



The Strategic Edge
in Business Exits
— Page 27

Enhancing & Promoting the Economic Vitality of Central Oregon Since 1994

Legend Cider's New Location 'A Love Letter to La Pine'

by ANDREA HINE — CBN Feature Writer



OWNERS ADRIANNE AND TYLER BAUMANN RELOCATED LEGEND CIDER TO LA PINE IN 2018 | PHOTO COURTESY OF LEGEND CIDER

"We like to think of Legend Cider's expanded space as a love letter to the people of La Pine," said owners Adrienne and Tyler Baumann. "We put a great deal of effort and heart into it, as we felt a lot of responsibility to make our new location an example of what the town offers."

Relocating their production facility from the Dalles to La Pine in 2018, and opening southern Deschutes' first tasting room a year later, the couple admitted that "when we first started, we thought this would be a fun hobby, and didn't expect our cider operation would turn into such a viable and successful business."

So much so that "while we were very happy in our first location, we eventually ran out of space," Adrienne said. The building itself, previously a tire shop, posed one obstacle to growth. "No separation existed between the production facility and the tasting room, which meant the production team didn't work during the hours the tasting room was open. Yet we were selling out our cider before it was made."

Deciding to move proved to be the easiest part of what turned into a protracted process. The Baumanns initially set their sights on converting what she described as "a fixer upper with multiple issues" — from lack of heating to tax and leasing obstacles — but after several years, realized the futility of their efforts.

Fortunately, "my husband and I make a great team," said Adrienne. "Whenever we face a challenge, we are able to find a solution, being creative problem solvers." In this case, the couple agreed to tackle a building on Bluewood Place that again put their problem-solving abilities to the test.

As she described, "it had been vacant for three years, and was in bad, bad shape — just one example being the

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Seismic Shift on Realtor Fee Front Local Brokers Weigh in on Impacts of National Association Settlement

by SIMON MATHER — CBN Feature Writer

Central Oregon realtors are grappling with the implications of major pending policy changes for their industry following the settlement of litigation brought by home sellers over broker commissions and transparency.

In a groundbreaking agreement — subject to further review and final court approval — hammered out over several years, The National Association of Realtors (NAR) has agreed to change its guidelines to settle several lawsuits.

The settlement, which once finalized will take effect later this year, calls for the regulatory body to alter its rules on how agents are compensated after a protracted court battle initially brought by a group of home sellers in Missouri.

Industry advocates say one potential positive upshot of the deal is that home buyers will become more aware of the process, and of the mechanism through which the agent representing them is paid.

Sitzer-Burnett was a class-action lawsuit filed in Missouri federal court by a group of home sellers in the state against NAR and other defendants, including national real estate brokerages, claiming that real estate commission rates

were too high, and buyers' representatives paid too much.

It, and subsequent "copycat" lawsuits, alleged the NAR and Multiple Listings Services — effectively private databases that are created, maintained, and paid for by real estate professionals to help their clients buy and sell property — along with the corporate defendants' practices, lead to inflated commission rates.

A NAR rule that required seller agents to clearly advertise compensation to buyers' agents — effectively setting compensation for the buyer's agent — stifled competition, the lawsuits argued.

At the Sitzer-Burnett trial, adjudicated in October 2023, the plaintiffs took particular issue with the "cooperative compensation" scenario, when a listing broker makes an offer of compensation to the cooperating/buyer's broker.

Despite NAR introducing evidence to show how the real estate marketplace actually works to prohibit anticompetitive behavior and encourage the free market and competition — and how cooperative compensation benefits consumers, including bringing more buyers to

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Environmental Spotlight — Pages 10-25

Sunlight Solar

Powering Bend's Future Amidst Rising Energy Costs

by Erika Oreskovich — CBN Feature Writer

In the heart of Bend, a revolution is quietly powering up, propelled by sunshine and an increasing demand for sustainable energy solutions. Sunlight Solar, the original solar company in Bend, remains at the forefront of the industry's transformation. Paul Israel, founder and president, shares an insightful look into how the landscape of solar energy is evolving in Bend and Central Oregon.

The region's solar energy market is experiencing remarkable growth, not only because of the increase in new construction but particularly due to the significant trend of these new buildings adopting solar panels. "The fact that so much of the new construction is going solar is truly fantastic," notes Israel. This shift towards solar energy is increasingly becoming a central topic of conversation, especially with the rising costs of traditional power highlighting the financial benefits of solar.

Pacific Power customers witnessed a substantial 21% rate increase in 2023, and residential customers saw, on average, a 12.9% increase in rates in 2024, with another similar increase expected in 2025. This surge, primarily driven by the escalating costs associated with managing wildfire risks and rising costs at Pacific Power, makes the case for

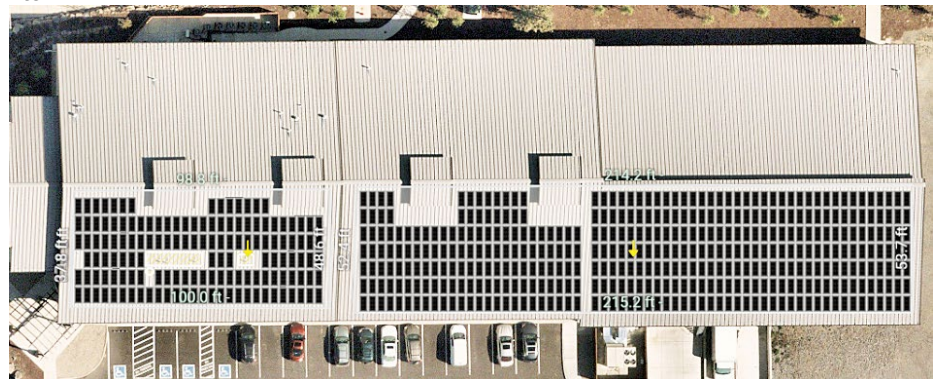


PHOTO | COURTESY SUNLIGHT SOLAR

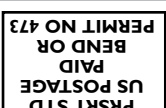
solar energy more compelling than ever. Consequently, more residents and businesses are turning to solar as both an eco-friendly and economically wise option.

In the face of rising energy costs and environmental concerns, Israel emphasizes the immediate benefits of solar energy. "And the last two years have been huge regarding rate increases. And it's gonna keep going," he states. Paul passionately believes in the power of individual action to combat global warming: "You want to be more environmentally friendly, go solar!" Highlighting the ease of installation with Sunlight Solar, he adds, "It takes just a few days to transition to solar, depending on your system's complexity. It's a swift and straightforward process." This

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RECENT TRANSACTIONS

Compass Commercial Real Estate Services brokers **Terry O'Neil, Ron Ross** and **Luke Ross** represented both the seller, **Elizabeth J Fowler Revocable Trust**, and the buyer, **EVEST, LLC**, in the sale of three retail buildings located at 526, 528, and 530 SW 6th Street in Redmond. The retail buildings totaling 10,350 SF on 0.25 acres sold for \$1,700,000.

Gary Everett of **RE/MAX Key Properties** represented the Sellers and Jeff Larkin of Jeff Larkin Realty represented the Buyer for the sale 778 NE 11th in Redmond for \$1,420,000.

Brokers **Jay Lyons, SIOR, CCIM** and **Grant Schultz, CCIM** with **Compass Commercial Real Estate Services** represented the landlord, **OMP, LLC**, in the lease of a 2,124 SF office suite located at 400 SW Bluff Drive in Bend.

Compass Commercial Real Estate Services brokers **Russell Huntamer, CCM, Peter May, CCIM, Ron Ross**, and **Eli Harrison** represented the landlord, **Sycan B. Corp.**, in the lease of a 1,508 SF retail suite located in Pioneer Plaza at 1474 NW Wall Street in Bend. Brokers **Huntamer** and **Harrison** also represented the tenant, **Easy Float**.

Brokers **Jay Lyons, SIOR, CCIM** and **Graham Dent, SIOR** with **Compass Commercial Real Estate Services** represented the landlord, **TSB Real Estate, LLC**, in the lease of a 3,684 SF office suite located at 1567 SW Chandler Avenue in Bend. **Dent** also represented the tenant, **Hixon Mortgage**.

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COREN to Host Central Oregon Educator Job Fair on April 4

The Central Oregon Regional Educator Network is set to host the Central Oregon Educator Job Fair on Thursday, April 4 at the Deschutes County Fair and Expo Center in Redmond.

This job fair is an opportunity for educators and staff to connect with regional school districts and learn about current job opportunities.

- Participating districts include:
- Bend-La Pine School District
 - Bend International School
 - Crook County School District

- Culver School District
- Grant School District
- High Desert Education Service District
- Jefferson County Education Service District
- Jefferson County School District 509J
- Klamath County School District
- Redmond School District

Continued on Page 30 ▶

Sunriver Job Fair on April 12

The Sunriver Area Chamber of Commerce is hosting a job fair from 9am to 1pm Friday, April 12 at SHARC, 57250 Overlook Road in Sunriver.

Whether looking for a summer job or a new career, job seekers will be able to meet with more than a dozen employers. Local employers from a variety of industry sectors including restaurants to recreational and locally owned stores to vacation rental agencies are eager to hire for the summer season and long-

term employment.

The job fair is open to everyone. Job seekers are encouraged to bring their resume. There will be beverages and snacks as well as prize drawings every 30 minutes from 9am to 1pm.

Companies participating in the job fair as of March 25 include Sunriver Owners Association-SHARC, Sunriver Police Department, Alpine

Continued on Page 30 ▶

From Buzzer-Beaters to Beach Retreaters

After the college hoops mayhem draws to a close, Avelo Airlines is offering travelers game-winning and buzzer-beating low fares to 50 relaxing destinations across the U.S.

Travel-inspiring low one-way fares starting at \$69* can be booked at AveloAir.com.

Avelo Airlines Head of Commercial Trevor Yealy said, "Enjoying a vacation or long weekend getaway after busting your bracket and hearing buzzer after buzzer is a must. Our purpose is to

Inspire Travel, and after being around thousands of yelling fans or staring at the TV, nothing sounds better than visiting one of Avelo's popular destinations with our very low fares, convenience and the industry's best reliability. With 50 beautiful and relaxing destinations to choose from, it's the perfect time to explore somewhere new or revisit a familiar favorite."

Continued on Page 30 ▶

FOR SALE - TUMALO

Commercially zoned lot in the heart of downtown Tumalo

**64624 Cook Avenue, Bend
\$700,000**

- Lot size: 9,583 SF, .22 acres
- Cook Avenue frontage property (the main street running through Tumalo)
- Approximately \$150,000 in improvements
- Conditional use permit from Deschutes County



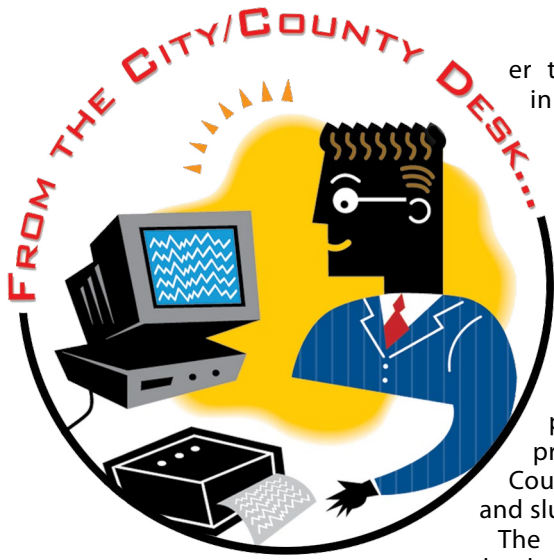
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er transit-dependent populations in rural areas.

Proposed project total:
\$321,743

Changes:
Increase project estimate by \$103,809 to match the Federal Transit Administration (FTA) grant/allocation amount.

◆ The City's 2024 street preservation plans were approved this week when City Council approved paving, chipseal and slurry seal contracts.

The City of Bend is preparing to do about \$4.6 million worth of street preservation contract work this year that will improve approximately 59 lane miles in Bend. This includes about 16 miles of paving, 21 miles of chip seal, and 22 miles of slurry treatments. The attached map shows which roads will get treated this summer.

The City's "Keep Good Roads Good" philosophy means we maintain and preserve streets with the most cost-effective treatment for the road condition — the right treatment at the right time. Maintenance treatments for the 2024 construction season include:

- Paving — Old asphalt is ground out and replaced or a new layer of asphalt is paved on top of existing roadway. Process can take a couple of days.
- Chip seals — Asphalt emulsion and rock are applied to the road. Rolling, short term closures.
- Slurry seal — A treatment typically for low-volume residential streets. One-day closures.

A road's condition helps the City determine maintenance plans. The worst roads need full reconstruction. Recon-

struction is exponentially more expensive than maintenance, which is not an efficient use of maintenance funds and more likely to be paid for as part of a larger Capital Improvement Program.

"The street preservation contracts are part of our continued maintenance efforts to extend the life of our transportation infrastructure with the most cost-effective treatments and available resources," said Transportation and Mobility Department Director David Abbas. "We have 900 lane miles of roads to maintain, and the cost of maintaining streets has increased considerably in recent years. In future years as the transportation fee increases our revenues, we will be able to steadily improve the pavement conditions."

To learn more about Bend's street preservation practices, visit bendoregon.gov/streetpreservation. To subscribe to weekly emails to plan your best route around road work and construction, visit bendoregon.gov/traffic for the weekly road and traffic report.

DESCHUTES COUNTY

◆ Deschutes County recently released reports that show the room tax collection results for FY 2023-24, updated through the month of February 2024.

Please keep in mind that these funds are recorded on a cash basis; therefore, this information reflects the results of payments for activity through January 2024.

To access the full report go to CascadeBusNews.com and search *Transient Room Tax Collections*.

◆ On March 20, the Deschutes County Board of Commissioners adopted the updated Deschutes County Transportation System Plan (TSP). The plan will go into effect in June.

The TSP is a long-range plan that identifies improvements to the County's transportation facilities and services to accommodate projected population and employment growth within the County for the next 20 years. The plan includes more than 100 needed transportation projects identified by the community and transportation professionals throughout Deschutes County.

"TSP updates were based on a robust engagement process that spanned several years," said Chris Doty, Deschutes County Road Department director. "With community input, we've identified key opportunities make the County's transportation safer and more efficient."

The plan focuses on preserving existing investments while accommodating current and future transportation needs.

The TSP includes prioritized investments in areas such as intersection changes, roadway segments, pedestrian and bicycle facilities, bridges, and transit.

The TSP includes a variety of investments in:

- **Roadway improvements:** Estimated at a total cost of \$88.6 million, these projects involve modifications to roadway segments to accommodate increased traffic and support future growth.
- **County investments in ODOT intersections:** Estimated at a total cost of \$41.1 million, these projects involve collaboration with the Oregon Department of Transportation (ODOT) to improve intersections.
- **Intersection changes:** Estimat-

ed at a total cost of \$28.5 million, these projects aim to improve traffic flow and safety at various intersections within the county.

- **Bridges:** Estimated at a total cost of \$16 million, these projects involve the modification or construction of bridges to improve connectivity and safety for all users.
- **Investments in Recreational Areas:** Estimated at a total cost of \$8.8 million, these projects leverage funding from the Federal Lands Access Program (FLAP) to enhance transportation facilities providing connections to key recreational areas and economic development priorities adjacent to or within Federal lands.
- **Pedestrian safety:** Estimated at a total cost of \$6.3 million, these projects focus on enhancing pedestrian safety and accessibility throughout the county.

◆ On March 20, the Deschutes County Board of Commissioners held a public hearing to discuss the Wilson Avenue Housing Program, which serves men on supervision with Deschutes County Parole & Probation. The County purchased the triplex at 640 SE Wilson Ave in Bend with grant funding from the State of Oregon. The program provides interim and long-term housing for men who are involved with the justice system and would otherwise experience acute homelessness.

Commissioners heard public testimony from community members about the program and voted 2-1 to direct staff to look for an alternate location for the program in Bend or Redmond. Commissioner Phil Chang voted against the motion, articulating that he'd like more information about how the County would purchase a new property and address neighbor concerns about a new location.

Commissioners will continue their discussion about the program in April.

REDMOND

◆ The City of Redmond is currently seeking proposals from qualified tourism marketing and management teams and/or professionals to facilitate the re-investment of room tax revenue into tourism promotion and tourism related facilities (ORS 320.300 to 320.365).

A successful proposal will reflect a breadth of Destination Marketing Operator (DMO) services; responsible for creating and placing tourism promotion content, developing Redmond as a tourism destination, performing research, and following industry trends. These efforts seek to meet the needs of the local lodging industry in enhancing Redmond's tourism industry while maximizing room tax revenue for the City of Redmond.

The selected contractor shall be awarded a contract of up to three-years, slated to begin July 1, 2024. The initial projected funding for this work in FY 24/25 is approximately \$362,000.

Proposals are due by 4pm PST, Wednesday, May 1, 2024. For more information on the request for proposal (RFP) or the RFP process please visit redmondoregon.gov/business/rfps-rfq. Detailed information regarding the requested services can be found under Exhibit A — Scope of Work. Additional questions regarding the RFP process may be directed to the Director of Communications/IT Heather Cassaro at heather.cassaro@redmondoregon.gov or by phone at 541-504-3031.

BEND

◆ The Bend Metropolitan Planning Organization (BMPO) Policy Board will consider approval of three amendments to the Metropolitan Transportation Improvement Program (MTIP) at their next meeting, on April 19, 2024, at 12pm. Public comments can be submitted via email for the next three weeks to kkennedy@bendoregon.gov, or during Public Comment at the hybrid (in-person/online) Bend MPO Policy Board meeting.

In-person meeting information, including a Zoom link to attend online, will be posted to the **BMPO Policy Board webpage** one week prior to the meeting date.

Summary of Amendment:

Project Key Number:
21969

Project Name & Description:
Enhanced Mobility Program - COIC FFY22. Enhanced mobility small urban program funding to improve transportation services to those with special needs, seniors, and oth-

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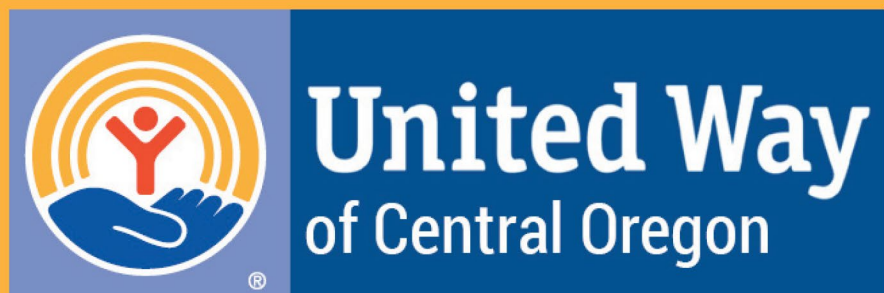
We're elevating community needs, building partnerships, and creating solutions for Central Oregonians to live better lives.

Nearly 40% of Central Oregon households struggle to make ends meet. Racially and ethnically diverse families are more impacted - 58% are struggling.

We work with local nonprofits to increase the availability of services and prioritize positive mental health, culturally specific services, and housing stability.

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Ironing Out Business Efficiencies

by Expert SUE MEYER —
Central Oregon Community College

Question:

I create jewelry and I'm starting to make sales at events and through my website, but since I am the only one in my business, I'm working 14-hour days and I'm very disorganized. What are some tips for being more efficient?

A: Congratulations on your business growth! Here are several steps to help you prioritize and get organized:

1) Focus on your "best" customers — those who purchase the most (or highest price) items and provide referrals and testimonials. If a small order takes the same (or more) time to fulfill than a large order, set expectations for the future about how and when orders will be completed. Even Amazon prioritizes small orders for 7-to-10-day delivery.

2) Prioritize and set realistic deadlines. Identify what HAS to be done for each sale cycle (example: each week) and what can be deferred. If there's something that stays on the list for a long time and doesn't get done, maybe it's not important right now or perhaps it could be outsourced.

3) Organize your physical workspace and filing systems to increase productivity and reduce distractions. Consider digital tools like calendars, to-do lists and note-taking apps to keep track of appointments, reminders and important information all in one place.

4) Identify activities that can be automated or streamlined, such as point-of-sale tools integrated with calendars, inventory, accounting, marketing and customer management processes. Square and Shopify are two examples.

5) Calendar your priority activities, including breaks, and listen to your "body

clock." If you are most focused in the morning, work on top priorities then. If your "best time" is the afternoon, make sales calls or conduct outreach in the morning and work on top priority items in the afternoon. Schedule time for exercise and rest. You can't maximize effectiveness if you're going every day for 14 hours a day, even if it's exciting and you love what you do. Mental and physical rest can lead to improved productivity.

6) Regularly review your performance, financials and processes; celebrate small wins and identify areas for improvement.

7) Ask for help: Don't hesitate to consult with professionals, such as accountants or business advisors for guidance on specific business actions.

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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Impacts of National Association Settlement

Continued from page 1

market — the jury found for the plaintiffs.

The proposed agreement to end litigation, concluded on March 15, requires NAR to pay \$418 million in damages over the next four years and implement process changes that would significantly expand buyer-broker agreement requirements across the country, and remove cooperative compensation information from MLS's, ostensibly allowing more room for negotiation.

Real estate agents argue that commissions have long been negotiable, and there is no standard set — such as has been suggested in the media, in the 6 percent range.

NAR agreed to create a new MLS rule prohibiting offers of compensation on the MLS. This will mean that offers of compensation cannot be communicated via an MLS, but they could continue to be an option consumers could pursue off-MLS through negotiation and consultation with real estate professionals.

Sellers can still offer buyer concessions on an MLS (for example—regarding buyer closing costs). The changes will go into effect in mid-July 2024.

NAR also agreed to create a new rule requiring MLS participants working with buyers to enter into written agreements with their buyers before the buyer tours a home. NAR has actually long encouraged its members to use written agreements to help consumers understand exactly what services and value they provide, and for how much.

These buyers broker agreements will also set the amount of compensation, how it is determined, and where it comes from.

NAR continues to deny any wrongdoing and maintains that cooperative compensation and professional representation is in the best interest of consumers. Changes triggered by the settlement could also be used as an opportunity to explain their clients' options, as seemingly many home buyers simply were not aware that the fee for their agents was typically covered by the seller.

The settlement, which must be approved by a judge, provides a path forward for real estate professionals, REALTOR® associations, brokerages, MLSs, and other industry stakeholders.

"Ultimately, continuing to litigate would have hurt members and their small businesses," NAR Interim CEO Nykia Wright said.

"While there could be no perfect outcome, this agreement is the best outcome we could achieve in the circumstances. It provides a path forward for our industry, which makes up nearly one-fifth of the American economy, and NAR.

"For over a century, NAR has protected and advanced the right to real property ownership in this country, and we remain focused on delivering on that core mission."

At the heart of the proposed rule changes is the uncoupling of commission — buyers and sellers would now each be responsible for paying their own agents

rather than making sellers cover fees for both. For buyers, especially those already struggling to amass a down payment for a home, this could present a challenge.

"NAR exists to serve our members and American consumers, and while the settlement comes at a significant cost, we believe the benefits it will provide to our industry are worth that cost," added NAR President Kevin Sears.

"NAR is focused firmly on the future and on leading this industry forward. We are committed to innovation and defining the next steps that will allow us to continue providing unmatched value to members and American consumers.

"This will be a time of adjustment, but the fundamentals remain: Buyers and sellers will continue to have many choices when deciding to buy or sell a home, and NAR members will continue to use their skill, care and diligence to protect the interests of their clients."

Some buyers could also opt to approach properties directly, but agents caution that those who go it alone are more likely to fall victim to fraud or misunderstand the process, which could actually end up being more costly.

Wright added, "NAR has worked hard for years to resolve this litigation in a manner that benefits our members and American consumers. It has always been our goal to preserve consumer choice and protect our members to the greatest extent possible. This settlement achieves both of those goals."

Lester Friedman, Managing Principal Broker with Bend-based Premiere Property Group and Central Oregon Association of Realtors (COAR) Board NAR Director, said: "One concern could be that if a Seller is unwilling to participate in a buyer broker fee, how does a prospective purchaser afford professional representation?"

"This could be particularly challenging for low- and middle-income buyers who may already be finding it difficult enough to come up with a downpayment. Does that mean buyer professional representation is going to be more a preserve of the wealthier client?"

"There are so many unknowns remaining, the settlement process still needs to go through final vetting, but it is mainly creating different mechanics, principally in the way we work with buyers.

"One big issue is the requirement for a signed contract with a buyer before we can show them a property, so, say you are approached at an open house, are you going to have a contract signed with someone you have never met before?"

"The way the settlement is proposed a Buyer Broker Agreement would need to spell out what the agent will do for the buyer and indicate the amount of a commission whether percentage or flat fee etc.

"We have always had buyer broker agreements available, and it is good practice, especially as it articulates expectations and parameters of the agent in terms of service and value.

"The other piece is that the MLS will no longer be a place where realtors exchange information on compensation, which often incentivizes more buyers but will not be learned by their agents upfront.

"There has been a lot of misinformation about so-called standard commission rates — in fact, there is not one and it has always been negotiable. I got into the business 25 years ago and the Bend market average compensation for buyer brokers has actually been 2.4%.

"These suits seem to be part of the anti-trust movement, but the settlement was crafted in the best interests of NAR members rather than going through five years of appeals and potentially leaving agents exposed."

Scott Besaw, owner, and principal broker with Stellar Realty Northwest, said, "My initial takeaways following this agreement is that I still believe that it is in the buyers and sellers' best interest to use the services of a real estate agent and have their OWN representation.

"I also believe that our current system has been working for buyers and sellers when it comes to buying and selling real estate.

"I do not think this change means the extinction of the buyer's agent by any means... Obviously, this looks like it is going to change some of the ways we conduct business, but there are still so many unanswered questions.

"One thing I know is that we will navigate this together and figure out the best ways to move forward. For now, I think the best way moving forward in the moment is to first not hit the panic button and start having some proactive discussions with each other within the company on what this means for our clients and the discussions we have with them."

Owner and principal broker of PLUS Property Management, Lawnae Hunter, who has over 35 years of experience in general real estate brokerage, added, "It may take some time, but this is going to settle out.

"We are going through transition, as have many other industries, but people still need well-informed agents to represent them on both sides.

"In many ways we can see these as positive changes to embrace, including an increased ability for buyers to really understand the role of agents and the services and value they can bring to a transaction.

"We live in a world that is changing. I have seen a lot of changes in my career, and we are going to survive, and ultimately customers will be better educated about the process."

About NAR:

The National Association of REALTORS® is America's largest trade association, representing more than 1.5 million members involved in all aspects of the residential and commercial real estate industries. The term REALTOR® is a registered collective membership mark that identifies a real estate professional who is a member of the National Association of REALTORS and subscribes to its strict Code of Ethics.

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Reaching New Heights

PrideStaff Wins 2024 Best of Staffing Client & Talent 15-Year Diamond Awards

15-Year Diamond Award winners have won ClearlyRated's Best of Staffing Award for 15 consecutive years by consistently earning industry leading satisfaction scores from clients and placed job seekers.

provided by PRIDESTAFF

PrideStaff has announced that it is the only nationwide staffing firm, with \$100 million or more in annual revenue, to earn ClearlyRated's Best of Staffing 15-Year Diamond Awards for Client and Talent satisfaction.

Year-after-year, PrideStaff has earned industry-leading satisfaction scores that surpass the rest:

- Fewer than 0.1% of all staffing firms in the U.S. and Canada earned the Client and Talent 15-Year Diamond Awards.
- PrideStaff received a Net Promoter Score from its clients that was over 100% greater than the industry average of 36.
- Over 90% of PrideStaff's candidates said they would likely recommend PrideStaff to friends.

PrideStaff has proven to be an industry leader in service quality based entirely on ratings provided by clients and candidates. On average, customers who work with winning agencies are more likely to be completely satisfied with the services provided, compared to those working with non-winning agencies.

"We're honored to earn the prestigious 15-Year Diamond Award from ClearlyRated, highlighting the exceptional service experience we've delivered to our clients and candidates," said PrideStaff Co-CEO Tammi Heaton.



GRAPHIC | COURTESY OF PRIDESTAFF

PrideStaff is the only nationwide staffing firm with 100 million or more in annual revenue to earn ClearlyRated's Client and Talent Best of Staffing 15-Year Diamond Awards.

"We consistently focus on what matters most to our customers, leverage cutting-edge technology, best-in-class processes, and individualized support from our local offices to help our clients and job seekers reach their goals," continued Heaton. "Throughout the past year, we've provided effective staffing solutions to employers needing to adapt to a rapidly changing employment market.

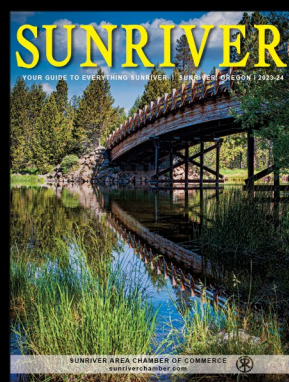
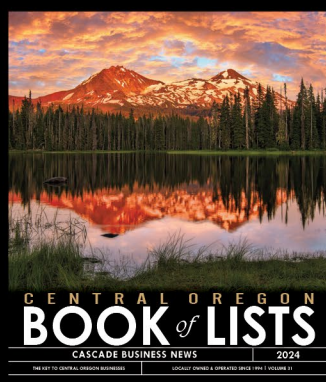
For job seekers, we've successfully strived to understand what each person wants from their job and use that information to connect them with top employers offering rewarding work. We're thrilled to once again be recognized for creating unparalleled experiences for those we are privileged to serve."

"I'm so excited to introduce the 2024 Best of Staffing winners alongside their verified ratings and reviews on ClearlyRated.com," said ClearlyRated Founder and CEO Eric Gregg. "These firms have proven their commitment to providing outstanding experiences and superior service. They're raising the bar for excellence and I couldn't be more proud to celebrate their success — cheers to you all!"

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Legend Cider

Continued from page 1

moldy interior that even had food in an old refrigerator.” Not to mention “the overgrown outside area covered in barbed wire and an outstanding water bill of more than \$1,000.”

Continued Baumann: “The move there was pretty intense — as we were still paying to lease the old space, and didn’t have a signed lease on the new space until eight days before we had to be out. It was down to the wire — a chaotic, stressful time.”

Doing nothing to ease the tension was the physical move, which included “tons of heavy equipment, including two 90-barrel stainless steel fermentation tanks that spent the last year collecting dust,” said Baumann, “and which would no longer be safe to pressurize if they were dinged or dented en route.” On the plus side, “our employee team really rallied,” she said. “It was a labor of love.”

The Bluewood Place facility “is about twice as large as the original one on U.S. 97,” said Baumann, “with a new brew system that is 10 times the volume. This will enable us to cover the entire state, including Portland, Eugene, and the coast. In addition, we’d love to ‘tap into’ (pun intended) Washington, California, and Nevada.” She added that “we’re also looking for a third taproom location (to augment the ones in La Pine and Talent, a small city between Ashland and Medford), but will keep all production in La Pine.”

Legend Cider’s Bluewood Place interior — designed by Baumann — “hearkens back to the ‘good old days,’” she said, “a trip into nostalgic Oregon when people weren’t worried about divisions and discord,”

It features an entrance area that “feels like a well-appointed living room,” as one patron described, with an expansive bar section, 28 ciders on tap, cocktails and wine; a children’s play space, and abundant seating options. Two food trucks are



THE FAMILY-FRIENDLY INTERIOR “HEARKENS BACK TO THE ‘GOOD OLD DAYS.’”

parked outside. “We have always been very focused on having a family-friendly space,” said Baumann, “and have been able to amplify everything we nailed the first time in our new location.”

Adding to the ambience is a section that, commented a customer, “resembles a cross between a general store and a fashion boutique, with women’s wear, home décor, and house-screened Legend merchandise.”

“I come from a retail background, rather than cider,” noted Baumann, “and the majority of merchandize we stock is from Oregon-based companies — a mix of local and unique items for our customer base. It’s a passion project for me.”

She added that “Our reception from the community has been so warm and fuzzy. Because our customers care so deeply about what we’re doing, it really hurt our hearts to not share what we were going through until the details were finalized. Now that the new space is open, customers — many of whom we consider extended family and friends — can come and enjoy Legend Cider again, and we have full transparency.”

And, said Baumann, “just as we converted a vacant lot and a decrepit building into something to be proud of, Tyler and I hope that we’ll also have a positive impact on other local businesses, and inspire them to similarly take accountability for our town.”

A final note: “There has been a huge move in the industry away from alcohol, which we wanted to embrace — not ignore. Everywhere you look,” said Baumann, “there are seamless, non-alcoholic options such as mocktails and non-alcoholic beers. We want everyone to feel they belong here. Legend Cider is not about drinking, but about gathering.”

legendcider.com



LIBATIONS INCLUDE 28 CIDERS ON TAP, COCKTAILS AND WINE, AND NON-ALCOHOLIC OPTIONS | PHOTOS COURTESY OF LEGEND CIDER

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Do Your Employees Wear Uniforms?

NLRB Determines That Employees Are Protected in Wearing Black Lives Matter Pins at Work

by **BECKY ZUSCHLAG, Attorney & HANNAH LaCHANCE, Law Clerk — Barran Liebman LLP**

The National Labor Relations Act (NLRA) is a federal law providing labor rights to millions of employees throughout the United States. A common misconception is that the NLRA only applies to unionized employees. However, there are certain rights under the NLRA that apply to most private-sector employees, regardless of union status. One example is the right to engage in concerted activity for mutual aid or protection. Under Section 7 of the NLRA, employees have a protected right to engage in concerted activities for the purpose of collective bargaining or other mutual aid or protection. It is unlawful for an employer to discipline or otherwise retaliate against an employee for engaging in protected concerted activity. Determining what types of employee conduct are protected by Section 7 can be a challenging, but important process.



Becky Zuschlag



Hannah LaChance

because wearing the BLM marking was sufficiently linked to concerted activity for mutual aid or protection. According to the Board, “an individual employee’s action is ‘concerted’ within the meaning of Section 7 if it is a ‘logical outgrowth’ of employees’ prior or ongoing protected concerted activity.” In this case, the prior concerted activity was a discussion with management regarding racism and vandalism of the Black History Month materials. The Board reasoned that the employee’s insistence on wearing the BLM marking was “directly related” to these incidents of concerted activity.

An employer’s interference with employees’ right to engage in protected concerted activity, such as displaying protected insignia like the BLM marking in this case, is presumptively unlawful. An employer can overcome this presumption by showing that the interference with employees’ rights was justified by special circumstances, such as safety, public image, or damage to products, but the burden is on the employer to prove this. Home Depot was not successful in making the “special circumstances” argument with regard to public image, safety, and employee dissension because: 1) they allow a multitude of other markings to be displayed on aprons, including LGBTQ pride and cultural symbols, 2) there was not enough evidence to support the allegation that the BLM markings posed a safety risk to employees, and 3) the fact that other employees disagree with the markings is not a sufficient reason to prohibit them.

What is concerted activity for mutual aid or protection?

Concerted activity for mutual aid or protection generally occurs when two or more employees take action for mutual aid or protection regarding the terms and conditions of their employment. In certain situations, a single employee can also engage in concerted activity. This can happen through solicitations to a group of employees or when an employee is acting on the authority of other employees, attempting to induce group action, or bringing complaints to the employer on behalf of a group. Two obvious examples of protected concerted activity include employees circulating a petition for better working conditions and employee walkouts. Less obvious examples of protected concerted activity include social media posts regarding working conditions, as well as issues like employee dress codes, as discussed in the National Labor Relation Board’s (NLRB) recent decision on this issue, *Home Depot, Inc.*, 373 NLRB No. 25 (2024).

The Home Depot Case

In *Home Depot USA, Inc.*, the NLRB found that employees at a Home Depot store in Minnesota were subject to racially discriminatory behavior by a coworker. Employees prepared materials to celebrate Black History Month, and the materials were vandalized numerous times. Employees also wore BLM markings on their aprons in an effort to show support for communities of color. The company told an employee that he could not return to work until he removed the BLM marking from his apron.

The employee resigned and claimed that management violated his NLRA Section 7 rights by refusing to allow him to continue working while wearing the BLM marking. The NLRB decided that this was a violation of the employee’s Section 7 rights,

Employer Takeaways

When making policy or disciplinary-related decisions, employers should consider whether the employee has engaged in protected, concerted activity. Even if employees are not members of a union, most private-sector employees are still protected under the NLRA from retaliation for exercising their Section 7 rights. Like in *Home Depot*, these issues can arise where employers least expect them — like in a social media post that criticizes the employer, or a patch with a political message on a work uniform. For assistance with evaluating whether an employee has engaged in protected concerted activity, and how to navigate the situation, employers should contact trusted legal counsel.

Becky Zuschlag is an attorney and Hannah LaChance is a law clerk and future attorney at Barran Liebman LLP. For questions, contact Becky at 503-276-2151 or bzuschlag@barran.com.

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Alpine Abatement Associates, Inc. PO Box 1557 Bend, OR 97709	541-388-2672	N/A	www.alpineabatement.com Service@AlpineAbatement.com	Joe Billings, Riley Billings	30	1989	Hazardous material removal-Asbestos, mold, lead & PCB; demolition-residential & commercial; concrete polishing & cleaning.
Bend-Redmond Habitat For Humanity 224 NE Thurston Ave. Bend, OR 97701	541-312-6709	N/A	www.bendredmondhabitat.org rcooper@brhabitat.org	Carly Colgan	28	1998	Bend-Redmond Habitat builds strength, stability & self-reliance through affordable homeownership for families & individuals in Bend & Redmond. We are dedicated to changing lives by bringing people together to help make a difference in our communities through affordable housing. Since 1989, Bend-Redmond Habitat has built 167 homes & repaired 146 more, providing more than 1042 children & adults a safe, secure & healthy home. The Bend ReStore is a home improvement resale center that accepts & sells a wide variety of building materials, appliances & home furnishings. All proceeds from the ReStore benefit Bend-Redmond Habitat's mission.
Botanical Developments 63007 Lower Meadow Dr. PO Box 6326 Bend, OR 97701	541-617-5926	541-617-0443	www.botanical-developments.com ron@botanical-developments.com	Ron Kidder	5	2000	Landscape architecture, construction, maintenance & habitat restoration company committed to ecologically sound landscape practices.
Brilliant Environmental Building Products 327 NW Greenwood Ave., Ste. 100 Bend, OR 97703	541-317-0202	541-550-2230	www.brilliantmaterials.com info@brilliantmaterials.com	Jorden Swart	2	2008	Specializing in sustainable building materials for the interior of a home such as wool carpet, cork flooring, bamboo, counter tops, paints, stains & more.
Deschutes Land Trust 210 NW Irving Ave., Ste. 102 Bend, OR 97703	541-330-0017	541-330-0013	www.deschuteslandtrust.org info@deschuteslandtrust.org	Michael Rubovits	15	1995	The Deschutes Land Trust conserves & cares for the lands & waters that sustain Central Oregon, so local communities & the natural world can flourish together for generations to come.
E2 Solar 20784 NE High Desert Lane Bend, OR 97701	541-388-1151	N/A	www.e2.solar sales@e2.solar	Customer Service	12	2005	Installing custom-designed solar electric systems, a reliable & affordable energy solution for homes & businesses.
Energy Trust of Oregon 421 SW Oak St., Ste. 300 Portland, OR 97204	866-368-7878	503-546-6862	www.energytrust.org Abi.Sloan@energytrust.org	Abi Sloan	159	2002	Cash incentives & technical assistance for energy efficiency improvements & renewable energy systems.
Miller Conservation Consulting PO Box 6376 Bend, OR 97708	541-389-9115	N/A	goosemiller@msn.com	Marilyn Miller	1	1965	Protect, defend & restore the quality of the natural environment & maintain integrity of ecosystems educate the public the need to understand & support these objectives - study, explore & enjoy wildlands.
Oregon Natural Desert Association (ONDA) 50 SW Bond St., Ste. 4 Bend, OR 97702	541-330-2638	N/A	www.onda.org onda@onda.org	Ryan Houston	17	1987	Protects, defends & restores Oregon's high desert for present & future generations.
Oregon Wild 2843 NW Lolo Dr., Ste. 257 Bend, OR 97703	541-382-2616	N/A	www.oregonwild.org info@oregonwild.org	Erik Fernandez	2	1974	Working to protect Oregon's wildlands, wildlife & waters as an enduring legacy for future generations.
Parametrix 150 NW Pacific Park Lane, Ste. 110 Bend, OR 97701	541-508-7710	855-542-6353	www.parametrix.com bjohnson@parametrix.com	Barry Johnson	30	2015	Civil engineering, environmental planning & documentation, surveying.
PBS Engineering & Environmental Inc. 390 NE Emerson Ave., Ste. 201 Bend, OR 97701	541-388-9290	866-727-0140	www.pbsusa.com alex.fischer@pbsusa.com	Alex Fischer	9	1998	Phase I & Phase II site assessments, environmental remediation & monitoring, regulatory compliance, stormwater permitting & sampling, natural resources & wildlife services, industrial hygiene & health & safety including indoor air quality, exposure monitoring & asbestos, lead & fungal services.

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Terry Sprecher RG, CWRE
Registered/Licensed Geologist in OR, WA
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The Current Mixed-Use Building

Using 15% Less Energy By Design

CBN Staff Report

The Current's owner, Horizon Realty Advisors, challenged the project's design team to deliver a mixed-use building designed with the environment in mind. Bend-based SĀJ Architecture delivered, creating a 202-residential-unit project that uses 15% less energy than Oregon energy code requires and provides much-needed housing close to outdoor recreation and within walking distance of shopping, restaurants, entertainment, and other services.

The 163,208-square-foot building's name itself reflects a design theme focused on the project's solar energy production, the energy created by a vibrant community, and the power of the nearby Deschutes River's currents. The team is seeking U.S. Green Building Council LEED for Homes Gold Certification for the project, said The Current's principal architect Seth Anderson, AIA, NCARB, LEED AP, of SĀJ Architecture.

"Buildings are responsible for an estimated 40% of energy use in the United States," said Anderson, who in 2011 became one of the first architects in the nation to apply the International Green Construction Code (IgCC) to a project. "This gives architects a chance to do better for the environment and make a meaningful impact by reducing energy use when we design new buildings and update existing ones."

Federal energy-use targets provide a powerful tool in reducing carbon emissions. Oregon seeks to further decrease building energy use by exceeding these national standards. This challenges architects and engineers in the state to find creative and cost-effective solutions to incorporate energy savings into their designs, Anderson said.

The Current features a 170-kW solar array, which will produce an estimated 250,000 kWh of electricity annually. "This is enough energy to power 100% of The Current's lighting, cooling, elevators, and ventilation," Anderson said.

In addition to producing energy, The Current also uses less energy than most housing. While Oregon's goal for apartments is an energy use intensity (EUI) of 30, The Current comes in at just 21 EUIs. This savings is due in part to the building's all-electric heat pump water heating (HPWH) system, Anderson said. Water heating accounts for 17-32% of a typical home's energy usage, according to the U.S. Energy Information Administration. The Current's system uses CO₂ as a refrigerant, which allows it to operate much more efficiently than traditional systems.



THE CURRENT'S COMBINATION OF COVERED AND TUCK-UNDER PARKING HELPS REDUCE THE DEVELOPMENT'S CONTRIBUTION TO BEND'S "HEAT ISLAND" EFFECT | RENDERING COURTESY HORIZON REALTY ADVISORS

charging stations. To better incorporate the building into its location, SĀJ took advantage of the sloping site to provide tuck-under parking that uses the building to shield street views of parked cars. This tuck-under parking, combined with additional covered parking, also reduces the development's potential contribution to Bend's "heat island" effect (the reflection of the sun's heat by urban infrastructure that causes higher ambient temperatures relative to outlying areas). The Current is slated to open in June 2024. To learn more, visit TheCurrentBend.com.

saj-architecture.com




THE CURRENT'S SOLAR ARRAY WILL GENERATE ENOUGH ENERGY TO POWER 100% OF THE BUILDING'S LIGHTING, COOLING, ELEVATORS AND VENTILATION | PHOTO COURTESY SĀJ ARCHITECTURE

The Current (located at 954 Emkay Drive) is also an example of using smart urban infill strategies to increase housing density and reduce vehicle trips. "When we build dense, environmentally friendly housing where people want to live, work, and play, we reduce each home's environmental footprint and eliminate a lot of vehicle miles traveled," said SĀJ Project Architect Brad Thomas, who is working on The Current. "We also avoid disrupting natural biomes for the construction of lower-density housing. By building this amount of density on a 2 1/2-acre infill site in the heart of Bend, we're eliminating the need to use 24-30 acres of undisturbed natural lands for single-family home construction."

The Current features two-story walk-up units accessed from Emkay Drive, a first-of-its-kind design in Bend. This feature helps connect the building and residents to the street. The community includes a coffee shop; dog and bike "all-wash;" secure bike storage and ski/snowboard/gear repair station; fitness center; study and co-work lounges; and a rooftop common area, outdoor deck, and spa. A "green wall" in the lobby brings nature indoors, said SĀJ Interior Designer Emily Edmunds. "Bend residents are so active and involved with the outdoors, we wanted to bring that element to the interior space to create that connection."


For its residents who use personal vehicles, The Current offers six electric vehicle



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Solar Store, The 184 NE Kearney Ave. Bend, OR 97701	541-388-3637	Same as phone	www.TheSolarStore.com info@thesolarstore.com	Michael Ridden	3	2004	Local service with online pricing for Solar systems & components.
Sprecher Group 2445 NE Division St., Ste. 300 Bend, OR 97703	541-306-3709	N/A	www.sprechergroup.com terry.sprecher@sprechergroup.com	Terry Sprecher	1	2008	Environmental site assessment & remediation; soil & groundwater sampling; water rights consulting.
Sunlight Solar Energy, Inc. 150 NE Hawthorne, Ste. 200 Bend, OR 97701	541-322-1910	N/A	www.sunlightsolar.com kayla@sunlightsolar.com	Kayla Layden	16	1988	Full-service, turn-key solar design & installation of grid-tied photovoltaic (PV) electric systems for homes & businesses throughout Oregon. Provides battery storage solutions, EV chargers & solar pre-wire services.
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	Educate & empower Central Oregonians to advance a sustainable future, for people & the planet.
The Trust For Public Land (Bend Office) 15 SW Colorado Ave., Ste. 100 Bend, OR 97702	541-322-0133	N/A	www.tpl.org oregon@tpl.org	Kristin Kovalik	2	2002	Creation & conservation of parks, gardens, historical sites & natural areas. Green-space planning, fundraising & park design.
WinterCreek Restoration LCB #100331 63405 Deschutes Market Rd. Bend, OR 97701	541-420-0083	N/A	www.wintercreeknative.com Kraig@worthygardenclub.com	Kraig Esswein	7	2000	Native plant nursery, retail & wholesale plant sales, conservation planning, ecological restoration, educational services. LCB # 100331
Zamp Solar 63255 Jamison Rd. Bend, OR 97703	541-728-0924	N/A	www.zampsolar.com support@zampsolar.com	Conor Miller	45	2010	Zamp Solar specializes in 12-volt solar charging systems for off-grid, RV, marine, agriculture & other applications. Offer a variety of portable & hard mounted solar kits made right here in Bend, OR USA.

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



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Sunlight Solar

Continued from page 1

emphasis on local, sustainable energy solutions marks a vital step in addressing climate change.

Central Oregon's advantageous geography — receiving an average of 20 to 30% more sunshine than the Willamette Valley region — combined with state incentives further bolsters the case for solar power. The Energy Trust of Oregon and the Oregon Department of Energy (ODOE) are currently offering rebates and incentives. Additionally, homeowners can leverage a federal tax credit to deduct 30% of solar installation costs from their federal taxes, substantially decreasing tax liability.

The Energy Trust of Oregon offers a \$450 rebate for Pacific Power customers installing a solar electric system. This rebate will sunset sometime in 2024, so if you're considering solar, act soon to take advantage of this program. The ODOE may also provide rebates for solar electric system installations, with amounts varying based on income level — categorized as either low-to-moderate or not income-restricted — and electricity provider. In Central Oregon, eligible electricity providers include Pacific Power, Midstate Electric Cooperative, and Central Electric Cooperative, making many residents potential beneficiaries of

this rebate program.

The financial benefits of solar energy are clearly visible, especially with rising power costs, yet its advantages extend beyond the economic. Alongside solar energy's positive environmental impact, the durability and resilience of the systems add significant value. With a 25-year warranty on the panels and the capacity to retain 92% of their power by year 25, they are built to last. Israel also highlights the industry's advancements in predicting solar output. Software now provides precise forecasts, even considering weather variations and shading, accurate to within plus or minus 5%. This accuracy and real-time monitoring via apps maximizes solar investments and guarantees efficiency.

Homeowners, in particular, have also shown a growing interest in solar batteries, driven by a desire for resiliency and the increasing threat of wildfires and adverse weather in Central Oregon. Israel remarks, "The popularity of batteries, especially for their resiliency, is evident during challenging weather. With battery backup, homes could maintain heating during periods of extreme cold despite a potential grid outage. Although the initial investment for a battery system is significant — around \$20,000 installed — incentives are available to help reduce these costs."

Continued on Page 14 ▶

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The Current Mixed-Use Housing, Bend:
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Sunlight Solar

Continued from page 13

Sunlight Solar’s involvement with commercial projects, both private and public — such as the solar installation at Deschutes Public Library in Redmond — showcases the expanding appeal of solar energy solutions. Oregon state laws encourage the move toward solar energy in commercial spaces, mandating that 1.5% of public building construction costs be allocated to green energy technologies.

This shift is bolstered by the economic benefits of solar Power Purchase Agreements (PPAs), where developers install and manage solar systems on properties, allowing owners to purchase the generated electricity at a fixed rate for a specified period. This arrangement can offer businesses a cost-effective and sustainable energy solution without the upfront expense of installing a solar system.

Despite optimistic growth, the discontinuance of certain rebates and incentives may affect potential solar customers’ decisions. Additionally, the rise in electric vehicles (EVs) and a shift from gas appliances are reshaping the energy landscape. This has led to solar customers adding panels to power their EVs, embracing ‘pumping their own gas’ from home. These developments underscore the necessity for continuous innovation and support in the solar sector to meet the evolving demands of a sustainably powered lifestyle.

As Bend and Central Oregon continue to navigate the complexities of energy consumption and sustainability, the role of solar energy becomes ever more critical. With over three decades of experience, Sunlight Solar exemplifies the potential for solar to mitigate rising energy costs and contribute significantly to the region’s environmental sustainability goals. With the right mix of policy support, community engagement, and technological advancements, the future of solar in Bend shines brightly, promising a cleaner, more resilient energy landscape for future generations.

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PHOTO | COURTESY SUNLIGHT SOLAR

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HDFFA Begins VeggieRx Summer Enrollment

by **KELLY MOFFATT, VeggieRx Senior Manager — High Desert Food and Farm Alliance**

VeggieRx is the High Desert Food and Farm Alliance's (HDFFA) free, fresh produce prescription program that helps improve healthy eating habits and prognosis for individuals experiencing food insecurity and a diagnosis with diet-modifiable disease(s). Participants receive ten weeks of fresh locally grown produce, nutrition education, and one-on-one support from HDFFA's registered dietitian.

On April 2, we opened enrollment for the summer season. There will be two ten-week groups: May 15-July 17 and August 7-October 9.

Participants enrolled in our program eat more vegetables/fruits and experience less food insecurity. Participants are provided tools to shop for produce on a budget, use fresh ingredients, and stretch their meals to last longer. True to our mission of supporting local, all the produce is purchased or provided by regional farmers. Since the program began in 2018, we have invested \$134,899 in fresh food from local farmers, with a total impact of \$191,855 on the local economy.

This year we have three locations for VeggieRx. The program is offered in Bend, Madras and Warm Springs. Each location has a different delivery model. The Bend location will have a Farmer's Market shopping model. Madras will have a CSA produce-share delivery model, and Warm Springs will have a CSA-share pick-up model. We have partnered with Around the Bend Farms and Ag Connect this year to provide produce for the Warm Springs CSA pick-up group. In Warm Springs we are partnering for the second year in a row with the Warm Springs Family Resource Center, which hosts the site for local participants to pick up their produce boxes.

To qualify for this program, you must be 18 years or older, experiencing food insecurity (no proof needed), and have some type of diet-modifiable disease(s). If you or know someone interested in participating in VeggieRx, please contact your



PHOTO | COURTESY OF HDFFA

provider (eg. dietitian, doctor, nurse, therapist, or social worker) to send a referral by phone or email to our VeggieRx Senior Manager: Kelly@hdfha.org or 541-310-3111. Enrollment will stay open until all spots are filled. hdfha.org

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KEY PROPERTIES

Recycled Products & Services *(Listed Alphabetically)*

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

Continued on Page 18 ▶



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Britta Hills Apartments
Bend, OR



Hollygrape Park
Bend, OR



Sisters Woodlands Mixed Use Neighborhood
Sisters, OR



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Schnitzer Steel Rebrands as Radius Recycling to Reflect Company’s Vision, Purpose & Impact on Circular Economy

provided by **RADIUS RECYCLING**

Schnitzer Steel Industries, Inc. (NASDAQ: SCHN) recently unveiled its new corporate name and identity, Radius Recycling, as part of a rebranding initiative to reflect the Company’s vision, purpose, and impact on the global economy.

For more than a century, the Company has developed robust networks to collect, process, and deliver recycled metals to customers around the world. As the global economy accelerates its shift toward low carbon technologies, the demand for these metals has grown significantly. Electric vehicles and renewable energy systems, widely acknowledged as crucial components of a sustainable future, require more metals compared to the technologies they are replacing.

As Radius Recycling, the Company’s new identity will better align with its role as one of the largest metal recyclers, more closely reflect its position in the circular economy, and further its commitment to advance the recovery, reuse, and recycling of the essential metals required to support global carbon reduction.

“While metals recycling and steel manufacturing have been the foundation of our global business for many decades, our Company’s reach now extends far beyond what the name Schnitzer Steel implies,” explained Chairman and CEO, Tamara Lundgren. “Our growth has been marked by expansion in both scope and scale, and we now operate in over 100 communities across North America. Our work and our purpose have never been more relevant than they are today,” she continued.

Through its integrated operating model, the Company annually diverts millions of tons of materials from landfills, delivers recycled metals to domestic and international customers, and produces some of the lowest carbon emissions finished steel products. In addition, the Company’s 3PR™ Third Party Recycling services increase recycling rates and support the sustainability efforts of hundreds of domestic retailers and manufacturers.

“Our new identity clearly affirms our vision for a sustainable future,” Lundgren remarked. “Radius Recycling is a name that represents our 3,500 employees, thousands of stakeholders, and a future in which recycled metals sit at the center

of progress, seamlessly connecting all points within the circular economy.”

“This is an exciting next step in our Company’s history, with an identity that reflects the essential services we provide to the communities in which we operate and the positive global impact of our products,” said Eric Potashner, chief public affairs and communications officer. “While our name will be changing, our Core Values of Safety, Sustainability, and Integrity will continue to serve as the foundation of our culture and will guide us for the next hundred years.”

The Company was listed as one of *TIME*’s 100 Most Influential Companies of 2023, recognized as the Most Sustainable Company in the World by Corporate Knights in 2023, and has been honored by Ethisphere as one of the World’s Most Ethical Companies for nine consecutive years.

The Company will change its NASDAQ ticker symbol to RDUS at the start of its next fiscal year in September 2023.

About Schnitzer Steel Industries, Inc. dba Radius Recycling:

Schnitzer Steel Industries, Inc. dba Radius Recycling is one of the largest manufacturers and exporters of recycled metal products in North America with operating facilities located in 25 states, Puerto Rico, and Western Canada. Radius has seven deep water export facilities located on both the East and West Coasts and in Hawaii and Puerto Rico. The Company’s integrated operating platform also includes 50 stores which sell serviceable used auto parts from salvaged vehicles and receive over 4.1 million annual retail visits. The Company’s steel manufacturing operations produce finished steel products, including rebar, wire rod and other specialty products. Radius began operations in 1906 in Portland, Oregon.

View source version:

businesswire.com: businesswire.com/news/home/20230726813790/en

Source:

Schnitzer Steel Industries, Inc. dba Radius Recycling

Data provided by Thomson Reuters

radiusrecycling.com

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Recycled Products & Services *(Listed Alphabetically)*

▶ CONTINUED FROM PAGE 16

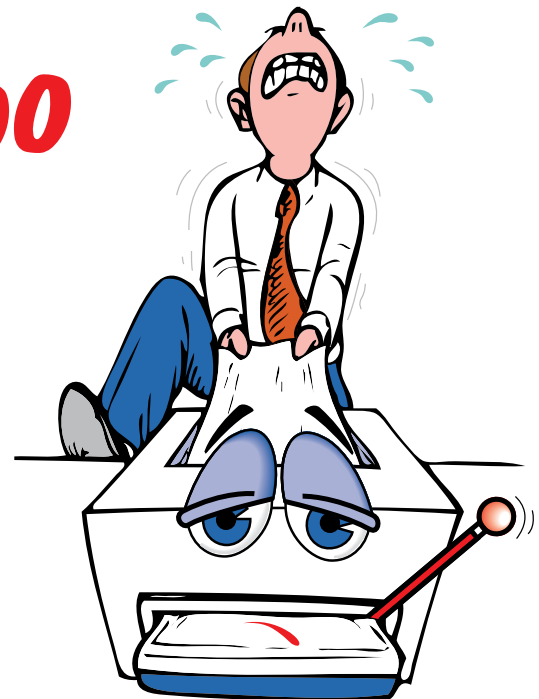
Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Services
Opportunity Foundation of Central Oregon - Madras 1412 SW Hwy. 97 Madras, OR 97741	541-475-6961	541-475-6971	www.opportunityfound.org/thrift-stores info@opportunityfound.org	Kirstin Nilles	335	1965	Designated drop spot for electronic recycling. Thrift store.
Opportunity Foundation of Central Oregon - Redmond 835 E Hwy. 126 3294 S Hwy. 97 PO Box 430 Redmond, OR 97756	541-548-5288	541-504-2115	www.opportunityfound.org info@opportunityfound.org	Marti Rasmussen	335	1965	Designated drop site for electronic waste recycling. Thrift store.
Printer Resources & Recycling, LLC 2669 NE Twin Knolls Dr., Ste. 205 Bend, OR 97701	541-318-5211	N/A	www.MyPrinterResources.com frank@myprinterresources.com	Mickey Meszaro, Frank Patka, Mark Giltner, Jennifer Clark	6	2000	Printer, multifunction, copier, plotter service & supplies. Discounted quality toner & inks, E-waste recycling services - printers, faxes, desktop copiers, computers, monitors, toners, inks, cell phones, home batteries; IT services.
Radius Recycling 110 SE Fifth St. Bend, OR 97702	541-382-8471	541-382-3893	www.radiusrecycling.com sdoyle@rdrus.com	Scott Doyle	5	1906	Scrap metal recycling.
Republic Services (formerly SecureShred) 20835 NE Montana Wy. Bend, OR 97701	541-382-2263	541-383-3640	www.republicservices.com/centraloregon sbaker6@republicservices.com	Joe Dear	2	2003	Complete on-site document destruction. Serving all of Central Oregon.
Sisters Habitat for Humanity ReStore 254 W Adams Ave. Sisters, OR 97759	541-549-1621	N/A	www.sistershabitat.org Kris@sistershabitat.org	Kris Powell	6	2007	Recycled furniture, appliances, construction materials & more.
Sisters Habitat for Humanity Thrift Store 211 E Cascade Ave. PO Box 238 Sisters, OR 97759	541-549-1740	541-549-6695	www.sistershabitat.org rick@sistershabitat.org	Rick Murray	5	2007	Used clothes, housewares, linens, books & more!
Strive Workplace Solutions 63011 Plateau Dr., Ste. 1 Bend, OR 97701	541-382-6688	541-389-1762	www.striveoffice.com kathym@striveoffice.com	Kathy Madison	6	1969	Office supplies, furniture, office machines, design planning, printing, janitorial & break room supplies.
Swift & McCormick Metal Inc. 3192 NE Sedgewick Ave. Redmond, OR 97756	541-548-4448	541-548-4061	carol.smmetals@yahoo.com	Dan McCormick	11	1987	Scrap metal recycling.

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

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Managing the Future of Solid Waste

CBN Staff Report

The Department of Solid Waste oversees the management of solid waste in Deschutes County and takes pride in providing a safe and efficient place for residents to dispose of or recycle unwanted materials.

DESCHUTES COUNTY — SOLID WASTE FACTS

In 2021, households and businesses in Deschutes County generated **309,429** tons of solid waste. These materials were managed in the following ways:

- About **89,304** tons of materials were diverted (recycled, reused, composted)
- About **220,125** tons of waste were disposed at the Knott Landfill

SOLID WASTE MANAGEMENT PLAN

Knott Landfill is the only landfill in Deschutes County and is expected to be full by the end of **2029**. To plan for the future, Deschutes County developed a Solid Waste Management Plan (SWMP) in 2019 to provide a roadmap for meeting the challenges of solid waste management in a growing community.

New state regulations require each county to reduce waste disposal in landfills and Deschutes County currently diverts **28.9%** of its waste stream to recycling. The Oregon Department of Environmental Quality recently revised the County's goal to **45%** by **2025**. All residents and businesses generate recyclable materials and waste and have a role in meeting waste management goals.

Growth in the community and changes to the solid waste system will require that new or upgraded facilities be constructed. The SWMP evaluates the cost and operational needs of these facilities to ensure waste management services remain reliable and affordable.

With Knott Landfill expecting to reach capacity by the end of 2029, the SWMP also assessed disposal options such as alternative technologies, transporting waste to out-of-County regional landfills, and siting a new landfill in Deschutes County. Once the draft SWMP was completed, a survey was conducted by Triton Polling and Research, Inc., an independent polling and research company. The purpose of the Triton survey was to obtain additional input on whether the County should pursue siting a new landfill in Deschutes County, or transport waste to an out-of-County landfill when Knott Landfill closes. Results of this survey indicated that 84% of respondents support the position that waste generated in Deschutes County be disposed of in Deschutes County, with 93% supporting the recommendation to site a new landfill in the County. The decision was made to site and permit a new Solid Waste Management Facility (Landfill) within Deschutes County which needs to be operational before Knott Landfill reaches capacity.



KNOTT LANDFILL | PHOTO COURTESY OF DESCHUTES COUNTY DEPARTMENT OF SOLID WASTE

SOLID WASTE MANAGEMENT FACILITY

Deschutes County is implementing a siting effort to identify a location for a new Solid Waste Management Facility in the County. Over the past two years, the Solid Waste Advisory Committee (SWAC) has reviewed and heard public comments for potential site options, narrowing the options from over two hundred potential locations to the two remaining finalist sites. The SWAC will be making a decision and refer the recommended site to the Board of County Commissioners within the next month for the Board's consideration. It will take several years for any selected site to go through the public land use and permitting process.

While a new landfill is a leading need, opportunities for related solid waste management facilities such as separation and diversion facilities for recyclables, food waste, construction and demolition materials and other commodities may be part of this effort.

managethefuture@deschutes.org

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

Contact the Solid Waste office or visit the website:

www.deschutes.solidwaste

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

Upcoming Appointment Dates:

- | | |
|-----------------------|---------------------------|
| April: 12, 13, 26, 27 | September: 13, 14, 27, 28 |
| May: 10, 11, 24, 25 | October: 11, 12, 25, 26 |
| June: 14, 15, 28, 29 | November: 8, 9 |
| July: 12, 13, 26, 27 | December: 13, 14 |
| August: 9, 10, 23, 24 | |

SAFETY TIPS

- If possible, keep products in original containers.
- If label is missing and you know the contents, add your own.
- Do not mix different products together.
- Make sure containers are not leaking and have secure lids. If leaking, place in a second leak-proof container.
- For transport, secure containers upright and store away from the driver, passengers and pets.
- Do not dump or drain any household hazardous waste into storm drains. Storm drains send runoff water either directly to the river or underground toward our drinking water supplies, typically without treatment. Remember, only rain in the storm drain!

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

www.deschutes.solidwaste

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



Landscaping

Landscape Designers *(Listed Alphabetically)*

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Services
Aspen Landscape Development 61944 SE 27th St. Bend, OR 97702	541-330-9577	N/A	www.aspen-bend.com info@aspen-bend.com	Jarrold Levin, Brandon Reese	20	1996	Landscape design, irrigation & landscape installation & maintenance & water features, rockscapes, patios & decks.
Bend Pine Nursery 19019 Baker Rd. Bend, OR 97702	541-977-8733	N/A	www.bendpinenursery.com bendpinenursery@gmail.com	Sarah Whipple	5	1990	Specializing in plantscaping for privacy, screening & creating natural structure on bare (or empty) sites.
Blooming Desert Design + Build LCB# 9613 CCB# 204362 PO Box 48 Powell Butte, OR 97753	541-977-5499	N/A	www.bloomingdesertdesign.com shannon@bloomingdesertdesign.com	Drew Lester, Shannon Lester	2	2010	Landscape design, paver installation, backflow assembly testing, exterior project management, D.I.Y. hourly consultations.
Butch & Troy Landscaping Inc., LCB# 7158 19384 Seminole Cir. Bend, OR 97702	541-385-0839	N/A	www.bendoregonlandscaping.com bandtland@hotmail.com	Troy Butolph	5	1979	All phase- landscape install, water features, irrigation, maintenance commercial & residential, snow removal & deicing. The new organic weed control system. No poison used pet & kid friendly.
Carlseng Designs Bend, OR 97703	541-610-6961	N/A	www.carlsengdesigns.com info@carlsengdesigns.com	Tanya Carlsen	1	2006	Offers landscape design & consultation blending form, function & sustainability for a site & client specific design that honors our local environment.
ECO-SCAPES 22160 NE Butler Market Rd. PO Box 205 Bend, OR 97701	541-389-5296	N/A	www.eco-scapes.com edbartz@eco-scapes.com	Ed Bartz	3	1993	Natural landscape maintenance.
Evergreen Plantscapes LLC PO Box 84 Bend, OR 97709	541-382-3841	N/A	www.evergreenplantscapes.com evergreenllc@bendcable.com	Mike Hull	6	1981	Interior plant design, installation & maintenance.
Homeland Design, LLC 2337 NE Eighth St. Bend, OR 97701	541-312-2141	541-312-2141	www.homelanddesignllc.com joey@homelanddesignllc.com	Joey & Becky Shaw	2	2009	Full service custom & residential home & landscape design, remodel design irrigation design, builder/permit set drawings, onsite DIY consultations, computer renderings, study scale models, construction administration & bid review.
Landscape Elements, LLC, LCB# 7256 PO Box 1878 Bend, OR 97709	541-312-2680	N/A	www.landscapeelements.net admin@landscapeelements.net	Parker MacDonald	15	1999	Custom design/build landscape & irrigation services.
Millsite Landscape Services LCB# 8364 CCB# 153527 15 SW Colorado Ave., Ste. 1 Bend, OR 97702	541-382-2756	541-388-5414	millsitelandscape.com Mike@millsitelandscape.com	Mike Bjorvik	30	1998	Landscape maintenance, landscape construction, irrigation services, arbor care, seasonal color, snow & ice management, building maintenance & event services throughout Central Oregon. LCB# 8364 CCB#153527
Sculptural Landscapes, LCB 6008 19019 Baker Rd. Bend, OR 97702	541-382-5188	Call first	www.bendpinenursery.com info@bendpinenursery.com	Fred Swisher	1	1970	Design consultation & construction. Bend's only landscape books -- <i>55 Myths Tip + Secrets: Bend's Essential Guide to Landscaping</i> , <i>Simple Landscaping: A Life long High-Desert Landscaper Reveals How to Do More for Less</i> , <i>Simple Landscaping + Landscape War: 10 Traps You Must Avoid</i> .
Valorie Lukins Landscape Design Bend, OR	541-330-5700	N/A	www.vlukinslandscapedesign.com val@vlukinslandscapedesign.com	Valorie Lukins	2	1980	Specializing in landscape design for residential & commercial properties & therapeutic gardens.
WinterCreek Restoration LCB# 100331 63405 Deschutes Market Rd. Bend, OR 97701	541-420-0083	N/A	www.wintercreeknative.com Kraig@worthygardenclub.com	Kraig Esswein	7	2000	Native plant nursery, retail & wholesale plant sales, conservation planning, ecological restoration, educational services. LCB # 100331

Landscape Architects *(Listed Alphabetically)*

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Services
Botanical Developments 100 NE Hawthorne PO Box 6326 Bend, OR 97701	541-617-5926	541-617-0443	www.botanical-developments.com ron@botanical-developments.com	Ron Kidder	40	2000	Landscape architecture, construction, maintenance & habitat restoration company committed to ecologically sound landscape practices.
Dappled Earth - Designs to Nurture Life PO Box 97 Powell Butte, OR 97753	541-350-7436	N/A	www.DappledEarth.com eileen@DappledEarth.com	Eileen Obermiller	1	2007	Landscape architecture, land use planning & design of residential & commercial, resort, park & neighborhood properties.
David Evans & Associates, Inc. 2843 NW Lolo Dr., Ste. 102 Bend, OR 97703	541-389-7614	N/A	www.deainc.com sdh@deainc.com	Steve Harrison	2	1976	Engineering, surveying, planning, landscape architecture, natural resources management, construction engineering services.
Katrina Langenderfer Landscape Architecture 48 SE Bridgeford Blvd., Ste. 200 Bend, OR 97702	541-749-8526	N/A	www.KLLandArch.com info@KLLandArch.com	Katrina Langenderfer	1	2012	Katrina Langenderfer Landscape Architecture provides comprehensive & integrated master planning & design services for park & recreation facilities, trails, transportation corridors/urban streetscapes, commercial, institutional, residential & environmental site development. Services include master planning/site planning, site design, landscape & hardscape design, irrigation design, illustrative digital graphics/visual communication & construction documentation.
SZABO Landscape Architecture 1000 NW Wall St., Ste. 205 Bend, OR 97703	541-382-2059	N/A	www.szabo-la.com mike@szabo-la.com	Mike Szabo, Brian Nierman	6	2014	Landscape architectural design services for commercial, residential, campus, parks & urban design projects.
Ten Over Studio, Inc 856 NW Bond St., Ste. 200 Bend, OR 97703	541-648-1010	N/A	www.tenoverstudio.com info@tenoverstudio.com	Heidi Shurtz	6	2014	TEN OVER STUDIO's landscape architecture team creates beautiful & impactful spaces that benefit all including the development of parks, urban centers, campuses, wineries, resorts & custom residences throughout the U.S.

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.

McPheeters Turf

'Our Grass Is Always Greener'

by **ANDREA HINE** — CBN Feature Writer

In 1979 — when Apollo 11 lifted off from Cape Kennedy for the first human landing on the moon, and Sony released the Walkman because its co-founder wanted to be able to listen to music on long flights — Butch and Sharon McPheeters, who had been sweethearts at Redmond High School, started their own business producing and selling sod: McPheeters Turf.

Twenty-five years later, this second-generation, family-owned-and-operated farm — having added a nursery in 1988 — offers a large variety and quantity of trees, shrubs, and plants that thrive in Central Oregon's high-desert climate.

Among their products are field-grown crops that have included wheat, peppermint, grass seed, and potatoes, as well as trees like aspen, maple, birch, ponderosa pine, Colorado and Norway spruce, crabapples, and Frasier fir, McPheeters Turf also grows some items in containers. These have consisted of barberries, spirea, ornamental grasses and flowering trees, rhododendrons, coralberry, serviceberry and willows, among others.

According to Sharon, "Our goal is to grow products that are already adapted to our changing climate. On the nursery side, for example, we generally avoid growing the lush, flowering plants favored in the Willamette Valley. Here in Central Oregon, those plants tend not to survive winter snows and summer heat — and the appetites of deer."

Proving advantageous in that regard is the Culver location of McPheeters Turf. "We're on the east side of the Cascades with its dry climate," said McPheeters, "unlike most Oregon nursery growers on the west side, which is influenced by the proximity of the Pacific Ocean, and tends to have mild winters and frequent snowfall — at least historically,"

As with most successful family-owned businesses, each member has a specific



THE FAMILY-OWNED-AND-OPERATED FARM WAS STARTED BY SHARON AND BUTCH MCPHEETERS IN 1979 | PHOTO COURTESY OF DIGGERS MAGAZINE

area of responsibility. Butch deals primarily with the turf side; Sharon works in the office and interacts with customers; and daughter Brenda oversees container production and nursery sales; while her husband Jason Potampa is in charge of field-grown trees and crops. "They're all people who love doing what they're doing," said Butch McPheeters, "and Sharon and I feel very proud that Brenda and Jason are such an integral part of the business."

"We wouldn't be doing this if we didn't have family to discuss things with," added Sharon. "Even if we don't always agree — Butch and I argue on the side of 'we've

Continued on Page 24 ▶



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Landscaping

Landscape Contractors & Suppliers *(Listed Alphabetically)*

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Services
Blooming Desert Design + Build LCB# 9613 CCB# 204362 PO Box 48 Powell Butte, OR 97753	541-977-5499	N/A	www.bloomingdesertdesign.com shannon@bloomingdesertdesign.com	Drew Lester, Shannon Lester	2	2010	Landscape design, paver installation, backflow assembly testing, exterior project management, D.I.Y. hourly consultations.
Butch & Troy Landscaping Inc., LCB# 7158 19384 Seminole Cir. Bend, OR 97702	541-385-0839	N/A	www.bendoregonlandscaping.com bandtland@hotmail.com	Troy Butolph	5	1979	All phase- landscape install, water features, irrigation, maintenance commercial & residential, snow removal & deicing. The new organic weed control system. No poison used pet & kid friendly.
Complete Irrigation Services, LLC LCB# 8952 2660 NE Hwy. 20, Ste. 610-430 Bend, OR 97701	541-815-9623	N/A	www.cisbend.com trevor@cisbend.com	Trevor Varcoe	3	2010	Irrigation startups, repairs, upgrades, installs, winterizations, backflow testing & more.
Eastside Gardens, Inc., LCB# 12966 61780 SE 27th St. Bend, OR 97702	541-383-3722	541-317-8529	www.eastsidegardens.org	Chester Cocco	18	1989	Full landscape nursery, sales & installation.
Everist Irrigation 2660 Hwy. 20, Ste. 610-101 Bend, OR 97701	541-362-1389	N/A	www.everistirrigation.com jerry@everistirrigation.com	Jerry Everist	3	2011	Irrigation, landscape construction & backflow testing. LCB#9018
Fagen Tree & Chips, CCB# 100453 151 SE Second St. Bend, OR 97702	541-382-4997	N/A	www.bendoregontreeservice.com treesandchips@gmail.com	Wade Fagen	4	1995	Certified Arborist, land clearing & tree services, wood chip bark mulch supplier, snow removal.
Green Thumb Landscaping, LCB# 8644 - Redmond 148 SE Deschutes Ave. Redmond, OR 97756	541-548-2194	541-548-0134	www.gtlandscaping.com greenthumbind@hotmail.com	David Krajczynski, Dana Oppenlander	35	1999	Commercial & residential design, construction, maintenance, irrigation, water features & lighting.
Instant Landscaping, #74728 63291 Nels Anderson Rd. Bend, OR 97701	541-389-9663	N/A	www.instantlandscaping.com joe@instantlandscaping.com	Joe Owens, Tim Larocco	11	1980	Distribution for McPheeters turf & fertilizer. Deliver bark, turf, screened topsoil, enriched topsoil & soil amendments, gravel, drain rock, pavers, wall block & flagstone. Large selection of pre-packaged lawn products & fertilizers.
Landmark Landscaping, LLC, LCB# 8209 Bend, OR 97701	541-420-1770	Please call first	www.landmarklandscaping.net william@landmarklandscaping.net	William Blair	3	2005	Landscape construction.
Landscape Elements, LLC, LCB# 7256 PO Box 1878 Bend, OR 97709	541-312-2680	N/A	www.landscapeelements.net admin@landscapeelements.net	Parker MacDonald	15	1999	Custom design/build landscape & irrigation services.
Landsystems LCB# 5082 21336 E Hwy. 20 Bend, OR 97701	541-382-7646	N/A	www.landsystems-nursery.com info@landsystems-nursery.com	Gary English	25	1978	Full service nursery & garden center irrigation, full design, pavers, decking, water features, sodding, landscaping, bark blowing & maintenance.
McPheeters Turf CCB# 96163 2019 SW Park Ln. Culver, OR 97734	541-546-9081	541-546-2953	www.mcpheetersturf.com mcturf@cbbmail.com	Jason Potampa, William (Butch) McPheeters, Brenda Potampa	5	1979	Quality lawns, Advantage turf, classic blend, trees & shrubs, fertilizer. All types of turf lawns, trees, shrubs, native plants & grasses.
Millsite Landscape Services LCB# 8364 CCB#153527 15 SW Colorado Ave., Ste. 1 Bend, OR 97702	541-382-2756	541-388-5414	www.millsitelandscape.com Mike@millsitelandscape.com	Mike Bjorvik	30	1998	Landscape maintenance, landscape construction, irrigation services, arbor care, seasonal color, snow & ice management, building maintenance & event services throughout Central Oregon. LCB# 8364 CCB#153527
Newport Avenue Landscaping 1020 SE Paiute Way, Ste. 100 Bend, Or 97702	541-617-8873	N/A	www.newportavelandscaping.com info@newportavelandscaping.com	Sterling West	75	2006	Lawn service, commercial landscape maintenance, aeration services, sprinkler system activation, sprinkler blowout service, sprinkler repair, snow removal, design.
Rexius Central Oregon 62990 Plateau Dr. Bend, OR 97701	541-389-4974	541-389-3621	www.rexius.com centraloregon@rexius.com	Thomas Howard	33	1980	Landscape irrigation, design, construction & maintenance, soil, compost, bark. Blow-in available.
Sculptural Landscapes, LCB# 6008 19019 Baker Rd. Bend, OR 97702	541-977-8733	Call first	www.bendpinenursery.com info@bendpinenursery.com	Fred Swisher	1	1970	Design consultation & construction. Bend's only landscape books -- <i>55 Myths, Tips + Secrets: Bend's Essential Guide to Landscaping</i> , <i>Simple Landscaping: A Life long High-Desert Landscaper Reveals How to Do More for Less, Simple Landscaping + Landscape War: 10 Traps You Must Avoid</i> .
Vern Sampels Landscaping, LCB# 8092 PO Box 1587 Terrebonne, OR 97760	541-548-8416	N/A	www.sampelslandscaping.com sampelslandscaping@hotmail.com	Carla Sampels	15	1971	Full phase landscaping. Authorized dealer of Rainbird Systems.
WinterCreek Restoration LCB# 100331 63405 Deschutes Market Rd. Bend, OR 97701	541-420-0083	N/A	www.wintercreeknative.com Kraig@worthygardenclub.com	Kraig Esswein	7	2000	Native plant nursery, retail & wholesale plant sales, conservation planning, ecological restoration, educational services. LCB # 100331

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.

Discover Your Backyarding Personality Type to “Yard Your Way” This Spring

by **DEBBI MAYSTER — TurfMutt Foundation**

Spring and backyarding — the act of doing indoor activities such as dining, working, entertaining, and exercising in our own backyards — go hand in hand. As homeowners prepare to create the yard of their dreams this spring, the TurfMutt Foundation, which celebrates 15 years in 2024 teaching families how to save the planet one yard at a time, encourages them to start by identifying their backyarding personality type.

“Knowing your backyarding personality type can help you be better prepared to craft a yard that is not only beautiful but is also purposeful and specifically suited to how you backyard,” says Kris Kiser, president and CEO of the TurfMutt Foundation. “There really are no rules; Create an outdoor area that reflects your unique personality and style while supporting the things you like to do in your green space.”

Here are TurfMutt’s backyarding personality types to help inspire you to “yard your way” this spring:

• **Outdoor Athlete: Likes to stay active in the fresh air.**

The Outdoor Athlete’s gold medal backyard might include a strip of grass for running sprints, built-in outdoor fitness equipment, or even a lap pool to channel your inner Michael Phelps.

• **Nature Lover: Favorite thing is watching birds and backyard wildlife.**

The perfect backyard for Nature Lovers will feature native plants in bright colors that bloom year-round to attract, feed, and shelter pollinators and backyard wildlife. The Nature Lover will also need to find the perfect perch for backyard wildlife viewing.

• **Work from Home Pro: Seals business deals in the sunshine.**

A quiet corner of the yard complete with seating and shade (and a strong Wi-Fi signal) is the start

to a beautiful and functional outdoor office. Other creature comforts like an outdoor heater, string lights, curtains, a warm rug, or even a semi-enclosed patio can enhance the space.

• **Landscaper: Makes neighbors green with yard envy.**

Put the right plant in the right place so your yard is always thriving and consult the USDA Plant Hardiness Zone Map to find plants that will do well in your location with minimal input. Having the right outdoor power equipment is key to success for Landscapers, who know when to call in the professionals to help with their backyarding to-dos.

• **Entertainer Extraordinaire: Loves nothing more than treating great friends to delicious burgers in the backyard.**

Ambiance is everything for this backyarder. String some lights, build a fire pit or fireplace, and even create an outdoor kitchen if the budget allows. Patio furniture and outdoor seating with comfortable cushions are a must, and colorful flowers in pots add a just-right touch.

• **Zen Master: Wants an outdoor space to relax and unwind.**

A hammock strung between a couple of shade trees, a soothing water feature that also beckons backyard birds, and simple, manicured plantings are just a few ways to create a peaceful setting outside.

• **Kid Zone Creator: “Fun” is your middle name, and creating kid space is the name of the game.**

Safe space that lures kids away from their screens and into the great outdoors right outside your home begins with a large patch of turfgrass, perfect for sports practice, cornhole, or pitching a tent. Trees are great for zip lines, treehouses, and swings. You can even plant a garden to teach kids about the origins of the food we eat.

Backyarding Personality Types

Backyarding Has a Purpose. What's Yours?
Identify your backyard's purpose, then build the yard of your dreams.



TurfMutt.com



GRAPHIC | COURTESY OF TURFMUTT

• **Pet Pamperer: Designs their yard as a pet sanctuary.**

Who needs a dog park when you have a pet playground in your own backyard? Hardy turfgrass, sturdy plants, lots of shade trees, and shrubs that naturally section off pet “business” areas from the rest of the yard are some of the features you may want to consider. (Be sure to select non-toxic plants that are safe for pets.) Go all out with a splash pool or a sandbox for digging.

For more, sign up for Mutt Mail, a monthly e-newsletter with backyarding tips and all the news from the TurfMutt Foundation here. To learn more about creating the yard of your dreams, visit TurfMutt.com. Look for Mulligan the TurfMutt on the CBS Lucky Dog television show.

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Top Eight Usage Mistakes When Using Outdoor Power Equipment

Outdoor Power Equipment Institute Offers Safety Tips for Consumers, Homeowners

provided by OPEI

As the weather warms and people are coaxed outside to their yards and managed landscapes, it's time for everyone to remember how to use their outdoor power equipment safely and properly.

"Think safety first," says Kris Kiser, president and CEO of the Outdoor Power Equipment Institute (OPEI), an international trade association representing outdoor power equipment, small engine, utility vehicle, golf car and personal transport vehicle manufacturers and suppliers. "I can't stress enough to review manufacturer's safety guidance before starting up any equipment—especially your lawn mower. Review your owner's manual and do maintenance on your equipment."

Also being aware of surroundings is key, he adds. "And be sure to keep kids and pets away from outdoor power equipment while it's in use."

OPEI urges homeowners and other equipment users to avoid these eight most common mistakes when using outdoor power equipment.

1. **Thinking all mowers are the same.** You need to know how to handle your specific equipment correctly, and do basic operations like turning it off or on and controlling speed. Review your owner's manual and how to use the equipment before use.

2. **Not inspecting equipment before use.** Always look over equipment before operating it. Check the air filter, oil level and gasoline tank. Watch for loose belts and missing or damaged parts. Replace any parts needed or take your equipment to a qualified service representative.

3. **Not walking through your yard or work area before starting to mow or using other outdoor power equipment.** Always walk the area you intend to work in, and look for and remove objects, sticks and other items that could create a hazard.

4. **Removing or not using safety guards on the equipment.** Never alter or disable safety protection measures. If needed, take equipment to a qualified service representative for repairs and inspection.

5. **Using fuels not designed for equipment.** Loading up your outdoor power equipment with gasoline with more than 10% ethanol in it can cause running problems and damage the fuel line. Always use E10 or less.

6. **Using batteries or chargers that are not specified by the manufacturer.** While a host of batteries and chargers can be found for sale online, only use batteries and chargers specified by the equipment manufacturer.

7. **Not storing fuel and batteries safely.** Coffee cans, milk jugs and other non-approved containers should not be used to store fuel. Only store fuel in containers designed for it, and always use up fuel before it is 30 days old. Label fuel cans with the date of purchase and ethanol content. When battery packs are not in use, keep them away from other metal objects, like paper clips, coins, keys, nails, screws or other small metal objects, that can make a connection from one terminal to another. Shorting the battery terminals together may cause burns or a fire.

8. **Not cleaning or storing equipment well.** Equipment will run more



PHOTO | COURTESY OF OPEI

efficiently and last longer if it's cleaned. Always remove dirt, oil or grass before using and storing your equipment. Store equipment in a dry place, avoiding damp or wet environments.

For information on safe fueling, go to opei.org/programs/ethanolwarning.

About OPEI:

OPEI is an international trade association representing manufacturers and suppliers of outdoor power equipment, small engines, battery power systems, portable generators, utility and personal transport vehicles, and golf cars. OPEI is the advocacy voice of the industry, and a recognized Standards Development Organization for the American National Standards Institute (ANSI) and active internationally through the International Organization for Standardization (ISO), and the International Electrotechnical Commission (IEC) in the development of safety and performance standards. OPEI owns Equip Exposition, the international landscape, outdoor living, and equipment exposition, and administers the TurfMutt Foundation, which directs the environmental education program, TurfMutt. OPEI-Canada represents members on a host of issues, including recycling, emissions and other regulatory developments across the Canadian provinces.

opei.org

McPheeters Turf

Continued from page 21

been doing it this way for 40 years, while the younger generation has new ideas — our relationships are positive, which you have to have. Everyone has a voice, and collectively we decide what's most reasonable." It all adds up to the company's claim that "Our grass is always greener, and our service always shines."

Jason Potampa identified the biggest problem McPheeters Turf faces: irrigation. "It's been five years now that, due largely to Central Oregon's drought, we've been short of water because the amount we have been allocated has gone down so much. This affects how much we can grow, and I would estimate



MCPHEETERS LOCATION EAST OF THE CASCADES ENSURES THAT ITS PRODUCTS THRIVE IN CENTRAL OREGON'S CLIMATE

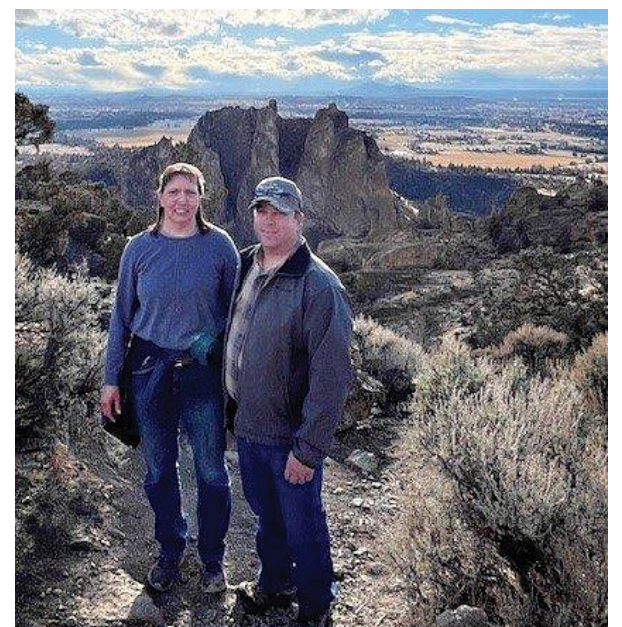
that in any given year, as much as 40-50 percent of our property has sat idle."

Labor has been another major issue, as — to use Sharon McPheeter's words — "it's hard to get people to work outside in all kinds of weather." "We're using more mechanical and automatic agricultural equipment to help compensate for the labor shortage," said Potampa, "and now, for example, have two automatic stackers and a pallet stacker. We've also made changes to our irrigation system to eliminate hard line that requires people to move it. We're trying to do away with the need for labor, as we can."

Potampa said that "It's impossible to tell the future of farming. It's a little up in the air — and absolutely dependent on irrigation." And irrigation, in turn, is affected by a variety of factors ranging from concern for endangered species, to the release of water from reservoirs during the winter months while farmers and ranchers "are in the midst of storing it. We haven't been able to build up as much as we'd like," he noted.

"And of course," added Potampa, "there's the weather, which we don't control, as well as other aspects like people's changing attitudes toward landscaping. As a result, our crops ebb and flow, and we adapt and adjust."

Potampa, who worked on cattle ranches while growing up, and later obtained a seminary degree, has now "been involved in this business for the past



BRENDA AND JASON | PHOTOS COURTESY OF MCPHEETERS TURF

22 years. It keeps me out of trouble," he said.

Butch and Sharon are equally modest. "People ask us why we're not retired," Butch said. "It's just a pleasure to get up every morning and see what the challenges of the day are going to be." Added Sharon, "He always says he's not done playing in the dirt yet."

mcpheesturf.com

Shopping for Yard Equipment

Things to Know

by DEBBI MAYSTER —OPEI

With the weather warming up, now is the time to think about how you want your yard to serve your family, pets and wildlife. Maybe you're aiming to have the best yard on the block, want to install an outdoor family room or outdoor office, or want to expand your space for entertaining. Perhaps your kids or pets could use a better space for play. Regardless of need, now is the time to get "backyard ready" for spring. What tools do you need?

"Completing big outdoor jobs is always easier with help from outdoor power equipment," said Kris Kiser, President and CEO of the Outdoor Power Equipment Institute (OPEI). "The right outdoor power equipment can help you get the work done faster and can help you safely maintain your yard."

Here are some tips from Kiser to help you select the machinery you need to get the job done.

Plan your needs. Draw a sketch of your yard. Include any major features like trees, bushes, an herb or vegetable garden, flower beds, lawn furniture, play or sports equipment, an outdoor patio, or bird bath. Note where maintenance may be required. Will bushes need to be trimmed back from your home or garage? Do you want to put in some flowering bushes or a tree? Are you planning to install a fence and more grass because for your pet? Now list the tools and equipment needed to take care of your yard, and what will make the job easier.

Consider equipment needed. Visit your garage or shed and find your lawn and garden tools. Wheel out your mower and get out other equipment. Look it over and make a list of what is needed or could be upgraded. Repair anything that needs attention or identify where a newer or other machine is required. If you have a large vegetable garden, you may need a cultivator or tiller. If you have a large lawn, an upgrade to a riding lawn mower might make mowing easier. A string trimmer might make caring for bushes or trimming grass near a fence line easier. A pole pruner can help trim back limbs that are too high to reach safely with a saw, and a leaf blower can clear leaves faster than a rake.

Research equipment online before you buy. Think about efficiencies of scale. The right equipment can mean more time for other activities, and make doing yard work more enjoyable, too. Doing online research in advance will help you pick the right equipment for the job. Outdoor power equipment can be gas,



PHOTO | COURTESY OF OPEI

electric or battery powered, and technology is rapidly impacting product design. There are even robotic lawn mowers available today. Equipment may be sized to handle a smaller job or a massive one. Ultimately, your decision should be based on your needs.

Ask questions. Talk with the staff at the store or ask online about the equipment. In the store, ask to pick up and hold equipment to determine its "fit" for you. Discuss safety features and ask about manufacturer fueling and care instructions. Find out how often equipment may need to be serviced.

Make a plan for storage and maintenance. Store your equipment in a cool and dry place. It also should typically be serviced at the end of the fall and the beginning of the spring. Put service dates on your calendar with a reminder.

opei.org



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The Biggest Regrets People Have About Their Divorce Settlement

by **AWBREY SWANSON, CFP, CRPC, CDFA, Financial Planner** — Bend Wealth Advisors

Did you know that most divorces occur in the first three months of the year?



Some attorneys call it “March Madness.” The first quarter of the year sees a surge in divorce filings. This phenomenon likely stems from couples strategically waiting past the stress of winter holidays and the hope to avoid disrupting summer vacations before ending their marriages. But while hearts might heal after a divorce, wallets often don’t. Studies show that divorced women can see their retirement savings plummet by as much as 73%, while men experience a smaller, but still significant, 53% drop¹. This financial reality is just one reason why it’s important to be aware of blind spots and understand the full implication of your divorce settlement.

As a Certified Divorce Financial Analyst (CDFA), I talk with a lot of people before and after divorce and often see the same scenarios play out again and again. Here are some of the biggest regrets I’ve heard about divorce settlements:

- **Rushing the Process:** It’s important to understand the entire financial situation and gather all the necessary documents, including information about jointly owned property, potential capital gains from selling assets, and future expenses.
- **Failing to Consider Long-Term Implications:** Make sure to evaluate the settlement’s impact on future financial security, including capital gains taxes associated with selling assets like real estate or investments, as well as long-term expenses like childcare costs, or education.
- **Not Understanding Retirement Plans:** Qualified Domestic Relations Orders (QDROs) are crucial for dividing retirement accounts fairly. You deserve to know how these impact your long-term financial security. Also, don’t forget beneficiary designations. After the settlement, update your beneficiary designations to reflect your new reality.
- **Underestimating capital gains exclusion for primary residences.** There are tax benefits to consider when selling a primary residence during a divorce. If you meet the residency requirements, you may be eligible to exclude up to \$250,000 (single) or \$500,000 (married filing jointly) of capital gains from the sale². However, if both spouses don’t meet the residency test, you could face a significant tax burden. Understanding these rules is crucial when deciding how to handle the marital home in your settlement.
- **Not properly addressing debt division:** Financial infidelity is more common than you might think. Negotiate a fair split of existing debt and consider the long-term consequences of taking on significant debt in the settlement.
- **Underestimating the cost of living alone:** It’s crucial to review financial

projections that include unexpected costs. Factor in increased expenses for housing, utilities, and potentially, healthcare. Will you stay in your current home or move? Consider future expenses like potential repairs, furniture for a new place, and increased insurance costs. Lifestyle creep is real. Those seemingly small expenses you shared with your spouse can add up quickly when you’re flying solo.

- **Going solo without representation:** While you might be tempted to save money by skipping the lawyer, a divorce attorney experienced in settlements can protect your rights and save you from future headaches.

- **Neglecting financial planning after divorce:** Divorce is a new beginning. A financial plan helps you take control of your future finances and build financial security as a single person. A CDFA can help you develop a personalized plan that considers your goals and future needs while you are negotiating your divorce settlement, helping you to optimize the financial outcome.

While it can feel overwhelming to know what so many things can go wrong during divorce settlements, keep in mind that you’re not supposed to be an expert in this field. It’s your job to be objective, seek help you can trust, and focus on the bright future ahead of you.

We can offer resources, talk about all your options, and support you along the way. Our consultations are complimentary, so if you’d like some help - please get in touch.

Disclosures and Sources

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¹ncbi.nlm.nih.gov/pmc/articles/PMC8599059/

²divorcelendingassociation.com/library/the-capital-gains-exclusion-selling-the-marital-home.cfm

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The Strategic Edge in Business Exits

Harnessing the “6% Advantage”

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

At the cusp of entrepreneurial transition, a staggering 71% of business owners stand poised to hand over their life’s work within the next half-decade. Yet, only the astute 6% lay the groundwork for their departure 2 or more years ahead, setting a strategic course that is pivotal for a prosperous exit. This proactive cohort employs what we term the “6% Advantage,” a comprehensive strategy ensuring that when the moment to sell arrives, they do so with acumen, reaping the benefits of foresight and planning.

The 6% Opportunity Zones



Personal Investments

Personal investments are about strategically reallocating resources from the business to support your lifestyle and ambitions post-sale. The process must begin with a comprehensive assessment of your personal wealth along with your business assets. This assessment ensures that after the divestiture, your personal financial portfolio is robust, diversified, and aligned with your risk appetite and future objectives.

Purpose

Your business is more than an asset; it’s a testament to your dedication. The purpose behind its sale should reflect the legacy you aspire to leave and the life you aim to lead thereafter. Whether you’re gearing up for retirement or a new venture, anchoring your exit in purpose crystallizes your goals and steers your strategy.

Strategic Steps for Preparation

Assessing exit options, from ESOPs to strategic acquisitions, is a nuanced process requiring expert navigation. Building a dream team of seasoned professionals ensures no detail is overlooked and that your transition plan is robust, resilient, and ready for execution.

Personal finances shouldn’t be an afterthought. Collaborate with a Private Wealth Management team early to draft a blueprint for your financial future that reflects both your immediate and long-term aspirations.

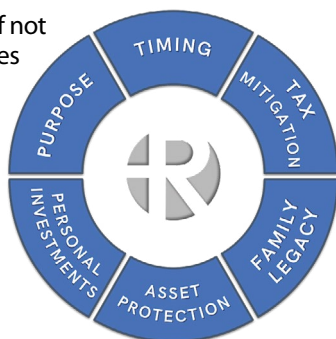
Prepare for the post-sale phase. What will fill your days once the business is sold? Cultivating hobbies, social networks, and philanthropic engagements enriches this new chapter of your life.

The “6% Advantage” is your strategic ally, ensuring that the final act of your business journey is conducted with precision and leads to a rewarding future. Rosell Wealth Management is your partner in this critical process. With our guidance, each timing opportunity—from pre-LOI to post-sale—is expertly navigated, ensuring that no strategy or benefit is left on the table.

Seize the moment and make your business exit a testament to your foresight and strategic planning. Reach out to Rosell Wealth Management to activate your “6% Advantage” and transform your upcoming business transition into a legacy-defining success.

Rodney A. Cook CFP, author of *In the Know — Turning Your Unneeded Life Insurance Policy into Serious Cash!*, is the director of financial planning at Rosell Wealth Management in Bend. RosellWealthManagement.com. Investment advisory services offered through Valmark Advisers, Inc. an SEC Registered Investment Advisor. Securities offered through Valmark Securities, Inc. Member FINRA, SIPC 130 Springside Drive, Ste 300 Akron, Ohio 44333-2431. (800) 765-5201. Rosell Wealth Management is a separate entity from Valmark Securities, Inc. and Valmark Advisers, Inc. “Certified Financial Planner Board of Standards, Inc. (CFP Board) owns the certification marks CFP®, CERTIFIED FINANCIAL PLANNER™, and CFP® (with plaque design) in the United States, which it authorizes use of by individuals who successfully complete CFP Board’s initial and ongoing certification requirements.”

RosellWealthManagement.com



Timing:

Timing is not just one decision but a series of them, each affecting the other. There are three critical timing opportunities that every business owner must consider:

1. Pre-Letter of Intent (LOI): This is the golden hour for planning. Before any formal sale process begins, you have the most flexibility to implement strategies to enhance the value of your business, restructure for tax advantages, and shape the deal to fit your goals.

2. During the Sale: As negotiations progress and the LOI is in play, your strategies pivot to solidifying deal terms that reflect your priorities, ensuring the sale structure minimizes tax impact and aligns with your objectives.

3. Post Sale: After the sale, the focus shifts to wealth management and preservation, estate planning, and potentially reinvesting in new ventures. Decisions made here set the stage for your financial future and must continue the tax efficiency started earlier in the process.

Each timing opportunity has unique strategies, and if not utilized within these specific periods, their advantages are often lost forever.

Tax Mitigation

Tax considerations can significantly influence your financial outcome. Before a letter of intent (LOI) is in sight, strategies like capital gains adjustments or philanthropic giving can shape your tax landscape. But beware—the window for such tactics closes swiftly once the sale is underway, and post-sale, certain opportunities are lost forever.

Asset Protection

Astute business owners know that protecting their wealth from potential future claims is crucial. Advanced legal structuring—think family trusts or holding entities—is not just advisable; it’s a shield for your post-sale prosperity.

Family Legacy

Exiting your business doesn’t mean relinquishing your legacy. By implementing tax-efficient wealth transfer strategies, you can provide for future generations while honoring your life’s work. It’s about crafting a legacy that upholds your values and financial goals, extending beyond mere monetary gains.

Are You One of the Fastest Growing Companies in Central Oregon?

Become a part of this impressive group of companies by filling out the simple form at CascadeBusNews.com or call 541-388-5665.

- Established and operating on or before January 1, 2021.
- Gross revenues, each year, need to reflect year-over-year growth. (2023>2022>2021).
- Gross annual revenues \$100,000 or greater in fiscal year 2023.

Recognizing fastest growing independently operated privately owned for-profit entities located and based in Central Oregon

Reported revenues should be taken from externally prepared financial statements or tax returns filed with the IRS. **Deadline October 9, 2024.** Only percentage of growth will be published.



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Matt Sichel

Compass Commercial Real Estate Services welcomes Matt Sichel as the newest broker to join the team. Sichel officially started in early February 2024, bringing over two decades of experience in the commercial real estate industry with a primary focus on the retail and office sectors. His arrival sets the stage for Compass Commercial to enhance our capability to serve our clients and grow our footprint throughout Oregon.

Sichel moved to Bend in 2022 from the Portland area where he most recently served as senior director at NAI Elliott. Over his 28 years with NAI Elliott, he negotiated over 1,400 commercial transactions, consistently maintaining the prestigious position as the top producing broker and earning him recognition as the CoStar Retail Leasing Power Broker of the Year on multiple occasions. Prior to his tenure with NAI Elliott, Sichel held pivotal asset and property management roles at Princeton Property Management, Sherron and Associates, Inc., and Robert Randall Company. In these positions, he managed a diverse portfolio of commercial properties and oversaw large multifamily properties comprised of thousands of units.

Since joining the company, Sichel has proven himself a valuable asset, providing expert guidance on commercial real estate transactions and offering valuable insights to facilitate the sale and lease process. His proven track record of success, expansive portfolio and wealth of knowledge further solidify Compass Commercial's position as an industry leader in Central Oregon commercial real estate.

The Board of Directors for the Bend Park and Recreation District announced that Michelle Healy will become the next executive director. Healy will begin July 1. The board officially approved the employment contract at its public meeting on March 19.

Healy was the finalist selected in the internal search conducted by the board of directors. She has been with the district for 11 years and currently serves as the deputy executive director. Previously she was the director of planning and development and park services. Her career also includes roles at North Clackamas Parks & Recreation District and in the private sector in environmental consulting.

She is a certified parks and recreation professional (CPRP), a past-president of the Oregon Recreation and Parks Association, and is currently a judge for the National Gold Medal Award Program by the American Academy for Park and Recreation Administration in partnership with the National Recreation and Park Association.

In June 2023, Don Horton announced plans to retire on October 1, 2024. The board conducted the search for a successor with input from district staff, community partners and stakeholders. The goal was for a smooth transition ahead of the fall departure by its long-time leader who started in 2003.



Michelle Healy

Sean Andries, the executive director of the Chehalem Cultural Center in Newberg, is the new chair of the Oregon Cultural Trust Board of Directors. Andries, elected unanimously at the Board's February 22 meeting, succeeds Niki Price, who had served as chair since 2021. George Kramer of Ashland continues to serve as vice chair.

Andries, who lives in Tigard, first fell in love with art through the theater while growing up in the Rogue Valley amongst the audiences at the Oregon Shakespeare Festival. Over the years, he has worked for arts organizations of all shapes and sizes in just about every role imaginable and is proud to serve currently on the Board of Directors at Portland Center Stage and as the President of the Yamhill County Cultural Coalition.

Andries holds a degree in Theatre and Arts Administration from the University of Oregon and a Professional Training Certificate from the Dell'Arte



Sean Andries

International School of Physical Theatre. He is a trained clown and also, for a time, ran a circus school. As a performer he has worked locally for many companies and toured his own original work from coast to coast. These days, however, he works to reduce barriers to accessing the arts in the many communities he is a part of and finds his greatest joy in helping set the stage for others to stand upon. Someone once told Andries that, "Theater is the last great magic," and he has believed it ever since.



MID OREGON EXECUTIVE TEAM POSES WITH THREE RADDON CRYSTAL AWARDS THE CREDIT UNION HAS RECEIVED THREE CRYSTAL AWARDS SINCE 2020. (L-R) KARI JOEL, VP HUMAN RESOURCES; DAWN MORRISON, VP MEMBER EXPERIENCE; JEFF SANDERS, VP INFORMATION TECHNOLOGY; KEVIN COLE, PRESIDENT AND CEO; SARAH HIX, VP FINANCE; KYLE FRICK, VP MARKETING AND COMMUNITY RELATIONS | PHOTO COURTESY OF MID OREGON CREDIT UNION

Mid Oregon Credit Union received a 2023 Crystal Performance Award from Raddon. Raddon presents these prestigious awards each year to the participants in their Performance Analytics program. The 22 exceptional institutions of 2023 are among the top three percent of institutions analyzed by Raddon, a Fiserv company. Mid Oregon has received the Crystal Performance Award three times since 2020 and is ranked in the 99th percentile overall in this benchmark.

Each recipient credit union was selected based on an analysis of key performance metrics focused on service, member relationships, sales, and financial soundness within their asset class on the Raddon Performance Index™. Award recipients were honored during an invitation-only, virtual gathering for chief executives and their teams.

The Oregon Historical Society announced that one of the two Oregon educators that having been nominated for the Patricia Behring Teacher of the Year award for their work with students on Oregon History Day (OHD), an affiliate of the National History Day (NHD) program, is from Bend.

Patrick O'Brien, the grades 7/8 Individuals and Societies teacher at Seven Peaks School in Bend, was nominated in the Junior (middle school) category for the way he has made History Day a cornerstone of the school's curriculum. Since relocating to Bend from Switzerland in 2018, O'Brien has supported many students at both the state and national contest levels. His influence at Seven Peaks School stands out due to the opportunities he has cultivated for students to share their work both within their school and throughout their community; back-to-school nights and orientation sessions for prospective families have become spaces where students' History Day achievements are highlighted and celebrated. Having had such a positive experience participating in the program, many alumni return to guide current students through the process, serving as



Patrick O'Brien

More Who's Who Next Page ►

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New hires, promotions, accolades, awards, retiring? Send us your

Who's Who!

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

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Who's Who
Continued from previous page

judges or leading discussions about History Day.

History Day is a student-directed learning program that reaches more than half a million students each year. Creating projects inspired by an annual theme, young historians in grades 6-12 choose topics to explore, conduct historical research, practice critical thinking skills, and analyze primary and secondary sources while considering diverse viewpoints.

The national winner, who will receive a \$10,000 award, will be selected by a committee of experienced teachers and historians, and announced on Thursday, June 13, 2024, at the National History Day National Contest Awards Ceremony in College Park, Maryland. Nominees' work must clearly illustrate the development and use of creative teaching methods that engage students in history and help them make exciting discoveries about the past. The award is sponsored by Patricia Behring in recognition of the pivotal role teachers play in the lives of students.



PHOTO | COURTESY OF COLLEGE H.U.N.K.S.

Congratulations to the co-founders and visionaries of College H.U.N.K.S., Omar Soliman and Nick Friedman, for their well-deserved recognition as Entrepreneurs of the Year by the International Franchise Association!

Their visionary leadership and unwavering dedication have been instrumental in shaping the brand and delivering exceptional service to their clients. This award is a testament to their relentless pursuit of excellence and innovation.



PHOTO | COURTESY OF NEWMAR ON FACEBOOK

In a significant recognition of service excellence within the recreational vehicle industry, **Beaver Coach Sales** has been honored with the esteemed Platinum Service Award by Newmar, a leading RV manufacturer known for its quality and innovation. This award highlights the dealership's exceptional achievement in service quality, marking it as a pinnacle of excellence in customer service and satisfaction.

The Platinum Service Award is part of Newmar's annual recognition of its dealers who have demonstrated outstanding levels of service excellence. Achieving this prestigious award reflects a dealership's steadfast commitment and unwavering dedication to exceeding the expectations of Newmar customers, ensuring they receive the finest service experience in the industry.

Newmar's recognition program distinguishes dealerships that go above and beyond in their service operations, classifying them into Gold, Platinum, and Diamond levels. Being awarded at the Platinum level signifies Beaver Coach's

commitment to creating a win-win situation for both the customers and the brand, thereby elevating the entire RV ownership experience.

Service excellence is at the heart of what makes Beaver Coach Sales stand out. The dealership's dedication to delivering an unparalleled service experience ensures that Newmar owners can always count on receiving top-notch care and support.



GIRLS SWIMMER OF THE YEAR: KAMRYN MESKILL, BEND HIGH SCHOOL — MESKILL, RIGHT, GIVES A HIGH FIVE TO ANOTHER SWIMMER AFTER THEIR RACE AT THE OSAA CLASS 5A SWIMMING STATE CHAMPIONSHIPS ON SATURDAY, FEBRUARY 17, 2024, AT THE TUALATIN HILLS AQUATIC CENTER IN BEAVERTON | PHOTO BY HOWARD LAO | THE OREGONIAN/OREGONLIVE



BOYS BASKETBALL PLAYER OF THE YEAR: PEARSON CARMICHAEL, SUMMIT HIGH SCHOOL — CARMICHAEL CELEBRATES WITH THE OSAA CLASS 5A STATE CHAMPIONSHIP TROPHY AFTER THE STORM BEAT WILSONVILLE IN THE FINALS ON SATURDAY, MARCH 9, 2024, AT LINFIELD UNIVERSITY | PHOTO BY JJ ANDERSON | THE OREGONIAN/OREGONLIVE

This winter, **Sport Oregon** is celebrating the very best of high school athletics with the Oregon Sport Awards. These student athletes hail from all over the state and have been excelling in the pool, on the court and on the mat. The Oregon Sports Awards recognizes the top high school athletes from across the state.

Throughout the season, *The Oregonian/OregonLive* journalists keep score on which student athletes are outshining the rest in their chosen sport. After reviewing all the plays, studying all the matches and taking a pulse on who is leading the pack, these are the top athletes in the 2023/2024 winter season in swimming, wrestling and basketball.

The very best in girls swimming this winter is Bend High School junior **Kamryn Meskill**. Meskill and the Bend Lava Bears have won five titles within the last nine years, including taking home the Oregon Class 5A trophy this year. For Meskill, the key to the Lava Bears' success came down to the chemistry they've developed over years competing together.

Meskill now owns Oregon's Class 5A record in the 50-yard free — an event she has won three state championships in. When asked about the pressure of the race, she remarks that she doesn't allow nerves to get to her, stating that the race simply is too fast to waste time on worrying.

Summit High School's **Pearson Carmichael** has been named boys basketball player of the year. Carmichael has been called the "complete package" when it comes to his skills as a shooting guard. Standing at 6'7", Carmichael is said to be a nightmare for opposing offenses. Mix his dominant height with 27.5 points per game and you've got quite the threat on the court. Carmichael has set his sights on Boise State for this upcoming fall, and he seems ready for the challenge.

Coming into the 2023-2024 season, few teams had as much pressure on them as Summit did. Coming off back-to-back state championship losses with a large senior class, the Storm needed to get the job done this season.

And they sure did. With 27 points and 7 boards from Carmichael, the Storm triumphed over the Wilsonville Wildcats, ending Carmichael's high school career on an incredible note.

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COREN

Continued from page 3

• Sisters School District
Attendees will have the opportunity to explore career options in Central Oregon, connect with district and school leadership, and learn about Central Oregon and community resources. There is no cost to attend the job fair but participants should register in advance online at CentralOregonEducators.org.
The Central Oregon Educator Job Fair will be open from 1pm to 6pm in the Middle and South Sister Buildings at the Deschutes County Fair & Expo Center. For questions or more information about the Central Oregon Educator Job Fair, please contact COREN@hdesd.org.
CentralOregonEducators.org

Sunriver Job Fair

Continued from page 3

Entertainment, First Interstate Bank, Village Bar & Grill, Goody's, Vacasa, Brewed Awakenings, several stores in The Village at Sunriver and more.

The complete list of employers will be posted on April 8. Visit sunriverchamber.com or follow the Sunriver Area Chamber of Commerce on Facebook and Instagram to see all the businesses who are participating.

Email exec@sunriverchamber.com with any questions.

sunriverchamber.com

Avelo Airlines

Continued from page 3

Avelo currently serves 50 nonstop destinations across 23 states and Puerto Rico: Albany, New York (ALB); Atlanta, Georgia (ATL); Bend / Redmond, Oregon (RDM); Binghamton, New York (BGM); Boise, Idaho (BOI); Bozeman / Yellowstone, Montana (BZN); Brownsville / South Padre Island, Texas (BRO); Central Wisconsin / Wausau, Wisconsin (CWA); Charleston, South Carolina (CHS); Charlotte / Concord, North Carolina (USA); Chicago, Illinois (via MDW); Colorado Springs, Colorado (COS); Daytona Beach, Florida (DAB); Destin / Fort Walton Beach, Florida (VPS); Dubuque, Iowa (DBQ); Eugene, Oregon (EUG); Eureka / Arcata, California (ACV); Fort Lauderdale, Florida (FLL); Fort Myers, Florida (RSW); Greenville / Spartanburg, South Carolina (GSP); Houston, Texas (Hobby) (HOU); Kalamazoo, Michigan (AZO); Kalispell, Montana (FCA); Knoxville, Tennessee (TYS); Lansing, Michigan


(LAN); Las Vegas, Nevada (LAS); Los Angeles / Burbank, California (BUR); Manchester, New Hampshire / Boston, Massachusetts (MHT); Medford / Rogue Valley, Oregon (MFR); Myrtle Beach, South Carolina (MYR); Nashville, Tennessee (BNA); New Haven, Connecticut (HVN); Orlando, Florida (MCO); Palm Springs, California (PSP); Pasco Tri-Cities, Washington (PSC); Raleigh / Durham, North Carolina (RDU); Redding, California (RDD); Rochester, New York (ROC); Portland / Salem, Oregon (SLE); San Juan, Puerto Rico (SJU); Sarasota / Bradenton, Florida (SRQ); Savannah, Georgia / Hilton Head, South Carolina (SAV); Bay Area / Sonoma, California (STS); St. Louis, Missouri (STL); Tampa, Florida (TPA); Traverse City, Michigan (TVC); Washington, D.C. / Baltimore, Maryland (BWI); West Palm Beach, Florida (PBI); Philadelphia, Pennsylvania / Wilmington, Delaware (ILG); Wilmington, North Carolina (ILM).
America's Most Convenient Airline
Avelo was founded to Inspire Travel by saving its Customers time and money. Since taking flight on April 28, 2021, Avelo has flown more than 4.2 million

Customers on over 33,000 flights. Today, Avelo serves 51 destinations in 23 states and Puerto Rico.
Along the way, Avelo has unlocked a new era of convenience, choice and competition by flying unserved routes to primarily underserved communities across the country. On almost every route, at least one airport is a small, easy to use airport — making every Avelo journey easier and more enjoyable.
Avelo Customers can always change or cancel their itineraries with no extra fees. Additionally, families can travel with ease knowing every child 13 and under will always be automatically seated with an accompanying adult at no additional cost.
Additionally, Avelo offers advanced seat assignments for sale. One third of its seats are extra leg room seats, ranging from 32 inches to more than 36 inches, offering a more comfortable experience for Customers who value more space. In addition to advance seat assignments, Avelo offers several unbundled travel-enhancing options that give Customers the flexibility to pay only for what they value, including priority boarding, checked bags, carry-on overhead bags, and bringing a pet in the cabin.
Avelo is distinguished by its industry-leading reliability. In 2023, the airline achieved the lowest flight cancellation rate in the U.S. airline industry and ranked #2 in on-time reliability. These results are based on Anuvu's third-party data platform (the same company and platform utilized by The Wall Street Journal for the publication's annual best and worst airline ranking, which excluded Avelo as well as other airlines in its coverage that did not meet the publication's size threshold).
**Introductory one-way fares include government taxes and fees. Fares start at \$69 for travel between HVN and GSP for travel between May 2 and May 30, 2024. Fares are available on a limited number of flights and seats. Additional fees for carry-on and checked bags, assigned seats and other optional services may apply. A \$25 charge per seated traveler applies to all bookings or changes made through Avelo's Customer Support Center. For full terms and conditions, please see Avelo's Contract of Carriage.*
AveloAir.com

Watch for Upcoming Editions of **CASCADE BUSINESS NEWS**


2024 EDITORIAL CALENDAR

ISSUE DATE	SPECIAL SECTIONS	INDUSTRY LISTS
April 17 <i>Deadline Apr 10</i>	Real Estate Report	Realtors, Title Companies, Mortgage Companies, Property Managers
May 1 <i>Deadline Apr 24</i>		Banks, Credit Unions
May 15 <i>Deadline May 8</i>	Custom Home Builders	Custom Homes, Log Homes, Building Designers, Interior Designers, Fine Furniture
June 5 <i>Deadline May 29</i>	Business of Pets / Madras / Jefferson Co Profile	Grooming, Boarding, Pet Services, Vets
June 19 <i>Deadline Jun 12</i>	PRINEVILLE Profile	Employment Resources, Largest Employers, Office Supplies
July 3 <i>Deadline Jun 26</i>	SUNRIVER Profile / Summer Recreation Special	Travel Agencies, Athletic Clubs, Spas, Tour Companies, Mailing Services, Golf Courses



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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



- April 4**
10:30am City of Bend Virtual and In-Person Public Hearing for PLSPR20230532 Site Plan Review — Compass Corner at Bend City Hall Council Chambers.
- April 4**
11:45am-1pm ConnectW Munch & Mingle at Madeline's Grill & Steak House, Redmond.
- April 4**
3:30-5:30pm Bend Chamber Ribbon Cutting at Macneish & Associates LLC-American Family Insurance.
- April 4**
4-5:30pm COCC Madras Campus Expansion Plans Open House Event at COCC Madras Campus.
- April 5**
8-8:30am Prineville Chamber Perk at MountainStar Family Relief Nursery.
- April 5**
10:30am-12:30pm Deschutes Basin Water Collaborative Virtual and In-Person Public Meeting at Bend Police Department Municipal Court Room.
- April 5**
2pm COCC Board of Directors Virtual Student Success Meeting.
- April 6**
3-4pm Bend Chamber Ribbon Cutting at Juniper Dermatology's new Bend location.
- April 7**
1-3pm Central Oregon Fire Prevention Cooperative Wildfire Preparedness Fair at Bend Fire and Rescue Station 306.
- April 9**
10-11am Bend Chamber Membership 101, Maximizing Your Membership, at Bend Chamber Conference Room.

- April 9**
3-5pm Bend Chamber Ribbon Cutting at Sherwin Williams' new location in Bend.
- April 9**
4:45pm Sisters Ranger District Open House at 201 N Pine St.
- April 9**
5:30-7:30pm SCORE Free, Confidential One-on-One Small Business Counseling at Bend Downtown Library.
- April 9**
6pm City of Redmond City Council Meeting.
- April 10**
5pm Deschutes County Joint BOCC and City of Sisters Meeting.
- April 11**
9am La Pine Fire District Virtual and In-Person Board of Directors Meeting at 51550 Huntington Rd., La Pine.
- April 11**
11am-1:30pm REDI Annual Luncheon at Deschutes County Fair and Expo Center Middle Sister Building.
- April 11**
11:45am-1pm ConnectW Munch & Mingle at The Phoenix, Bend.
- April 11**
4:30-6pm Bend Chamber Biz & Bevs at Oxford Hotel.
- April 11**
5:30pm Deschutes County Planning Commission Meeting.
- April 11**
5:30-7:30pm Prineville Chamber After Hours - Realty One Group Discovery with Micalene Stafford, at 103 NW Third St., Prineville.
- April 12**
8-8:30am Prineville Chamber Perk at Crook County Library.
- April 12**
9am-1pm Sunriver Area Chamber of Commerce Job Fair at SHARC.

- April 13**
1:30-3:30pm **Central Oregon Fire Prevention Cooperative Wildfire Preparedness Fair** at Crook County OSU Extension 4-H Clover Building, Prineville.
- April 16**
5:30pm OSU-Cascades Science Pub at OSU-Cascades Edward J. Ray Hall, Bend.
- April 16**
5:30-7pm COCC Community Building Community — Hiring the Best People with Jo Thrusell at COCC Bend Campus.
- April 17**
5-7pm Bend Chamber YP Expert Lab: What Makes You Tick? Grow Your Understanding of Yourself & Others Using PDP, at Deschutes Brewery Mountain Room, Bend.
- April 17**
5:30pm-8pm ConnectW Monthly Dinner Meeting at High Desert Music Hall, Redmond.
- April 18**
11am Deschutes County Coordinated Houseless Response Office Meeting.
- April 19**
25th Annual Central Oregon Business Expo and Job Fair at Deschutes County Fairgrounds.
- April 19**
8-8:30am Prineville Chamber Perk at Twisted Llama Bagel Shop.
- April 23**
5:30-7:30pm SCORE Free, Confidential One-on-One Small Business Counseling at Bend Downtown Library.
- (Ongoing)**
COCC Small Business Development Center Virtual Classes.

WORKSHOPS & TRAINING



Building Permits

COMMERCIAL PERMITS WEEK ENDING 3-15-24 & 3-22-24

City of Klamath Falls

\$10,000.00 - Commercial (New) at 601 Harbor Isles Blvd Klamath Falls 97601 OR Owner: Jeld Wen, Inc. PO Box 1329 Klamath Falls, OR 97601
Builder: Andrews Building, LLC 541-892-0049 Permit # 483-24-000543

City of Bend

\$146,000.00 - Commercial (New) at 61580 Brosterhaus Rd. Bend 97702 OR Owner: Bridgewater Apartment Homes Permit # PRNC202401035
 \$189,000.00 - Commercial (New) 1 sf. at 61590 Brosterhouse Rd. Bend 97702 OR Owner: Bridgewater Apartment Homes Permit # PRNC202401036
 \$6,500,000.00 - Commercial (New) 29,163 sf. at 565 SE 9th St. Bend 97702 OR Owner: Midway Leasing, LLC Permit # PRNC202302028
 \$12,000.00 - Commercial (Alteration) at 1800 NE Division St. Bend 97701 OR Owner: Ralph J Affatati Rev Liv Trust Permit # PRRE202303666
 \$28,000.00 - Commercial (Alteration) 351 sf. at 902 SE Textron Dr. Bend 97702 OR Owner: 902 SE Textron, LLC Permit # PRRE202306790
 \$350,280.00 - Commercial (New) 21,466 sf. at 63760 NE 18th St. Bend 97701 OR Owner: Juniper Ridge Lot 8, LLC Permit # PRNC202306367
 \$20,114,000.00 - Commercial (New) 365,039 sf. at 20319 Cooley Rd. Bend 97703 OR Owner: Powell-Bend Residential, LLC
 Builder: Robinson Construction Co. 503-645-8531 Permit # PRNC202305545
 \$397,663.00 - Commercial (New) 1 sf. at 20951 NE Talus Pl. Bend 97701 OR Owner: Juniper Ridge Lot 8, LLC Permit # PRNC202306369

Lake County

\$20,000.00 - Commercial (New) at 1250 S 12th St. Lakeview 97630 OR Owner: The 42nd Group, Inc. 1250A Fairmont Dr. #823 San Leandro, CA 94578
Builder: Adam Young Construction, LLC 480-625-7066 Permit # 497-24-000084

Deschutes County

\$150,000.00 - Commercial (new) 181,400 sf. at 57475 Abbot Dr. Sunriver 97707 OR Owner: Sunriver Owners Association PO Box 3278 Sunriver, OR 97707 Permit # 247-24-000276

City of Redmond

\$60,000.00 - Commercial (Alteration) at 652 SW 6th St. Redmond 97756 OR Owner: Key to Joy, LLC 652 SW 6th St. Redmond, OR 97756
Builder: Forma Builders, LLC 541-223-1913 Permit # 711-24-000082
 \$80,000.00 - Commercial (Addition) at 1335 SW Obsidian Ave. Redmond 97756 OR Owner: School Dist #2J 145 SE Salmon Dr. Redmond, OR 97756
Builder: Able General Contracting, LLC 541-410-8838 Permit # 711-24-000338

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Nanometrics Announces Expansion of Bend Operations

Cascade Publications Inc. Embarks on 25 Years of Cascade Business News

Lumos Medical Center Primary Care Clinic Reopening Eastern & Western Medicine through Holistic Healthcare Celebrates First Anniversary



May 16, 2018 • VOLUME 25 • ISSUE 10

Brooks Buys Former Bend Car Lot as Commitment to Future Central Vision

Home Builders Foster Cottage Industries

The BendTECH Startup Resource Fair is Back—Bigger & Better

Tax Benefits of Home Ownership

Don't miss your opportunity to market directly to Central Oregon's business community in our **April 17** issue of Cascade Business News.

March 7, 2018 • VOLUME 25 • ISSUE 5

Facebook Data Centers Contribute Nearly \$6 Billion in GDP

Convention Attention on the Rise

Central Oregon Real Estate on Solid Ground

Study Finds Domestic Facebook Data Centers Have Contributed Nearly \$6 Billion in GDP, Support Thousands of Jobs & Spur Growth of Clean & Renewable Energy

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February 15, 2023 • VOLUME 30 • ISSUE 4

Classic Motor Car Company Celebrates 60-Year Milestone

Art in the High Desert Returns 2023 Welcomes Back the Premier Central Oregon Art Show

Family Business — America's Backbone

Advertising materials are due **April 10** for this issue.