and City development code) establishes how a City can receive a public testimony when it comes to code changes related to land use and development, which is a more strict and formal process. In this system, verbal public testimony must be provided during noticed public hearings before the Planning Commission or Bend City Council. Written public testimony can also be shared either at public hearings before the Planning Commission or Bend City Council, or via email to: councilall@bendoregon.gov and cityplanningcommissionall@bendoregon.gov. Please put phardie@bendoregon.gov in the cc line of those emails.

## Two Q&A sessions will be held on the following dates:

- March 7 at 11:30am in Council Chambers at City Hall, 710 NW Wall St. and virtually. **Register for the virtual meeting here**.
- March 12 at 5:30pm at the Bend Municipal Court, 555 NE 15th St. and virtually. **Register for the virtual meeting here**.

After registering for a virtual meeting, you

will receive a confirmation email containing information about joining the meeting.

To learn more about the proposed changes or the process in general, visit bendoregon. gov/tree-code.

#### **DESCHUTES COUNTY**

♦ Deschutes County is announcing a new grant opportunity to help local communities reduce the risk of wildfire. The Bureau of Land Management (BLM) has allocated \$90,000 to support fuel reduction projects for projects that are adjacent to or within one mile of BLM land.

"This program is a great opportunity for local communities to reduce their wildfire risk," said Deschutes County Forester Kevin Moriarty. "As we review applications, we'll be looking to fund short-term projects that reduce fuels and improve defensible space."

Applications will be accepted until March 31. There are no established minimum or maximum amounts for grant requests, however awards are anticipated to range between \$20,000-30,000 in contractual services. Actual award amounts will be dependent on demand.

Additional information about grant requirements and the grant application are available online: deschutes.org/2024BLMCFAP.

## FROM THE LEGISLATIVE DESK...

#### **SALEM**

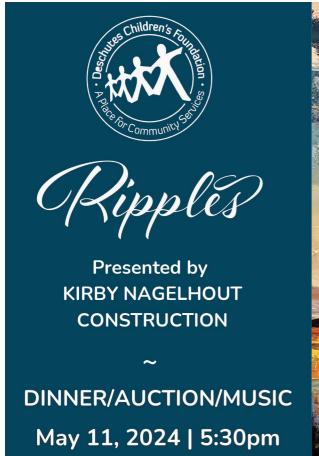
♦ Recently, the Oregon Senate passed the Education Board Transparency Act (Senate Bill 1502) with bipartisan support. The bill requires that education boards of public school districts, community colleges, and universities video record their meetings and upload those recordings for the public to view online.

The bill exempts school districts with fewer than 50 students and provides that school districts that lack adequate internet access can comply by uploading an audio recording instead. The requirement to record does not apply to meetings that aren't already public under Oregon's public meeting law, such as executive sessions.

"This bill will improve the transparency of our education boards, grant greater access to busy parents and community members, and promote equity by ensuring everyone can stay engaged," said Senate President Rob Wagner (D-Lake Oswego), co-chief sponsor of SB 1502. "I'm grateful to my Republican colleagues who worked with me to ensure this bill will improve transparency across the state without overburdening our small school districts."

"I believe increasing accessibility to government processes at all levels will lead to greater accountability and transparency to the public," said Sen. Kim Thatcher (R-Keizer), co-sponsor of SB 1502. "We need more of this, which is why I am pleased to have voted in favor of this bill."

The bill now moves to the Oregon House of Representatives for consideration.



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# Finding & Retaining the Best Team

by Export SUE MEYER — Central Oregon Community College

## Question:

I own and operate a small bakery in Central Oregon.

I am very fortunate to have a good core team of employees now,
but to scale the business I need to hire and it can be very difficult to find
and retain good employees. What are some strategies and resources that will help?

Thank you for the question! Retention and recruitment are common struggles for small businesses.

Since you have already created a strong team, keep doing what makes you successful. How? Ask your team what's working. What would you like to see and do next? Also, consider this advice:

- 1) Connect, engage and empathize: In a recent survey, 96% of employees shared that a leader that listens and responds with empathy keeps them motivated and engaged. Work alongside your team. Check in with each person regularly and have an open door for emerging needs.
- **2) Be flexible.** Employees are seeking balance. Can you allow team members to cooperatively set their own schedules, work flex schedules and take advantage of work-sharing and/or remote work options?
- **3) Focus on efficiency:** Employees are eager for business owners to embrace new technology for productivity and to create a positive impact. Tech and apps can optimize workflow and accomplish routine tasks, leaving everyone more time to focus on the creative parts of the work they love.
- 4) Appreciate. Say "thank you, well done" all year long. Employees who feel

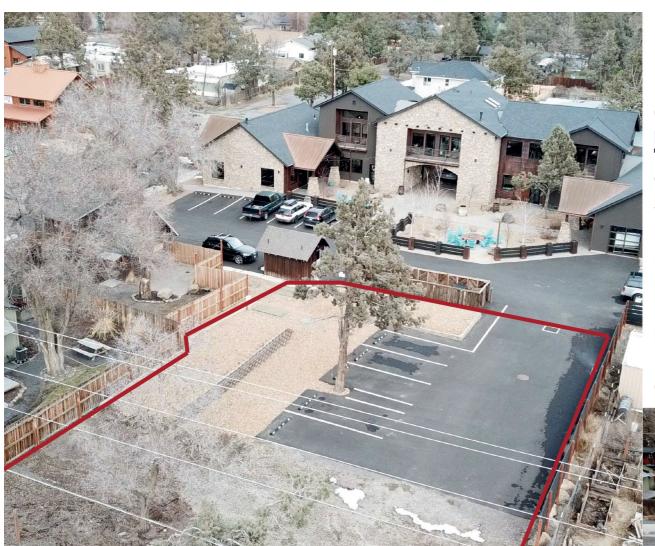
- appreciated are more likely to stay motivated to do a good job longer.
- 5) Create a positive business culture. An excellent business culture helps with recruitment, too. Sure, you can use job boards and social media postings but what will set you apart is asking your high-performing teammates to help recruit your next hires. People with similar styles and ethics "stick together," so your good employees are likely to connect with and socialize with skilled and ethical friends, family members, school or work acquaintances that you need on your team.

Central Oregon Community College has a Small Business Development Center that offers free, confidential professional business advising and a variety of low-cost courses to help entrepreneurs through the business lifecycle: cocc.edu/sbdc.

#### **About the Expert:**

With decades of small business ownership, teaching and advising experience, Sue Meyer works alongside the skilled team of business advisers at Central Oregon Community College's Small Business Development Center.

cocc.edu/sbdc



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## **Business & Industry**

rineville EDCO
Continued from page 1

to do with it? Are we going to embrace it for best use cases, and develop a relevant policy with team leaders? It may be wise to conduct an audit of current operations and assess at what level AI may be brought in and to see what scenarios it could help with, so business leaders can concentrate on other critical areas such as business development."

The broad category of AI has two branches that serve distinct purposes. Generative AI focuses on creating new content, while predictive AI leverages historical data to forecast future outcomes. These technologies harness machine learning algorithms and deep learning to achieve their respective goals.

Generative AI refers to a type of artificial intelligence that involves training models to create original content. These models learn patterns from existing data and generate new data based on those patterns. In the context of images, text, or even music, generative AI tools produce outputs that are not directly copied from the training data but rather are unique creations inspired by the patterns it has learned.

Predictive Al, also known as predictive analytics, is a subset of Al technology that focuses on using historical data and machine learning algorithms to analyze patterns and make predictions about future events or trends. This type of Al technology aims to help companies and individuals make informed decisions by forecasting likely outcomes based on available data.

Recent surveys point to growing number of companies experimenting with Al. An April 2023 poll of 254 technology leaders by professional services firm EY found that 90% of respondents are exploring platforms like ChatGPT and Bing Chat, and 80% are planning to increase their investments in Al in 2024.

Open Al's ChatGPT is an example of generative Al in action, with this chatbot operating on the foundation of a large language model (LLM), trained on vast amounts of data to produce human-like text.

Due to its advanced features and functionality, ChatGPT has attracted over 100 million users worldwide and supports numerous use cases. These include real-time chatbots and virtual assistants, music, and lyric generation and more.

It has also been a valuable tool for drafting emails, crafting resumes and cover letters tailored to specific job descriptions, and assisting in various other writing tasks. "It is like having the smartest intern you have ever had!" Snider said, referring to ChatGPT. "Some people fear the rise of AI will lead to job losses, but it is not going to take jobs away from those who harness its potential. On the other hand,



ATTENDEES HEAR HOW AI CAN BENEFIT BUSINESSES DURING THE PRINEVILLE/CROOK COUNTY EDCO QUARTERLY MIXER HELD AT PRINEVILLE'S
MEADOW LAKES GOLF CLUB | PHOTO BY SIMON MATHER

it could adversely affect companies that are not understanding how it can be used and integrated. "You can type in a text prompt and immediately create a minutelong video, or you can take data (for example, from Excel spreadsheets) and ask the software to analyze trends — indicating where performance is down and where to focus energy, as well as suggesting strategies for improvement."

Snider added the marketing industry was getting "hammered," as now it is easier to create campaigns in-house using Al capabilities rather than through external agencies. "A lot of people may be interested in or understand Al but are not using it in the right way," he said. "We need to learn how to create the appropriate prompt to engineer the pulling out of relevant data, all while staying compliant and checking over results with a second set of eyes, such as Grammarly." (Grammarly is a cloud-based typing assistant, headquartered in San Francisco which reviews spelling, grammar, punctuation, clarity, engagement, and delivery mistakes in English texts, detects plagiarism, and suggests replacements for any identified errors.)

"You can reverse engineer to some extent to create the appropriate tone, emotion and voice but need to be cognizant that the software will use everything that it is given in terms of input," Snider continued. "For many people, the extent of AI may be putting on a headset and walking on a floor that moves with you, but there are endless useful practical applications — ChatGPT is like having a co-pilot for your business. It can be particularly applicable to customer service and indeed people report trusting a bot more than a human that may have a tendency to try to upsell. AI can help identify warm leads and opens doors to add value and significance."

At the heart of generative AI lies deep learning, a subset of machine learning that employs multilayered neural networks to capture intricate patterns in vast amounts of data. These deep neural networks can generate complex data structures, making them foundational to generative AI. It can also improve decision-making by helping to identify new business opportunities, flag operational roadblocks, determine effective ways to personalize offerings and outreach based on customer data and prepare for potential challenges.

Executives have latterly indicated that they are looking at Al to increase efficiencies, boost productivity, lower costs, create competitive advantages and meet rapidly changing market expectations. Advances in Al tools have also been credited with making the technology more accessible to organizations. Data security, process automation and customer care are some of the top areas

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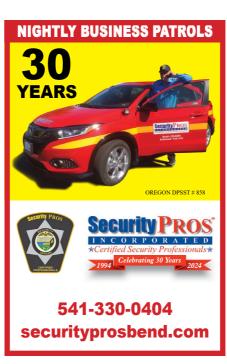
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## rineville EDCO Continued from previous page

where companies have been applying AI, though the general trend is to widen its influence and adopt it into nearly every part of an enterprise.

Organizations for years have used AI to automate many manual tasks, such as data entry, but now increasingly are using next-generation intelligence such as generative AI to handle cognitive tasks such as summarizing reports and drafting communications. It is particularly adept in tackling so-called "grind" work as opposed to special experience tasks. Even when tasks cannot be automated, experts say AI can still assist workers by offering advice and guidance that helps "level up" performance.

It is also useful in accessing and organizing knowledge, enabling workers to not only search through large amounts of information but also organize and summarize those elements — though again it should be stressed that currently, the technology may not be reliable enough to use without human oversight or review. All systems such as ChatGPT do not always have all the data sets needed to reach accurate and complete conclusions.

Optimization is another use, with Al-based business applications able to use algorithms and modeling to turn data into actionable insights on how businesses can optimize a range of functions and business processes — whether that be worker schedules or product pricing.

Another top reason, other than the automation of repetitive tasks, is to boost productivity and generate more efficiencies. Many organizations are exploring how to use intelligence software to customize educational plans and make learning more effective and tailored to each worker's needs. In a related application, organizations are deploying Al-powered systems that coach employees as they work. The technology has the capability to monitor and analyze actions in near real-time and provide feedback, thereby coaching or guiding workers through processes or decision-making, like a workplace "co-pilot."

Professionals already use such Decision Support System (DSS) software including one version that helps accountants wade through voluminous tax laws to identify the most beneficial tax strategies for clients. Improved quality control software with deep learning abilities can improve the speed and accuracy of quality control functions while keeping costs in check. Delivering personalized customer services and experience is one of the most prominent use cases for AI, using identifiers from multiple sources to understand motivations and create personalized experiences.

Al is being used to improve safety for a variety of industries feeding monitoring data into intelligent systems to identify problems and receiving suggestions on potential solutions. Meanwhile, marketing uses intelligent systems to understand customers and their buying patterns, so they can create targeted marketing campaigns with a relatively higher success rate. The supply chain function uses algorithms to forecast what will be needed when and the optimal time to move supplies, helping create more efficient cost-effective supply chains by minimizing overstocking and the risk of running short of in-



ATTENDEES HEAR HOW AI CAN BENEFIT BUSINESSES DURING THE PRINEVILLE/CROOK COUNTY EDCO QUARTERLY MIXER HELD AT PRINEVILLE'S MEADOW LAKES GOLF CLUB | PHOTO BY SIMON MATHER

demand products. Human Resources functions use Al-powered systems to help write better job postings, identify, and screen potential candidates and create personalized training programs.

The Harvard Business Review recently contrasted two approaches relevant to anyone planning Al initiatives. A survey of 250 executives familiar with their companies' use of cognitive technology showed that three-quarters of them believe that Al will substantially transform their companies within three years. However, a companion study of 152 projects in almost as many companies revealed that highly ambitious "moon shots" are as yet less likely to be successful than "low-hanging fruit" projects that enhance business processes.

This may not be surprising — as such has been the case with the great majority of new technologies that companies have adopted in the past, but the hype surrounding artificial intelligence has been especially powerful, and some organizations have been eagerly seduced by it. Broadly speaking, AI can be seen to support three main business needs: automating business processes, gaining insight through data analysis, and engaging with customers and employees.

"For companies it may seem daunting to find how to begin with Al, but it is essential to have conversations about how to learn about artificial intelligence and how to effectively integrate it into operations," Snider concluded. "Knowledge without understanding is just philosophy or ignorance."

The EDCO mixer event is for current members to get together, along with new members, to learn more about EDCO's work and partner organizations that impact the economic development market locally.

They are hosted quarterly at various local businesses — most recently in collaboration with lead sponsor BBSI, moderated by Area Manager Chris Piper — offering a casual setting to network with other business leaders and stakeholders and spotlighting different timely topics each quarter.

edcoinfo.com/communities/prineville



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# Trangistics Celebrates One Year of Making History on Record-Setting New Microchip Factory

#### provided by TRANGISTICS, Inc / Jayme Scotto & Associates, LLC

rangistics, a leading logistics partner for high-tech construction projects, celebrates one year of its partnership with general contractor United Integrated Services (UIS) in supporting the construction of a new, \$40 billion computer chip manufacturing plant in Arizona.

The ambitious new factory — owned and operated by manufacturer Taiwan Semiconductor Manufacturing Company (TSMC) — will be the most advanced semiconductor facility in the country, and represents one of the largest direct foreign investments in the history of the United States. When fully functional, the facility will produce 25,000 microchips per month for premier clients such as Apple, Amazon, and NVIDIA. The project is part of a larger federal initiative to increase microchip production within the country's borders, and the site was even visited by President Joe Biden to reinforce its importance. "It's exciting to be part of such an important project," explains Trangistics CEO Joey Hougham. "We are immensely proud to contribute our expertise to this innovative undertaking."

Construction on the project is being handled by UIS, who manages more than 4,000 active workers on site every day. The size of the project is made more complicated by the fact that many necessary components and materials are being shipped from Taiwan. As the project's primary logistics manager, that provides plenty of challenges for Trangistics. The process involves receiving hundreds of shipping containers from overseas, stocking their inventory, and managing the delivery of the right materials at the right time to the job site. "Trangistics has proven to be an invaluable logistics partner for UIS," says UIS President CM Lai. "In the face of operational and cultural complexities, they consistently demonstrate their commitment by delivering the requisite materials to the job site at the right time."

Trangistics project manager Matt Risser echoes Lai's note about cultural complexities on such an international undertaking. "Developing relationships with our customers' workforce has helped us gain trust with each other, especially in understanding both the American and Taiwanese sides of operations," says Risser. "The goal is to always work as a team for the greater good for our client's success."

Phase One of the plant, which will cover 650,000 square feet, will begin producing microchips in early 2025. Trangistics plans to continue its relationship with UIS through all phases of construction and beyond into new projects.

#### **About Trangistics:**

Trangistics Inc. is a global logistics provider with over 20 years of experience in transportation, including services for agricultural machinery, military equipment, and high-tech construction projects. Offering comprehensive logistics solutions from warehousing to inventory management to last-mile delivery, Trangistics is a trusted expert in managing complex freight for clients worldwide.

#### **About UIS:**

United Integrated Services (USA) Corp. is an American subsidiary of UIS Taiwan, based out of Phoenix, Arizona, since 2020, with other subsidiaries in China and Singapore. Specializing in cleanroom construction as well as mechanical, electrical, and plumbing engineering, UIS constructs major fabrication facilities for manufacturing technology such as semiconductors and flat panel displays.

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SOURCE: Trangistics, Inc / Jayme Scotto & Associates, LLC trangistics.com • uisusacorp.com.

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## Unleash the Power of Oregon 529 Plans

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

uring tax season, we regularly hear from potential new clients eager to explore ways to reduce their taxable income and maximize their tax credits. What surprises us, however, is how many people haven't yet considered education planning as a valuable tool.

Imagine: your child's first day of high school. Memories flood back, each moment precious and fleeting. College looms, and with it, rising costs. You might feel a pang of worry, wondering if you're fully prepared. Take a deep breath, you're

not alone. Many families face this reality. But don't let worry cloud your present or your child's future potential.

Juggling work, family, and finances, college savings can feel like a distant dream, especially compared to retirement goals and immediate needs. But what if there was a solution that empowered you to build a brighter future, today?

#### How Oregon 529 plans can help you right now.

If any of this resonates with you, don't beat yourself. Instead, consider starting right now. The reality is, you can't make up for lost time, but you can start today. Oregon 529 plans aren't just for "later": they're a powerful tool for proactive families, offering more than just traditional college savings.

#### What are the benefits?

• Tax Advantage: Unlock the Oregon College Savings Tax Credit. Reduce your state income tax burden with contributions of between \$170 and\$3,400 (\$340 to \$6,800 if married and filing jointly) depending on your Adjusted Gross Income (AGI). See the breakdown below:

Adjusted Gross Income (AGI) of the contributor	Percentage of Contributions eligible for tax credit	Contribution needed to maximize \$170 tax credit for single filer	Contribution needed to maximize \$340 tax credit for joint filer
Less than \$30K	100%	\$170 contribution	\$340 contribution
\$30,001-\$70K	50%	\$340 contribution	\$680 contribution
\$70,001-\$100K	25%	\$680 contribution	\$1,360 contribution
\$100,001-\$250K	10%	\$1,700 contribution	\$3,400 contribution
More than \$250K	5%	\$3,400 contribution	\$6,800 contribution

• Flexibility: Use funds for qualified education expenses, not just college. Think

K-12 tuition, apprenticeships, trade schools, and more.

- Growth Potential: Invest in a diverse lineup of investment options and enjoy tax-free growth on your contributions.
- Estate Planning: The IRS allows for five years of accelerated gifting into 529 Plans, up to \$180,000 for a married couple splitting the gift. And the money in a 529 account is exempt from federal estate tax. The 529 can be a powerful tool for affluent grandparents looking to help their grandchildren while also optimizing their estate planning.

There's still time to act before the 2023 tax filing deadline. Don't miss out on potential Oregon state income tax credits; contribute to an Oregon 529 college savings plan.

#### Actionable steps to take today:

- Open an account. Visit the Oregon College Savings Plan website for resources.
- Understand contribution limits & tax credit details.
- Consider a financial planning consultation for personalized guidance.

If all this feels overwhelming, or just another contribution to keep track of, consider getting some advice you can trust. My team and I work hard to uncover financial blind spots and opportunities for our clients. That's what financial planning is all about. It's not just for the wealthy; it's about clarity and control over your financial future (including optimizing your 529 plan).

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> and does not constitute a recommendation. Investing involves risk and you may incur a profit or loss regardless of strategy selected. While we are familiar with the tax provisions of the issues presented herein, as Financial Advisors of RJFS, we are not qualified to render advice on tax or legal matters. You should discuss any tax or legal matters with the appropriate professional. The information has been obtained from sources considered to be reliable, but we do not guarantee that the foregoing material is accurate or complete. Prior to making an investment decision, please consult with your financial advisor about your individual situation. Some of the following material has been prepared by Broadridge Investor Communication Solutions, Inc.

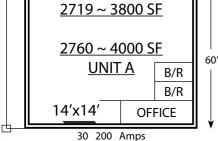
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# Tango Survey Findings are a Warning to Employers

Employees Know about Employee Appreciation Day & Want Gift Cards

#### by JAKE FEFFER

ango, an international leader in digital rewards and payouts, recently released findings from a survey conducted with employees to help employers become aware of how non-cash incentives impact whether workers feel appreciated or not. These findings, released a few days ahead of

Employee Appreciation Day held on March 1, 2024, show that two-thirds of employees know about the holiday, yet only one-third of them have ever received anything to feel appreciated.

Tango surveyed more than 200 full-time, U.S.-based employees that met the Census quota for age, gender, and zip code to find out that 96 percent of employees would be excited to receive a gift card for the holiday, but only four out of ten have ever received one. A correlation was shown between awareness of the holiday and excitement for receiving gifts from employers, meaning there's a real risk of employers disappointing their employees by not getting them anything for the holiday.

In general, the survey
highlighted that consumers
would be excited for most

and gift cards generating the most excitement.

any type of gifts, with cash

In general, the survey highlighted that consumers would be excited for most any type of gifts, with cash and gift cards generating the most excitement. When it comes to gifts from their employer, the survey also highlighted that employees are equally excited to receive cash or gift cards, though more are

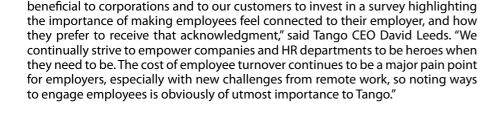
"very excited" about receiving cash. Notably, younger employees (18-44) show more excitement for branded swag, company outings and parties versus those 45 and older.

In addition, the findings highlighted while one in four prefer digital cards over physical, and a similar amount have no preference, in-office workers show greater preference for physical gift cards. Younger and hybrid or fully remote workers were more likely to have received digital gift cards, and also demonstrated a higher preference for digital cards. When it comes to the types of gift cards, prepaid is the most preferred, followed by restaurant, personal choice, and merchant gift cards.

**About Tango:** 

Tango is the digital rewards, e-gifting and payments platform that turns each transaction into satisfaction. Tango combines powerful and easy to use technology, a rich global catalog of rewards, world-class customer service, and exceptional scalability and security, making rewards easy to send.

tangocard.com



"With Employee Appreciation Day right around the corner, we felt it was

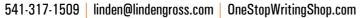


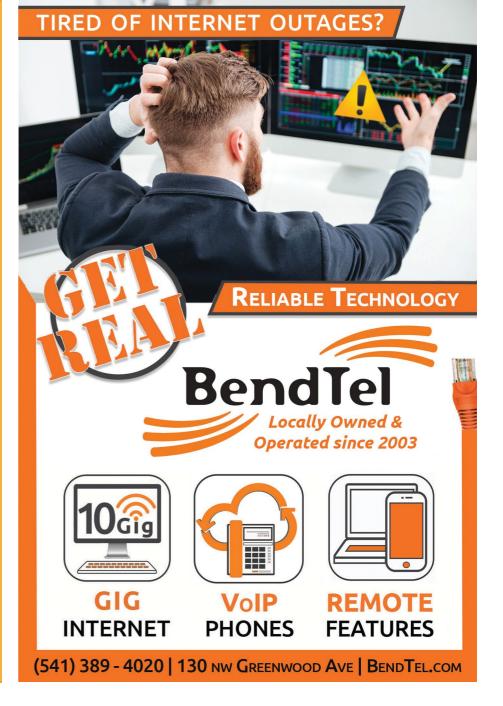
Do you have a book or a blog you want to write?

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#### WRITING COACH - EDITOR - WRITER







## New Year, New Independent Contractor Test

What the U.S. Department of Labor's Final Rule Means for Worker Classification in 2024 & Beyond

#### by MARLEY MASSER, Attorney — Barran Liebman LLP

n January 10, 2024, the U.S. Department of Labor (DOL) unveiled its latest rule on the classification of workers as employees or independent contractors under the Fair Labor Standards Act (FLSA), marking a shift from the 2021 Independent Contractor Rule (ICR). The final rule is effective beginning March 11, 2024, and aims to mitigate the potential misclassification of employees as independent contractors while establishing a consistent framework for businesses engaging with self-employed individuals.



**Key Distinctions from the 2021 Rule:** Under the Trump administration, the 2021 ICR consisted of a tiered test which identified five economic reality factors, two of which were designated as "core factors" to guide the independent contractor inquiry. These core factors included: (1) the nature and degree of control over the work; and (2) the opportunity for profit and loss. The 2021 ICR also listed three other factors that could be considered in the analysis, including:

- The amount of skill required for the work;
- The degree of permanence of the working relationship between the individual; and
- The potential employer and whether the work is part of an integrated unit of production.

While bearing resemblances to the 2021 ICR, the final rule introduces several important changes. Notably, it broadens its applicability to workers across various industries and reverts to a totality-of-the-circumstances economic reality test which encompasses six factors instead of the previous five. These factors include:

- (1) Opportunity for Profit or Loss Depending on Managerial Skill: This factor considers a worker's ability to earn profits or incur losses through their own independent efforts. Facts that suggest independent contractor status include a worker's ability to negotiate their own pay, decide to accept or decline work assignments, hire their own workers, purchase their own work equipment, or advertise and market their own services.
- (2) Investments by the Worker and the Potential Employer: This factor examines whether the worker makes capital or entrepreneurial investments in their own work and compares the worker's investments to the company's investments in its business to determine whether the worker is making similar types of investments in their work. If the worker is making similar investments to the company, this suggests that the worker is operating as an independent contractor.
- (3) Degree of Permanence of the Work Relationship: This factor examines the nature and duration of the work arrangement, including whether the work is sporadic or project-oriented with a predetermined end date. It also considers whether the worker may decide to take on multiple different jobs. If so, this suggests that the worker is an independent contractor.

- (4) Nature and Degree of Control: This factor examines the company's control over various aspects of the work relationship, including hiring, firing, scheduling, pay rates, supervision, discipline, and the ability to preclude the worker from working for others. Greater control supports an employee classification. The DOL clarifies that actions taken by a company solely for compliance with laws and regulations do not indicate an employment relationship. However, if these actions extend beyond mere compliance with specific laws or regulations, this can impact the overall analysis.
- (5) Extent to Which the Work Performed is an Integral Part of the Potential Employer's Business: This factor assesses whether the work performed by the worker is "critical, necessary, or central" to the company's principal business, which, if so, would suggest employee classification. The DOL emphasizes that the importance of this factor lies not in whether the worker themself is integral to the business, but rather in the significance of the work they undertake in relation to the overall operations of the company.
- (6) Skill and Initiative: This factor considers whether the worker uses specialized skills, business planning, and independent efforts to perform the work and support or grow a business. The mere possession of specialized skills does not automatically classify a worker as an independent contractor. However, if the worker employs specialized skills in conjunction with entrepreneurial initiative, it indicates independent contractor status.

Importantly, no single factor carries predetermined weight, and additional considerations may prove relevant to discern whether a worker operates in business for themselves (i.e., as an independent contractor) or is economically reliant on the employer (i.e., as an employee under the FLSA).

**Interaction with Other Laws:** It's crucial to recognize that the final rule exclusively revises the DOL's interpretation under the FLSA and does not alter worker classification under other federal, state, or local laws. Laws such as the Internal Revenue Code and the National Labor Relations Act possess distinct statutory language and legal precedents governing employee-independent contractor differentiations overseen by separate federal agencies. Similarly, state wage and hour laws, including those utilizing an "ABC" test like California, remain unaffected.

Practically speaking, it will be harder for a worker to qualify as an independent contractor under the new test as compared to the 2021 ICR. Accordingly, employers should consider auditing their independent contractor relationships to confirm that their documentation and how those relationships operate in practice minimize the risk of worker misclassification claims.

For those wanting more information on this and other employment law issues, please consider attending Barran Liebman LLP's seminar "Navigating Hot Topics in Wage & Hour Law: Tip Pooling, Joint-Employer Status & Overtime" on March 20, 2024.

Marley Masser is an attorney at Barran Liebman LLP, where she is a member of the firm's employment advice, litigation, and higher education practices. For questions, contact her at 503-276-2130 or mmasser@barran.com.



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# First Comes Love, Then Comes... Financial Security?

#### by MAKAELA BORDIERI — Berg & Associates

Planning a wedding or moving in with your significant other can be an exciting time in a couple's life. A beautiful dress, new furniture or a romantic honeymoon may consume your thoughts. But there's an often-overlooked aspect of commitment — financial security.

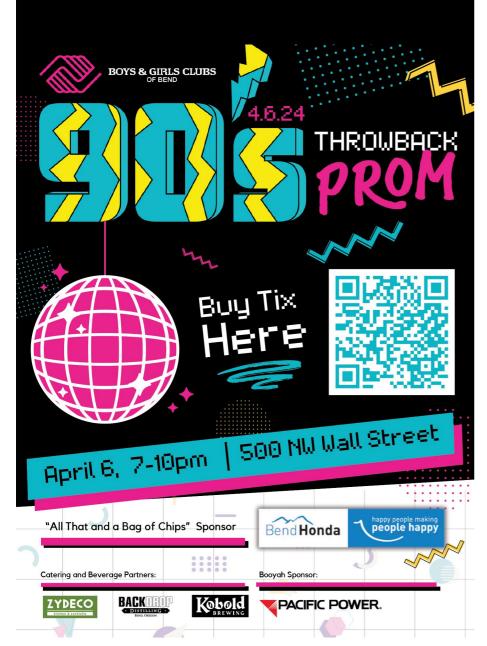
According to a study published by the Institute for Divorce Financial Analysts, money issues are one of the leading causes of divorce.

OnPoint Community Credit Union branch manager Kristen Gillis suggests setting aside time for a frank discussion with your partner about finances, including debt, savings plans and how to manage your accounts together.

"It's not always easy to determine how to divide finances in a partnership. However, splitting bills is a fact of life for many couples that share expenses and responsibilities," said Kristen. "It's important to decide together how you want to manage your funds. Is a shared bank account the best decision? Or do individual accounts make more sense?"

She encourages couples to consider the pros and cons of all options and make an educated decision together:

- Shared Accounts: You and your partner may choose to share one checking
  and savings account and direct both incomes into these accounts. An
  advantage of this arrangement is ease of use. All your expenses come from
  this account, and you can quickly move money from checking into savings.
  This arrangement doesn't have to be stressful, but to make it work, it requires
  an open conversation about finances that you both can agree to and stick to.
- **Separate finances:** If you prefer more control over how you spend your money, you might consider not sharing accounts. The main advantage of this approach is financial independence, but you will need to get creative with how to tackle shared expenses.





• **Combined accounts:** Many couples choose a "best-of-both-worlds" approach, where each person has their own personal checking and savings accounts but share joint checking and savings accounts. With this approach, you can easily pay for shared expenses because each person can contribute their part to the joint account while keeping other costs separate.

Once you have decided how to manage your funds, Kristen recommends outlining what your finances will look like moving forward and offers these three tips for couples as they outline their financial future:

- Be honest about your history. It's important to understand your partner's
  financial situation and their financial habits, such as credit card debt and
  spending behaviors. These facts may become obstacles when qualifying for a
  mortgage together or reaching other financial goals.
- Play to your strengths. If you're an avid sales shopper and your partner is a
  calculated risk taker, rely on each other to manage those distinct aspects of
  your finances. It might evolve as your relationship does, but you should agree
  on an approach before taking the next big step.
- **Check in regularly.** A new job. New car or home. Children entering the picture. These are all events that can impact your financial situation. Dreams and aspirations can also change, so it's essential to have regular check-ins about short- and long-term financial goals. Rank your top three financial priorities and have a weekly or monthly meeting to track your progress and discuss any new items.

Love and money can both be complicated, but these financial strategies can help you and your partner start your life together on solid financial ground. Visit any of OnPoint's 57 branch locations to discuss your options.

bergassociatesnw.com

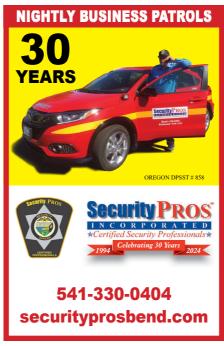






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## Facilities with Conference Space (Listed Alphabetically)

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Sleeping Rooms	Meeting Rooms	Meeting Room Capacity	Exhibit Space Sq. Feet	Meeting Room Rate	Catering	Sales Director
Bend Armory, The 875 SW Simpson Ave. Bend, OR 97702	971-355-6861	541-389-1946	www.oregon.gov/omd/Pages/Home.aspx terry.r.wyatt.nfg@army.mil	Terry Wyatt	15	1994	0	3	400 (without any distancing)	5,760 sq. ft.	Call for information.	Local catering available.	Terry Wyatt
Bend Elks Lodge #1371 63120 Boyd Acres Rd. Bend, OR 97701	541-389-7438	N/A	www.bendelkslodge.org bendelksoffice1371@bendbroadband.com	Gary Lisignoli	3	1911	0	3	700	0	\$350-\$1250	Yes	N/A
Bend Golf & Country Club 61045 Country Club Dr. Bend, OR 97702	541-322-5764	541-382-4603	www.bendgolfclub.com bgccoffice@bendgolfclub.com	Christie Henson	60	1925	0	3	250	4,800 sq. ft.	\$50-\$2000	Yes	Christie Henson
Bend Park & Recreation District - Aspen Hall 18920 Northwest Shevlin Park Rd. Bend, OR 97701	541-706-6149	541-388-5429	www.bendparksandrec.org/rental/as- pen-hall-2 facilityrentals@bendparksandrec.org	N/A	0	1992	0	1	150	2,640 sq. ft.	Varies.	No	N/A
Bend Park & Recreation District - Hollinshead Barn 1235 NE Jones Rd. Bend, OR 97702	541-706-6149	541-388-5429	www.bendparksandrec.org/rental/hollins- head-barn facilityrentals@bendparksandrec.org	Customer Service	0	1983	0	1	55	1,216 sq. ft.	Varies.	No	N/A
Bend Park & Recreation District - Riverbend Community Room 799 SW Columbia St. Bend, OR 97702	541-706-6149	N/A	www.bendparksandrec.org/park/district-office facilityrentals@bendparksandrec.org	Customer Service	0	2009	0	1	80	1,800 sq. ft.	Varies.	No	N/A
Bend Park & Recreation District - The Pavilion 1001 SW Bradbury Way Bend, OR 97702	541-389-7588	N/A	bendparksandrec.org info@bendparksandrec.org	Russ Holliday, Kevin Collier	60	2015	N/A	1	75+	25,000+ sq. ft.	Varies.	N/A	Kevin Col- lier, Facility Supervisor
Bend Park & Recreation District - Larkspur Community Center Event Room 1600 SE Reed Market Rd. Bend, OR 97702	541-706-6149	541-388-5429	www.bendparksandrec.org/facility/lark- spur-community-center facilityrentals@bendparksandrec.org	Customer Service	0	2001	0	1	250	3,500 sq. ft.	Varies.	No	N/A
Bend-La Pine Schools 520 NW Wall St. Bend, OR 97703	541-355-4700	N/A	www.bend.k12.or.us anne.birky@bend.k12.or.us	Anne Birky	2,200	1883	0	1	125	0	Varies.	No	N/A
Benham Hall at SHARC 57250 Overlook Rd. Sunnver, OR 97707	541-585-3144	541-593-6900	www.sunriversharc.com/eventspace sharcevents@srowners.org	Beth Herron	150	2012	0	4	44-350 (up to 1,250 outdoor amphitheater)	775-5,000 sq. ft.	\$50-\$2,000	No, but have partnered caterers.	Steven Stan- field, facility director
Best Western Newberry Station 16515 Reed Rd. PO Box 2820 La Pine, OR 97739	541-536-5130	541-536-7779	www.bestwestern.com/newberrystation 38147@hotel.bestwestern.com	Phil Roberts	20	1996	60	1	35	400 sq. ft.	\$35 per hour	No	Phil Roberts
Black Butte Ranch 12930 Hawksbeard PO Box 8000 Black Butte Ranch, OR 97759	541-595-1267	N/A	www.blackbutteranch.com meetings@blackbutteranch.com	Shaina Azbari	200	1970	150	4	225	340-2,600 sq. ft.	Varies, please email.	Full service on-site.	Kim Kohn
Boys & Girls Clubs of Bend 500 NW Wall St. Bend, OR 97703	541-617-2877 x7	N/A	www.bgcbend.org jwilliams@bgcbend.org	Juliana Williams	30	1995	0	1	Up to 416 w/out tables, 250 w/tables.	Gymnasium	\$350-\$1,100	No	N/A
Brasada Ranch 16986 SW Brasada Ranch Rd. Powell Butte, OR 97753	541-526-6272	N/A	www.brasada.com brandons@brasada.com	Brandon Sirstins	280	2007	170	7	200	8,023 indoor space & 26,050 out- door space	Varies.	Yes ~ farm-to-table	Vince Rosa
Central Oregon Community College - Bend 2600 College Way Bend, OR 97703	541-383-7775	541-383-7297	www.cocc.edu/departments/campus-ser- vices/event-space/bend	Online	350	1949	N/A	60	12-250	2,570 sq. ft.	\$40-\$150/hr	Yes	N/A
Central Oregon Community College - Bend Summer Group Housing 2600 College Way Bend, OR 97703	541-383-7525	N/A	www.cocc.edu/departments/residence-life/ summer-groups summergroups@cocc.edu	Summer Groups Associate	350	1949	162	60	12-250	2,570 sq. ft.	\$40-\$150/hr	Yes	N/A
Central Oregon Community College - Redmond SE College Loop Redmond, OR 97756	541-504-2900	541-504-2939	www.cocc.edu/departments/campus-ser- vices/event-space/redmond	Online	11	1949	0	Commu- nity room, classrooms, computer labs, confer- ence rooms.	18-74 depending on room.	2,400 sq. ft.	\$40-\$80/hr with a 50% discount for nonprofits (does not include event assistance).	No	N/A
Chan's of Bend Inc 1005 SE Third St. Bend, OR 97702	541-389-1725	N/A	www.chanschinese.com ziyanzhang18@gmail.com	Yan Zhang	20	2012	0	3	40	0	Varies.	Yes	Yan Zhang
COCC Crook County Open Campus 510 SE Lynn Blvd. Prineville, OR 97754	541-447-6442	N/A	www.cocc.edu/prineville prinevillecampus@cocc.edu	Tracy Crockett, Suzie Kristensen	3	2011	0	5	Dec-40	1,031 (1 room) - 2,042 (combined 2 rooms)	\$40-\$100 per hour.	N/A	prineville- campus@ cocc.edu
Country Inn & Suites 62065 SE 27th St. Bend, OR 97701	541-617-9696	541-322-4080	www.radissonhotels.com/en-us/hotels/ country-inn-bend-or	N/A	20	2003	64	1	75	920 sq. ft.	\$35 an hour or \$175 a day.	Yes - through local partners.	N/A
Country Inn & Suites 1773 NE Third St Prineville, OR 97754	541-447-7100	541-447-9109	www.countryinns.com/prineville-hotel-or	Customer Service	17	1999	63	2	50	744 sq. ft.	\$83-\$112	No	N/A
Crook County Fairgrounds 1280 S Main St. PO Box 507 Prineville, OR 97754	541-447-6575	541-447-3225	www.crookcountyfairgrounds.com ccfgstaff@co.crook.or.us	Micaela Halvorson	3	1901	0	21	350	5,500 sq. ft.	\$325-490	Available upon request.	Casey Daly
Deschutes Children's Foundation - Becky Johnson Community Campus 412 SW Eighth St. Redmond, OR 97756	541-617-4798	N/A	www.deschuteschildrensfoundation.org brandy@deschuteschildrensfoundation.org	Brandy Richardson	1	2000	N/A	1, with option to divide into 2	40	997 sq. ft.	Call for rates.	No	Brandy Richardson
Deschutes Children's Foundation - East Bend Campus 2125 NE Daggett Ln. Bend, OR 97701	541-585-3606	N/A	www.deschuteschildrensfoundation.org Robyn@deschuteschildrensfoundation.org	Robyn DeMartin	1	2009	0	1, with option to divide into 2	40	948 sq. ft.	Call for rates.	No	Robyn DeMartin
Deschutes Children's Foundation - La Pine Community Campus 51605 Coach Rd. La Pine, OR 97739	541-536-2975	N/A	www.deschuteschildrensfoundation.org ciaran@deschuteschildrensfoundation.org	Ciaran Jones	1	2000	N/A	1	10	151 sq. ft.	Call for rates.	No	N/A
Deschutes Children's Foundation - Rosie Barcis Community Campus 1010 NW 14th St. Bend, OR 97703	541-388-3101	458-256-4141	deschuteschildrensfoundation.org info@deschuteschildrensfoundation.org	Ciaran Jones, Cassi MacQueen	7	1990	N/A	1	60-Max	N/A	Call for rates.	No	N/A
Deschutes Fair & Expo Center 3800 SW Airport Way Redmond, OR 97756	541-548-2711	541-923-1652	www.expo.deschutes.org roxia@deschutes.org	N/A	11	1999	0	14	1,600	114,670 sq. ft.	Call for information.	Yes	Roxia Thornton Todoroff
DiamondStone Guest Lodges 16693 Sprague Loop South Of Sunriver, OR 97739	541-306-8070	N/A	www.diamondstone.com/diamond- stone-events diamond@diamondstone.com	Doug & Gloria Watt	4	1992	5 units	1	30 during COVID protocols	1,300 sq. ft.	Variable.	Can arrange.	Doug & Gloria Watt
Double Tree by Hilton Bend 300 NW Franklin Ave. Bend, OR 97701	541-317-9292	541-317-9090	www.bend.doubletree.com George.rogers@hilton.com	George Rogers, Carla Moore	30	1998	117	3	125-130 total	2,500 sq. ft.	\$150+	Yes	Carla Moore

## IpenGlow Adventure Catering Continued from page 1

started getting so focused," he recalled,

"Attaining Eagle Scout status proved pivotal in obtaining my first job with Backroads Active Travel, an outdoor tour company," he said. "As I was told during multiple interviews, it 'shows you are dedicated, and have the drive to finish massive undertakings.' Also in my favor were having been a wilderness guide, and completing hardcore first aid training."

According to Dudzik, "Those four years with Backroads were the best of my life so far, enabling me to travel the world. My personal highlight was biking down the entire coastline of Puglia, a southern region forming the 'heel' of Italy's boot, with other company guides. We ate, drank, and cycled 700 - 800 miles in five days — with 'pit stops' featuring such delicacies as pistachio cream-filled puff pastries and fresh mozzarella."

However, he said, "Eventually, the rose-colored glasses started to come off as I realized that in the last six years, I had never stayed in one place for more than a few months. I was ready to put down roots somewhere."

And do what? "The idea came to me as I was walking out of the woods one day. I had loved food, cooking, and the outdoors all my life, and realized that creating delicious meals for others in the woods could allow people to enjoy the outdoors even more without feeling like they were 'roughing it."



ALPENGLOW'S FOUNDER, ROBERT DUDZIK, "HAS BEEN IN THE OUTDOORS ALL MY LIFE." | PHOTOS COURTESY OF ALPENGLOW ADVENTURE CATERING



THE COMPANY "HAS NO RESTRICTION ON WHAT WE CAN DO AND WHERE WE CAN DO IT.

own, Erin is so dedicated to what she believes in — which is a quality we share. Yet she remains humble about her talents."

As examples, "balsamic focaccia glazed with caramelized onions and Manchego cheese is one of her standout creations, as are BBQ oyster mushroom sliders with homemade, gluten-free buns and sauce that actually made me teary. I was floored," said Dudzik. "And our vegan clients exclaimed that they had never tasted buns as delicious."

He admitted that "The main battles AlpenGlow Adventure Catering faces are the elements and bugs. One time we found ourselves in the middle of a severe thunderstorm and had to chase down two tents that blew away. We got our clients into vans, and sent them home with to-go boxes. We're able to pivot quickly in adverse circumstances, and will do everything we can to make the experience work."

Dudzik cited two other examples that demonstrate the company's professionalism. "At one fundraising event, our small staff prepared three meals a day for four days for a group of 1,843 attendees. Another time, we went from quoting our price to making and serving food for 130 people — 'turned and burned,' as we say — in less than four days."

Dudzik added that "We also believe it is our mission to help feed others in the community. All food items that are not utilized during a meal are repurposed into Hope Care boxes, and donated to charities, food banks, or local community members in need."

Summing up what drives him and his AlpenGlow team — resulting in a quadrupling of business from 2022 to 2023 — Dudzik said, "We always want to bring joy and some amount of happiness to the individuals who hire us. There's so much negativity these days, and we're committed to being there for people, and to being kind. We are here to make magic happen."

alpenglowadventurecatering.com

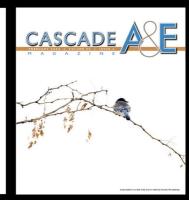
Enticing as this idea was, "it wouldn't have worked without convincing Erin DeJamette to join me as head chef and business partner," Dudzik said. "We have been dear friends for a long time, and I can honestly say that this venture would not have been possible — or as joyous and fulfilling — without her."

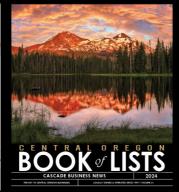
"Possessing an incredible palate, and armed with a rolodex of menus and ideas from having cooked in three restaurants and helping to open one of her

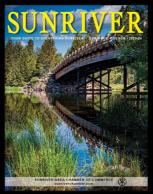
## Cascade Publications Inc.

Cascade Business News · Cascade A&E · Book of Lists · Sunriver Magazine









- Cascade Publications providing Business News Since 1994
- Cascade A&E Oregon's Only Arts Magazine
- Book of Lists Marketing Tool for Central Oregon
- Sunriver Magazine Visitor's Guide and More



## pen Space Event Studios Continued from page 1

team. As Rutz explains, "Our mission is to be a high-quality production venue for arts, culture, and business. When we first opened, the goal was: can we get a good subsection of each happening? And we really have!"

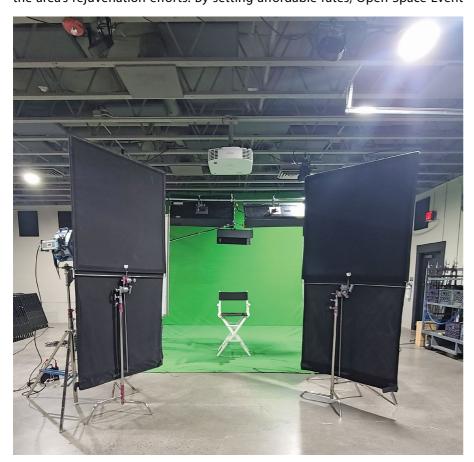
The studio prioritizes flexibility and versatility, featuring three distinct studios that can adapt to a diverse clientele and a multitude of events — from performance arts, lectures, and social gatherings to business networking. The largest studio can seat up to 120 guests in a theater arrangement, whereas the whole venue can welcome up to 300 people for larger gatherings.

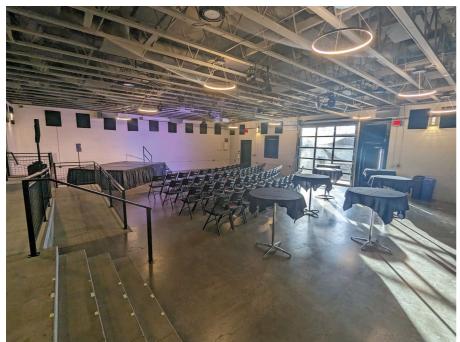
Open Space Event Studios is well-equipped with integrated audiovisual equipment. Alongside screens in each room for linked presentations — ideal for sizable gatherings — the venue features sound equipment, a PA system, a projection system, and even a fully licensed bar that can be discreetly tucked away.

Open Space Event Studios isn't just about providing space; it's a catalyst for community engagement and creativity. The space regularly hosts a variety of events. The studio offers a vibrant platform for artistic expression, from performance art showcases and lively lip-sync battles to art exhibitions and artisan/maker markets.

But its role extends beyond the arts; educational lectures, professional conferences, and workshops often fill the weekdays, many tailored for local nonprofits, product demos, and client appreciation events. Rutz emphasizes, "This blend of activities is essential — it injects vitality into both our venture and the wider Bend community."

Positioned at the heart of Bend's Central District, the studio contributes to the area's rejuvenation efforts. By setting affordable rates, Open Space Event



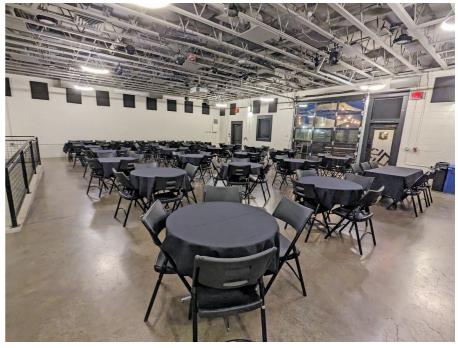




Studios becomes a welcoming and accessible space for diverse groups, from budding artists and nonprofits to established organizations, fostering a culture of inclusivity and collaboration. "We are physically at an intersection in the city, so bringing that metaphor to life with the different and diverse communities that come here is our true goal," reflects Rutz.

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## pen Space Event Studios Continued from page 1

Additionally, they're expanding, incorporating the adjacent former auto garage into its layout. A city grant for infrastructure costs supports this expansion. It aims to address the need for medium-sized venues in Bend, with an emphasis on supporting the emerging photography and film industry, among other uses. The new space will feature a bar and kitchen, catering to a variety of events while maintaining the flexibility that defines Open Space Event Studios.

Looking ahead, Rutz and Thiel are concentrating on elevating Open Space Event Studios' impact as a central cultural hub. Their vision extends beyond the studio serving merely as a venue; they see it as a breeding ground for partnerships among artists, nonprofits, and the business community. Rutz shares their forward-thinking approach: "Innovation doesn't happen in isolation; it's the product of interaction, social connection, and the free exchange of ideas and

expressions. Essentially, we aim to transform this space into a cultural hub that



PHOTOS | COURTESY OF OPEN SPACE EVENT STUDIOS

propels Bend towards a brighter future."



With plans to host their own events and facilitate more community-driven projects, they're poised to redefine how spaces can serve as catalysts for creativity and collaboration in Bend.

While Open Space Event Studios is a sought-after venue due to its popularity, Rutzwarmly invites potential clients to get in touch through their website, email, or phone call. She offers a reassuring note: "We generally fill our calendar about three months in advance, yet there is always flexibility, especially for day-time and weekday events," she suggests.

Open Space Studio is more than just a venue; it's a vibrant community space that reflects the energy and diversity of Bend itself. Under the guidance of Rutz and Thiel, Open Space Event Studios is set to continue its journey as a beacon of culture and collaboration in Central Oregon. As the region continues to evolve, Open Space Event Studios remains committed to being at the heart of this transformation, providing a platform for expression, innovation, and connection.

openspace.studio • 220 NE Lafayette Ave., Bend







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#### CONTINUED FROM PAGE 14

## Facilities with Conference Space (Listed Alphabetically)

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Sleeping Rooms	Meeting Rooms	Meeting Room Capacity	Exhibit Space Sq. Feet	Meeting Room Rate	Catering	Sales Director
Eagle Crest Resort 1522 Cline Falls Rd. Redmond, OR 97756	541-548-9303	541-923-1720	www.eagle-crest.com info@eagle-crest.com	David Campbell	225	1985	100	5	1,300	10,000 sq. ft.	\$100-\$1,000	Yes	David Campbell
Fairfield Inn & Suites by Marriott 1626 NW Wall St. Bend, OR 97701	800-228-2800	541-318-5332	www.marriott.com/bend	Customer Service	20	2002	80	1	12	0	N/A	No	Ashley Mitchelle
Faith Hope & Charity Vineyard 70450 NW Lower Valley Dr. Terrebonne, OR 97760	541-526-5075	541-550-2249	www.faithhopeandcharityevents.com cindy@thcvineyards.com	Cindy Grossmann	8	2010	N/A	3	150-200	2,000 sq. ft.	Call for details.	Yes	Cindy Grossmann
FivePine Lodge & Conference Center 1021 Desperado Trail Sisters, OR 97759	541-549-5900	541-549-5200	www.fivepine.com gw@fivepine.com	Greg Willitts	39	2007	44	4	250	9,000 sq. ft.	Reasonable.	Yes	Amanda Pierce
High Desert Museum 59800 S Hwy. 97 Bend, OR 97702	541-382-4754 ext. 284	541-382-5256	highdesertmuseum.org info@highdesertmuseum.org	Customer Service	40	1982	0	7	200	7,000 sq. ft.	Please call.	No	N/A
Hilton Garden Inn 425 SW Bluff Dr. Bend, OR 97702	541-617-6111	541-617-6112	www.bend.hgi.com Cindy.Flues@hilton.com	Customer Service	30	2004	96	3	140	1,820 sq. ft.	Varies.	Some	Customer Service
House on Metolius Ni£980 PO Box 100 Camp Sherman, OR 97730	541-595-6620	N/A	www.metolius.com house@metolius.com	Rachel Gonzalez	6	2012	8 in house (additional rooms in cabins)	1	75-100	75-100 sq. ft.	\$3,150 per night plus tax (additional cabins available if needed)	No	Rachel Gonzalez
Juniper Golf Course 1938 SW Elkhorn Ave. Redmond, OR 97756	541-548-8198	N/A	www.playjuniper.com rmalone@playjuniper.com	Rob Malone	54	1952	0	1	200	2,700 sq. ft.	Call for rates.	Yes	Jena Stricklan, jstricklan@play- juniper.com
Juniper Preserve 65600 Pronghorn Club Dr. Bend, OR 97701	541-693-5300	N/A	juniperpreserve.com guest.services@juniperpreserve.com	Kori Kineshanko	250	2004	150	7	4-125	250-2,146 sq. ft.	Call for rates.	Yes	Kori Kineshanko
Lake Creek Lodge 13375 SW Forest Service Rd., #1419 Camp Sherman, OR 97730	541-588-2150	N/A	lakecreeklodge.com marketing@lakecreeklodge.com	Customer Service	10	1935	22 Cabins	2	115	400 sq. ft.	Call for information.	Yes	Customer Service
McMenamins Old St. Francis School 700 NW Bond St. Bend, OR 97701	541-330-8569	N/A	www.mcmenamins.com salesbend@mcmenamins.com	Mandy Trulsen, Sarah Nielsen	85	2004	61	2	100	2 spaces (800 sq. ft.) (1,250 sq. ft.)	Call for information/ website.	Yes	Sarah Nielsen, Sales & Events Coordinator
Meadow Lakes Restaurant 300 SW Meadow Lakes Dr. Prineville, OR 97754	541-447-7640	541-447-7831	www.meadowlakesgc.com tjames@cityofprineville.com	Tawna James	20	1993	0	1	150	3,000 sq. ft.	Call for information.	Yes	Tawna James
NINETEEN at Awbrey Glen 2500 NW Awbrey Glen Dr. Bend, OR 97703	541-317-2885	N/A	www.awbreyglen.com mikeb@awbreyglen.com	Mike Butler	50	1993	0	1	60	1,000 sq. ft.	Varies, \$500-\$1500	Yes	Mike Butler
Open Space Studio 220 Latayette Ave. Bend, Or 97701	541-410-5866	N/A	www.openspace.studio info@openspace.studio	Leah Rutz	2	2021	0	2	120	3,000 sq. ft.	Call for information.	Local cater- ing optional.	Leah Rutz
Pine Forest Grange 63214 Boyd Acres Rd. PO Box 8256 Bend, OR 97701	541-330-5557	N/A	www.pineforestgrange.org	Marial Gertz	0	1920	N/A	1	150	3,000 sq. ft.	\$50/hour	Yes -outside catering.	N/A
Pine Ridge Inn Hotel & Suites 1350 SW Colorado Ave. Bend, OR 97702	541-389-6137	541-385-5669	www.pineridgeinn.com frontdesk@pineridgeinn.com	Todd Wisniewski	13	1982	20	1	20	400 sq. ft.	Call for information.	No	Maryanne Leyen
Red Lion Inn - Bend 1415 NE Third St. Bend, OR 97701	541-382-7011	541-382-7934	www.redlion.com sales@redlion.com	Thomas Hinrichs	20	1972	75	3	60	2,000 sq. ft.	\$75-\$300	Yes - outside catering.	Thomas Hinrichs
River Run Lodge 1730 Blue Heron Dr Eagle Crest Resort Redmond, OR 97756	541-504-4501	N/A	www.riverrlodge.com info@riverrlodge.com	Zach Dunn, Emily Dunn	2	2005	0	3	235 - wedding & event venue.	0	Varies.	Open vendor policy.	Emily Dunn, Zach Dunn
Riverhouse on the Deschutes 2850 Rippling River Ct. Bend, OR 97703	541-617-7278	541-389-0781	www.riverhouse.com	Eric Trachsel	157	1974	221	18	2025	36,000 sq. ft.	Call for information.	Onsite.	N/A
Seventh Mountain Resort 18575 SW Century Dr. Bend, OR 97702	541-382-8711	541-382-3517	www.seventhmountain.com info@extraholidays.com	Sharron Stewart	150	1971	190	11	400	5,500 sq. ft.	\$150-\$5,000	Yes	Sharron Stewart
Shilo Inn Suites Hotel 3105 OB Riley Rd. Bend, OR 97703	541-389-9600	541-382-4310	www.shiloinns.com bend@shiloinns.com	Wes Rathbun	25	1993	152	6	5-200	1,045-2,040 sq. ft.	\$125-\$400	Yes	Wes Rathbun
Sisters Saloon & Grill 190 E Cascade St. Sisters, OR 97759	541-549-7427	541-549-9266	www.sisterssaloon.net sistershotel@gmail.com	Aaron	25	1985	0	5	Jun-50	N/A	\$100 w/ meal purchase.	Yes	Julie Furnas
Sunriver Resort 17600 Center Dr. PO Box 3609 Sunriver, OR 97707	855-420-8206	541-593-2742	www.sunriver-resort.com info@sunriver-resort.com	Lindsay Borkowski	1,000	1968	541	16	10-650	44,600 sq. ft. (Total)	Call for information.	Yes	Lindsey Borkowski
Tetherow Event Pavilion 61240 Skyline Ranch Rd. Bend, OR 97702	541-388-2582	N/A	www.tetherow.com events@tetherow.com	Anne Varga	220	2016	50 boutique hotel rooms & 40 vaca- tion rental homes.	6	Varies	4,746 sq. ft.	Varies.	Yes	Anne Varga, Group Sales Manager
The Environmental Center 16 NW Kansas Ave. Bend, OR 97703	541-385-6908 x100	N/A	www.envirocenter.org info@envirocenter.org	Front Desk	15	1989	0	2	15 & 65	325 & 1,016 sq. ft.	\$50-\$300	No, but you can bring your own food or hire a caterer.	N/A
The Haven 1001 SW Disk Dr., Stc. 250 Bend, OR 97702	541-323-9675	N/A	www.worklifehaven.com info@worklifehaven.com	Carrie Douglass, Tiffany White	4	2019	N/A	4	12 & 20 (rooms); 120 (event)	5,000 sq. ft. event rental	Conference Rooms \$100/hr & \$700/day, Pod- cast Room \$50/ hr & 350/day, Library \$150/hr & \$1,000/day.	Client determines.	Tiffany White
The Oxford Hotel 10 NW Minnesota Ave., Ste. 120 Bend, OR 97703	541-382-8436	541-382-8437	www.oxfordhotelbend.com samuelj@oxfordhotelbend.com	Samuel Johnson	65	2010	59	4	14-175	425-2,100 sq. ft.	Varies.	Yes	Stephanie McNeil
The Suttle Lodge & Boathouse 13300 Hwy. 20 Sisters, OR 97759	541-638-7001	N/A	www.thesuttlelodge.com info@thesuttlelodge.com	Anne Wilson	30	2015	11 lodge rooms plus 16 cabins	1	25	5,000 sq. ft.	Call.	Yes	Anne Wilson
Widgi Creek Golf Club 18707 SW Century Dr. Bend, OR 97702	541-382-4449	541-385-7094	www.widgi.com brad@widgi.com	Brad Hudspeth	40	1991	0	2	200	3,000 sq. ft.	Varies.	Yes	Brad Hudspeth
Worthy Brewing Company 495 NE Bellevue Dr. Bend, OR 97701	541-639-4776	N/A	www.worthybrewing.com amy@worthybrewing.com	Amy Swain	100	2013	N/A	1	Call for details	N/A	Please contact for rates.	Onsite catering	Sarah Coursey, Food & Beverage Director

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.

## Restaurants & Lodging Facilities Across Oregon Get a New Tool to Help Stop Human Trafficking

by KATIE AMODEI, Director of Development & Communications — Businesses Ending Slavery & Trafficking

he Oregon Restaurant & Lodging Association (ORLA) today announced a new partnership with the nonprofit, Businesses Ending Slavery and Trafficking (BEST) to make human trafficking awareness training available to all ORLA members and their staffs, free of charge. BEST provides specialized training in human trafficking prevention, and BEST's Inhospitable to Human Trafficking training for the hospitality industry will now be available to help restaurant and lodging employees across Oregon learn the indicators of human trafficking and how to safely report it. This new partnership is giving the hospitality industry in Oregon a new tool that has been proven to prepare employees to be able to recognize human trafficking situations and assist in recovering more victims.

"ORLA needs to be a leader in forging stronger working relationships with likeminded organizations focused on anti-trafficking training," said Jason Brandt, president and CEO for the Oregon Restaurant & Lodging Association. "Our industry is a part of the solution and needs to be at the table in providing quality training at no cost as a foundational societal responsibility."

Human trafficking networks rely on legitimate businesses to sustain their operations and infrastructure, and hospitality businesses are often an ideal environment for human traffickers because they provide a public place of business where traffickers can connect victims with buyers and other exploiters. In 2021 the National Human Trafficking Hotline was contacted 485 times to report suspected human trafficking incidents in Oregon. The intention of this new partnership is to have even more human trafficking cases identified and reported across the state by educating public facing hospitality employees to be able to recognize and

report the behaviors that are the indicators of human trafficking.

Oregon is home to several port authorities and interstate freeways, and this makes the state a prime location for human trafficking activity. In a recent national FBI-led anti-trafficking operation that was conducted in the summer of 2023, Oregon was one of the states where traffickers were identified and arrested in a sting operation that led to the identification or arrest of a total of 126 suspects and to the recovery of 59 victims of child sex trafficking.

"There is no easy fix to the complex problem of human trafficking, but combatting this crime starts with having good training," says Kirsten Foot, CEO and executive director for Businesses Ending Slavery and Trafficking. "That's why our new partnership with ORLA is so important. They are making our human trafficking awareness training easily available to their members, and we know that educating public facing employees about the warning signs of human trafficking can help more witnesses know when to report human trafficking behaviors."

BEST's Inhospitable to Human Trafficking training is a 30-minute, online, video-based training. The training is available in English or Spanish, and it has been proven to increase hospitality employee reporting. Researchers from the University of Washington evaluated BEST's hotel training and found trained employees were more likely to come forward to report human trafficking incidents to their mangers. Researchers also learned that 97 percent of hospitality employee participants believe BEST's training made their workplace safer.

oregonrla.org bestalliance.org

## Zoom App Downloads Experience 89% Decline since 2020 Peak

#### provided by STOCKLYTICS

A ccording to Stocklytics.com, Zoom mobile app downloads have plunged by 89 percent between Q2 2020 and Q4 2023.

Data reveals a particularly stark drop in the Asia-Pacific region, one of Zoom's key markets. The number of downloads in the region significantly dropped from 113.45 million in Q2 2020 to approximately 18.3 million in the last quarter of 2023.

Stocklytics Financial analyst Edith Reads commented on the data: "In 2020, Zoom was the most

downloaded app on Apple devices. It reported \$2.6 billion in revenue for the fiscal year ending in January 2021, a 326 percent rise from the prior year. The need for video conferencing tools like Zoom has waned as the world gradually adjusts to a post-pandemic reality. This is reflected in the app's declining download numbers. While Zoom remains a significant player in the video communication landscape, its dominance appears to fade as life returns to normalcy and people return to in-person interactions."

Zoom's ascent began in early 2020 as the global COVID-19 pandemic necessitated lockdowns and social distancing measures. With restricted physical interactions, the app became an indispensable tool for work, education, and social gatherings. The full story and statistic scan be found at stocklytics.com/content/zoom-app-downloads-experience-89-decline-since-2020-peak.

Stocklytics.com

## Tune in to KPOV to Hear Local Programs

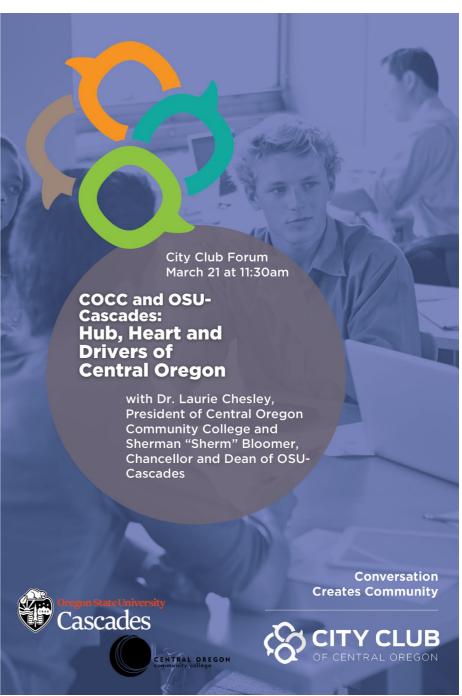


High Desert Community Radio

## Local Music Local Talk Local Concerts

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**Volunteer Powered | Listener Supported** 



## Tour Companies (Listed Alphabetically)

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Services
Bend Electric Bikes 869 NW Wall St., Ste. 104 Bend, OR 97703	541-410-7408	N/A	www.bendelectricbikes.com info@bendelectricbikes.com	Sterling, Marnel	6	2008	Electric bike sales, service & rentals.
Cascade Guides & Outfitters Bldg. 23, PO Box 3676 Sunriver, OR 97707	541-593-2358	541-598-4447	www.hookfish.com cascadeguides@gmail.com	N/A	8	1995	Guided fly-fishing trips on lakes, rivers & streams only. Fly-fishing & tying classes. Guided fly-fishing trips on lakes, rivers & streams only. Fly-fishing & tying classes.
Central Oregon Diving LLC 157 NE Greenwood Ave. Bend, OR 97701	541-388-3660	N/A	www.centraloregondiving.com info@centraloregondiving.com	Sarah Clark	3	2005	Scuba diving lessons, equipment shop, rental equipment, service department & dive travel.
Cog Wild Bicycle Tours Tours LLC 19221 SW Century Dr., Ste. 161 Bend, OR 97702	541-385-7002	N/A	www.cogwild.com Lev & Kirin 24 info@cogwild.com		24	1999	Join Cog Wild for guided mountain bike rides, skills instruction & daily shuttles in Bend & Oakridge. Cog Wild specializes in multi-day backcountry bike adventures throughout Oregon.
Fly & Field Outfitters 35 SW Century Dr. Bend, OR 97702	541-318-1616	541-389-7016	www.flyandfield.com info@flyandfield.com	Scott Cook	13	2000	Full service fly shop & outfitter, hunting gear, supplies & fly fishing guide service.
Fly Fishers Place 151 W Main St. Sisters, OR 97759	541-549-3474	541-549-4871	www.flyfishersplace.com greendrakehatch@gmail.com	Jeff Perin	9	1986	Full service guide & fly equipment shop. Travel specialties: Chile, New Zealand, Argentina & Belize fly fishing schools, casting lessons & fly tying classes.
Imperial River Company 304 Bakeoven Rd. PO Box 130 Maupin, OR 97037	541-395-2404	N/A	www.deschutesriver.com reservations@deschutesriver.com	Susie Miles	30	2001	Lodging, guided whitewater rafting & hunting trips.
Let it Ride Electric Bikes 25 NW Minnesota Ave., Ste. 6 Bend, OR 97703	541-647-2331	N/A	www.letitridebend.com Info@letitridebend.com	Kevin Rea, Michelle Tager, Scott Blackwood, Ryan Rea	5	2010	Electric bicycle sales & rentals. Full service of all bicycles. Guided eBike tours, plus custom & corporate event tours.
Outriders Northwest 61532 SE Lorenzo Dr. Bend, OR 97702	541-688-7433	N/A	www.outridersnw.com mike@outridersnw.com	Mike Willock	10	2015	Off-road tour adventures & on-road rental experiences. Company retreats, family outings & customized group tours, snowmobile rentals.
Ouzel Outfitters - River Trips PO Box 817 Bend, OR 97709	800-788-7238	541-385-0461	www.OregonRafting.com info@oregonrafting.com	Brian Sykes	30	1979	Professionally guided whitewater rafting trips for families, individuals & business/nonprofit organizations. Rivers: Rogue, Deschutes, McKenzie, North Umpqua, John Day, Owyhee & Lower Salmon.
Pacific Crest Bus Lines PO Box 436 Redmond, OR 97756	541-382-4193	541-923-3880	pacificcrestbuslines.net info@pacificcrestbuslines.net	Anthony Ferro, Tarren Black	25	2006	Fixed route busses & private charter busses, tour transportation.
Paulina Plunge Inc. PO Box 8782 Bend, OR 97708	541-389-0562	541-389-0562	www.paulinaplunge.com toddvdz77@gmail.com	Todd VanderZwiep	10	1981	Guided downhill waterfall mountain bike tours.
Timberline Mountain Guides PO Box 1167 Bend, OR 97709	541-312-9242	N/A	www.timberlinemtguides.com info@timberlinemtguides.com	Cliff Agocs	20	1983	Instruction & guiding in rock climbing, alpine climbing, mountaineering & backcountry skiing. Smith Rock Climbing School & Oregon Ski Guides.
Tumalo Creek Kayak & Canoe 805 SW Industrial Way, Ste. 6 Bend, OR 97702	541-317-9407	541-317-9489	www.tumalocreek.com geoff@tumalocreek.com	Geoff Frank	60	2000	Large paddle sports inventory, stand up paddle- boards, recreational, sea & whitewater kayaks, ca- noes, rafts & inflatable kayaks. Lessons & tours, kids summer camps, multi-day paddling trips.
Wanderlust Tours 61535 S Hwy. 97, Ste. 13 Bend, OR 97702	541-389-8359	N/A	www.wanderlusttours.com info@wanderlusttours.com	Courtney Braun, Jared Garfield	10	1993	Corporate groups, custom events, family reunions & weddings. Guided canoeing, kayaking, snowshoeing, moonlight tours, volcano tours, cave tours, outdoor dinners, bonfire events, brewery, cidery & distillery tours. GPS Eco-Challenges, team building & event planning.

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

# Not listed? Call 541-388-5665 or email cbn@cascadebusnews.com & get your company on a list!



# Join Outriders NW on Adventure Team Building this Spring









Off-Road Tours Families/Groups/Company



## Rental Companies for Events (Listed Alphabetically)

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Equipment for Rent	Services	
Advanced Systems 1300 SE Wilson Ave. Bend, OR 97702	541-389-5646	541-385-6061	www.advancedportabletoilets.com cust2912@wcnx.org	Ryan Gaylord	14	1994	Portable restrooms & storage containers.	Handicap units, sink units, free standing exterior sinks & complete line of portable toilets for any type of event.	
Audio Visions Plus 1110 SE Centennial St., Set. 100 Bend, OR 97702	541-312-6464	541-312-6878	www.audiovisionsplus.com sales@audiovisionsplus.com	Steven Shelton	5	1996	Video sound systems, computer data projectors, videographics & recording equipment.	All your audio visual rental needs.	
Audio Visual Bend 20585 Brinson Blvd., Ste. 1B Bend, OR 97701	541-388-1732	N/A	www.avbend.com sales@avbend.com	James Cowan	4	1999	Projectors, screens, sound systems, wireless microphones, laptops, video conferencing.	Audio video design & integration, turnkey solutions for all types of commercial projects. Video projectors, large screens, control systems, video conferencing, mobile presentations solutions, consulting, sales, design & installation, acoustics, soundproofing.	
Flip Flop Sounds 20664 Carmen Loop, Ste. 1 Bend, OR 97702	541-633-9775	N/A	www.flipflopsounds.com info@flipflopsounds.com	Courtney Latham	3	2009	Lighting for events, speakers, mics, projectors & screens.	DJ, event sound, event lighting, live sound for bands.	
Incredible Events 20780 High Desert Lane, Ste. 4 Bend, OR 97701	541-317-0450	N/A	www.incredible-events.com Info@Incredible-Events.com	Don Chick	5	1999	Canopies, tables, chairs, dance floors, stages & decor.	Party & wedding equipment rentals.	
West Coast Event Productions 63064 NE 18th St., Ste. 102 Bend, OR 97701	541-330-0300	541-330-0320	www.wcep.com ddsmith@wcep.com	Duane Smith	5	1980	Tables, chairs, audio-visual, tents, lounge fur- niture, staging, flooring, props, theme events, flatware, glassware, pipe & drape, meeting/ conference equipment, china, linens & chair covers, flowers.	Event rentals, special effects, weddings, decor, customized props.	

## Caterers (Listed Alphabetically)

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Services
Alpenglow Adventure Catering 190 Oregon Ave. Bend, OR 97703	425-269-0751	N/A	www.alpenglowadventurecatering.com AlpenGlowAdventureCatering@gmail.com	Robert Dudzik	3	2019	We work with professional chefs & local farmers to create delicious menus for you & your family to experience in the outdoors. Additionally, working with professional chefs has encouraged us to keep pushing the boundaries of the kinds of meals that can be created in the woods. We utilize over-fire & over-coal cooking for most of our meats & vegetables. Five menus to choose from.
Ben & Jerry's 680 SW Powerhouse Dr. Bend, OR 97702	541-312-8115	N/A	benjerry.com/bend benjerrybend@gmail.com	Boo Rigney	7	2000	Catered sundae parties for all occasions inc. office, wedding & birthday parties. Custom ice cream cakes & wedding cakes. Scooping Ice cream & smoothies from the cart at outside events.
Bleu Bite Catering 63060 Nels Anderson Rd. Bend, OR 97703	541-388-1104	N/A	www.bleubitecatering.com info@bleubitecatering.com	Vivian Levi, Cerstin Cheatham	11	2000	Full service, off-site, contemporary catering, from corporate luncheons to weddings.
Bowtie Catering Co. 18575 SW Century Dr. Bend, OR 97702	541-241-8711	N/A	www.bowtiecateringbend.com bowtiecateringbend@gmail.com	Gene Soto, Sanda Costello	6	2014	Customized, personalized menu that fits clients individual needs, featuring recognizable gourmet food with fresh, locally sourced products, executing a delicious cuisine with a high quality presentation & service.
Breck Morgan Catering 62605 Waugh Rd. Bend, OR 97701	541-977-7902	N/A	bmcaterer@aol.com	Breck Morgan	1	1993	Supporting National Guard, Law enforcement & regional fire agencies. We have three mobile catering units that allow us operational mobility. We can support large off premise events, studio & movie sets. Our units are also available for rent.
Chan's of Bend Inc 1005 SE Third St. Bend, OR 97702	541-389-1725	N/A	www.chanschinese.com ziyanzhang18@gmail.com	Yan Zhang	20	2012	Large banquets.
Cody's Country Catering 900 SE Wilson, Unit B Bend, OR 97702	541-383-5014	541-383-3851	www.bendcatering.com cody@bendcatering.com	Cody Serbus	8	1992	Central Oregon's premiere caterer. Authentic ranch style BBQ, specializing in a variety of events. Home of the Famous Tri-Tip sandwich.
Jackalope Grill 750 NW Lava Rd., Ste. 139 Bend, OR 97701	541-318-8435	N/A	www.jackalopegrill.com	Tim & Kathy Garling	18	2005	Upscale. All types of events on & off-site catering
McKay Cottage Restaurant 62910 OB Riley Rd. Bend, OR 97703	541-383-2697	541-383-8022	www.themckaycottage.com pam@themckaycottage.com	Pam Morgan	35	2006	Full-service catering including beer & wine, full-service restaurant.
Sandwich Factory & Landmark Catering 277 NE Court St. Prineville, OR 97754	541-447-4429	541-447-2910	www.sandwichfactoryprineville.com cpentrack@hotmail.com	Woody Stevens, Celena Pentrack	9	1978	Full-service caterer for all occasions. Breakfast, lunch & dinner. Dine in or take out.
Sunriver Resort 17600 Center Dr. PO Box 3609 Sunriver, OR 97707	855-420-8206	541-593-2742	www.sunriver-resort.com info@sunriver-resort.com	Lindsay Borkowski	1,000	1968	Full service on & off-premise catering, including weddings.

## Event & Meeting Planners (Listed Alphabetically)

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Services	Equipment
Advanced Systems 1300 SE Wilson Ave. Bend, OR 97702	541-389-5646	541-385-6061	www.advancedportabletoilets.com cust2912@wcnx.org	Ryan Gaylord	14	1994	Portable restrooms & storage containers.	Handicap units, sink units, free standing exterior sinks & com- plete line of portable toilets for any type of event.
Audio Visions Plus 1110 SE Centennial St., Set. 100 Bend, OR 97702	541-312-6464	541-312-6878	www.audiovisionsplus.com sales@audiovisionsplus.com	Steven Shelton	5	1996	Video sound systems, computer data projectors, videographics & recording equipment.	All your audio visual rental needs.
Audio Visual Bend 20585 Brinson Blvd., Ste. 1B Bend, OR 97701	541-388-1732	N/A	www.avbend.com sales@avbend.com	James Cowan	4	1999	Projectors, screens, sound systems, wireless microphones, laptops, video conferencing	Audio video design & integration, turnkey solutions for all types of commercial projects. Video projectors, large screens, control systems, video conferencing, mobile presentations solutions, consulting, sales, design & installation, acoustics, soundproofing
Flip Flop Sounds 20664 Carmen Loop, Ste. 1 Bend, OR 97702	541-633-9775	N/A	www.flipflopsounds.com info@flipflopsounds.com	Courtney Latham	3	2009	Lighting for events, speakers, mics, projectors & screens.	DJ, event sound, event lighting, live sound for bands.
Incredible Events 20780 High Desert Lane, Ste. 4 Bend, OR 97701	541-317-0450	N/A	www.incredible-events.com Info@Incredible-Events.com	Don Chick	5	1999	Canopies, tables, chairs, dance floors, stages & decor.	Party & wedding equipment rentals.
West Coast Event Productions 63064 NE 18th St., Ste. 102 Bend, OR 97701	541-330-0300	541-330-0320	www.wcep.com ddsmith@wcep.com	Duane Smith	5	1980	Tables, chairs, audio-visual, tents, lounge furniture, staging, flooring, props, theme events, flatware, glassware, pipe & drape, meeting/conference equipment, china, linens & chair covers, flowers.	Event rentals, special effects, weddings, decor, customized props.

## Golf Courses (Listed Alphabetically)

Company / Address	Phone	Fax	WebSite/Email	Contact	CO Year Est.	Manager/ Professional	Course Rating	Slope Index	Par	Length in Yards	Green Fees	Services
Aspen Lakes Golf Course 16900 Aspen Lakes Dr. Sisters, OR 97759	541-549-4653	541-549-6947	www.aspenlakes.com info@aspenlakes.com	Rob Malone, Matt Cyrus	1997	Rob Malone	75.4	141	72	5,594-7,302	\$45-\$75 w/cart, golf boards \$25	Bentgrass fairways, red sand bunkers, beautiful mountain views. Challenging but fair. Full service bar & restaurant.
Awbrey Glen Golf Club 2500 NW Awbrey Glen Dr. Bend, OR 97703	541-385-6011	541-385-4910	www.awbreyglen.com tommy@awbreyglen.com	Tommy Berg	1993	Meghan Dobbins, meghan@awbreyglen.com	59.2 - 76.9	101 - 143	72	3,707-7,019	Call for membership, ask for Tommy Berg, tommy@awbreyglen.com.	Private facility. Tree-lined fair- ways, great scenery, mountain views & rolling hills. Golf groups welcome.
Bend Golf & Country Club 61045 Country Club Dr. Bend, OR 97702	541-382-7437	541-382-4603	www.bendgolfclub.com bgccoffice@bendgolfclub.com	Monte Hanson, Head Golf Pro; Karen Goodman, CFO; Jeff Keller, General Manager	1925	Karen Goodman, Operations Manager, Monte Hanson, Head Golf Pro	66.0 to 73.9	120 to 142	72	5,493 to 7,100	Private membership.	Tree-lined, traditional layout set among Ponderosa pines. Private facility. Championship caliber golf course, tennis & athletic facility, indoor saltwater pool, private dining & more!
Big Meadow Golf Course 13020 Hawksbeard PO Box 8000 Black Butte Ranch, OR 97759	541-595-1500	541-595-1293	www.blackbutteranch.com kschramer@bbranch.org	Jeff Fought, Director of Golf	1970	Jeff Fought, Director of Golf	71.2-73.3	131-133	72	7,002 to 5,485	\$70-\$95 walking	Mountain views, layout through ponderosa pines offers challenge. Designed by Robert Muir Graves & Damian Pascuzzo. Recent remodel of tees & bunkers. True Mt. Course.
Brasada Canyons Golf Club 16986 SW Brasada Ranch Rd. Powell Butte, OR 97753	541-526-6380	541-526-6291	www.brasada.com kylej@brasada.com	Kyle Johnson	2007	N/A	74.2	145	72	7,295	\$169	Semi-private.
Broken Top Club 62000 Broken Top Dr. Bend, OR 97702	541-383-8200	541-383-1963	www.brokentop.com brokentopclub@brokentop.com	Mike Sizemore, General Manager	1993	Jack Perkins-General Manager, Travis Moore- Head Golf Professional	64.5 to 73.5	109 to 131	72	7,161 to 5,281	\$140 reciprocal	Designed by Tom Weiskopf & Jay Morrish. Varied terrain will test skills. Private facility.
Challenge Course 68397 Cline Falls Rd. Redmond, OR 97756	541-923-5002	541-923-3243	www.eagle-crest.com eagleridge@eagle-crest.com	Ron Burger, Manager, Director of Golf	2001	Ron Burger, Director of Golf	59.5 to 61.1	95 to 105	63	3,684 to 4,160	\$44.00	Tight fairways & lightning fast narrow greens will test your metal. Great for developing mid-iron game.
Crooked River Ranch GC 5195 SW Clubhouse Rd. Crooked River Ranch, OR 97760	541-923-6343	N/A	www.crookedriverranchge.com randy.ballard@crookedriverranch.com	Randy Ballard, PGA Professional; Richard Jensen, Greens Superintendent	1972	Manager/Professional Judy Lapora, Adminis- trator/Randy Ballard, PGA Professional/ Richard Jensen, Greens Superintendent	Women 67.9 - 70.4 / Men 63.6 - 67.4	Women 120 - 126 / Men 101 - 116	71	5,000 to 5,818	18 Holes 7-Days a week \$48-\$63	Along the rim of the Crooked River Canyon, combines challenge & scenery. Amenities include restaurant, lodging, tennis, swimming
Crosswater 17600 Canoe Camp Dr. PO Box 4818 Sunriver, OR 97707	541-593-1145	541-593-3449	www.crosswater.com mark.meyer@destinationhotels.com	Mark Meyer, PGA Club Manager & Head Golf Professional	1995	Mark Meyer, PGA, Club Manager & Head Golf Professional	68.0 to 76.6	120 to 146	72	5,213 to 7,683	\$215 (must be lodging with Sunriver Resort).	Heathland Scottish Links style - 4,150 elevation
Eagle Crest Resort & Golf Course 1522 Cline Falls Rd. Redmond, OR 97756	541-923-2453	541-923-8822	www.eagle-crest.com info@eagle-crest.com	Ron Burger, Director of Golf	1986	Ron Burger, Director of Golf	69.1 to 75.5	121 to 132	72	6,673 to 5,340	\$76, \$49	Rolling fairways to undulating greens are fast in summer.
Eagle Crest Resort, Ridge & Challenge Courses 1522 Cline Falls Rd. Redmond, OR 97756	541-923-4653	541-923-8822	www.eagle-crest.com info@eagle-crest.com	Ron Burger, Director of Golf	1986	Ron Burger, Director of Golf	69.1 to 75.5	121 to 132	72	6,673 to 5,340	\$76, \$46	Rolling fairways to undulating greens are fast in summer.
Glaze Meadow Golf Course 13525 Ponderosa PO Box 8000 Black Butte Ranch, OR 97759	541-595-1500	541-595-0944	www.blackbutteranch.com golf@blackbutteranch.com	Tom Baker, Head Golf Pro; Jeff Fought, Director of Golf	1979	Jeff Fought, Director, Tom Baker, Head Pro	72.9-63.4	135-110	72	7,007-4,909	\$44-\$82	Mountain views & ponderosa pines. Designed by Gene 'Bunny' Mason & recently rede- signed in 2013 by John Fought (Voted Best Renovation in the country by Golf Inc.)
Juniper Golf Course 1938 SW Elkhorn Ave. Redmond, OR 97756	541-548-3121	N/A	www.playjuniper.com rmalone@playjuniper.com	Rob Malone	1952	Rob Malone, GM; Tam Bronkey, Head Pro	65.7 to 74	117 to 130	72	7,186 to 5,500	\$88 weekend, \$88 weekdays. Afternoon & Twilight & off-season rates avail.	Walkable course wanders through sagebrush, juniper trees & lava rock outcroppings.
Juniper Preserve 65600 Pronghorn Club Dr. Bend, OR 97701	541-693-5365	541-693-5496	juniperpreserve.com guest.services@juniperpre- serve.com	Mark Meyer	2004	Jerrel Grow	70.8	138	72	6,533	Call to ask for current rates.	Golf shop, rentals, Pronghorn Academy.
Lost Tracks Golf Club 60205 Sunset View Dr. Bend, OR 97702	541-385-1818	541-317-9589	www.losttracks.com info@losttracks.com	Bob Garza, PGA Director of Instruction	1995	Brian Whitcomb, PGA Pro	68.6 to 72.7	126 to 136	72	7,003 to 5,344	\$70-\$85, \$40-\$50	Every view is a spectacular shot & every shot is a spectacular view.
Meadow Lakes Golf Course 300 SW Meadow Lakes Dr. Prineville, OR 97754	541-447-7113	541-447-7831	www.meadowlakesgc.com zach@meadowlakesgc.com	Zach Lampert, General Manager/ Head Professional	1993	Tyler Millsap, Golf Course Superintendent. Zach Lampert, Golf Pro	63.2 - 71.9	107 - 131	72	4,858-6,783	\$70 peak season weekend with cart.	Championship course owned by City of Prineville.
Prineville Golf & Country Club 7120 NE Ochoco Highway Prineville, OR 97754	541-447-7266	541-416-2060	sites.google.com/site/prinevillegolfclub prinevillegcc@questoffice.net	Marge Pierce	1949	N/A	64	115 to 117	65	4,974	\$40, \$15	Well maintained, tricky little nine holes.
Quail Run Golf Course 16725 Northridge Dr. La Pine, OR 97739	541-536-1303	541-536-1076	golfquailrun.com tsickles@golfquailrun.com	Todd Sickles, PGA Pro	1991	Todd Sickles, PGA Pro	68.4 to 72.7	127 to 136	72	5,422 to 6,897	\$62 (18 holes), \$40 (9 holes & twilight times.)	Regulation course with wide tree-lined fairways & inspiring vistas.
River's Edge Golf Course 400 NW Pro Shop Dr. Bend, OR 97701	541-389-2828	541-389-0249	www.riversedgegolfbend.com troy@riversedgegolf.com	Troy Eckberg, Director of Golf	1986	Troy Eckberg, Director of Golf	69.6	130	72	5,340 to 6,683	\$59 for 18 holes, \$39 for 9 holes.	Spectacular views on a challeng- ing hillside setting, pro shop, practice facility & restaurant.
Sunriver Meadows PO Box 3609 Sunriver, OR 97707	541-593-4402	514-593-4678	sunriverresort.com chris points@sunriver-resort.com	Chris Points	1999	Chris Points, Head Golf Professional	68.0 to 72.8	119 to 128	71	7,012-6,022	\$75-\$225, depending on season & time of day.	Meandering Sun River & directional use of forebunkers serve up ample challenges for all players.
Sunriver Woodlands PO Box 3609 Sunriver, OR 97707	541-593-4402	514-593-4678	www.sunriver-resort.com chris.points@destinationhotels.com	Chris Points	1981	Chris Points, Head Golf Professional	68.8 to 73.0	124 to 131	72	6,880-6,068	\$50-\$125, depending on season & time of day.	A Robert Trent Jones Jr. design. Lakes, rock out-crop- pings & views.
Tetherow Resort 61240 Skyline Ranch Rd. Bend, OR 97702	541-388-2582	N/A	www.tetherow.com golf@tetherow.com	Chris van der Velde, Katie Burnett, Scott McIntyre	2008	Katie Burnett, PGA & LPGA Professional, Head Golf Professional	75.3 - 69.6	147 - 127	72	7,298	<b>\$</b> 90-195	18 holes, brand new Finn Scooters, GolfBoards & EZ-GO lithium elite golf carts equipped with state-of-the-art Textron GPS systems, driving range including nine-hole, putting green, golf academy. Hotel, vacation rentals, 3 on-site restaurants, pool, cabanas, fitness center, hike/walk/bike trails, residential community.
The Greens at Redmond 2575 SW Greens Blvd. Redmond, OR 97756	541-923-0694	541-548-9816	golfthegreens.com info@golfthegreens.com	Craig Melott, PGA	1995	Craig Melott, PGA	59	100	58	3,554	\$32, \$24 after 1pm. \$22 for 9 holes.	Well-designed & playable 18 hole mid-iron course. Robert Murir Graves design.
The Old Back Nine at Mountain High 60650 China Hat Rd. Bend, OR 97702	541-382-1111	541-382-6750	www.oldbacknine.com info@oldbacknine.com	Randy Akacich	1985	Randy Akacich	Men - 34.2/125 Women - 33.5/123	N/A	36	2,361-2,952	Great 9 hole rates, varies depending on season & time of day.	Reestablished original nine holes at Mountain High in spring 2009. Perfect for begin- ners, families, groups.
Widgi Creek Golf Club 18707 SW Century Dr. Bend, OR 97702	541-382-4449	N/A	www.widgi.com brad@widgi.com	Brad Hudspeth	1991	Brad Hudspeth	60.1-74.4	109-145	72	6,905 to 3,785	\$45-\$125	Well-maintained course, 11 lakes, 50+ bunkers, full service club, indoor pickleball & bar.

## First Interstate Bank Opens "Mini Bank" at Three Rivers School to Help Teach Financial Education

#### by DAWN COFER, Commercial Relationship Manager — First Interstate Bank

everal kindergarten students at Three Rivers Elementary School chatted quietly as they waited in line to deposit money at First Interstate's Mini Bank.

Aaron Schofield is the branch manager and vice president for the First Interstate Bank in The Village at Sunriver.

"This is the first year our bank is offering the Mini Bank," Schofield said. "We are starting with the kindergarten students and adding a grade each year. Our goal is to work with the teachers to share information about how to save money and financial education."

The students will earn four percent interest on their savings account, until they graduate from the eighth grade. Then, they can open a checking account. Every student who made a deposit in February, received \$1 to add to their account from the Three Rivers PTA. First Interstate Bank employees Alisha Peterson and Joelle Meyer worked with the students, carefully counting and recording their deposits.

"The students also toured the bank in February and learned what each person does," Schofield said. "They also got to go into the bank vault."

The Mini Bank is one of several programs provided by First Interstate Bank to provide financial education to community members.

firstinterstatebank.com



PHOTO | COURTESY OF FIRST INTERSTATE BANK

# Computer Available in Bend Office to Help Taxpayers with Electronic Filing

#### provided by OREGON DEPARTMENT OF REVENUE

Il Oregon resident taxpayers preparing their own returns in 2024 can file electronically at no cost using one of Oregon's free file options, and taxpayers in Central Oregon can now file their returns using a special kiosk set up in the Bend regional office.

The computer can be used to file taxes through the free fillable forms and Direct File Oregon e-file options.

The Bend office, located at 951 SW Simpson Ave, Suite 100, is open from 8am to 5pm Monday through Friday (closed for lunch 12:30-1:30pm). No appointment is necessary. Use of the computer to file taxes is on a first-come, first-served basis. Employees cannot help prepare returns but can answer basic questions.

E-filing is the fastest way for a taxpayer to get their refund. On average, taxpayers who e-file their returns and request their refund via direct deposit receive their refund two weeks sooner than those who file paper returns and request paper refund checks.

Kioks are also available in the Eugene and Medford regional offices.

"We're excited to offer these computer kiosks as a way to file electronically for those without a computer or those who fill out paper forms and want to transfer their data into one of the two available options to receive their refund sooner," said Megan Denison, administrator of the department's Personal Tax and Compliance Division. oregon.gov/dor



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## Maximize Your Business Sale

Discovering Your Company's Overlooked Assets

#### by EMMA JAMES — Rosell Wealth Management

ost business owners that I know put years of blood, sweat, and tears into growing their companies but rarely have a plan to help them exit their businesses. They wake up one day, feeling stretched thin and burned out, and decide that today is the day to sell - an afterthought that often results in undermining those years of hard work due to a rushed transaction. Sound familiar? Selling a business is often akin to a treasure hunt — it's essential that you have a map or a plan to help you discover the hidden riches and valuable assets to elevate the total sale. Among these treasures are



three assets that are often overlooked — life settlements, intellectual property, and key employees — all of which hold the potential to maximize the total sale of your business in ways you may not have considered.

#### Life Settlements: The Unconventional Yet Lucrative Asset

Amidst the flurry of financial documents and operational logistics involved in selling a business, one asset often flies under the radar: your existing life insurance. While it may seem unconventional, leveraging your key person life insurance policy through a life settlement can be a game-changer in maximizing the total funds in your pocket.

Here's how it works: as a business owner, you likely took out key person insurance, a type of life insurance policy on the life of a crucial employee, or yourself, or your partner. The purpose was to provide financial protection for the business in the event of the key person's untimely demise. The policy payout is typically used to cover expenses related to finding a replacement, compensating for lost profits, and maintaining the stability of the business during the transitional period.

Most business owners surrender the policy or just let it lapse when they no longer need them as they exit, not knowing that there's potential for these policies to be sold for serious cash. Take note! Instead of letting that policy lapse or terminate, you have the option to sell it to a third party for a lump sum cash payment — known as a life settlement. This infusion of cash can be a significant boon when it comes to being able to live that retirement lifestyle of your dreams post-business sale. It's like discovering a buried treasure chest in your backyard — unexpected, yet undeniably valuable.

#### **Intellectual Property: The Crown Jewels of Innovation**

As a business owner in Central Oregon, you've likely spent years cultivating a treasure trove of intellectual property — from patented technologies and proprietary processes to trademarked logos and brand identities. Yet, these intangible assets are hard to define in the context of a business sale.

Here's the thing: your intellectual property represents the culmination of your creativity, ingenuity, and hard work. It's the crown jewels of your business — unique and valuable. Potential buyers aren't just purchasing your company; they're investing in the potential for future innovation and growth that your intellectual property represents. Not only can your intellectual property be a powerful bargaining chip that sets your business apart in a competitive marketplace, but it can also help with tax mitigation during the transaction.

Your intellectual property is known as "goodwill", which represents the intangible value of a business, including its reputation, customer relationships, and brand recognition. Allocating a portion of the sale price to goodwill allows you as the seller to potentially benefit from capital gains tax treatment on that portion. Capital gains tax rates are often lower than ordinary income tax rates, resulting in potential tax savings for you as the seller. Additionally, amortizing the goodwill over time can further spread out the tax liability, providing a strategic advantage in tax planning. By leveraging the tax advantages of goodwill, business owners can optimize their tax outcomes to maximize the overall value of the sale.

#### **Key Employees: Invaluable Gems Behind Future Success**

Your key employees are the invaluable gems in the treasure chest of your company, and their importance cannot be overstated when it comes to maximizing the sale of your business. Just like a ship without a skilled crew to navigate it, a business without its key employees may flounder in the absence of leadership and talent. These individuals possess not only specialized knowledge and expertise but also the institutional memory and relationships crucial for maintaining continuity and driving future success.

Their presence not only enhances the overall value of the business but also instills confidence in potential buyers regarding the sustainability and growth potential of the company. When a business owner fails to prepare for the sale of their business at



least one to three years in advance, they often forfeit the opportunity to retain their key employees — what hardworking, driven employee wants to stay with a company that has neglected to incorporate them into to the future success of the business? Having a solid plan in place to retain key employees before and during the sale process is essential. This plan should include incentives, contracts, and clear communication to ensure that the treasure trove of talent remains intact and continues to shine bright, attracting discerning buyers who recognize the true worth of your business.

In conclusion, when it comes to exit, it's essential to look beyond the obvious and uncover the overlooked assets that can maximize the total sale of your business. From life settlements and intellectual property key employees, these often-overlooked treasures hold the key to unlocking untapped wealth and securing a lucrative deal. So, don't wait until the last moment to start planning - dust off those financial documents, conduct a thorough inventory of your assets, and get ready to embark on a treasure hunt of epic proportions. The hidden riches of your business await — it's time to claim your bounty!

Rosell Wealth Management is passionate about helping business owners prepare for the sale of their businesses, mitigate taxes during the transaction, and ultimately transition into the retirement lifestyle of their dreams. Call us at 541-385-8831 to schedule a complimentary meeting with our team to learn more or visit our website rosellwealthmanagement.com/begin-a-dialogue.

Emma James is a financial planner at Rosell Wealth Management, located in Bend. 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. 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. Client name has been changed to protect confidentiality. The gross offer will be reduced by commissions and expenses related to the sale. 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.

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## Who handles your online marketing? Let us help with:

- -Retargeting those that have visited your website.
- -Those that search and read about topics relevant to your product/service.
- -Those that have physically visited your competitors' location(s).
- -Those whose offline purchasing behaviors align with your product/service.
- -Streaming television, to include; Hulu, Sling, Samsung TV-Plus, etc.

Don't wait another day — visit BendRadio.com and schedule a free consultation.

## who's who who's who who's who who's who who's who who's who



Amber Kostoff

The Humane Society of Central Oregon (HSCO) announces the appointment of Amber Kostoff as its new executive director. With over a decade of leadership experience in animal welfare and a passion for the mission of HSCO, Kostoff brings a wealth of expertise and enthusiasm to the organization.

Kostoff began her career in animal welfare a decade ago, most recently serving as the executive director of MCPAWS in McCall, Idaho, since 2017. She brings with her a wealth of knowledge and experience, not only in animal sheltering, but also public veterinary practices and thrift store operations. Kostoff strongly believes that all people have a right to experience the benefits that pets bring to our lives. She considers it an honor and a privilege to continue

to devote her professional career to enabling these positive relationships and improving the quality of life for pets and the people who love them throughout the communities of Central Oregon. Kostoff received her bachelor of arts in political science from Utah State University in 2004 and her masters in Natural Resources from the University of Idaho in 2013 and is a Certified Animal Welfare Administrator (CAWA).

In her new role, Kostoff will oversee all aspects of HSCO's operations, including animal care, adoption programs, community outreach, fundraising and strategic planning. Her leadership will be instrumental in advancing HSCO's mission to provide compassionate care and find loving homes for animals in need.

Kostoff's appointment comes at a pivotal time for HSCO as the organization continues to expand its programs and services to better serve the pets and people of Central Oregon. Under her leadership, HSCO is poised to make an even greater difference in the lives of animals in need.

Bennett Sapin has been promoted to associate with BBT Architects. Sapin consistently brings authentic energy and engagement to design processes and solutions. He combines enthusiasm with empathy in recognizing all voices in an effort to find common ground. As an associate, Sapin will be instrumental in communicating BBT's vision and strategic goals and providing organizational leadership that aligns with firm values.

**Kyle Burke** has been promoted to associate with BBT Architects. Since





Sabiu

Kyle Burke

joining the firm in 2018, Burke has demonstrated leadership both with internal project teams and in the regional design community. Measured and insightful, Burke is mindful of how to approach project development through all phases. With a natural curiosity, Burke is excited to explore new project opportunities in Central Oregon and beyond. As an associate, his responsibilities will include fostering collaboration and mentorship among staff and aligning projects with organizational goals.



Jade C. Carboy

**Hawthorn Healing Arts** introduces **Jade C. Carboy**, APRN, WHNP-BC/AGNP-C, as the latest addition to the practice. With a focus on Holistic Women's Health and Wellness, Carboy brings a unique blend of compassion, skill and innovation to patient care.

Specializing in comprehensive, integrative women's health care, Carboy offers services such as routine and acute gynecological care, intimate wellness, urogynecology and menopause management. She emphasizes bio-identical hormone replacement therapy and hormone balancing throughout the lifespan.

**PacWest Wealth Partners**, a private wealth advisory practice of Ameriprise Financial, Inc. has earned the Ameriprise Client Experience Award for 2023.

PacWest Wealth Partners was honored with this award because their ability to consistently deliver personalized, goal-based advice and exceptional client service. Award recipients earned an overall client satisfaction rating equal to or greater than 4.9 out of 5.0 and maintained stellar business results. The award represents an elite group of Ameriprise advisors recognized as leaders for their commitment to making a difference in the lives of their clients.

Compass Commercial Construction Services announces a change in leadership following the retirement of Managing Partner Steven Hendley. Rich Reese, vice president of Construction Services, assumed leadership on January 1, 2024. Reese brings over 35 years of experience in the construction industry, boasting an impressive career completing various development projects worth over \$2.1 billion. This change marks a pivotal movement for the growth of the business.

Hendley and the owners of Compass Commercial Real Estate Services established Compass Commercial Construction Services during the recession in 2008 when tenants needed to downsize their spaces. Since then, the business has experienced tremendous growth expanding into ground-up development and large, high-profile tenant improvement projects in the region.



Rich Reese

Reese's arrival in August 2023 marked a strategic shift, focusing on implementing new pre-construction processes and enhancing scheduling efficiency. Since the fall

of 2023, Reese has expanded the team by hiring two new superintendents and an assistant superintendent. One of Reese's primary goals is to build a solid team to substantially increase the level of work the company can provide. Reese plans to invest in the company's current workers and maintain a structured growth system to balance recruitment and internal advancement.

Under Reese's vision, Compass Commercial Construction Services is poised to become a top competitor in the Central Oregon commercial construction market over the next decade, working on larger development projects like affordable housing, mixed-use apartment projects, multifamily housing, shopping centers, hospitality and more. As we celebrate Hendley's legacy and embark on this new journey, we are excited for the future of Compass Commercial Construction Services.



Jenn Limoges

Jenn Limoges, CCIM, partner and principal broker at NAI Cascade Commercial Real Estate and a distinguished member of the Oregon/SW Washington CCIM (Certified Commercial Investment Member), has been honored with the prestigious 2023 CCIM Transaction of the Year Award for her outstanding achievement in completing a significant commercial real estate transaction. Limoges received this award for her representation of Summit Bank in their acquisition of 538 SW Highland in Redmond in March of 2023.

The CCIM Transaction of the Year Award recognizes the exceptional accomplishments of CCIM Designees or qualifying candidates in completing commercial real estate transactions. With over 56 years of history, the CCIM Designation remains the global standard for commercial

real estate professionals, symbolizing expertise in commercial and investment real estate. Limoges' achievement reflects her steadfast dedication to excellence and her adept application of CCIM Core Education course skills.

Over two years, Limoges, also a member of Summit Bank's Local Advisory Board, worked closely with her cohorts and local Summit Bank managers to identify space for their expanding operations in business and personal banking. Despite challenges posed by the pandemic, evolving client needs and fluctuating market conditions, Limoges demonstrated remarkable adaptability and expertise.

Summit Bank solidified their commitment to Redmond as part of their strategic expansion efforts in the Central Oregon region. This acquisition bolstered Summit Bank's presence, enhancing convenience for customers and allowing the bank to better serve the financial needs of the community.

CCIM Designees are esteemed leaders in commercial real estate, prioritizing expertise, ethical responsibility and service quality as much as the outcome. Limoges' exceptional level of service and dedication to advancing Summit Bank's objectives have merited her this award, highlighting her leadership and innovative approach to commercial real estate in Central Oregon.



PHOTO | COURTESY OF LRS ARCHITECTS

**LRS Architects** announces the promotions of four designers to associate and the additional elevations of two long-time firm veterans to senior associate:

New associate **Joe Bosnar** joined LRS in 2013 and serves as a job captain on a myriad of residential projects as part of the firm's Multifamily Housing Studio. Bosnar enjoys designing people-focused spaces that support positive, meaningful interactions with the built environment. His recent work includes multifamily housing projects Grant Park Village Phase 2 and The Aria, and senior living projects Parkview at Terwilliger Plaza and Touchmark in the West Hills Sky Lodge. Bosnar received his bachelor of architecture from the University of Oregon.

New associate **Nick Carpenter** joined LRS in 2019 and has been dedicated as a project architect in the Senior Living Studio. A Washington State-registered architect, Carpenter is passionate about creating spaces that are joyful, safe and engaging for people of all ages, informed by his experience designing spaces for both K-12 students and seniors. His recent senior living projects include The Springs at Happy Valley, Parkview at Terwilliger Plaza and work for Franke Tobey Jones in Tacoma. Carpenter earned both a master and bachelor of architecture from Washington State University.

New associate **Ryan Craney** is a registered architect who first joined LRS in 2015, and is currently part of the firm's Commercial Office and Workplace Studio. As a leader of the LRS Design Lab, Craney is passionate about exploring emerging technologies and incorporating new tools into the design process. Craney's recent notable projects include the tenant improvement for Davis Wright Tremaine, BKF II Business Park and the Wingspan Conference and Event Center. Craney earned a master of science in architectural design and research from the University of Michigan and received his bachelor of architecture from California Polytechnic State University in San Luis Obispo.

New associate **Britney Hale** joined LRS in 2015. She is a versatile, NCIDQ-certified interior designer with deep experience providing space planning test fits, and workplace strategy for a wide variety of project types serving civic and commercial clients. Her goal is to design spaces that promote health and wellness within the built environment. Her most notable projects include the Wood Village Municipal Building, KinderCare Headquarters and several offices nationally for Kittelson & Associates, Inc. including their Portland Headquarters. Hale is currently on the Board of the IIDA Oregon, and earned her bachelor of interior architecture

## who's who who's who who's who who's who who's who who's who

ho's Who
Continued from previous page

from the University of Oregon.

**Darcie McConnaha**, now elevated to senior associate, joined LRS in 2003 and was named an Associate in 2020. McConnaha is an interiors project manager and workplace design expert who has spent the entirety of her professional career at LRS, working on projects for a wide variety of clients, from civic office buildings and tenant improvements to corporate headquarters. Her leadership has guided the success of office and workplace projects including Lewis & Clark Bank Headquarters, Milestone Systems and Prosper Portland. She graduated from the University of Oregon with a bachelor of interior architecture.

**Amy Smith**, now elevated to senior associate, joined LRS as a student intern in 2002 and was named an associate in 2018. A registered architect and LEED accredited professional, Smith is a senior living expert who brings extensive design technology skills and a deep knowledge of building and accessibility code to her work. Smith's most notable projects include an addition to the Touchmark at the Ranch retirement community to include Memory Care, Friendsview Sutton Terrace and the Resort at the Mountain Spa. She graduated with a master of architecture from Washington State University, and received a bachelor of arts in architecture from Portland State University.

Kira Sandiford

**Central Oregon Trail Alliance** (COTA) announces **Kira Sandiford** as its first-ever development director, which began January 8, 2024. This strategic addition to the team underscores COTA's commitment to developing, protecting and enhancing the Central Oregon mountain bike experience through trail stewardship, advocacy, collaboration and education.

Originally from LA, Sandiford holds a bachelor's degree from Kalamazoo College and is currently pursuing a master of science in digital media at USC Annenberg. She studied abroad in Thailand, solo hiked the Pacific Crest Trail and built her own tiny house on wheels.

Before joining COTA, Sandiford spent eight years with REI, in roles spanning retail sales, outdoor programs, outreach

and most recently as the operations manager for the Bend store. Sandiford brings a wealth of expertise to her new role, having demonstrated exceptional team leadership and strategic planning in previous positions within the outdoor industry.

Beyond her impressive resume, Sandiford brings a genuine passion for mountain biking, aligning with the spirit that defines our community. Her love for the sport reflects a personal connection to our local culture, and emphasizes her commitment to advancing COTA's mission.

**High Desert Chamber Music** would like to extend heartfelt gratitude to **Patricia Rogers**, who has been a dedicated member of our Board of Directors since 2011. Rogers and her late husband Steve were present at our inaugural concert in 2008

and became cherished fixtures, always occupying their favorite front-row seats at every event. Over the years, they generously hosted numerous events, introducing many friends and colleagues to High Desert Chamber Music. We thank Rogers for her unwavering commitment over the past 12 years and are delighted to announce that she is now on our Board of Advisors, joining esteemed members Phillip Ruder, Mark Mintz and Francis Senger.

We would also like to announce the addition of **Jeff Patterson** as the newest member of the Board of Directors. He is a managing partner at Lynch Murphy McLane LLP and serves as outside counsel for the trust and fiduciary departments of several large financial institutions. Patterson is a Fellow with the American College of Trust and Estate Counsel and has served on the faculty of Liberty University in the Graduate Business department. He is also very active in the Central Oregon community as an advisor to several local nonprofit boards, including the KIDS Center and the Guardian Group.

Prior to entering the legal profession, Patterson was a graduate teaching assistant at the Eastman School of Music where he earned a masters in music performance and literature. After his time at Eastman, he played third / assistant principal trumpet in the Rochester Philharmonic as well as playing in the Erie Philharmonic, Buffalo Philharmonic and the Chicago Chamber Orchestra.

He joins current members Ethan Gray (president), David Gilmore (secretary), Rick Samco (treasurer), Leslie Barbour, Durlin Hickok, Phil Machonis, Betsy Warriner and Charlie Wintch.



PHOTOS | COURTESY OF HIGH DESERT CHAMBER MUSIC

## Businesses Serving Community



FAMILY KITCHEN CHECK PRESENTATION (L-R) HELENA SCHWEIGERT, DONNA BURKLO, JENNYFER PRESCOTT, KATHY CAWARD, HEIDI SIMILA, KELLY HARDMAN, TC BENNETT



SISTERS CHECK PRESENTATION (L-R) WADE COMBS, JEFF TAYLOR, DOUG WILLS, FLORA BATES, SCOTT METZGER



TERREBONNE CHECK PRESENTATION (L-R) JOE ANZALDO, SHAWN LAMB, TINA COOK, DONNA BURKLO, DREW MYHRE | PHOTOS COURTESY OF NEWPORT AVENUE MARKET

#### EAMILY KITCHEN

Newport Avenue Market approached Family Kitchen with a humble idea — a mission to support Central Oregon community members grappling with hunger during the often-overlooked month of February. This initiative was born out of an understanding of the unique challenges individuals face during this time — enduring financial strains from the holiday season, decreased donations, and depleted food pantries.

This grassroots endeavor, known as Food For February, has evolved into a community-driven movement, addressing the specific hurdles people of all ages face in February and offering vital support to those in need.

Over the past 13 years, shoppers and Newport Avenue Market and Oliver Lemon's, have joined forces, collectively raising an impressive \$559,750 for those who are hungry in Central Oregon. Notably, this effort includes \$248,863 in matching funds generously provided by the markets.

As the COVID-19 pandemic unfolded, the specter of hunger loomed larger in Oregon, impacting one in five individuals across diverse communities. Before the pandemic, one in 11 Oregonians grappled with food insecurity, underscoring the urgency of collaborative efforts. Newport Avenue Market emerged as Family Kitchen's largest donor and a vital ally in the battle against

hunger in Central Oregon.

The partnership has become an invaluable asset to Family Kitchen. Beyond financial contributions, Newport Avenue Market's commitment goes further. Since 2014, shopper donations and market support have constituted a significant 12 percent of total giving. The enduring success of this partnership lies in a simple yet effective system — Family Kitchen provides a shopping list, and Newport Avenue Market procures the items, ready for weekly pickup by a Family Kitchen volunteer.

This collaboration's efficiency is evident in the seamless coordination of efforts. Monthly spreadsheets meticulously account for donations, creating a well-oiled machine that efficiently channels support to those who need it most. Newport Avenue Market amplifies Family Kitchen's impact, reaching a broader audience of donors.

For Family Kitchen, Newport Avenue Market's contribution extends beyond monetary value.

In today's context, the donation represents ingredients and supplies for nearly 300,000 meals. This figure encapsulates not just a numerical value but the tangible impact of a partnership that strives to address hunger with compassion, efficiency, and a shared commitment to the well-being of the Central Oregon community.

## City Club of Central Oregon Explores the State of Higher Education in Central Oregon

#### by KIM GAMMOND, Executive Director — City Club of Central Oregon

he City Club of Central Oregon has announced its upcoming forum, titled COCC and OSU-Cascades: Hub, Heart and Drivers of Central Oregon. This insightful event is scheduled for Thursday, March 21, from 11:15am to 1pm and will be held at the Unitarian Fellowship of Central Oregon.

The future of Central Oregon is deeply intertwined with the success and growth of its higher education institutions. In this forum, the City Club invites the community to delve into the critical role played by Central Oregon Community College (COCC) and Oregon State University – Cascades (OSU-Cascades) in shaping the region's landscape.

**Event Details:** 

Title: COCC and OSU-Cascades: Hub, Heart and Drivers of Central Oregon

**Date:** Thursday, March 21 **Time:** 11:15am-1pm

**Location:** Unitarian Fellowship of Central Oregon

**Description:** Central Oregon's higher education institutions serve as pillars of our community, offering opportunities for education, career advancement, and cultural enrichment. COCC and OSU-Cascades contribute significantly to the

region by providing resources for businesses, producing skilled graduates, and addressing the evolving needs of our workforce. Join us to explore the forces that shape these institutions and the opportunities and challenges they face in preparing Central Oregon for the future.

#### **Speakers:**

- Dr. Laurie Chesley, President of Central Oregon Community College
- Sherman "Sherm" Bloomer, Chancellor and Dean, OSU-Cascades
- Moderated by
- Emily Cureton Cook, OPB Central Oregon Bureau Chief

Registration is open to the public and individuals can secure their spot by visiting cityclubco.org.

#### **About City Club of Central Oregon:**

City Club of Central Oregon exists to be the top-of-mind hub for citizens and community leaders. Our mission is to foster an informed community through dialogue and education that enhances responsible civic engagement. We champion "passionately non-partisan" discussion between diverse perspectives. *cityclubco.org* 

## Common Ground Documentary

#### by AMY RENALDS

to the juggernaut success documentary, Kiss the Ground, which touched over one billion people globally and inspired the United States Department of Agriculture (USDA) to put \$20 billion toward soil health. By fusing journalistic expose' with deeply personal stories from those on the front lines of the food movement, Common Ground unveils a dark web of money, power, and politics behind our broken food system. The film reveals how unjust practices forged our current farm system in which farmers of all colors are literally dying to feed us. The film profiles a hopeful and uplifting movement of white, black, and indigenous farmers

Common Ground Documentary

March 29, 2024

5:30-9pm

**Tower Theater** 

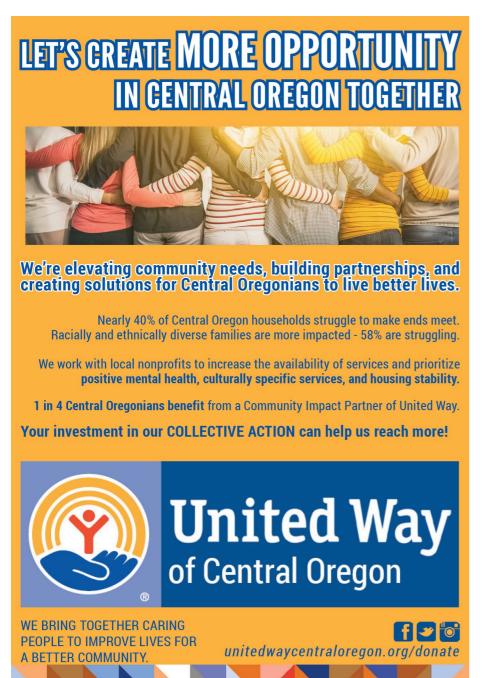
Tickets at towertheatre.org

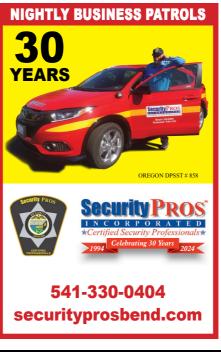
who are using alternative "regenerative" models of agriculture that could balance the climate, save our health, and stabilize America's economy — before it's too late

#### Post Screening Panel Discussion and Q&A

After the screening, audiences are invited to stay for a panel discussion moderated by Kyle Krull on regenerative agriculture. Kyle is a Senior Director of Sales at Kettle & Fire and Founder at Regen Coalition as well as a Cultivate Bend Board member. Panelists will be announced soon.

All ticket holders will be entered into a raffle upon entry to win a gift basket of regenerative foods. cultivatebend.com









## Stroke 101 Training Can Help Your Employees Save Lives

by CAROL STILES, Interim Executive Director — Stroke Awareness Oregon

s businesses that regularly interact with customers, it is essential to prioritize stroke awareness and education. Recognizing the signs of a stroke and knowing how to respond can make a critical difference in saving lives and preventing long-term disability. In this article, we will explore

the importance of stroke awareness for businesses and how proactive measures can benefit both employees and customers.

A stroke is a "brain attack" and will affect one in five Oregonians in their life-time. Stroke is a leading cause of disability and death globally, and it can occur without warning. As such, businesses have a responsibility to promote awareness and provide education to their staff.

Implementing stroke awareness programs and training can empower employees to recognize the signs of stroke in customers and take prompt action. Moreover, proactive measures can demonstrate the business's commitment to the well-being of its clientele.

Beyond the ethical and moral imperative, businesses that prioritize stroke awareness can also benefit from improved customer experiences. The ability to respond effectively to a medical emergency enhances trust and loyalty from customers. It can also create a positive reputation in the community, setting the business apart as a responsible and caring establishment.

In addition, being prepared to handle medical emergencies, such as strokes,

can lead to a more confident and empowered workforce. Employees who are equipped with knowledge and training in stroke awareness feel more prepared to handle unforeseen situations, fostering a sense of confidence and security in the workplace.

A stroke is a
"brain attack"
and will affect
one in five Oregonians
in their life-time.

We encourage businesses to consider integrating stroke awareness programs into their training curriculum and to actively promote awareness among their customers. By doing so, businesses can play a crucial role in creating safer environments and contributing to the well-being of the community.

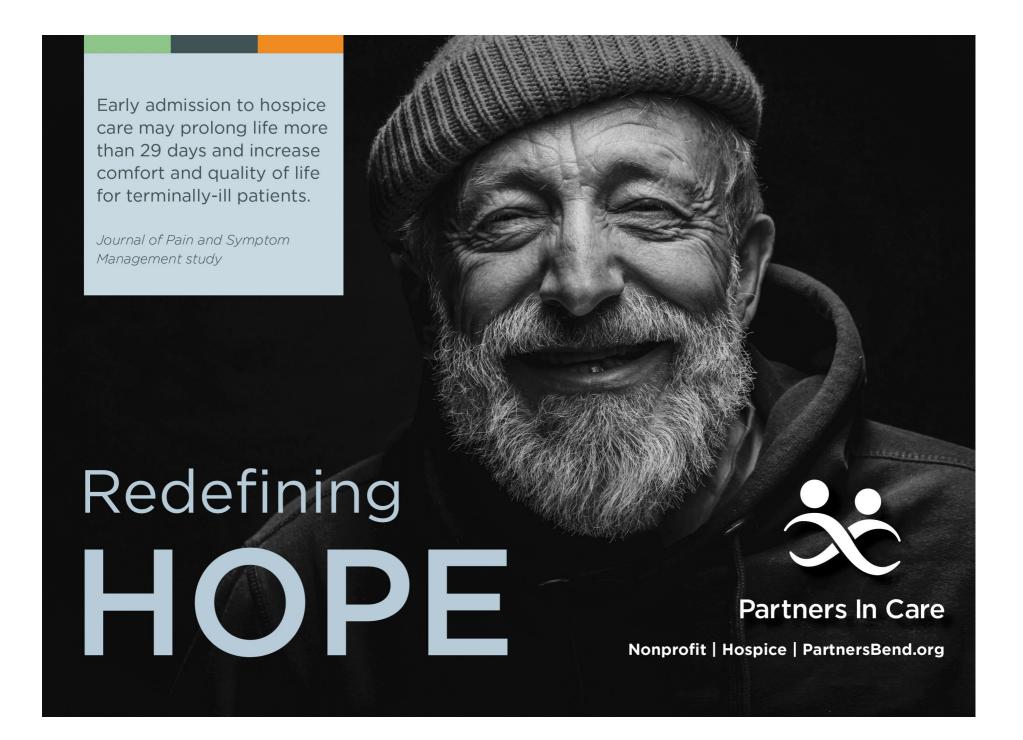
With a grant from the Central Oregon Health Council, Stroke Awareness Oregon is doing just that through a community education program called, "Stroke 101 — Awareness & Prevention." This one-hour presentation covers the causes of stroke, identification (BEFAST) education, stroke prevention and recovery.

This regional program serving Deschutes, Jefferson, Crook and Wheeler counties, SAO is ready to share life-saving information across Central Oregon.

Contact SAO to schedule a presentation at your workplace, service organization, nonprofit, church group, business, school group and/or affiliate groups.

To schedule, contact us at 541-323-5641 or email education@ strokeawarenessoregon.org.

strokeawarenessoregon.org



## velo Airlines Continued from page 3

fleet. Once Avelo's entire fleet is fitted with Finlets, the airline estimates an annual reduction of 11 million pounds of carbon emissions and 560,000 gallons of fuel.

"We've set out to build a different and better kind of airline at Avelo," Avelo Airlines Chairman and CEO Andrew Levy said. "Investing in costsaving innovations and technologies is a cornerstone of our business. We are excited to be the first airline in the world to install VCT Finlets on Boeing NG 737-800 aircraft. This investment will have a meaningful reduction in our annual fuel costs, while also significantly reducing our carbon footprint. It's a win-win for our business and the planet. VCT is a great partner, and we are proud to have had the opportunity to collaborate with them on the development and testing of this game-changing innovation."

VCT Finlets are a patented array of small "fins" strategically placed on the

aft portion of an aircraft's fuselage, which modify airflow and reduce drag. In turn, they help decrease fuel consumption and carbon emissions while enhancing an aircraft's range, performance and endurance. Their small size and straightforward installation process require less than one day to outfit each aircraft — minimizing any operational impact.

"The FAA certification of Finlets on 737NGs is the culmination of over a decade long design effort involving wind tunnel testing, computational fluid dynamics, and comprehensive U.S. Air Force and FAA flight tests on the C-130, C-17 and 737NG aircraft," VCT CEO Andrew G. Morgan said. "Avelo has been a terrific partner in this endeavor, and we look forward to assisting them in achieving their sustainability goals while also reducing costs."

Avelo completed its first Finlet installation in September of 2023 and expects its entire fleet of 16 Boeing Next-Generation 737-700s and 737-800s to be retrofitted by the end of the year.

ÁveloAir.com

## rust for Public Land Continued from page 3

socioeconomic Inequities in the state and TPL's schoolyards program has the opportunity to address these critical issues," said Amanda Craig Oregon project manager for Trust for Public Land. "Our community driven approach ensures the outdoor space will improve student education outcomes as well as community health and climate resiliency."

Madras is home to 7,000 residents in the high desert of Central Oregon. Madras is the ancestral homeland of the Confederated Tribes of the Warm Springs, and Madras Elementary School serves members of the Tribes, and a growing Latino population.

The schoolyard is centrally located in the community, and 70% of Madras residents live within a 10-minute walk of the schoolyard. Today, the schoolyard's play equipment is old, and expanses of unshaded asphalt reach high temperatures in the heat.

The community-led design for the new schoolyard includes accessible play equipment, community gathering spaces, drought-tolerant plants to reduce heat impacts, and interactive elements like musical instruments.

TPL has secured a \$500,000 federal grant from the Environmental Protection Agency but is currently seeking additional support from private

funders as well as through the Oregon state legislature during this current session to complete the project. With final community-generated design concepts approved by the school and district, once we've secured funding construction is proposed to begin in the summer of 2024.

With help from our partners and supporters, TPL has created nearly 300 Community Schoolyards projects and continue to lead the movement to transform our nation's asphalt playgrounds into vibrant green spaces that are improving student education outcomes and community health and climate resiliency. If all schoolyards were transformed and opened to the community after hours, 80 million

people would have access to a new park within a ten-minute walk of home.

#### **About Trust for Public Land:**

Trust for Public Land (TPL) is a national nonprofit that works to connect everyone to the benefits and joys of the outdoors. As a leader in equitable access to the outdoors, TPL works with communities to create parks and protect public land where they are needed most. Since 1972, TPL has protected more than 4 million acres of public land, created more than 5,364 parks, trails, schoolyards, and iconic outdoor places, raised \$93 billion in public funding for parks and public lands, and connected nearly 9.4 million people to the outdoors.

tpl.org

#### nemployment Insurance

Continued from page 3

the mail or calling the UI Contact Center.

"With Frances Online, we'll be able to serve Oregonians better, and get their benefits paid quicker," said David Gerstenfeld, director of OED. "We recognize that change can be challenging, but once we're up and running, we believe claimants will appreciate all the changes that are coming."

Video of OED's media briefing on February 28, 2024 is available at youtu.be/

#### uaOMRkNFP34.

Visit unemployment.oregon.gov/frances to learn about the new system, customer service impacts, new self-serve features and more.

The Oregon Employment Department (OED) is an equal opportunity agency. OED provides free help so you can use our services. Some examples are sign language and spoken-language interpreters, written materials in other languages, large print, audio, and other formats. To get help, please call 503-947-1444. TTY users call 711. You can also send an email to communications@ employ.oregon.gov.

unemployment.oregon.gov/frances

## Watch for Upcoming Editions of CASCADE BUSINESS NEWS

#### 2024 EDITORIAL CALENDAR

<b>ISSUE DATE</b>	SPECIAL SECTIONS	INDUSTRY LISTS
March 20 Deadline Mar 13	Marketing Industry	Ad Agencies, Media, Printers, Media Productions, Ad Specialties, Publishers, Public Relations & Marketing Professionals, Photographers, Sign Cos, Graphic Designers, Social Media, Web Designers
April 3 Deadline Mar 27	Environmental Special	Landscaping Businesses, Environmental Companies, Recycled Products & Services
April 17 Deadline Apr 10	Real Estate Report	Realtors, Title Companies, Mortgage Companies, Property Managers
May 1		Banks, Credit Unions

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## Central Oregon Business Calendar

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

#### **BUSINESS EVENTS**



#### March 7

11:30am City of Bend Virtual and In-Person Tree Preservation Recommendations Q&A Session at Bend City Hall Council Chambers.

11:45am-1pm ConnectW Munch & Mingle at Madeline's Grill & Steak House, Redmond.

3-5pm Bend Chamber Bend YP Expert Lab at COCC.

8am Deschutes County 2024 Legislative Session Update.

8-9:30am Bend Chamber Commerce & Coffee at Boys & Girls Club of Bend.

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

#### March 12

5:30-7pm COCC Community Building Community, Harnessing the Power of Al with Carly Pomeroy, at COCC Cascades Hall, Bend Campus.

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

#### March 7

5:30pm City of Bend Virtual and In-Person Tree Preservation Recommendations Q&A Session at Bend Municipal Court.

#### March 13

7:24-10:30am Central Oregon Builders Association Builders' Perspective Breakfast at Riverhouse on the Deschutes.

9am La Pine Fire District Virtual and In-Person Board of Directors Meeting at 5155 Huntington Rd., La Pine.

#### March 14

11:45am-1pm ConnectW Munch & Mingle at The Phoenix, Bend.

5:30pm Deschutes County Planning Commission Meeting.

#### March 18

1pm Deschutes County Board of County Commissioners Meeting.

#### March 19

9am Visit Bend Board of Directors Meeting at Oxford Hotel.

5:30pm-8pm ConnectW Monthly Dinner Meeting at Open Space Event Studios, Bend.

#### March 21

7:50am Enterprise Risk Management Best Practices for Business Owners & Managers Session at Hampton Inn, 730 SW Columbia St., Bend.

11am Deschutes County Coordinated Houseless Response Office Meeting.

#### March 21

11:30am-1pm City Club of Central Oregon March Forum, COCC and OSU-Cascades: Hub, Heart and Drivers of Central Oregon, at Unitarian Universalist Fellowship of Central Oregon, Bend.

#### March 21

4-7pm Bend Chamber Ribbon Cutting & Grand Opening Celebration for Miranda Kelton Photography at 20370 Empire Ave., Ste. C2, Bend.

4:30-7pm EDCO PubTalk at Open Space Event Studios.

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

## **WORKSHOPS & TRAINING**



COCC Small Business Development Center Virtual Classes.

## **Building Permits**

#### **COMMERCIAL PERMITS WEEK ENDING 2-16-24 & 2-26-24**

#### City of Bend

\$485,000.00

\$450,000.00

\$350,000.00

\$150,000.00

\$600,000.00 Commercial (New) 9,334 sf. at 61021 Hwy 97 Bend 97702 OR Owner: Murphy Crossing, LLC

Builder: Arrowood Development, LLC 541-322-9064 Permit # PRNC202300859

Commercial (New) 6,874 sf. at 20001 Murphy Rd. Bend 97702 OR Owner: Murphy Crossing, LLC \$514,500.00

Builder: Arrowood Development, LLC 541-322-9064 Permit # PRNC202300854 Commercial (New) 6,520 sf. at 61021 Hwy 97 Bend 97702 OR Owner: Murphy Crossing, LLC

Builder: Arrowood Development, LLC 541-322-9064 Permit # PRNC202300867

Commercial (New) 7,069 sf. at 20001 Murphy Rd. Bend 97702 OR Owner: Murphy Crossing, LLC Builder: Arrowood Development, LLC 541-322-9064 Permit # PRNC202300856

Commercial (New) 5,854 sf. at 20001 Murphy Rd. Bend 97702 OR Owner: Murphy Crossing, LLC

Builder: Arrowood Development, LLC 541-322-9064 Permit # PRNC202300851 \$200,000.00

Commercial (New) 2,813 sf. at 20001 Murphy Rd. Bend 97702 OR Owner: Murphy Crossing, LLC

Builder: Arrowood Development, LLC 541-322-9064 Permit # PRNC202300840 Commercial (Alteration) 1,436 sf. at 1501 NE Medical Center Dr. Bend 97701 OR Owner: EPC Sparti, LLC

Builder: Stilson Builders 541-728-3322 Permit # PRRE202306745

\$120,000.00 Commercial (Alteration) 7,669 sf. at 755 SW Bonnett Way Ste. 2100 Bend 97702 OR Owner: CRB Investments, LLC Permit # PRRE202306413

#### **City of Redmond**

Commercial (Addition) 24,356 sf. at 950 NE 5th St. Redmond 97756 OR \$1,140,000.00

Owner: Lindquist Oregon Properties, LLC 950 NE 5th St. Redmond, OR 97756 Permit # 711-23-001237

Commercial (Alteration) at 3500 SW 21st St. Pl. Redmond 97756 OR Owner: BASX, Inc. 3500 SW 21st Pl. Redmond, OR 97756 Permit # 711-24-000047 \$37,000.00

\$20,000.00 Commercial (Tenant Improvement) at 2115 SW 6th St. Redmond 97756 OR Owner: Nosler Investments, LLC PO Box 671 Bend, OR 97709 Permit # 711-24-000096 \$20,000.00 Commercial (Tenant Improvement) at 439 SW Umatilla Ave. Redmond 97756 OR Owner: White Sands Properties, LLC 700 Solitaire Ct. Redmond, OR 97756

Builder: Robert Patrick Kelly 541-604-0941 Permit # 711-24-000102

#### **Deschutes County**

\$144,710.00 Commercial (Alteration) at 16481 Bluewood Pl. La Pine 97739 OR Owner: NH Oregon Properties, LLC 77 King St. W #2905 Toronto, ON M5K 1H1

Builder: Taylor Robert Jones 541-706-1972 Permit # 247-23-007247

#### **Lake County**

\$640,000.00 Commercial (New) at 18799 Roberta Rd. Lakeview 97630 OR Owner: Eco Materials 10701 S River Front Parkway South Jordan, UT 84095 Permit # 497-24-000041

Commercial (New) at 18799 Roberta Rd. Lakeview 97630 OR Owner: Eco Materials 10701 S River Front Parkway South Jordan, UT 84095 Permit # 497-24-000045 \$300,000.00

\$160,000.00 Commercial (New) at 18799 Roberta Rd. Lakeview 97630 OR Owner: Eco Materials 10701 S River Front Parkway South Jordan, UT 84095 Permit # 497-24-000043

\$113,000.00 Commercial (New) at 18799 Roberta Rd. Lakeview 97630 OR Owner: Eco Materials 10701 S River Front Parkway South Jordan, UT 84095 Permit # 497-24-000042



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