



It Takes a Team to Support Your Child's Academic Journey

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Enhancing & Promoting the Economic Vitality of Central Oregon Since 1994

Accomplished under 40

by JEFF MARTIN — CBN President/CEO

As CBN celebrates our 18th year of honoring young business leaders in Central Oregon, we — along with our sponsor, Washington Trust Bank — thought it would be fun to reach out to some of our past award winners and ask...

WHERE ARE THEY NOW?



JOEL THOMAS

What advice would you give to your former self at the time you were featured as an Accomplished Under 40 Award recipient?

Stay even-keeled. It's easy — and typically my tendency — to get really excited about the wins, the highs, and really depressed about the losses, the lows. Something I have tried to work on, and continue to work on, is being more even-keeled. While it is great to celebrate the wins along the way and recognize and learn from the losses, I think it's best for your mental well-being to not get overly emotional about either and rather keep your eyes on the end goal and the steps you need to take, every day, in order to get there. Speaking of goals — make them, write them down, and look at them every day — especially those times when you are searching for motivation.

What has changed the most in Central Oregon since then?

Ha! What hasn't changed? When I received this award, Central Oregon was still trying to dig itself out of the Great Recession and dealing with an economy that was primarily construction and tourism-based. One day, someone just flipped back on the light switch and it seemed like Bend was booming again — although this time with a more diversified economic base that included industry sectors never contemplated in this former logging community turned tourism capital. Along with the growth in the area, wealth seems to have grown as well, while still being able to attract the type of people

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Bend Looks to Fast-Track Boundary Expansion

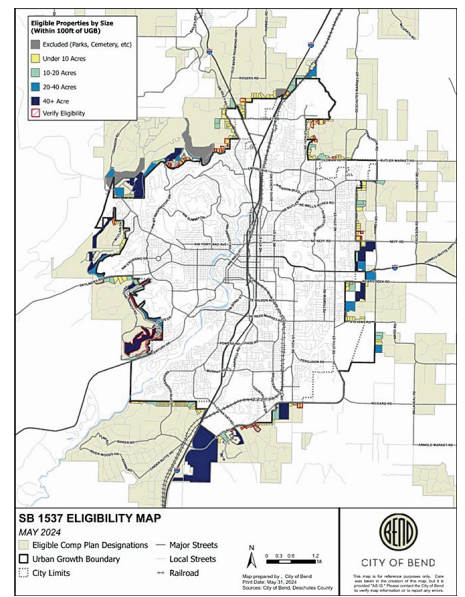
Senate Bill Offers One-Time Opportunity to Accelerate Housing Production

by SIMON MATHER — CBN Feature Writer

Bend is looking to take advantage of a potential window to fast-track expansion of the City's Urban Growth Boundary (UGB) to accelerate the production of much-needed housing, including a sizable affordable proportion. The City of Bend is to publish widespread notices calling for site applications this month, following a June 20 council meeting decision to pursue the one-time opportunity, further to Oregon Senate Bill 1537 which offers incentives for speeding up growth.

The Bill came out of a request for the legislature to act urgently to allow cities an optional, one-time UGB amendment to provide additional land for housing to facilitate rapid housing production to meet Governor Tina Kotek's housing production goals of 36,000 per year for the next ten years. Selected land of up to 100 net residential acres contiguous with the existing UGB boundary will be made "development-ready" (i.e., annexed/zoned, served with infrastructure, and not encumbered by protective regulations) with minimum affordability and development parameters outlined in the bill. "Net residential acre" means an acre of residentially designated buildable land, not including nondevelopable rights of way for streets, roads or utilities.

The Oregon Senate's passage of the "Emergency Housing Stability and Production Package" was a top priority for Gov. Kotek, aiming to create more affordable housing by supporting housing production and making it easier for Oregon cities to create infrastructure. A major component of the bill is that within any expansion areas, 30 percent of all housing units must be legally restricted for



GRAPHIC COURTESY OF CITY OF BEND

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Cascades Edge Applies 'Not Just to a Career, but Also to Life'

by ANDREA HINE — CBN Feature Writer

For many students, choosing a career field can be one of the most anxiety-inducing decisions of their lives," according to Jen Hoffmann, assistant director of experiential learning at OSU-Cascades. In response, the university has launched a program — possibly the only one of its kind in the nation — that integrates career development into coursework each and every academic term — from students' first year through to graduation.

Called Cascades Edge, and created with the help of faculty, career experts, academic advisors, employers, and parents and prospective students, the comprehensive program addresses "concerns about college debt and the value of a college education in preparing students for meaningful careers," said Blair Garland, chief of marketing and community relations.

Traditionally, college career centers took on the role of preparing students for professional success, he added. "And they were invaluable — but only if students accessed them."

Not only does Cascades Edge transcend traditional college career centers in scope, but it addresses a challenge many university career centers face. Nationwide, 78% of college students rarely or never access a campus career office, according to a 2018 Strada-Gallup survey. And underrepresented students such as first-generation students and students of color — the former comprised 23% of first-year students at OSU-Cascades in 2023, while the latter comprised 21.2% — are often less likely to seek career center services.

"We believe," said Garland, "that we have developed a solution that will bring the career center to every student at OSU-Cascades and give them the core skills to reap the most value from their tuition investment."

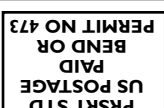
Garland, who led the ideation phase of the project and now serves in an advisory capacity, added that Cascades Edge "provides a steady dose of career development tools, threaded through both the academic curriculum and the student experience. These tools apply not just to a career, but also to life."

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Educational Services Spotlight — Pages 13-18

Bend, Oregon

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Keep Oregon Multifamily Residents Cool During Summer Heatwaves for Less

As Oregon summers get hotter, multifamily property owners face the challenge of finding affordable ways to keep residents cool and safe. Energy Trust of Oregon has a way to help, as the nonprofit is now offering landlords expanded reimbursement — up to 100

percent of costs — to create a cooling space in common areas for residents to use during life-threatening extreme heat. "Serious heatwaves are not going

Continued on Page 30 ▶

The Bend Venture Conference Returns October 17-18, 2024

Economic Development for Central Oregon (EDCO) will once again host the annual Bend Venture Conference (BVC) on Thursday, October 17-Friday, October 18, 2024, at the iconic Tower Theatre in downtown Bend.

Each fall, hundreds of entrepreneurs and investors from around the country descend on Bend for a two-day celebration of entrepreneurship. Now in its 21st year, BVC is the longest standing and largest angel investment conference in the Pacific Northwest and has served as a catalyst for startup investment in

This year, EDCO is offering an Early Bird registration discount. Attendees who register by Monday, September 30, will receive ten percent off their order and a free, commemorative shirt.

Continued on Page 30 ▶

RECENT TRANSACTIONS

Compass Commercial Real Estate Services brokers **Jay Lyons, SIOR, CCIM, Bruce Churchill, and Grant Schultz, CCIM** represented the landlord, **Taylor Development, LLC**, in the lease of a 4,455 SF retail suite located at 549 NW York Drive in Bend. **Compass Commercial** brokers **Russell Huntamer, CCIM, Jay Lyons, and Eli Harrison** represented the tenant, **Rafters Recreation Club, Inc.** Brokers **Peter May, CCIM, Russell Huntamer, CCIM** and **Eli Harrison** with **Compass Commercial Real Estate Services** represented the seller, **Rosemarie Byram Rev**

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Osheru Secures \$4.7 Million Seed Funding to Advance Revolutionary Ziplift Device for Blepharoplasty Surgery

Osheru, a medical device company specializing in innovative solutions for skin surgery led by Drs. Knute and Patricia Buehler, announced today the successful completion of a \$4.7 million funding round to accelerate the development and commercialization of its groundbreaking Ziplift device for blepharoplasty surgery. The round was led by individuals and family offices, including investment from Nike

Co-Founder Phil Knight. Additional investors include Oregon ToughTech BreakThrough Fund managed by ONAMI for Business Oregon and SOPHINCAP, the Corporate Venture Fund of Laboratorios Sophia, an international ophthalmology company and leader in research and innovation. The resulting oversub-

Continued on Page 30 ▶

Tribe Equity Partners Announce Their Acquisition of Prineville-Based Sawmill Pacific Firs

Tribe Equity Partners announces their recent acquisition of Prineville-based, Pacific Firs, LLC. Pacific Firs is the regional leader in small dimensional lumber and custom pallet manufacturing.

grown considerably over the years and Pacific Firs products can be found all over the West Coast and even as distant as Hawaii. Todd, a Central Oregon native, leveraged his lifelong experience in the lumber industry to build a strong company, with a great culture, and with fantastic customer relationships.

Pacific Firs began in 1999 as a pallet manufacturing business under the leadership of Todd Gallant, and has evolved into the business it is today, with over 20 full time employees working out of its Prineville facility. The operation has

Continued on Page 30 ▶

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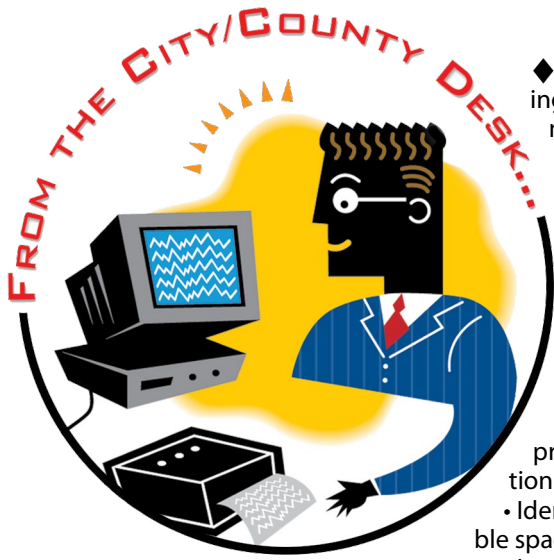
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DESCHUTES COUNTY

◆ The Board of County Commissioners adopted a Fiscal Year 2025 budget that is balanced and includes funding for core county programs and services, as well as key investments to support a variety of priority projects and initiatives.

The total adopted budget for FY25, including service districts is \$727.8 million. This represents a 0.6% increase over last year's adopted budget.

◆ The County Board of Commissioners unanimously approved funding for a new pilot program that encourages builders to construct and sell new homes at prices attainable to median-income earners.

The program, called Workforce Home Ownership for Median-income Earners (Workforce HOME), was established in partnership with NeighborImpact, Housing Works and the Central Oregon Builders Association (COBA). It will provide developers a \$30,000 builder credit for each home they build that is sold within a price range that is affordable for the workforce in Deschutes County.

◆ Deschutes County is encouraging residents to review and comment on a draft version of the statewide wildfire hazard map, which is available on the Oregon State University (OSU) Wildfire Risk Explorer website.

The wildfire hazard map was created to:

- Help educate residents about wildfire hazard in their community
- Assist public agencies when prioritizing wildfire hazard reduction efforts
- Identify locations where a defensible space and fire-hardening is needed
- Improve the safety and well-being of communities across Oregon

Using the address search function on the map, residents and property owners can learn if their property is classified as a low, moderate or high wildfire hazard. They can also find out if their property is located in, or adjacent to the wildland-urban interface (WUI), where development and vegetation intermingle. Only properties that are high hazard and listed in the WUI will be subject to new development regulations, which include defensible spaces and/or fire-hardening building codes.

The wildfire hazard map cannot be used to:

- Adjust property owners' insurance rates
- Require property owners to make modifications to their property unless significant updates are planned for structures

The current wildfire hazard map is still in draft form. The public is encouraged to submit written comments about the map to the Oregon Department of Forestry (ODF) at hazardmap@odf.oregon.gov. The comment period

will remain open until August 18. ODF and OSU will evaluate all comments received during the public comment period and determine whether changes to the map are necessary.

The final version of the wildfire hazard map is expected to be released on October 1.

REDMOND

◆ The City of Redmond has reached a significant milestone in its ongoing sustainability efforts, achieving a more than 30 percent reduction in water usage across its parks and municipal facilities in the months of June and July 2024. This equates to a savings of nearly eight million gallons of water compared to usage during June and July 2023, which are historically high usage months due to irrigation demands. This underscores Redmond's commitment to environmental stewardship and resource conservation.

The City's efforts to optimize water usage include a series of strategic initiatives implemented this irrigation season:

• **Installation of Smart Irrigation Systems:** Advanced irrigation technologies, including soil moisture sensors and weather-based controllers, have been installed in many city parks. These systems automatically adjust watering schedules based on real-time weather conditions and soil moisture levels, ensuring optimal water usage.

• **Routine Audits and Maintenance:** Regular watering schedule audits and maintenance checks of the irrigation systems have been instituted to identify and promptly address leaks or inefficiencies, further ensuring responsible water management.

• **Public Awareness:** The city launched several educational campaigns to encourage water conserva-

tion among residents and businesses. These include sending monthly Water Use Reports highlighting residential water use with the City's Water Utility Bill, tabling at community events, updating informational brochures, and providing online resources and irrigation rebates highlighting simple, effective water-saving practices.

• **Upgraded Infrastructure:** The city has replaced outdated irrigation infrastructure with more efficient models, significantly reducing water waste and enhancing overall system performance.

In fall 2024, Redmond will be converting four city-owned landscaped areas to water-wise landscapes. This will reduce natural grass and feature plants that require minimal water, further reducing the overall water consumption and demonstrating effective water conservation practices.

This accomplishment not only reflects Redmond's commitment to environmental conservation, but it also sets a benchmark for residents aiming to enhance sustainability efforts in their homes and businesses.

Opportunities for residents and businesses to reduce water consumption include:

- Adhere to our city watering schedule
- Monitor your water consumption through the city's free AquaHawk services
- Participate in the city's rebate program
- Visit our website to learn ways to use water efficiently and reduce water waste

BEND

◆ The Bend Metropolitan Planning Organization (BMPO) Policy Board will consider approval of one amendment to the MTIP at their next meeting on August 16 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) BMPO 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: 23494
Project Name & Description: Hawthorne Ave Pedestrian & Bicyclist Overcrossing (Bend). Provide safe access for pedestrians and bicyclists by designing and constructing a bridge over US97 and BNSF railroad connecting east Hawthorne Avenue to downtown Bend.

Proposed Project Total: \$32,111,051
Changes: Increase CN by \$6,285,390 (\$5.7M Congressional District Spending earmark funds and \$585,390 city local match). Slip RW to 26. Slip CN to 27. Pending August 1, 2024, OTC approval.

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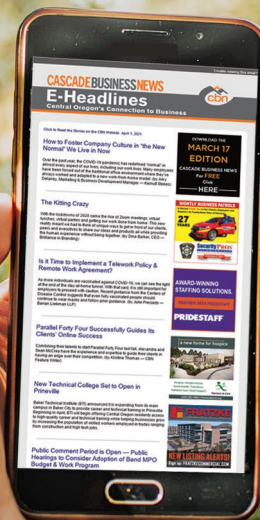


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Central Oregon Employers Council

Navigating Change & Challenges

by ERIKA ORESKOVICH — CBN Feature Writer

The Central Oregon Employers Council (COEC) recently hosted its quarterly meeting, drawing a diverse group of city officials, business leaders, and professionals from various industries. The nonprofit organization, dedicated to supporting local employers through education, advocacy, and networking, is crucial in helping businesses navigate the complexities of operating in Central Oregon. Run entirely by volunteers, the COEC fosters collaboration and growth among local employers, providing a platform for open dialogue and shared insights.

The meeting, presided over by COEC President Don Paumier, opened with a warm welcome to the eclectic mix of attendees. The room was filled with representatives from various sectors, including government officials, bankers, attorneys, and local entrepreneurs. This diverse turnout emphasized the community's commitment to addressing shared challenges.

The centerpiece of the event was a panel discussion featuring five prominent figures in the Central Oregon business community: Kevin Cole, CEO of Mid Oregon Credit Union; Rita Hansen, CEO and co-founder of Onboard Dynamics; Eric King, City manager of Bend; John Merriman, president and GM of Mount Bachelor; and Matt Swafford, CFO & SVP of St. Charles Health System. Each panelist provided a snapshot of their

respective industries, focusing on key priorities, emerging trends, and the challenges they face.

Cole kicked off the discussion by highlighting the region's evolving landscape of financial services. He noted that while consumers have adjusted to higher loan rates, there's been a noticeable decline in consumer spending. "We've seen a 25 percent drop in debit card transactions in the last quarter alone," he said, emphasizing the need for businesses to adapt to changing consumer behavior. "People have moved past the initial shock of higher rates, but they're spending more cautiously."

The conversation quickly shifted to one of the most pressing issues for all businesses — recruitment and retention. Hansen shared the difficulties her company, Onboard Dynamics, faces in finding and keeping skilled employees, especially given the high cost of living in Bend. "We're constantly balancing the need to attract top talent with the reality of the housing market here. It's a challenge, but we're finding creative ways to make it work," Hansen explained. She also mentioned the value of local partnerships, noting, "OSU Cascades has been a crucial partner for us in finding talent locally."

This discussion naturally led to broader concerns about the challenges posed by Oregon's regulatory environment, including the corporate activity tax and other state regulations. Panelists highlighted how these create additional financial pressures, with new taxes and propositions on the horizon potentially straining resources further. They collectively underscored the need for a more business-friendly environment to sustain growth and attract new ventures.

King added to the discussion by addressing the broader implications of these workforce challenges on the city's infrastructure and services. "The city's workforce costs have risen dramatically, and that's on top of construction costs



(L-R) MIKE RILEY, EXECUTIVE DIRECTOR OF THE ENVIRONMENTAL CENTER; PATTI ADAIR, DESCHUTES COUNTY COMMISSIONER AND BEND CITY COUNCIL; AND CLIFFORD EVELYN, REDMOND CITY COUNCIL | PHOTOS BY ERIKA ORESKOVICH

that have gone up by 60 percent in just a few years. We're doing everything we can to manage these costs while still delivering the services our community relies on," he said.

Tourism, a double-edged sword for Central Oregon, was another key topic. Merriman spoke about Mount Bachelor's role in the local tourism economy, emphasizing the importance of attracting more visitors during winter. "Tourism is vital for us, especially in the off-season," he said. "We're working hard to draw more destination travelers to help fill hotel rooms and keep the local economy thriving during the colder months."

However, Merriman also acknowledged tourism's strain on local resources. "We're aware of the challenges, like increased traffic and pressure on public services, but the benefits of tourism for local businesses and the economy are significant. It's all about finding the right balance."

Continued on Page 8 ▶



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Where Are They Now

Continued from page 1

who recognize Central Oregon as an awesome place to live, work and play.

How has your career and community involvement changed since you were selected?

Pretty dramatically. About four years ago, I moved from Bend to Prineville and a few months later made a pretty significant career change — from working as a principal broker at Compass Commercial to a business banking relationship manager at U.S. Bank. Starting in 2024, I accepted a new position — healthcare

banking relationship manager — at U.S. Bank, now focused 100 percent on working with private practice healthcare clients — doctors, dentists, optometrists and veterinarians. My territory has grown to encompass the majority of Oregon, so I've been able to establish great relationships throughout the state. The work is super rewarding and I love the culture at U.S. Bank. All of the changes have been very healthy for me and my family. We are truly blessed.

What did it mean to you to receive the award?

It was an honor. When I received it, I was fresh off of running a statewide campaign for Oregon Secretary of State and had just moved back to Central Oregon to start a new career and a family. Winning this award gave me a boost of confidence and 'street cred', if you will, to launch into this new chapter of my life.

What are some of your proudest accomplishments that make you who you are today?

Hands down my proudest accomplishment is my family. My wife, Elisabeth (also an Accomplished Under 40 winner) and I have been together for almost 22 years. Together we have been raising two incredible children — a daughter who is 12 and a son who is nine. They are intelligent, caring, creative, respectful, funny and loving people. And they still like us, which is awesome! We even still get unsolicited hugs from our 12-year-old daughter! It's great to watch them grow and mature and I'm excited for what their futures bring.

What advice would you give to this year's — and future — recipients of Accomplished Under 40 Award?

Don't be afraid of change, but rather embrace it and learn to love it. One of my favorite quotes is, "The only constant is change." We live in a time of rapidly evolving technology — AI is just the tip of the iceberg. No one knows what changes and potential career paths are going to be available in the future — so lean into change and always be learning. Over the course of my post-college life, I've changed career paths four times. Each change has helped me grow into the professional I am now — and I still use the skills that I acquired in each of those careers to help better serve my clients here at U.S. Bank today.

What question would you ask yourself for this interview?

It's been about ten years since you won this award. Where do you see yourself in another ten years?

It's crazy to think about ten years from now — I'll be in my 50s; my daughter will likely just be finishing up college and my son will be starting college. I hope that I will have achieved my goal of producing two incredible, smart, compassionate adults who contribute to making society better. I hope they have great relationships with us and their friends/significant others. I hope my wife and I are healthy and mentally and physically fit enough to enjoy that next phase of our lives — being 'empty nesters.'

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Protecting Trade Secrets

FTC's Nationwide Ban on Non-Competes

by **BECKY ZUSCHLAG, Attorney & IESHA COMIA, Law Clerk** — Barran Liebman LLP

On April 23, 2024, the Federal Trade Commission (FTC) issued its Final Rule prohibiting non-compete clauses in employment contracts. This prohibition on non-compete clauses, which only applies to for-profit businesses, will have a long-lasting effect on how employers approach trade secret protection.

Since the Final Rule was published earlier this year, employers have been filing lawsuits challenging the rule's legality in an effort to derail the FTC's agenda in their nationwide ban of non-competes. In response to a recent challenge from a company hoping to block the Final Rule's ban, a U.S. District Court judge in Pennsylvania rejected the company's argument and expressed the FTC does indeed have the power to ban non-competes. In contrast, a federal court in Texas recently granted plaintiffs' motion for a preliminary injunction but declined to issue a nationwide stay. If the Final Rule survives these legal challenges, employers must comply by September 4, 2024. In accordance with this deadline, employers should consider how the Final Rule will impact their non-compete agreements and trade secret protections with current and former workers.

Breakdown of the Non-Compete Ban

The FTC's goal behind the Final Rule is to increase healthy competition in the workplace, promote employee mobility between employers, and boost the economy overall. According to the FTC, this ban will help businesses grow, expand, and more rapidly reach their potential through widening the hiring pool and allowing employees to more easily transition from one employer to another.

The FTC's ban would prohibit employers from entering into new non-compete clauses in any employment contract for U.S. workers, including senior executives. The rule differs for employees who are current versus former employees, and for those who are senior executives, who entered into a non-compete agreement prior to September 4, 2024. Any non-compete entered into with a current or former employee prior to September 4, 2024, is no longer enforceable. Whereas a non-compete entered into with a senior executive prior to September 4, 2024, remains enforceable. A "senior executive," for purposes of the rule, is an employee who (1) was/is in a policy-making position; and (2) received total annual compensation of at least \$151,164.

Prior to the Final Rule's effective date, employers are required to notify all current and former employees who have an existing non-compete agreement, that the non-competes they entered into are no longer valid effective September 4, 2024. This required notice must "(i) identify the person who entered into the non-compete clause with the worker; (ii) be . . . delivered by hand to the worker," or by mail, email, or text message. The Final Rule provides model language that complies with its notice requirement.



Becky Zuschlag



Iesha Comia

How the Ban Impacts Trade Secret Protection

Employers who seek trade secret protection through their non-compete agreements should prepare to take an alternative approach to ensure trade secret protection before the ban becomes effective. Trade secret protections are commonly incorporated into non-compete agreements because they prevent employees from working for competing employers, thus reducing the risk of valuable trade secrets being shared with competitors. However, with the pending ban on non-competes, employers must explore other options for protecting trade secrets. For example, implementing a nondisclosure agreement (NDA) into an employment contract is an excellent tool for employers to protect trade secrets. NDAs permanently prohibit workers from revealing certain confidential and proprietary information to others. Another option is to include a non-solicitation provision in the agreement, which continues to be enforceable in most states (if not overbroad). When crafting NDAs and non-solicits, employers should draft carefully, ensuring the provisions do not have a functional effect similar to a non-compete. Because drafting these provisions can be a complex task, consulting with trusted legal counsel is recommended.

Key Takeaways for Employers

Moving forward, employers should review their non-compete arrangements and ensure compliance with the FTC's Final Rule before September 4, 2024. Specifically, employers expecting trade secret protection through non-compete agreements should consider alternative methods for protection. Even for employers already utilizing other contractual methods, reevaluating the impacts of the FTC's non-compete ban to confirm protection is recommended. Employers should review employee manuals, materials, and contracts to verify that all trade secrets are expansively protected and that employee expectations of confidentiality are clear. Employers should also consider when to issue notices to any current and former employees who have existing non-compete agreements, prior to the Final Rule's effective date on September 4, 2024.

For more information about best practices for protecting trade secrets following the FTC's non-compete ban, register for Barran Liebman's 2024 Annual Employment, Labor, Benefits & Higher Education Law Seminar at barran.com or contact any of our employment, labor, and benefit attorneys.

Becky Zuschlag is an attorney Barran Liebman LLP. She advises and represents employers on a wide range of workplace issues. For questions, contact Becky at 503-276-2151 or bzuschlag@barran.com.

Iesha Comia is a law clerk with Barran Liebman LLP. She partners with attorneys in client trainings, legal research, and the drafting of employment policies and handbooks. barran.com

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Rio Sol

New Restaurant Concept Launched in Sunriver

by **SIMON MATHER** — CBN Feature Writer

New picturesque riverfront restaurant Rio Sol has been launched in Sunriver as a spinoff of the former Hola.

Located on the banks of the Deschutes close to the Sunriver Marina, the building has undergone an extensive facelift, including new flooring, lighting, bar layout and remodeled kitchen.

A fresh roster of engaging and knowledgeable staff, including manager Corinne Callahan and assistant manager Gabrielle Lowes, are complemented by a new Latin American-influenced menu and creative craft cocktails.

The restaurant has already been well-received by locals and tourists alike, with particular menu favorites including starters such as the Rio Trio including two house-made salsas, guacamole and house-made tortilla chips, as well as deep-fried avocado and Peruvian ceviche.



PHOTO | COURTESY OF RIO SOL



(L-R) RIO SOL OWNER PETER LOWES WITH DAUGHTER, ASSISTANT MANAGER GABRIELLE LOWES

Entrées include offerings such as grilled mahi-mahi tacos with pickled cabbage slaw, mango-jalapeno chutney, avocado and cilantro, mole enchiladas and king salmon with corn zucchini grilled pineapple and cumin, flanked by roasted Peruvian purple potatoes.

One of the fun portraits greeting diners entering the restaurant is that of El Jefe, AKA Señor Pickle — a teacup Chihuahua found under Rio Sol owner Peter Lowes' tomato patch, and now something of a mascot for the restaurant.

"As a family restaurant, we look to offer a refreshed new flavorful Latin American-influenced cuisine in our beautiful riverside setting, and we have already had a wealth of positive feedback," Lowes said. "We have put a lot of work into the revamp and have an enthusiastic and skilled staff ready to welcome guests in a fun and vibrant environment."

riosollatinkitchen.com
17430 Deschutes Rd., Sunriver
541-593-8880



A PORTRAIT HANGS IN THE RIO SOL LOBBY OF THE LEGENDARY SEÑOR PICKLE, A TEACUP CHIHUAHUA FOUND ABANDONED UNDER THE OWNER'S TOMATO PATCH AND NOW SOMETHING OF A MASCOT FOR THE RESTAURANT | PHOTOS BY SIMON MATHER



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COEC

Continued from page 5

Swafford brought a unique perspective from the healthcare sector, discussing the ongoing struggle to maintain financial sustainability while serving the community. "We're the only critical care facility within three hours of here, so there's a huge responsibility on our shoulders. Our focus is on retaining the talent we have and ensuring we can continue to meet the growing needs of Central Oregon," Swafford shared. He also touched on the challenges posed by regulatory compliance and the financial pressures of operating in the healthcare sector. "The margins are tight, and with two-thirds of our revenue coming from government sources, we're constantly navigating how to balance costs and deliver high-quality care."

As the meeting wrapped up, key concerns emerged around sustaining business missions amidst rising costs and the impact of climate change on operations. Despite these challenges, there was a strong sense of optimism fueled

by ongoing investments in infrastructure, improved workforce stability, and the community's commitment to addressing climate and sustainability issues. The shared recognition of these challenges and the collective determination to tackle them reflect the resilient spirit of Central Oregon.

Paumier emphasized the strength of the community, noting that the diversity of voices and the collective effort of local businesses are crucial to sustaining growth and ensuring a high quality of life in the region. The meeting concluded on a hopeful note, with plans for future COEC events to continue addressing emerging issues and fostering deeper connections within the business community. Paumier's closing words encapsulated the spirit of the gathering: "It's the collective effort of everyone in this room that makes Central Oregon a great place to do business. We're all in this together, and that's what will see us through the challenges ahead." The panelists echoed this sentiment and stressed the need for ongoing cooperation between the public and private sectors.

centraloregonemployerscouncil.org



PHOTO | BY ERIKA ORESKOVICH

Business Owners: How a New Supreme Court Ruling Could Blow Up Your Estate Plan

by **MICHAEL SIPE, President — CrossPointe, Inc. & STU MALAKOFF, CFP, CDFP, CPFA, CRPC, President — Bend Wealth Advisors**

If your business has multiple shareholders, read this article carefully. Chances are you have a buy-sell agreement in place. If you do not currently have a buy-sell agreement, I suggest you contact your corporate attorney immediately and get one drawn up.

In short, a buy-sell agreement is negotiated among a corporation's shareholders to define in advance how the corporation and its surviving shareholders will address the shares owned by a deceased shareholder. Will the corporation redeem the shares of the deceased shareholder from his/her estate, and if so, under what terms? Will one or more of the other shareholders purchase the shares from his/her estate, and if so, under what terms?

As a mergers and acquisition advisor and business coach for 34 years, as president of CrossPointe Private Equity Advisors, I have witnessed the upset and chaos that results when a shareholder dies and there is no buy-sell agreement in place. Here are some of the challenges.

The remaining shareholders are now in an unplanned, unwilling partnership with the estate and/or the family of their deceased partner. Everyone is distraught, especially the family of the deceased. Family members may wish to get involved in the operation of the business. This usually does not sit well with the other shareholders and can be very disruptive. No methodology for valuing the shares has been established. Neither the corporation or the shareholders have the cash on hand to fund a redemption or purchase of the shares. The estate wants maximum value for the shares, and it wants the most cash possible. The remaining shareholders want a modest valuation, minimal cash outlay and favorable seller financing. The raw emotions of all involved make resolving these challenges extremely challenging. Relationships can be broken, and the controversy can be devastating to business operations. Too often, everything ends up in litigation and everyone loses — except the lawyers.

The solution, for as long as I can remember is for the buy-sell agreement to establish a valuation methodology to be followed in the event of a shareholder death, as well as establishing how the share redemption or purchase will be funded. One very common approach for funding the purchase price has historically been for the corporation to purchase a life insurance policy on each shareholder with the intent that if one died, the life insurance proceeds would fund the purchase of their shares in cash. The goal was that the corporation would pay the premiums, the insurance proceeds would be estate tax-free, and the operating profits of the company would be unaffected.

Although, as you might guess, the IRS has wanted to tax the decedent's estate in the amount of the insurance proceeds, this life insurance approach to funding buy-sell agreements has been upheld judicially until now. For example, in the 2005 case of *Estate of Blount v. Commissioner*, a federal appeals court held that such a payout was



Michael Sipe



Stu Malakoff

excluded from a corporation's value because it was offset by a liability — the obligation to repurchase the owner's shares.

In a recent case, *Connelly v. United States*, the Connelly's corporation, which had a market value of \$3.86 million (excluding the insurance value) was deemed by the IRS to be worth \$6.8 million when the founder died, and the \$3 million policy payout occurred. This resulted in an unexpected additional \$900,000 in estate taxes, based on the estate's 77% ownership of the corporation. The case went to the Supreme Court.

Now, in a little-noticed decision, issued in June, the Supreme Court unanimously agreed with the IRS in *Blount* and reasoned that the requirement to repurchase a decedent's shares wasn't offset to the insurance payment because it wasn't a liability like a debt. Instead, the exchange of shares for dollars provided something of value to the firm.

So, if your buy-sell agreement is funded by life insurance, it's time to immediately revisit and validate or revise your strategy. Stu Malakoff, President of Bend Wealth Advisors, offers this guidance:

A cornerstone of a good financial plan is that it be reviewed and — if warranted — changed whenever life circumstances, financial objectives and regulations such as tax law have materially changed. *Connelly v. United States* is a ruling that has caused us to reach out to potentially impacted clients — those with i) closely held businesses, ii) family-owned businesses, or iii) other small business owners — and especially those businesses with life insurance policies in place to provide liquidity or to facilitate redemption agreements at the death of an owner.


Along with their advisor team (especially in tax and estate planning), we are helping our clients evaluate the right structure for any buy-sell arrangements and are encouraging them to determine fair market value of the business. Cross-purchase arrangements could be adopted instead of redemption agreements because, even though they can pose increased cost and complexity to owners, such agreements can help save even more money by avoiding additional estate tax...as much as a 40% tax at the federal level. A cross-purchase agreement would prevent the life insurance's value from being added to the corporation's valuation. In turn, the lower valuation lessens the likelihood that estate tax would apply at the death of a given owner. Alternatives to a cross-purchase agreement include a cross-endorsed Insurance LLC, as well as trust-owned life insurance.

The timing of the Supreme Court ruling coincides with another significant


Continued on Page 12 ▶

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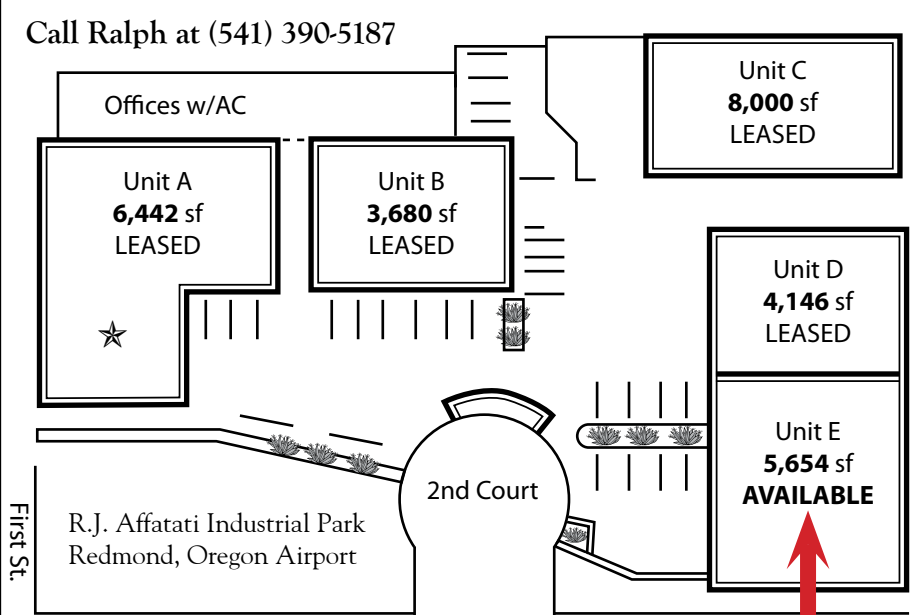
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Compass Points Q2 2024 Market Report

Developing Bend's Future

by **EMILIO TISCARENO, Broker — Compass Commercial Real Estate Services**

Bend is witnessing a surge in major land developments as Central Oregon's rapid growth transforms Bend's landscape. Significant investments in commercial and residential projects are reshaping the city. Mixed-use projects such as The Jackstraw, Timber Yards, Stevens Ranch, Easton, and Petrosa are at the forefront of this transformation, blending residential units with commercial spaces, creating vibrant and dynamic communities.

JACKSTRAW

Located between the Box Factory and the Old Mill District, Jackstraw is a new mixed-use development project. It encompasses 313 residential units and 17,500 square feet of retail space with a unique "Woonerf"—a shared street for pedestrians, cyclists, and low-speed vehicles. A first-of-its-kind for Bend, concerts and markets can be hosted along the Woonerf creating exciting new leasing opportunities for local shops, restaurants, and services.

TIMBER YARDS

Situated next to Jackstraw, Timber Yards is a proposed 32-acre development. The nine-phase project includes 1,600 housing units, a 180-room hotel, 17,000 SF of retail space, and 120,000 SF of office space. Although the development of the site is currently on hold, plans to move forward in the future are still in place.

EASTON

Easton is a master planned 123-acre mixed-use community designed to meet the growing needs of Bend's southeast side. Located at SE 15th Street and Knott Road in Bend, the development includes an 8-acre commercial parcel divided into five lots with up to 100,000 SF of potential building size. Easton will feature 847 residential units, comprised of 472 single-family homes, 114 townhomes, 61 mews, and 200 multifamily units, ensuring diverse living options and fostering a vibrant community atmosphere.

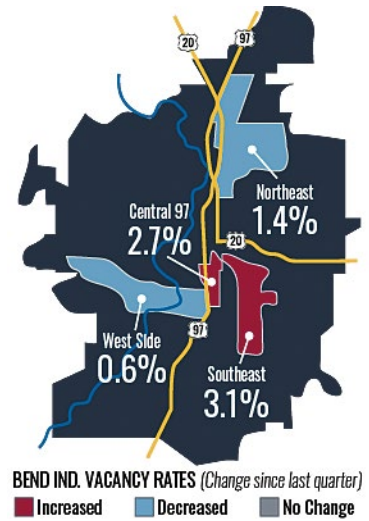
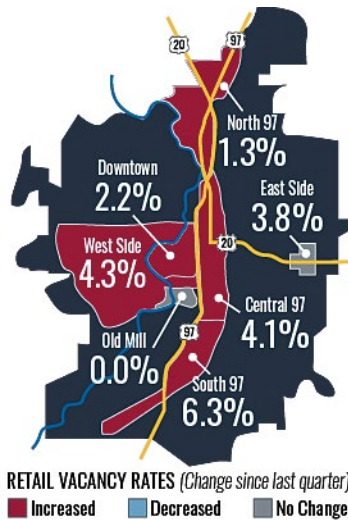
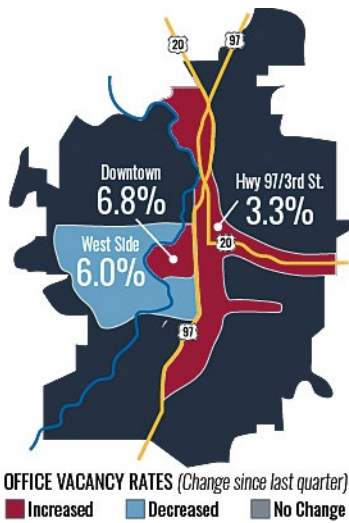
STEVENS RANCH

Stevens Ranch, a 375-acre development at the southeast intersection of Stevens Road and NE 27th Street, will feature over 1,500 housing units and 130,000 SF of commercial space. This traditionally residential area offers an exciting opportunity to cater to a historically underserved community. The development will house the new ±100,000 square foot Deschutes Public Library. Approximately 138 acres will be designated for employment with 46 acres for commercial land, 92.73 acres for industrial development, and 50 acres for a large-lot industrial site. Additionally, 44 acres are reserved for parks and open spaces, making Stevens Ranch a central hub for residential, commercial, and industrial growth.

PETROSA

Located at Butler Market and Deschutes Market Roads, Petrosa is a 179-acre live/work/play community designed to accommodate approximately 1,100 residents. The development includes 16.1 acres for commercial use, strategically positioned to support a grocery store and various retail businesses. Petrosa offers a diverse range of housing options, including single-family homes, townhomes, cottages, and 260 multifamily units. Residents will enjoy private amenities such as a pool, clubhouse, and open spaces, with an additional 10 acres reserved for a new elementary school.

These five projects are the largest land developments reshaping the City of Bend, providing essential housing and business opportunities as Central Oregon continues to grow. Over the last five years, Central Oregon has persistently seen an increase in population, earning Bend the number four spot in the top 60 fastest growing cities in America. As Bend expands, these developments are vital in supporting this growth. Compass Commercial remains committed to guiding clients through this dynamic market, ensuring robust investment opportunities and contributing to the city's continued expansion.



by **JAY LYONS, SIOR, CCIM, Partner and Broker — Compass Commercial Real Estate Services**

Compass Commercial surveyed 225 office buildings totaling 2.78 million square feet for the second quarter office report of 2024. The market experienced 8,450 SF of positive absorption in Q2 which decreased the vacancy rate from 6.18% in Q1 to 5.46% in Q2. This is the first quarter of positive absorption in the last six quarters. Unfortunately, the positive absorption was offset by the available sublease space increasing from 49,838 SF in Q1 to 70,278 SF in Q2. The current availability rate is now 7.99%.

LEASING: Leasing demand remains slow but stable across all submarkets and suite sizes. The West Side submarket bounced back in Q2 with 19,663 SF of positive absorption. The Downtown and Hwy 97/3rd Street submarkets experienced negative absorption of 8,379 SF and 2,834 SF respectively.

RENTS: Lease rates are steady with the high end of the market ranging from \$2.00 to \$3.05/SF/Mo. NNN and more affordable space ranging from \$1.40 to \$2.00/SF/Mo. NNN. Rate reductions and leasing concessions continue to be more of the exception than the rule.

CONSTRUCTION: Taylor Brooks recently broke ground on two office buildings. The first is Shevlin Crossing - Building B, a 26,000 SF, two-story office building located in NorthWest Crossing. A 6,413 SF single-story office building directly across the street from Shevlin Crossing also broke ground this quarter. Both buildings are slated to be delivered Q2 of 2025.

SALES: There were three notable sales this quarter. An owner/user purchased a 7,037 SF vacant multi-tenant office building located at 40 NW Greenwood Avenue. The building sold for \$2.08 million or approximately \$296/SF. An owner/user purchased an 8,971 SF multi-tenant office/medical office building located at 19785 Village Office Court for \$3.28M or approximately \$365/SF. An owner/user purchased an 8,882 SF vacant single-tenant office building located at 345 SE 3rd Street. The building sold for \$2.50M or approximately \$281/SF.

by **RUSSELL HUNTAMER, CCIM, Partner and Broker — Compass Commercial Real Estate Services**

Compass Commercial surveyed over 4.65 million square feet of retail space across 272 buildings in Bend to compile the second quarter retail report of 2024. After experiencing positive absorption for the first quarter of 2024, the retail market in Bend experienced a slight increase in overall vacancy from 2.88% in Q1 of 2024 up to 3.32% in Q2 of this year. There is now 154,416 SF of available retail space for lease in Bend.

LEASING: The negative absorption recorded in Bend's retail market for the second quarter was due to an increase in vacancies in the majority of submarkets. The East Side vacancy rate remained unchanged at 3.77% and the Old Mill District maintained its 0.00% vacancy rate for the fourth quarter in a row.

RENTS: The asking rental rates for Bend retail space range from \$1.00 to \$3.75/SF/Mo. NNN with an average of \$2.20/SF/Mo. NNN. Excluded from these rate ranges are two outliers—a 21,376 SF building at 355 NE 2nd Street in Bend is marketed on the low side at \$0.50/SF/Mo. NNN, and the inline retail pad buildings under-construction at Gateway North, the new Costco-anchored development on the southeast corner of Highway 20 and Cooley Road, are being marketed on the high side at a rate range \$4.17 to \$5.00/SF/Mo. NNN.

CONSTRUCTION: The new Costco relocation development, Gateway North, has made significant progress in its development with Costco's opening anticipated for October of 2024. The surrounding pad sites will be developed after Costco opens. Costco's building, gas station, and car wash will total 185,000 SF. The retail buildings being developed on the adjacent pad sites will total approximately 23,000 SF with 12,000 SF reportedly pre-leased.

SALES: There were three notable sales this quarter. The former Breakfast Club building, located at 378 NE Greenwood Avenue in Bend, sold for \$857,000, which represented \$693.37/SF. 838 NW Bond Street in downtown Bend sold for \$1.30 million or \$393.11/SF. The former 8,298 SF B&D Auto Glass building located at 2115 NE 3rd Street sold for \$2.85 million or \$343.46.

by **GRAHAM DENT, SIOR, Partner and Broker — Compass Commercial Real Estate Services**

Compass Commercial surveyed 322 Bend industrial buildings totaling 4.66 million square feet for the second quarter of 2024. The market experienced 3,914 SF of negative absorption during the quarter resulting in an overall vacancy rate of 2.09%, a minor change from the 2.00% recorded in Q1 2024. There is now 97,228 SF of industrial space currently available in Bend.

LEASING: Leasing activity remained relatively flat during the quarter as evidenced by a vacancy rate that remained virtually unchanged from the prior quarter. Due to the lack of inventory and lower priced alternatives, tenants are electing to renew in-place.

RENTS: The average asking lease rate for standard industrial space was \$1.06/SF/Mo. NNN at the end of Q2 2024, unchanged from Q1 2024. Asking lease rates for first generation industrial space are between \$1.35 and \$1.75/SF/Mo. NNN, while rates on flex space or highly improved industrial spaces are between \$1.25 and \$1.50/SF/Mo. NNN.

CONSTRUCTION: The Midway project located at the corner of SE Wilson Avenue and SE 9th Street is under construction in Bend. Midway consists of three buildings, one of which will be occupied by Blackstrap. The remaining two flex buildings totaling 27,789 SF will be delivered in spring 2025. Taylor Brooks has broken ground on a 44,200 SF building in Juniper Ridge. This speculative project is expected to be completed by summer 2025. Another speculative project in Juniper Ridge being developed by Empire Construction & Development is under construction with delivery expected in late 2024. This project consists of approximately 15,410 SF.

SALES: A couple of notable sales occurred during the quarter. 320 SE Bridgeford Boulevard sold to an investor for \$1,975,000 or \$185/SF and a building located at 61510 SE American Lane sold to an investor for \$2.30 million or \$139/SF. Despite continued

Continued on Page 12 ▶



Managing Projects Like a Pro

by Expert LISA MERRITT —
Central Oregon Community College

Question:

In my job, I'm often in charge of several big projects in various stages of completion, all at once and with large teams of people. I've heard about a project management certification but I'm skeptical. Is it worth it? Should I really consider a Project Management Professional (PMP) course or certification to help me up my game?

A: Managing multiple projects simultaneously can be challenging, but PMP training can absolutely equip you with the skills and techniques to handle this workload more effectively. Here's how:

1. Improved Time Management: PMP courses cover various project-scheduling techniques to help you create realistic project timelines, allocate resources efficiently and prioritize tasks effectively across multiple projects, ultimately enhancing your time-management skills.

2. Enhanced Prioritization Skills: PMP training emphasizes identifying and prioritizing project objectives, deliverables and stakeholders' needs. By understanding project prioritization techniques, you can make informed decisions about where to focus your time and resources.

3. Streamlined Communication: Effective communication is essential when managing multiple projects. PMP courses cover communication planning, stakeholder analysis and conflict-resolution strategies, enabling you to establish clear communication channels, disseminate information efficiently and address issues proactively across all projects.

4. Risk Management: Managing multiple projects increases the likelihood of encountering risks and uncertainties. PMP training includes in-depth coverage

of risk-management processes, such as risk identification, assessment, mitigation and monitoring.

5. Resource Optimization: With limited resources available across multiple projects, resource optimization becomes critical. By learning how to balance resource demands and constraints effectively, you can maximize resource utilization and avoid bottlenecks.

The Center for Business, Industry, and Professional Development (CBIPD) at COCC can help. Led by experienced, PMP-certified facilitator Lynn Jesus, a series of project management in-person classes kick off with a free informative meeting on Wednesday, September 11, 2024. Visit cocc.edu or email cbipd@cocc.edu to learn more.

About the Expert:

Lisa Merritt has more than 25 years of experience in higher education, developing, instructing and facilitating communication courses. She has spent the last four years at COCC as both a credit instructor and program manager in CBIPD. She brings individuals and industries together with talented facilitators to develop success skills.

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Urban Growth Boundary

Continued from page 1

affordable housing, an affordability requirement in Oregon that would be one of the strongest in the United States.

Resources will also be made available to encourage climate-friendly development for new affordable housing construction to incorporate energy-efficient design, reduce energy costs for low-income residents, and stabilize operational costs for owners. These incentives are designed to help reduce the energy burden for low-income Oregonians across the state.

For the City of Bend to qualify for this one-off accelerated expansion, it needs to prove housing need based on rent burden — households that spend more than 50 percent of their income on rent and utilities expenses are considered severely cost-burdened. Currently, Bend qualifies, but it may not in the future as the percentage of rent burdened has actually decreased because of people moving out of the city due to affordability concerns.

The City will obtain housing data from U.S. Department of Housing and Urban Development (HUD) later this summer, which will give staff a better idea about whether the City will continue to qualify. Because of this unknown, City staff members recommended expediting the process to try to seize the opportunity in a timely manner.

The expansion development must be in a single site, but multiple property owners could assemble to develop a single area, but the lots would need to be contiguous, or just separated by a right of way. Other location requirements are that the site must be on non-resource land — i.e., not zoned for farm or forest. In its simplest form, a UGB, is a regional boundary, set to control urban sprawl by mandating that the area inside the boundary be used for urban development and the area outside be preserved in its natural state or used for agriculture.

BreAnne Gale, a senior planner with the City's Growth Management Division, said interest in this streamlined expansion opportunity is motivated by the need for affordable housing, to catch up on the City's underproduction in recent history. Typically, UGB expansion can take several years to develop, plan, and realize. "Staff has spent a lot of time and effort over the last month drafting the selection application format, and we are looking to publish notices calling for site applications mid-August," Gale said. "We want to cast the net pretty widely, including utilizing a list of existing interested parties. Applications should include a draft concept plan showing how they meet the requirements of the bill with elements such as adequate serviceability, and a breakdown of the number of units and their composition, including the affordability requirement.

"The more information an applicant provides the better, and the City Council will decide if the proposal meets or exceeds city requirements," she continued. "We would also refer applicants to the June 20 meeting where councilors posed questions regarding areas such as compatibility and multi-modal connections consistent with council goals.

"We are aiming to have a Q&A session by early September, as well as offering pre-application meetings to go over compatibility. There will be a council work session on November 20, with a decision narrowing down to one site as soon as the following meeting December 4. There will also be a public input component, and we are planning an online open house to look at all applications, together with a public

comment period and the opportunity to offer testimony at meetings. Once the decision is narrowed down to one site, the concept plan will be refined, and we would hope to adopt the UGB expansion as an amendment to the General Plan and annexed into the city limits by mid-2025." The bill also requires that any site have a mix of both residential and commercial development.

The City embarked on its last UGB expansion in 2016 and even with the one-time addition coming from SB 1537, the City anticipates needing to expand further in coming years. Bend's population is predicted to grow from 111,000 to 156,000 people by 2045, requiring more than 19,000 new housing units, according to a 2023 analysis. New planned developments are still under construction on land included in the 2016 expansion, which added 2,380 acres among ten areas on all sides of the city. The process took years and involved more than 70 public meetings.

New developments proposed through the UGB fast-track would still be subject to the city's master planning process with the City Council having discretion in choosing a proposal. The UGB reduces sprawl by allowing for new types of development in specific areas with the city's current boundary. In order for new development to occur, the city must determine how to adequately serve these new areas with infrastructure like roads, sewer, and water. Then, the expansion areas need to be annexed into the city limits before they are officially part of the City of Bend.

Senate Bill 1537 addresses Oregon's housing supply and affordability crisis as decades of underbuilding have left the state with a severe housing shortage that is driving up rents, home prices, and worsening its homelessness plight.

The state is currently behind by 140,000 housing units and needs to produce over 440,000 units in the next 20 years to keep pace with demand. Furthermore, too many Oregonians can't afford to live where they work, and employers are losing potential hires who cannot find an affordable place to live. Many Oregonians are being forced to leave their communities and some are leaving the state entirely. To address this critical economic and livability issue impacting all Oregon communities, the state must dramatically increase the production of housing units — up to 80 percent over current construction trends — to get Oregon on track to meet its future needs.

SB 1537 is a first step, and the key provisions of the bill were developed following months of stakeholder outreach to hear from local communities, climate organizations, homebuilders, and others on what tools are needed to address the ongoing housing crisis. While this tool does allow expedited and limited expansions for cities that have a need, it also has a series of requirements to ensure that expansion areas are the type of communities that Oregonians want: complete communities with diverse housing choices, a mix of densities, stores and restaurants, parks and open space, walking and biking infrastructure, affordable homeownership opportunities, and more.

Land cannot be high-value farm or forest land outside of urban reserves already designated for future urban development and is capped at no more than 75 or 150 acres, depending on city population. The tool is designed to ensure that as Oregon communities grow, they can accommodate urgently needed affordable and middle housing production, while also retaining the state's natural beauty and diverse neighborhoods.

Funding for Housing Production Tools SB 1537 includes a \$500 million investment package from existing state resources requested by Governor Tina Kotek to unlock more housing production by providing funding to build core infrastructure like water and sewer to support new housing development, and funding to moderate-income housing.

Business Owners

Continued from page 9

change to estate planning: the reduction of the estate tax exemption to \$5.6mm per individual (adjusted for inflation from 2017) scheduled for the end of 2025. Therefore, revisiting your estate plan — which requires having a solid handle on the value of your taxable estate — is especially timely. I've seen these types of sweeping changes several times during my 22-year career as a financial advisor and life insurance producer; it seems that change is the one constant in federal tax law. Revisiting your estate plan from time to time has also become a constant.

You could find that estate taxes may not be a concern even with the sunset of current estate tax exemption levels, in which case — an entity-redemption plan may still be the right approach if you own a closely held business. But you need a current, accurate fair market valuation to make that determination. Leverage your advisor team to optimize the financial outcome for you, your business, and the important people and

causes in your life.

Closing thoughts: Corporations with multiple shareholders should seriously consider having a buy-sell agreement. The company should be valued when the agreement is put in place and the methodology for future valuation should be established in writing in the agreement. Shareholder exit strategies should be established, not only to address untimely death but also to provide a planned exit path for shareholders during life. CrossPointe can help with these issues.

Bend Wealth Advisors, your CPA, and your estate and tax planning attorneys can help you design a redemption or repurchase plan to fund your buy-sell agreement in a manner that's appropriate to your situation. Take the SCOTUS decision as a wake-up call. Meet with your professional advisors and act now to avoid the potential of chaos, business disruption, and a painful tax bill in the event of the death of a shareholder.

Michael Sipe is President of CrossPointe, Inc., a local mergers and acquisitions firm.

Stu Malakoff, CFP, CDFA, CPFA, CRPC is President of Bend Wealth Advisors, a financial planning and investment management practice.

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Compass Points

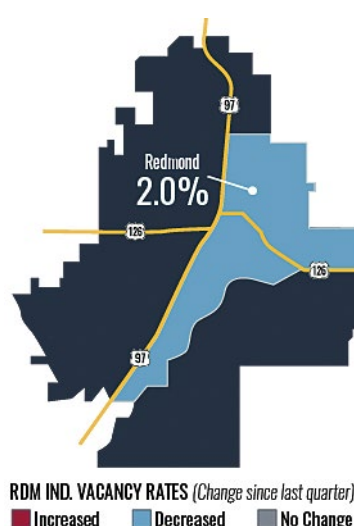
Continued from page 10

demand for industrial product from investors and owner/users, sales activity remained slow during the quarter. Higher interest rates and shortage in inventory have contributed to a slower sales market.

REDMOND INDUSTRIAL MARKET by TERRY O'NEIL, Broker — Compass Commercial Real Estate Services

Compass Commercial surveyed 93 buildings totaling 1.77 million square feet for the second quarter Redmond industrial market report of 2024. The Redmond industrial market experienced 23,400 SF of positive absorption resulting in the vacancy rate decreasing from 2.59% in Q1 2024 to 2.02% in Q2 2024. There is now 35,866 SF of industrial space

currently available in Redmond.



LEASING: Demand for space in the Redmond industrial market has somewhat softened with tenants seeking spaces between 1,500 SF and 5,000 SF. Leasing activity increased throughout the quarter with over 23,000 SF of industrial space being leased. One new industrial building totaling 13,701 SF was added to the survey this quarter.

RENTS: Lease rates in the Redmond industrial market have begun to stabilize at the top of the market. Average asking rates are between \$0.90 and \$1.25/SF/Mo. NNN depending on the condition and size of the space. Asking rates for new projects under construction remain between \$1.10 and \$1.25/SF/Mo. NNN.

CONSTRUCTION: There continues to be between 20,000 SF to 50,000 SF of industrial space in the pipeline, including a 23,400 SF industrial building on NE Jackpine Court slated for completion in October 2024. There continues to be a significant amount of square footage that is being built as owner-user buildings or pre-leased space.

Being a Strong Force in the Workforce

COCC Grads Bring Reliable Skills, Experience to Central Oregon Employers & Industries

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

A barrel-thick ponderosa pine towers over the woods west of the Deschutes River near Pringle Falls, its trunk spiraled with gouges, looking like a half-ton housecat has used it as a scratching post. The marks are the work of a lightning bolt — some years back it struck the crown and traced the twisted grain down, instantly turning the water in the tree’s tissue into steam and leaving the “pondo” upright but otherwise fried. Then the beetles moved in.

Bret Michalski, a forest resources technology professor at Central Oregon Community College, walks around the base of the copper-colored tree, pointing out several small oozing wounds to his class of nine students. He plucks a resin blob from one of the holes, holding it up on his finger for the class to assess.

“Red turpentine beetle,” a student quickly deduces. “Dendroctonus valens,” adds another. “Very good, very good,” replies Michalski, happy for the one-two punch of common and scientific names.

Several clues have helped the students collar the culprit. The raisin-sized beetle typically infests larger pine species, particularly stressed-out trees. They also initiate their pitchy tubes several feet off the ground. Case closed, the class hikes on.

Climbing over downed trees and picking their way through the woods, the students are like a roaming forensics team, stopping periodically to peer into rotted stumps or pull apart sheets of bark litter, looking for cases to solve.



“WE STRONGLY BELIEVE IN COCC’S ALLIED HEALTH PROGRAMS” | PHOTOS COURTESY OF COCC



FORESTRY AT COCC PRODUCES GRADUATES WITH EXCEPTIONAL ECOLOGICAL UNDERSTANDING

From sprouting seeds to decaying trees, the big and small stories of the forest’s health — the full narrative — are all part of the class.

It’s the kind of well-rounded, immersive learning that industry professionals and employers take note of. “COCC’s forestry program provides students with opportunities to learn from both academics and professionals in the field, and

worked with fellow COCC dental assistant grads. “I personally love working with them because they are very well prepared for the dynamic days we can have,” she says. It’s a good time and place to be a dental assistant, too: According to the **U.S. Bureau of Labor Statistics**, Oregon ranks third in the nation for highest-paying annual mean salary, at \$55,960; Central Oregon is fifth in the country for the highest concentration of dental assistant jobs in nonmetropolitan areas.

The impact that COCC grads have on their community is far-reaching, with training that can change the course of their own lives — and that of others. “Compassionate care and being in the helping profession can be both challenging and gratifying. The addiction studies program really prepares students for working in the field of behavioral health and addictions treatment,” says Kelli Huntington, program director for BestCare’s Redmond Residential Treatment Center. “If this is your career choice, you will have a great start at COCC to helping people and being an effective counselor or treatment specialist.”

Discover how you can be a strong force in the workforce. COCC’s fall term application window is now open; the deadline is Sept. 15. Visit cocc.edu to envision your future.

cocc.edu

It’s the kind of well-rounded, immersive learning that industry professionals and employers take note of.

to build knowledge of forestry concepts through direct experience,” says Lauren Monk, monitoring program manager at Upper Deschutes Watershed Council. “The program produces graduates with exceptional ecological understanding and knowledge, who can think critically about ecological questions.”

From forestry technicians to pilots to health care workers, COCC connects its grads with numerous in-demand fields across Central Oregon — and ensures they’re workforce-ready. “We strongly believe in COCC’s allied health programs,” says Joan Ching, vice president and chief nurse executive at St. Charles Health System. “Not only do we at St. Charles humbly host students from COCC’s health career programs, we also proudly employ a good number of its graduates.”

Those health care paths — and career options — are diverse. In all, COCC offers degrees and certificates in 12 different health career disciplines, including dental assistant, massage therapy, medical assistant, pharmacy technician, veterinary technician, health information management, registered nursing, nursing assistant and paramedicine, as well as degrees and certificates in public health.

For dental assistant graduate Amberena Fairlee, her time at COCC inspired further learning. She went on to become a dentist, now practicing in Central Oregon — and has frequently

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COCC is an affirmative action, equal opportunity institution.

Educational Services

Educational Services *(Listed Alphabetically)*

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Services
Bend Montessori School 680 NW Bond St. PO Box 460 Bend, OR 97703	541-678-3248	N/A	www.bendmontessorischool.com info@bendmontessorischool.com	Client Services	3	2012	Independent school using Montessori method for students ages 3 through 6.
Cascade Culinary Institute & Elevation Restaurant at Central Oregon Community College 2555 NW Campus Village Way Bend, OR 97703	541-318-3780	N/A	www.cascadeculinary.com info@cascadeculinary.com	N/A	14	1992	Educational opportunities in the disciplines of culinary arts, baking & pastry arts, sustainable food systems for culinary arts to the greater Pacific Northwest, while also providing educational & professional development programs for the community & restaurant industry at large.
Cascades Academy 19860 Tumalo Reservoir Rd. Bend, OR 97703	541-382-0699	541-382-0225	www.cascadesacademy.org info@cascadesacademy.org	Marti Fields Johnson	51	2003	Primary through secondary education.
Central Oregon Community College 2600 NW College Way Bend, OR 97703	541-383-7700	541-383-7506	www.cocc.edu feedback@cocc.edu	Dr. Laurie Chesley, Zachary J. Boone	760	1949	Transfer programs, career & technical education programs, community learning, business advising, business & employee development, adult basic education/college preparation & GED preparation.
Central Oregon Community College - Madras 1170 E Ashwood Rd. Madras, OR 97741	541-550-4100	N/A	www.cocc.edu/Madras jgreen2@cocc.edu	Jeremy Green	20	1949	Offering community college classes, non-credit community learning classes, English language classes & remedial writing classes.
Central Oregon Community College - Prineville 510 SE Lynn Blvd. Prineville, OR 97754	541-447-6442	541-447-9155	www.cocc.edu/Prineville prinevillecampus@cocc.edu	Suzie Kristensen	2	1949	Offering community college classes, GED preparation & personal enrichment programs.
Central Oregon Community College - Redmond 2030 SE College Loop Redmond, OR 97756	541-504-2900	541-504-2939	www.cocc.edu/Redmond infoRedmond@cocc.edu	Amy Ward	39	1949	Offering community college classes.
COCC's Center for Business Industry & Professional Development Cascades Hall, 2600 NW College Way Bend, OR 97703	541-383-7575	N/A	cocc.edu/cbipd cbipd@cocc.edu	Workforce Training & Development	12	1953	Offering comprehensive professional development, customizable & industry-specific workforce training & expert business advice & education to help existing & future business owners grow & succeed.
COCC's Small Business Development Center Cascades Hall, 2600 NW College Way Bend, OR 97703	541-383-7290	541-383-7503	www.cocc.edu/sbdc sbdc@cocc.edu	Jennifer Gould	10	1984	Confidential business advising at no cost, plus affordable workshops & training, Business planning assistance for all stages of business.
COIC Classroom - Prineville 2321 NE Third St. Prineville, OR 97754	541-447-9292	541-447-6278	www.coic.org coic@coic.org	John Bouchard	2	1972	Provides GED preparation, certified alternative high school education.
COIC Classroom - Bend 1645 NE Forbes Rd., Ste. 101 Bend, OR 97701	541-706-1458	541-389-8265	www.coic.org pjordan@coic.org	Patrick Jordan	4	1972	Provides GED preparation, certified alternative high school education.
COIC Classroom - La Pine 16493 Bluewood Pl., Ste. 3 La Pine, OR 97739	541-420-2239	541-389-8265	www.coic.org coic@coic.org	John Bouchard	1	1972	Provides GED preparation, certified alternative high school education.
COIC Classroom - Redmond 2360 SW Glacier Place Redmond, OR 97756	541-771-2229	541-504-2969	www.coic.org coic@coic.org	Dustin Gurley	1	1972	Provides GED preparation, certified alternative high school education.
Current Conceptions, Inc. PO Box 2388 Sisters, OR 97759	541-904-4715	541-904-4716	www.currentconceptions.com ccadmin@currentconceptions.com	Dr. Angela Oki, Dr. P. L. Senger	2	2011	Specializing in on-line curriculum development & global distribution to academic programs at the university level in the field of reproductive physiology.
Eastern Oregon University Central Oregon Center Cascades Hall Office #242 Central Oregon Community College 2600 NW College Way Bend, OR 97703	541-550-4000	N/A	www.eou.edu/central-oregon dcechhini@eou.edu	Danny Pic	1	1997	Online bachelors & masters degrees. www.eou.edu/online.
George Fox University, Redmond/Madras Campuses 4555 SW Elkhorn Ave. Redmond, OR 97756	503-554-6027	N/A	www.georgefox.edu kwilfong@georgefox.edu	Dr. Kris Molitor, Katy Turpen, Kipp Wilfong	3	2003	Master of arts in teaching, reading, ESOL & special education endorsements, bachelor of science in elementary education (with ESOL endorsement) & administrative licensure. MAT Degree (Redmond)-georgefox.edu/education/become-a-teacher/masters-in-teaching/index.html, Elementary Education Degree (Madras)-georgefox.edu/education/become-a-teacher/bachelors-degree/elementary/degree-completion/index.html
IITR Truck School 667 Jackpine Ct. Redmond, OR 97756	541-504-1465	N/A	www.iitrrc.com IITRDave@msn.com	Dave Riggins	2	1981	Commercial truck driving school & third party CDL examiner, A & B & passenger testing, Class A & C Hazmat.
Innovation Center PO Box 8759 Bend, OR 97708	541-362-1229	N/A	www.innovationcenter.org info@innovationcenter.org	Robert L Newhart II	1	1990	Assists individuals & organizations to discover & launch their future through creativity & innovation. Supports growing & established companies & organizations harness their creativity to solve key issues & to develop competitive products & services.
International School of Baking 1971 NW Juniper St. Bend, OR 97703	541-604-5432	N/A	www.schoolofbaking.com marda@schoolofbaking.com	Marda Stoliar	1	1985	Designed to meet the needs of every student regardless of experience. Culinary school has been training beginners & professional chefs in the culinary art of baking.
Latino Community Association - Bend 2680 NE Twin Knolls Dr., Ste. 110 Bend, OR 97701	541-382-4366	N/A	www.latinocommunityassociation.org daniel@latca.org	Daniel Altamirano	20	2000	Empowering Latino families by providing workforce services including English classes & tutoring, computer training, job placement, small business support, legal assistance & citizenship. Offices in Redmond: 636 NW Cedar Ave., Redmond; Madras: 231 SE Sixth St., Madras & Prineville: 185 NE Fourth St., #1.
Latino Community Association - Madras 715 SW Fourth St., Ste. A Madras, OR 97741	541-325-6837	N/A	www.latinocommunityassociation.org daniel@latca.org	Daniel Altamirano	2	2010	Empowering Latino families by providing workforce education, including classes in English, computer science & citizenship, health insurance enrollment, immigration counseling & currently help with income tax preparation. Offices in Redmond: 636 NW Cedar Ave., Redmond, OR 97756; Madras: 715 SW Fourth St., Madras, OR 97741 & Prineville: 430 NW Fourth St.
Leading Edge Aviation, Inc. 63048 Powell Butte Hwy. Bend, OR 97701	541-383-8825	541-317-0709	www.flybend.com launch@flybend.com	Travis Warthen	80	1989	Helicopter & airplane pilot training, tours, charter operations, fuel services, avionics, aircraft sales & maintenance, FAA written testing center.

It Takes a Team (& Some Great Tools) to Support Your Child's Academic Journey

by SYLVAN LEARNING CENTER with contributions by MORGAN WOOD & AUDRA BOHN

Supporting a child's education is one of the most important jobs parents have. But it's not easy; that's for sure. It takes a team to get them where they need to be.

Four years after the biggest disruptor in the education space, the consequences continue to impact students. In many districts, class sizes remain high, resources are strained and many students continue to fall behind academic benchmarks.

Additional academic support for students can be challenging to navigate as grade inflation continues to muddy the waters for parents.

"A report card comes home and looks good, and a lot of parents think that means they don't need to follow up with anyone about anything," explains Emily Mitchell, Sylvan Learning's vice president of education. "Five years ago, that was likely true, but that's not the case anymore. The report card isn't telling the whole story because schools are lowering expectations for each grade."

If your child seems to be struggling with a concept, regardless of what the grade on their report card says, a neutral third-party assessment can be a great starting point to understand where the student's skills are in comparison to what they should know at their grade level. Once a true benchmark is established, parents, students and teachers can work together to support the student in regaining some academic ground.



Audra Bohn

Sylvan Learning is the Ultimate Teammate & Has the Ultimate Tools

Our education experts are here to coach your child to level up their learning game! Our first tool, the Insight Assessment is a proven and reliable third-party evaluation you can't find anywhere else. You'll get clarity and direction on where your child stands today and the exact skills they should be achieving at their grade level. It also shows you where your child stands in relation to other students in their grade level. The assessment will be very eye-opening!

After the assessment, you will receive a personalized learning plan that is unique to your child. It outlines the exact skills by subject that your child should be focused on to ensure they're at grade level. Our expert teachers then use that learning plan guide to your child to master skills and achieve success quickly. Combining the best of teaching and technology is a game-changing formula!

Whether students are struggling with academic issues or social-emotional problems — Sylvan can be a true partner. Many of our students express that they experience genuine camaraderie with fellow students at our centers. They also cite the personal connections they establish with the entire staff as significant reasons why they love coming to Sylvan.

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OSU-Cascades Student Success Center

Support & Engagement Under One Roof

by **ANDREA HINE** — CBN Feature Writer

From Minnesota to Missouri, New Jersey to Nevada, and Wisconsin to Washington, student success centers have become an integral part of colleges and universities — providing a range of services to help students achieve their academic and personal goals.

Slated to open this coming January, the 17,500-square-foot Student Success Center at OSU-Cascades — located to the west of Edward J. Ray Hall — “has always been part of our long-range development plan,” said Jarrod Penttila, associate director of capital planning and construction. “We’ve had a deficit of spaces and services that support student life; this new facility fills a definite need, and will be a pretty incredible addition to the campus.”

Centralized Location for Services

Taking services that were previously housed in “virtually every building on the OSU-Cascades campus,” according to Penttila, the Student Success Center will provide “support and engagement in one place and under one roof.” The list of available options for students includes academic and career advising, mental health and financial aid counseling, veterans support, and disability access. The facility will also have spaces for study and tutoring, an equity lounge, a coffee shop, arts presentations, meeting rooms and gathering areas.

One of the facility’s many services, its student-government-run food pantry — which is “for students and by students” — purposefully doesn’t require recipients



THE STUDENT SUCCESS CENTER IS SLATED TO OPEN IN JANUARY 2025 | RENDERINGS COURTESY OF OREGON STATE UNIVERSITY – CASCADES



GATHERING AREAS SUCH AS THE LOUNGE COMMONS ARE DESIGNED AS “COMFORTABLE PLACES TO HANG OUT AND BUILD FRIENDSHIPS”

to “jump through hoops,” Penttila said. “There are no questions asked. New enhancements will include a refrigerator and freezer for perishable items.”

The Student Success Center will also serve as headquarters for student life activities such as events planning, recreational programs, student organizations, and clubs for climbing and kayaking, according to Katie Wilson, associate dean for student life. “Students will be able to take advantage of vibrant leadership opportunities,” she said, “and see how to thrive through non-academic pursuits.”

Student Input & Financial Buy-In

“Because this is a student-focused building, we were very intentional in gathering student input throughout the design process,” Penttila said. “We set up a lot of interactive feedback sessions; showed renderings; asked how to make the space more comfortable and inviting; and did a survey of students — including minority and disadvantaged — to gather individual feedback.”

For example, gathering areas such as the coffee shop are designed as “comfortable places to hang out and build friendships,” to quote Penttila, with amenities such as a fireplace, and muted lighting that complements the wood and furniture that were selected. In contrast, Penttila described the upstairs study

Continued on Page 18 ▶

Educational Services (Listed Alphabetically)

▶ CONTINUED FROM PAGE 14

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Services
Morning Star Christian School 19741 Baker Rd. Bend, OR 97702	541-382-5091	N/A	www.mscsbend.org Office@mscscsbend.org	Stacie Roats	43	1982	Nursery through 8th grade.
Oregon State University – Cascades 1500 SW Chandler Ave. Bend, OR 97702	541-322-3100	541-383-7501	www.OSUcascades.edu christine.coffin@osucascades.edu	Christine Coffin	323	2001	Serving Central Oregon’s higher education needs with a growing slate of bachelor’s, master’s & doctoral degrees; research labs & programs; & public lectures & events.
Osher Lifelong Learning Institute through the University of Oregon (OLLI-UO) UO Central Oregon	800-824-2714	N/A	osher.uoregon.edu osher@uoregon.edu	Brenda McDonald	2	2003	Offers noncredit courses, informative programs & events geared towards those 55+. OLLI-UO is part of a thriving network of 125 university & college-based programs supported in part by the Bernard Osher Foundation.
Phagans’ Central Oregon Beauty College 1310 NE Cushing Dr. Bend, OR 97701	541-382-6171	541-385-0782	www.phagans-schools.com bend@phagans-schools.com	Debbie Patrick	10	1963	Hair design, facial & nail technology & barber styling course, code & teacher training. Hair design, esthetics, nail technology, barbering courses & services to the public.
Portland State University Masters in Social Work Program 1027 NW Trenton Ave. Bend, OR 97703	312-523-9234	N/A	www.pdx.edu/ssw/msw-distance-option-bend-site lbuehrig@pdx.edu	Leah Allen	2	2010	Portland State University of Social Work. Masters in social work distance option.
Superior Schools, Inc.	541-388-1021	N/A	www.a1schools.co team@a1schools.co	Stacey Harrison	1	1978	Real estate & property manager, pre-license courses & continuing education. Online.
Sylvan Learning Center Satellite Location: 2754 NW Crossing Dr., Ste. 101 Bend, OR 97701	541-389-9252	N/A	www.sylvanlearning.com/bendor bend.or@sylvanlearning.com	Audra Bohn	4	1986	Works with students of all ages to help them become more academically successful.
Sylvan Learning Center 2150 NE Studio Rd., Ste. 10 Bend, OR 97701	541-389-9252	N/A	www.sylvanlearning.com/bendor bend.or@sylvanlearning.com	Audra Bohn	14	1986	Works with students of all ages to help them become more academically successful.
Waldorf School of Bend 2150 NE Studio Rd., Ste. 2 Bend, OR 97701	541-330-8841	541-330-9713	www.bendwaldorf.com info@bendwaldorf.com	Jessica Porto, Cyndi Pointer, Annie Warzecha	18	1997	Offers a holistic, developmentally appropriate education to children from preschool through 8th grade in Bend.

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.

Now4 OSU-Cascades Members Advocate for Central Oregon’s Growing OSU Campus

by **ANDREW FOSTER, Director of Legislative Advocacy — Oregon State University Foundation**

Oregon State University – Cascades (OSU-Cascades) was created to serve the people of Central Oregon and it has been able to do this largely because of the volunteer support of countless community members over four decades. Now4 OSU-Cascades was founded by longtime community leaders Janie Teater and Amy Tykeson, and mobilizes volunteers to advocate for the region’s growing university campus. As part of the Beaver Caucus, a statewide group of alumni and supporters who advocate for Oregon State University, Now4 OSU-Cascades helps ensure higher education and OSU-Cascades are a priority for state leaders.

As the newest of Oregon’s public university campuses, OSU-Cascades requires ongoing state investment to meet the needs of our region. However, because the state government formula prioritizes maintenance and revitalization of existing university buildings, OSU-Cascades, which opened its campus in 2016 and is building from the ground up, is at a disadvantage.

This is where members of Now4 OSU-Cascades play a pivotal role. As OSU-Cascades seeks state funding for academic buildings and other projects, volunteers from Bend and surrounding communities send letters and emails

to legislators, host events with elected officials, and travel to Salem to meet with legislators and advocate for support. They share with lawmakers how OSU-Cascades is a key contributor to Central Oregon’s vitality and provides access to education and programs that support the region and its economic development priorities.

The impact of Now4 OSU-Cascades’ efforts can be seen in the steady development of the campus, and its increasing contributions to the Central Oregon. But more voices are always needed.

Your voice can have an impact as soon as this fall, as OSU-Cascades leaders seek funding for its next project, a Health and Recreation Center to support student health and wellness, and 24 acres of remediated land to support future academic buildings and student housing.

To learn more about how you can join and help, visit now4osucascades.org.

ForOregonState.org

Cascades Edge

Continued from page 1

Explore It, Design It, Land It

Students experience Cascades Edge during the first year of enrollment, when they take a course focused on self-discovery — exploring their strengths, values, and interests, and how they tie into academic majors offered at OSU-Cascades and related career paths. This exploratory phase also includes creating a draft resume; building soft skills through involvement in student government and clubs/organizations; and evaluating the ROI (return on investment) of potential careers in terms of meeting their financial obligations (such as student debt) and goals.

The second phase, designed to give direction and purpose to the students’ academic career, centers around creating a mission statement and an action plan. In Garland’s words, “these components — which include identifying what kind of degree is needed, and which classes to take — give students a map, the sense of a mission, and buy-in — helping them define what personal success looks like.”

The third phase of Cascades Edge is focused on pursuing professional development activities that provide students with “an edge” in landing a job in their chosen field after graduation. These activities include conducting informational interviews; participating in job shadowing, internships, research with professors; practicing interviewing skills; refining and targeting their resumes; and

attending career fairs and networking events.

The value of Cascades Edge — a concerted, campus-wide effort — is underscored by a National Association of Colleges and Employers report claiming that such programs contribute to higher starting salaries and promotion opportunities for new professionals, and better enable graduates to contribute to an organization beginning with their first job.

“My hope is that Cascades Edge will really, really impact students in a positive way,” said Garland. “I’ve never before experienced a college where everyone is so bought in to the mission.

osucascades.edu/cascades-edge

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Now4 OSU-Cascades is a group of community volunteers that advocates for resources to support the growth of Central Oregon’s public four-year university. Sign up today to learn about opportunities to lend your voice to this vital effort.

www.now4osuCascades.org

Now4 OSU-Cascades is part of the Beaver Caucus, a group of alumni and supporters advocating for higher education and Oregon State University

Student Success Center

Continued from page 16

room as “task centered, with brighter lighting.”

Not only did students impact how the facility would be designed, but — responding to the need for additional space and enhanced support services, the students even played a financial role in the project — raising \$5 million toward the total cost of \$21.75 million by voting to increase their fees.

“Home Away From Home” Facilitates Connections

Touting the benefits of having an array of services in a centralized location to “help students work through challenges and limitations,” Wilson also pointed to the fact that “more and more research (that) affirms the importance of belonging to student success. A feeling of isolation has lingered since COVID,” she said, and the Student Success Center “can facilitate connections, and serve as a ‘home away from home,’ a place students want to be.”

“Retention Is Critical”

As Wilson emphasized, a positive student experience and sense of belonging are “all aimed toward the goal of graduation. Retention is critical,” she said. This contention is backed by studies showing that students who don’t graduate tend to have lower-paying jobs, fewer professional opportunities, and increased constraints on their future ability to contribute to their community.

Toward that end, the health and wellness component of OSU-Cascades’ Student Success Center plays an important role, said Wilson. “Both fall under the umbrella of student success.”

She added that “health is health, and encompasses both body and mind, so there will be a part-time nurse, as well as counseling staff, to address student concerns.”

And, as student feedback showed, there shouldn’t be a stigma about seeking help for mental health challenges, Wilson said. “Rather, attaining and maintaining good mental health is an example of active self-care, and should be applauded.”

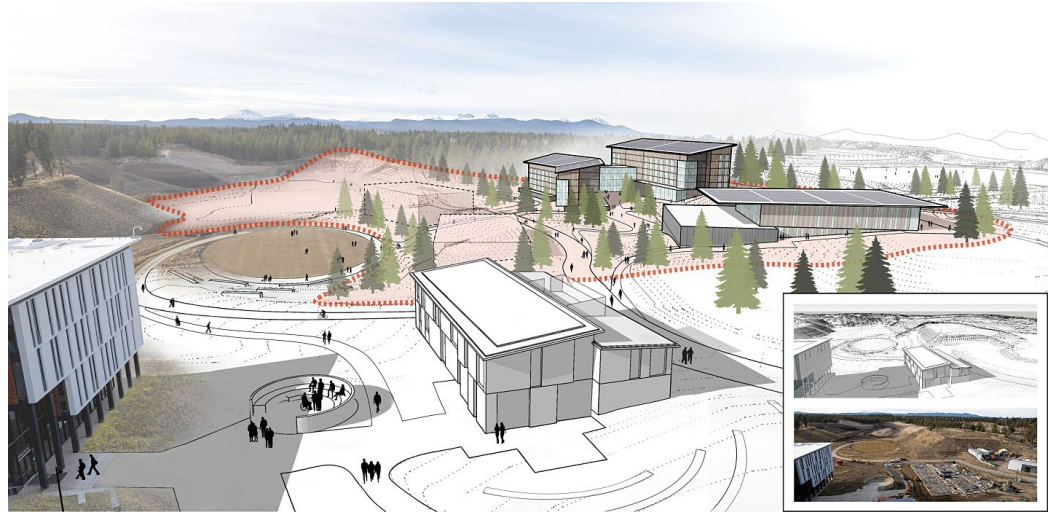
Keeping Pace With Enrollment Growth

Among its goals, the Student Success Center addresses an ongoing need for campus facilities and services to keep pace with student enrollment. First-year student enrollment at OSU-Cascades has increased for the ninth consecutive year, with a 2023 fall class of 225 students — representing the largest in OSU-Cascades’ history — and a 10.3% increase over 2022.

The total number of students enrolled at OSU-Cascades increased 3.3% over the previous year. The Bend campus now enrolls 1,313 students, comprised of 1,058 undergraduates and 255 graduate students.

Part of Three-Decade Campus Transformation

The new facility is part of the Long-Range Development Plan for OSU-Cascades that will take place over the next three decades. In addition to the Student Success Center, expansion plans include 13 new buildings, roads, sidewalks, parking, athletic fields, a pedestrian bike path, and green spaces on Bend’s west side. In total, 118 acres of OSU-Cascades properties — previously occupied by a pumice



OSU-CASCADES IS CURRENTLY SEEKING STATE CAPITAL FUNDING FOR ITS NEXT PROJECT, A HEALTH AND RECREATION FOR STUDENTS. THE PROJECT ALSO INCLUDES THE REMEDIATION OF 24 ACRES OF FORMER LANDFILL WHERE FUTURE STUDENT HOUSING AND ACADEMIC BUILDINGS WILL BE DEVELOPED | RENDERING COURTESY OF OREGON STATE UNIVERSITY – CASCADES



THE USE OF MASS TIMBER, SHOWN HERE IN THE EDWARD J. RAY HALL BUILDING, REFLECTS THE UNIVERSITY’S COMMITMENT TO ENVIRONMENTAL SUSTAINABILITY | PHOTO BY ANDREA HINE

In addition, as was the case with the adjacent Edward J. Ray Hall, mass timber is being used in the building’s construction. As explained by Christine Coffin, director of communications & community engagement, mass timber — a new category of wood product — is a strong, low-carbon alternative to concrete and steel used for load-bearing walls, floors, and roofs. Its benefits include being natural, renewable, and sustainable.

“I Didn’t Realize All That You’re Doing”

Although it isn’t slated to open until January, the Student Success Center was the focus of an open house in the spring that attracted some 200 people. A common response, according to Jarrod Penttila, was “Wow! I didn’t realize all that you’re doing.”

Known for his droll sense of humor, as well as his engineering expertise and long-term vision, Penttila added — when asked to provide the project’s status — “We’re moving along ahead of schedule and on budget. As a result, I’m pleased to say that I don’t have much to report.” His colleague Katie Wilson added in the same spirit: “We’ll know concept is a success if we run out of seats in the student lounges.”

osucascades.edu

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Digital Transformation Leadership from Central Oregon's Nine Peaks Solutions

by **BRUCE ARNOLD** — True North Marketing

As businesses embrace the shift to paperless operations, local tech company, Nine Peaks Solutions, is making waves in Central Oregon, around the country, and as far away as the Caribbean. Over the past couple of years, this homegrown firm has experienced significant growth by helping organizations optimize their internal processes and document management.

Peak Performance Through Technology

At Nine Peaks Solutions our sole focus is helping businesses achieve peak performance through technology integration and optimization. We start by taking a complete look at your organization's processes, your digital and paper assets and then present you with a clear plan, a firm budget and an achievable schedule to swiftly boost productivity, efficiency, regulatory compliance and, not incidentally, a vastly improved employee, vendor and customer experience.

"I like talking with you always. I call and say what my problem is, and you have a solution ready for me almost immediately." ~Kim Baumert, Payroll/HRIS Manager, WellPower

Digitizing: Transition To Secure, Readable & Searchable Electronic Files

Aside from the obvious benefits of having mission-critical digital files and supporting documentation at your fingertips, you'll virtually eliminate the time and expense of purchasing printers, paper, and toner, while also minimizing downtime and associated maintenance of those disposable assets.

Gone are the days of filling your parking lot with shipping containers housing millions of paper files or taking out the employee gym to store file cabinets. This first step, industrial-grade, high quality document scanning, will start you on the journey to harness data and information electronically, improve manual workflows, and transition to a digital document management strategy. We'll manage the initial scanning, identify and catalog your data and tailor an Enterprise Content Management system unique to your business needs.

Revolutionary Tools & The Skill To Use Them

Clearly, scanning your paper documents is not enough. With tracing those files back to their source, identifying those that are most current and relevant and making them available instantly and seamlessly, you've improved your organization's efficiency.

Nine Peaks has developed the proprietary software HCMReporter which has been used with hundreds of organizations. We partner with the very best enterprise content management SaaS providers like Laserfiche to centralize data access, integrate cloud and on-premise applications, unlock the value of legacy systems, connect website and email data — all within a single, easy to use interface.

"One of Nine Peaks' specialties is Digital Reclamation — Retention of content already digitized that would have been lost on a system change. This was done using

HCMReporter. Nine Peaks took the time to understand what information needs to move forward and to keep Noble Schools thriving. Our team worked to extract the data out of the old system and deliver it in two ways: into their new Paycom HCM system and into a Laserfiche repository. Laserfiche is an enterprise content management system that indexes the contents' easy search, management, and retention functions." ~Brittany Schmitt, Assistant Director, Human Resources Operations

The Nine Peaks Solutions & Laserfiche Partnership

"Our partnership with Laserfiche is just one very powerful asset we've added to our technology suite so that we can be a one-stop premier solution provider. With a Department of Defense 5015.2 certification, Laserfiche's ability to protect sensitive content and achieve records integrity is second to none. Our ability to get the most out of this affordable, scalable platform has made us the go-to, authorized Laserfiche provider in the United States, Mexico, the Caribbean, Central America, and South America", stated Eric Skidmore, Nine Peaks' president and founder.

- In Oregon and across the country, Nine Peaks assists organizations like yours to:
- Integrate all of your cloud and on-premise applications to unlock the value of legacy systems, synchronize data and improve operational workflows.
 - Automate sales cycles, support compliance, document approval processes, streamline invoice processes, track and disseminate information requests and much more.
 - Create a virtual "town hall" environment where accounting, HR, legal, IT, customer service, suppliers, sales and production are all in the same room, speaking the same language.
 - Generate easy-to-use reports to measure process success and help evaluate employee workloads using dashboards and visualizations.
 - Harness the real-world power of AI to analyze vast amounts of unstructured data, extract valuable insights and trends. Gain deeper insights into content repositories and to enable better decision-making and strategic planning.
 - Automate task reminders ensure nothing falls through the cracks and much more.

The Possible Realized

Need to find a document from six years ago? Bam! There it is. Want to automate mind-numbing processes everyone hates? Consider it done. Need to onboard new hires quickly, easily and accurately so they can get a head start on valuable mission-critical work? Let's go. It's not an exaggeration to say that many of our customers don't realize what's possible until we bring the full force of our suite of services fully to bear. If you, like our other customers, want to see and operate your company as an integrated whole, we welcome the opportunity to visit with you. ninepeakssolutions.com

Nine Peaks Solutions Partners with Laserfiche to Build Your Business. Better!™



At Nine Peaks Solutions our sole focus is helping businesses achieve peak performance through technology integration and optimization. If you're ready to have all your departments, and the software they use, communicate seamlessly using an affordable, scalable single-source document management system, we're here to help. We'll start by taking a complete look at your organization's processes, digital and paper assets, then present you with a clear plan, a firm budget and an achievable schedule to swiftly boost productivity, efficiency, regulatory compliance with vastly improved employee, vendor and customer experiences. To learn more, visit our website:

NinePeaksSolutions.com

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Laserfiche is Department of Defense 5015.2 certified, with the ability to protect sensitive content and achieve records integrity that is second to none. Our ability to get the most out of this affordable, scalable platform has made us the go-to, authorized Laserfiche provider in the United States, Mexico, the Caribbean, Central America, and South America.

5 NW Hawthorne Avenue, Suite 100
Bend, OR 97703-2935
541-797-7595
Sales@NinePeaksSolutions.com

Central Oregon-Based Internet Providers *(Listed Alphabetically)*

Company / Address	Phone	WebSite/Email	Contact	CO Year Est.	Dialup Service	DSL Service	Cable Service	Wireless Service	Residential Cost (monthly)	Business Cost (monthly)	Areas Covered	Services
BendTel 136 NW Greenwood Ave. Bend, OR 97703	541-389-4020	www.bendtel.com sales@bendtel.com	Tom Barrett	2003	No	Yes	No	Yes	Competitively priced residential fiber internet available in select areas only. Proudly delivering residential fiber internet to MDUs such as Native Sun Apts, The Eddy Apts & The Rapids on Portland.	Competitively priced business phone & internet.	USA with a focus in Central Oregon & Portland.	Business high speed internet & hosted voice services. Built on the best technology available, BendTel's Metro Ethernet delivers guaranteed speeds up to 10 GBPs. Enjoy Low latency, Fast ping time, no data caps & symmetrical upload & download speeds with BendTel's dedicated & secure fiber optic internet. Engineered by local experts, supported 24/7 by local techs. BendTel provides fiber service, broadband service & high-speed internet service to local businesses in Central Oregon & beyond. Dual-stack IPv6 configurations available.
Central Oregon Internet 740 NE Third St., Ste. 3 PMB 213 Bend, OR 97701	541-389-1303	www.coinet.com sales@coinet.com	Gary Mart	1997	Yes	Yes	No	No (only wireless router)	Starting at \$10	Starting at \$10	Central Oregon within calling area.	High-speed DSL, dial-up accounts, domain registration, website storage, website development & voice over IP, virus removal, spyware, spam services, upgrades, business phone systems.
LS Networks (Subsidiary: Quantum Communications) 258 SE Salmon Dr. Redmond, OR 97756	541-923-5599	www.lsnetworks.net marketing@lsnetworks.net	LoriAnn Kuhn	2005	No	No	No	Yes	N/A	Call for pricing & availability.	Oregon, Southern Washington	Business network connectivity & communications services including: High-speed fiber internet, unified communications & Ethernet transport. Fully redundant network backbone with 24/7 proactive support & network monitoring.
Para-tech Satellite Systems 361 NE Franklin Ave., Bldg. E #15 Bend, OR 97701	541-389-1514	www.paratechsatellite.com paratechsat@gmail.com	Nancy Baker	1983	No	Century Link	Bend-broadband Internet	Century Link, Bendbroadband, Yellowknife, Webforms, HughesNet Satellite Internet, DishNet Satellite Internet	Century Link starts at \$45/mo	N/A	Bend, Redmond, Sisters, Sunriver, Tumalo	High Speed internet access & phone, satellite TV, local antenna TV.

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Central Oregon-Based Internet Providers *(Listed Alphabetically)*

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Company / Address	Phone	WebSite/Email	Contact	CO Year Est.	Dialup Service	DSL Service	Cable Service	Wireless Service	Residential Cost (monthly)	Business Cost (monthly)	Areas Covered	Services
PrinTime.net 976 NW Third St. Prineville, OR 97754	541-447-9840	www.Prinetime.net ptadmin@prinetime.net	Jason & Denise Wilkins	2001	No	No	No	Yes	Starting at \$44 mo.	Please call.	Central Oregon, Heppner & Lone.	High speed wireless service, virtual domain hosting. Including web hosting & design, point-to-point, line of sight wireless, phone service.
Sureline Broadband 212 SW Fourth St., Ste. 202 Madras, OR 97741	541-370-3000	www.bluemountainnet.com sales@bluemountainnet.com	Customer Service	2013	No	No	No	Yes	Please call.	Please call.	Oregon & Washington	Locally owned & operated offering unlimited data, 24/7 technical support, managed wifi & more.
TDS (Previously BendBroadband) 63090 Sherman Rd. Bend, OR 97703	855-696-8368	www.HelloTDS.com	Customer Service	1969	No	No	Yes	No	Call for the latest rates & promotions.	Call for the latest rates & promotions.	Internet/Telecom: Bend, Crooked River Ranch, Culver, La Pine, Madras, Metolius, Prineville, Redmond, Sisters, Sunriver, Terrebonne, Tumalo.	Full-service telecommunications company providing internet, phone, TV, data backup & restore, T-1, PRI, fiber, cloud & colocation services.
Webformix 67 NW Hawthorne Ave. Bend, OR 97703	541-385-8532	www.webformix.com info@webformix.com	Eric Ozrelic	2004	No	No	No	Yes	\$50-\$200	\$50-\$200	Bend, Redmond, Madras, Prineville, Sisters, Culver, Three Rivers, Crooked River Ranch, Terrebonne, Alfalfa, Powell Butte, Grants Pass, Merlin & Rogue River.	Residential & business highspeed internet.
Yellowknife Wireless Company, LLC 1259 NE Second St., Ste. 200 Bend, OR 97701	541-385-0111	www.ykwc.com info@ykwc.com	Chris Cappuccio	2005	No	No	No	Yes	Internet starting at \$49.95/month; unlimited local & long distance phone service starting at \$27.00/month.	Internet starting at \$59.95/month; unlimited local & long distance phone service starting at \$40.00/month.	From Bend to Tumalo, Sisters, Brothers, Eagle Crest, Redmond, Crooked River Ranch, Terrebonne, Powell Butte, Alfalfa, Sunriver, La Pine, Gilchrist, Crescent, Madras, Culver, Prineville, Millican, Crescent Lake, Chemult	Residential high-speed rural internet. 1 & 10 Gigabit speeds available for business. Phone lines, server co-location & other custom services available.

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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Computer Products & Services *(Listed Alphabetically)*

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Services
Aristocat Development Corp 423 NE Clay Ave. Bend, OR 97701	541-389-8145	N/A	www.aristocat.com aristocat@aristocat.com	Larry Hunt	1	1985	Specialized vertical marketing software development.
Black Crater Software Solutions LLC 3044 Lansing Ct. Bend, OR 97701	541-280-3145	N/A	www.blackcrater.com andy.gray@blackcrater.com	Andy Gray	2	2005	Custom web, mobile & desktop software development & technology consulting.
Cascade Chips Technical Services 19417 Seminole Cir. Bend, OR 97702	541-382-6650	N/A	www.cascadechips.com rick@cascadechips.com	Rick Olson	1	1992	Network design, installation & troubleshooting. Broadcast & studio engineering. Computer sales, service, upgrades, data recovery & virus/spyware removal. PC repair, upgrades, virus & spyware removal, data backup, wireless & wired networking.
Cascade Networking 14 NW Hawthorne Ave. Bend, OR 97701	541-617-0553	541-617-0580	www.cascadenetworking.com lee@cascadenetworking.com	Lee Johnson	6	2005	IT Consulting, Office 365, LAN/WAN design & infrastructure, wireless network design, e-mail, remote access/VPN, virtualization, NAS & SAN storage, disaster recovery, licensing, server/PC sales & service, colocation, Cloud services, networking maintenance, security services & 24x7 support available.
Cascade Telecommunications / Cascade IT Services 220 SE Davis Ave. Bend, OR 97702	541-388-5158	541-382-9186	www.cascadetel.com helpdesk@cascadetel.com	Allan Clack	4	1990	Telecommunications, IT Networks, VOIP Networks, IT Managed services network, fiber optic, WAN, multi-site data cabling systems, pre-wire high speed data circuits.
Cash Register Systems 365 NE Greenwood Ave., Ste. 2 Bend, OR 97701	541-389-5797	N/A	www.bendpos.com sales@bendpos.com	Bruce Barnhart	3	1985	Point of Sale system sales, service & supplies, cash registers, BPA free thermal paper rolls, credit card processing services & equipment.
CLASSY KEYS Computer Services, Inc. 20149 Lora Ln. Bend, OR 97702	541-317-1242	541-312-5280	www.ClassyKeys.com evelyn@classykeys.com	Evelyn Whitaker	3	1987	Intuit advanced certified QuickBooks ProAdvisor providing QB consulting, bookkeeping & customization solutions.
CMIT Solutions of Central Oregon 129 SE Third St. Bend, OR 97702	541-330-0555	N/A	www.cmitsolutions.com/centralor mcapell@cmitsolutions.com	Mark Capell	6	2003	IT outsourcing for small businesses, training & mentoring, technical support & troubleshooting, networking & computer sales.
Copiers Northwest 20370 Empire Ave., Ste. C8 Bend, OR 97703	541-388-1797	206-282-2010	www.copiersnw.com contact@copiersnw.com	Jeff Mowbray, Garrett Coughlin	4	1986	Canon, HP, Sharp, Lexmark copiers & printers. Sales, supplies & outstanding service. Production printing, wide format, large format, Colorado, Arizona, Duplo. 12 branch offices throughout Oregon & Washington.
Evolution Software Design, Inc. 64739 Alcor Place Bend, OR 97703	541-350-6408	N/A	www.evolutionsoftware.com design@evolutionsoftware.com	Michael Gerfen	3	2003	Technology partner for ecommerce, web, cross-platform mobile & enterprise software projects.
GreenLoop IT Solutions 61383 S Hwy. 97, Ste. C Bend, OR 97702	541-749-1105	480-968-5541	www.greenloopsolutions.com info@greenloopsolutions.com	Peter Wheary	20	2011	Provides managed & co-managed IT support, cybersecurity & consulting services to growing businesses with 20-100 employees in the financial, construction & real-estate development, health-care, manufacturing & nonprofit sectors who rely on the Microsoft tech stack as their core communication & authentication backbone.
JF Possibilities, Inc. PO Box 1214 La Pine, OR 97739	541-410-2760	N/A	www.jfpossibilities.com info@jfpossibilities.com	Jon Foster	2	2003	Server Management, website & application development, consulting & computer security.
Lance Hardy PO Box 1041 Bend, OR 97709	541-390-2093	N/A	lancehardy.com lance@lancehardy.com	Lance Hardy	1	2001	AWS (Amazon Web Services) Certified Solutions Architect & AWS Certified Developer available for AWS consulting & implementation.
MicroSphere Computers, Inc. 635 SE Business Way, Ste. 200 Bend, OR 97702	541-388-1194	541-388-0091	www.microsphere.net inquiry@microsphere.net	Don Thompson	8	1983	Open by appointment only - check the website for details. Business network specialists - network certified since 1986. Support for desktops, laptops, servers; extensive networking & connectivity experience. Computer repairs, upgrades & data recovery. Microsoft Partner, Intel provider.

Computer Products & Services *(Listed Alphabetically)*

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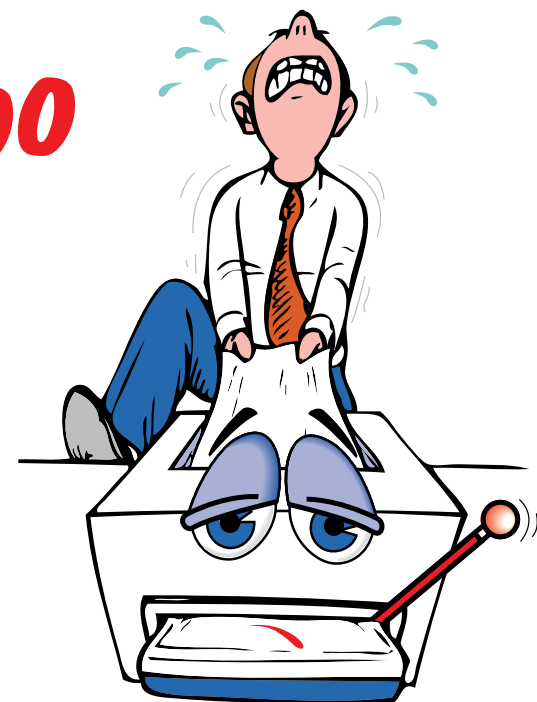
Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Services
MPS Consulting 63025 OB Riley Rd., Ste. 7 Bend, OR 97703	541-389-9430	N/A	www.mpsconsulting.com michael@mpsconsulting.com	Michael P. Sullivan	4	1990	MPS Consulting provides consulting & training on all aspects of life with Apple Technology: desktop & laptop Macs, iPhones, iPads, Apple Watches & Apple TVs... purchases, data transfers, syncing & data recovery, Secure Remote support & tutoring, virus removal, network management, security & password training, managed off-site backups... from complete IT services to customized solutions for personal users, over 4,500 clients have trusted MPS for over 34 years & we are still going strong. If it involves Apple, we are the solution.
Nine Peaks Solutions LLC 5 NW Hawthorne Ave., Ste. 100 Bend, OR 97703	541-797-7595	270-912-6554	NinePeaksSolutions.com EMailUs@NinePeaksSolutions.com	Eric D. Skidmore	10	2015	Technology consulting & services firm working with business solutions & Microsoft SQL Server software. Organization is an authorized platinum level solution provider of Laserfiche, an enterprise content management & paperless workflow system; also partner with Microsoft, Dell EMC, Epson, Dropbox, DocuSign & SIGNiX. Extensive payroll & human resources application consulting experience.
Paul the Computer Guy 354 NE Greenwood Ave., Ste. 103 Bend, OR 97703	541-330-0610	N/A	www.paulthecomputerguy.com paul@paulthecomputerguy.com	Paul Spencer	2	2005	Computer repair for PC & Mac. Walk-in & on-site service for business or home. Virus removal, tune-ups, wireless setup, data recovery, backups & more.
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	Frank Patka, Mickey Meszaro, 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.
Solutions YES 888 NW Hill, Ste. 3 Bend, OR 97703	541-306-2222	N/A	www.solutionsyes.com sean.bell@solutionsyes.com	Sean Bell, Dave Pfaff	30	2011	Supplier of Canon & Kyocera multifunction printers, desktop printers, scanners, wide format printers, fax servers, secure document portals, document management systems & AI as a service for process automation.

Continued on Page 24

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Computer Products & Services *(Listed Alphabetically)*

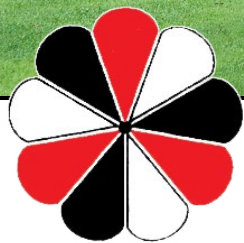
▶ CONTINUED FROM PAGE 23

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Services
Steven Floyd Consulting, Inc. 20360 Empire Ave., Ste. B7 Bend, OR 97703	541-330-0930	541-330-0949	sfcband.com sfloyd@sfcband.com	Steven Floyd	4	1996	Networking, computer maintenance & repair, virus removal & data recovery for MAC & PC computers.
Systech 435 NE Casper St. Roseburg, OR 97470	541-696-5555	N/A	www.systech.io info@systech.io	Joshua Knox, Greg Ekborg	15	2007	Managed IT, cybersecurity, business voice, structured cabling, networking, software.
TEKsystems 900 NW Mt. Washington Dr., Ste. 205 Bend, OR 97701	458-206-2244	N/A	www.teksystems.com kdrake@teksystems.com	Kelly Ulinski	6	2001	IT staffing & services.
TKO Computers, Inc. PO Box 664 Bend, OR 97709	541-317-8484	N/A	www.tko.computers.com todd@tkocomputers.com	Todd Konwinski	2	2003	Computer sales & service, business & network support, custom built laptops & desktops.
Weston Technology Solutions 2214 NE Division, Ste. 201 Bend, OR 97703	541-383-2340	541-383-2350	www.weston-tech.com sales@weston-tech.com	Brock McFarlane, Jake Ortman	21	2002	MSPVerify audited & approved, people-focused, SLA-driven, consistent & well-executed tech support & IT services. Provides proactive maintenance, vCIO, Office 365 & cloud solutions to reduce downtime & increase security & productivity.
William Sillas Computer Services Bend, OR 97701	541-350-4810	N/A	protechbend@live.com	William Sillas	1	1999	Upgrades, networking, repair, system diagnostics, system maintenance, Virus & spyware removal, wireless support & setups, new system sales & service.

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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Web Designers & Digital Marketing *(Listed Alphabetically)*

See Advertising Agencies in the Book of Lists for more companies that include web design.

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Services
alpine.io 115 NW Oregon Ave., Ste. 19 PO Box 31 Bend, OR 97701	541-312-4704	N/A	alpine.io	Brian Cash	8	1999	Website & app development, hosting, cloud services, support & devops, data-driven results, WordPress development, email & social marketing, webmaster services, webdatabases, consulting services, Apple developer, certified Google Apps partner, certified Google AdWords partner.
Bend Web Design 63109 Turret Ct. Bend, OR 97701	541-678-3668	N/A	www.bendwebdesign.co info@bendwebdesign.co	Jason Morgan	1	2014	Web design, search engine optimization, social media marketing, graphic design, IT & more.
Camp Creative, Inc. 2900 NW Clearwater Dr., Ste. 200 Bend, OR 97703	415-309-5450	N/A	www.campcreative.net rcamp@campcreative.net	Richard Camp, Steve Bredt	10	2015	Full service UX design, customer journey development, web application design & development, interactive touch screens, content development, copywriting, SEO, social media strategy & management. Web application development.
Campbell Consulting Group, Inc. Bend, OR 97701	541-410-9113	N/A	www.campbellconsulting.com judy@campbellconsulting.com	Judy Campbell	5	1996	Serving tourism, craft beer, cannabis & software companies with strategic media relations, public relations, media training, social media, branding & website development.
Effectual Inc. 320 SW Upper Terrace Dr., Ste. 101 Bend, OR 97702	800-770-1868	N/A	www.Effectual.com info@Effectual.com	Robb Allen	350	2019	Build-to-suit custom applications such as enterprise web apps, mobile apps, IoT, AI/ML, & responsive websites; content strategy & digital marketing; strategic consulting for digital product/service strategies & amazon web services (AWS) Premier Partner.
fare.well 1404 NE Third St., Ste. 7 Bend, OR 97701	541-280-4647	N/A	www.farewellmedia.com creative@farewellmedia.com	Kevin Watkins	11	2016	Web design, webflow CMS, web development, SEO, copywriting, website maintenance, website hosting.
FM Civic Central Oregon	541-420-8603	N/A	www.fmcivic.com hello@fmcivic.com	Erin Foote Morgan	5	2021	Web design & development, copy writing, graphic design, content planning, social media management, social media marketing, digital marketing.
Inspired Melissa 60951 McMullin Dr. Bend, OR 97702	541-280-3642	N/A	www.inspiredmelissa.com info@inspiredmelissa.com	Melissa McGlenn	1	2012	WordPress website design & development, Search Engine Optimization (SEO), Weebly Squarespace websites, website hosting & maintenance, 1-page scrolling websites, business websites, e-commerce websites, social media strategy & marketing & so much more!
JF Possibilities, Inc. PO Box 1214 La Pine, OR 97739	541-410-2760	N/A	www.jfpossibilities.com info@jfpossibilities.com	Jon Foster	2	2003	Server Management, website & application development, consulting & computer security.
LuLish Design 3720 NW 25th St. Redmond, OR 97756	541-350-0594	N/A	www.LuLish.com lynette@lulish.com	Lynette Braillard	2	2005	Full-service agency: web development + design, SEO/SEM, digital marketing, marketing plans & strategy, content marketing, PR, copywriting, campaigns & more.
Mazama 404 SW Coumbia St., Ste. 150 Bend, OR 97702	541-728-0558	N/A	www.mazama.ai info@mazama.ai	Sarah Turner, Bud Torcom	25	2013	Result-driven AI messenger bot software that converts conversations into customers.
Project 4 Home office in Redmond, OR 97756	541-306-9979	N/A	www.project4marketing.com stephanie@project4marketing.com	Stephanie Shaver	7	2020	Website design, development & maintenance. SEO. Social media management.
SMARTZ 917 NW Harriman St., Ste. 101 Bend, OR 97701	541-388-4398	N/A	www.smartz.com sales@smartz.com	Mark Knowles	22	1987	Smartz can help your business with paid marketing, creative web design, development & disciplined web marketing principles to deliver bright, meaningful results & ROI. Certified Google Premier Partner.
The Garage, Inc. PO Box 8531 Bend, OR 97708	541-977-2827	N/A	www.thegarageinc.com art@thegarageinc.com	Marie Wirtz, Art Wirtz	4	1996	Website design, web marketing, Wordpress CMS, custom CMS development, SEO/user experience.
Web Mentors 160 S Oak St., Ste. 414 PO Box 3500-414 Sisters, OR 97759	541-408-1693	N/A	www.webmentors.com michael@webmentors.com	Michael Curry	3	2002	eBusiness solutions for strategic direction, new websites, updated branding, logo & search engine optimization.
WebBlox Bend, OR 97703	541-848-7749	N/A	www.webblox.com paul@webblox.com	Paul Ruettgers	3	2012	Custom web design, web development, Content Management System, Search Engine Optimization, social media, e-commerce.

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

Not listed?

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& get your company on a list!

Cooking Up \$2.1 Million in Tax Savings

How Marc Turned a Business Sale into a Financial Feast!

by DAVID ROSELL — Rosell Wealth Management

In the bustling world of entrepreneurship, few stories are as inspiring as that of Marc. Let's call Marc's company "Healthy Living Co.," a fictitious name for a real success story. This fictionalized moniker represents Marc's actual business, which includes a chain of restaurants known for their fresh, healthy ingredients.



He recently faced a monumental transition: a \$10 million sale. But this isn't just a story about business success; it's also a masterclass in smart financial planning. Marc's journey demonstrates how thoughtful preparation can lead to substantial tax savings — \$2.1 million, to be exact.

So, what's the secret sauce in Marc's recipe for tax savings? Among the many tools in our toolbox, the Charitable Remainder Unitrust (CRUT) stood out as the perfect fit for his situation. This savvy tool helped minimize capital gains, income, and estate taxes. Here's a breakdown of how Marc cooked up these savings:

1. Capital Gains Tax: A Healthy Cut

Marc kicked things off by establishing a CRUT and transferring 30% of his shares in Healthy Living Co. into the trust. The CRUT then sold this stake for \$3 million. Since the trust is tax-exempt, it paid no capital gains tax on the sale. Meanwhile, Marc sold the remaining 70% of his shares outside the CRUT for \$7 million, paying the usual 20% capital gains tax on this portion.

- **The CRUT's Portion:** The CRUT's tax-exempt status means no capital gains tax on the \$3 million.

- **Marc's Portion:** Marc faced \$1.4 million in capital gains tax on the \$7 million sale (20% of \$7 million).

- **Tax Savings:** By using the CRUT, Marc avoided \$600,000 in capital gains tax (20% of \$3 million). That's like slicing the tax pie and keeping a generous serving for yourself!

2. Income Tax: A Smooth Spread

The CRUT doesn't just save on capital gains taxes; it also pays Marc a percentage of the trust's value annually, typically between 5% and 7%. This means Marc

receives an income ranging from \$150,000 to \$210,000 per year. These distributions are subject to income tax, but spreading them out over time helps keep Marc in a lower tax bracket, compared to a single, hefty lump-sum payment. It's like spreading peanut butter on toast — more evenly distributed, less sticky mess!

Charitable Deduction: A Generous Dollop

As if the tax benefits weren't sweet enough, the CRUT also offers Marc a charitable deduction based on the present value of the remainder interest that will eventually be donated to charity. The funds within the CRUT are invested for long-term growth, providing Marc with an annual income stream of 5-7%, which amounts to \$150,000-\$210,000 each year. This income stream continues for Marc and his spouse's lifetimes, and upon their passing, the remaining assets in the CRUT will go to the charities of their choosing.

To qualify for the CRUT tax deduction, several key factors are considered to calculate the estimated remainder interest. These include the expected duration of the trust, the annual payout rate, and the value of the assets gifted to the trust. The IRS tables, which account for life expectancy and other factors, are used to make these calculations.

For Marc, this meticulous planning results in significant income tax savings. As the remainder interest was valued at \$1 million and he is in a 37% income tax bracket, Marc would save \$370,000 in income taxes (\$1 million x 37%). It's like a dollop of whipped cream on top of your tax savings sundae, sweetening the deal even further while supporting causes close to his heart.

4. Estate Tax: The Cherry on Top

Finally, by placing 30% of his shares into the CRUT, Marc effectively removes \$3 million from his taxable estate, leading to an additional estate tax saving of \$1.2 million (assuming a 40% estate tax rate). This maneuver is particularly timely given the sunset of the current



MARK DEAN | PHOTO COURTESY OF ROSELL WEALTH MANAGEMENT

federal estate tax exemption. As the exemption amount is set to decrease, potentially exposing more estates to taxation, Marc's proactive planning ensures his estate is shielded from additional tax liabilities. This strategy not only safeguards his wealth but also preserves his financial legacy, allowing more of his assets to benefit his chosen heirs and charitable causes. It's the cherry on top, solidifying Marc's careful financial planning and maximizing the impact of his life's work.

Tallying the Savings

Let's crunch the numbers to see the total savings Marc and his family enjoyed by planning ahead:

- **\$600,000** — Capital Gains Tax Savings (20% of \$3 million)

- **\$370,000** — Income Tax Savings through Charitable Deduction (assuming \$1 million present value of remainder interest and 37% tax bracket)

- **\$1,200,000** — Estate Tax Savings (assuming 40% estate tax rate on \$3 million)

\$2.17 million - TOTAL TAX SAVINGS

Marc's story is a shining example of how a little

Continued on Page 31 ▶

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Kristen Warner

Summit Bank has announced the addition of **Kristen Warner** to the bank as VP, treasury management officer for the Central Oregon region. In this role, Warner will use her treasury management expertise to build, manage, and grow business banking relationships with small to medium-sized business clients.

Warner brings 17 years of experience in banking and professional services, focusing on building and maintaining strong treasury management relationships.

Warner is originally from the Willamette Valley in the Wilsonville/Stafford area and has lived in Central Oregon for 24 years. She holds a bachelor of science from Oregon State University and is a past board member of the Humane Society of Central Oregon.

Volunteers in Medicine, Clinic of the Cascades (VIM) welcomes two new clinical staff to their team. **Whitney Bernhisel**, RN, BSN, joins VIM as the new nurse manager. She comes to this integral role at VIM as a former volunteer, and benefited from working alongside our longtime nurse manager, recently retired, Jennifer Fuller, RN. An Oregon local, Whitney worked for the last decade as a nurse for various hospitals and health systems throughout the country, most recently with St. Charles Health System.

Karina Romero, CMA-AAMA, joins VIM as a medical assistant and will also support patients with referrals to our dedicated pro-bono provider network as our patient care coordinator. Karina has been a medical assistant for nearly a decade, previously working in pediatrics and women's health.



Whitney Bernhisel



Karina Romero

KPOV 88.9 FM High Desert Community Radio announces **Linda Orcelletto** as its new executive director. Orcelletto brings nearly 25 years of combined nonprofit experience to the KPOV team of three other staff and more than 100 volunteers.

The duties and responsibilities of this position are the culmination of her experiences working and volunteering with nonprofit organizations in fundraising, board, operational and financial management, community engagement, grant writing, donor management, marketing, strategic planning, plus project management.

Orcelletto feels her super power is the ability to create community by finding similarities versus focusing on differences of various perspectives. She has worked with, and volunteered for, various nonprofits including United Way, the

Deschutes Historical Museum, Bend Chamber, Humane Society of C.O., Skeptoid Media, 100+ Women Who Care Central Oregon and SAGE. Orcelletto is the current City Club of Central Oregon board chair. As the owner of Orcelletto Communications, she has assisted other organizations with fundraising, board development, event management, grant writing, and content management, and is a published author.

Orcelletto follows Chris Gossard, who retired from the position earlier this spring.

Audio Visual Bend welcomes **Steve Morgan**, director of business services, and **Evan Woodford**, lead installer/LEA.

Morgan is a seasoned professional with over 25 years of combined experience in account management, sales engineering, and technical project management. He is an expert in both commercial and residential AV, including lighting, control systems, and networking, as well as in the low voltage security industry, specializing in surveillance, intrusion, and door access systems. Morgan has excelled in the design, sale, and implementation of audio/visual and security solutions, managing sales, project management, and installation services across Central Oregon. Morgan holds a bachelor of science in project management and technical writing from Eastern Michigan University and is a Certified Associate in Project Management (CAPM). His technical acumen, customer relations, problem-solving, and communication skills make him a valuable asset to Audio Visual Bend.

For the past two decades, I have passionately pursued hobby audio engineering and speaker and room design, honing my skills and deepening my knowledge in this field. This personal interest has been a consistent thread throughout my career, reflecting my dedication to high-quality audio and acoustics.

Professionally, Woodford has spent eight years in the electrical field, gaining extensive experience and expertise in both Limited Energy (LEA) and Limited Energy-B (LEB) systems. His journey began with a focus on Commercial A/V in Portland, where he spent three years mastering the intricacies of audio-visual systems and achieving his LEB license. This period was pivotal, as it laid the groundwork for his technical proficiency and professional growth in the A/V industry.

For the past five years, Woodford has been based in Bend where he has continued to refine and expand his skills as an LEA. His work has encompassed a wide range of systems, including fire alarm systems, security, door access, video surveillance, and network infrastructure. This diverse experience has equipped Woodford with a comprehensive understanding of various technologies and their integration, allowing him to deliver robust and reliable solutions to clients.

The Central Oregon Health Council (COHC) announced that Dr. **Arianne (Ari) Powell** has joined the team as executive director of the health care nonprofit.

Powell has a wealth of experience and a deep commitment to improving healthcare accessibility and quality. She holds a doctorate of behavioral health from Arizona State University and an executive business certificate from Stanford University Graduate School of Business. Over her decade-long career, Powell has held various leadership roles in integrated healthcare and behavioral health, including founder and CEO of Global Health Leaders, chief operating officer at RISE Services, and director of clinical strategy & analytics at Terros Health.

Born and raised in Bend, Powell is excited to be returning home with her eight-year-old son to enjoy all that Central Oregon has to offer. At the Central Oregon Health Council, Powell is dedicated to driving initiatives that enhance healthcare accessibility and quality in the region. Her strategic vision and expertise in data-driven healthcare solutions will be instrumental in advancing the Council's mission.

New team members joined the **Latino Community Association (LCA)** this spring and others moved up in the organization:

Jazmin Murguia is a new part-time client service assistant in Redmond. She was born in Anaheim, California and moved to Bend when she was 12. After high school, Jazmin helped individuals with disabilities at Central Oregon Collective and worked as a teller for Wells Fargo Bank. Members of her family benefited from help they received from LCA and she wants her work to empower other families.

Cindy Paguaga was hired as full-time client service assistant in Bend, rounding out the team in the busy office. Cindy was born in Managua, Nicaragua and now lives in Bend. Currently, she is studying at Central Oregon Community College, where she hopes to complete a degree. She wants to offer information and support to people who come to LCA in search of guidance.

Rosangela López Terrazas, client services assistant in Prineville, was born in Redmond to parents from Guanajuato, Mexico. After high school, she worked in restaurants and manufacturing until she discovered a passion for helping her community. She trained to assist taxpayers in Prineville in early 2024 and watched her client services coordinator act to make a positive impact on people's lives. She said working with LCA has helped her discover her qualities and abilities.

Maricruz Valdovinos has transitioned into full-time volunteer coordinator for LCA. She was born in Guerrero, Mexico, and moved to Madras in 2005. She studied English, earned her GED, and completed her associate's degree in web development at COCC. She ran a house-cleaning business and volunteered to teach Spanish in the Jefferson County School District. At LCA, she has worked as an office assistant in Madras, an intern for Latino Fest 2023, and then as interim volunteer coordinator.

Former volunteer coordinator **Joanne Mina** returned as part-time advocacy coordinator. She was born during a dictatorship and grew up in the aftermath of military occupation in Panama. She learned from an early age about the power of each individual to impact their community. After high school, she studied English and psychology at Brookhaven Community College in Dallas, Texas. In 2010, she moved to Bend and worked at Volunteers in Medicine, LCA, and the Interfaith Movement for Immigrant Justice. Currently, she serves on the Oregon Commission on Hispanic Affairs.

Lourdes Reyes, senior community health worker, has moved up to Healthy Families program coordinator. She was born in Oaxaca, Mexico and lived in Los Angeles before her family moved to Madras, and finally settled in Redmond in 2004. Reyes studied English and computer skills at LCA and then worked for Volunteers in Medicine as liaison for eligibility and as a county health outreach worker. LCA is grateful to have a former student on its team, using her skills to connect people with medical care.



Leath Tonino

Leath Tonino has been officially selected as the winner of the tenth annual Waterston Desert Writing Prize by guest judge and acclaimed *Law and Order* actor Sam Waterston.

Tonino's winning submission, *Limbo Wilds: A Journey into the Wilderness Study Areas of the Desert*, captures a deep sense of introspection and urgency regarding wilderness conservation. Throughout the piece, the protagonist navigates conflicting desires between enjoying Utah's Grand Staircase-Escalante National Monument and advocating for its protection in the face of legislative challenges.

A full-time freelance writer from Colorado, Tonino emphasizes that true desert literacy transcends mere knowledge of a place. Rather, he says that he embraces the complexities and mysteries of our environment. With a rich background in creative nonfiction, Tonino has contributed over 150 pieces to publications like *Outside*, *Men's Journal* and *High Country News*, and is the author of several essay collections and a forthcoming book of nature poems.

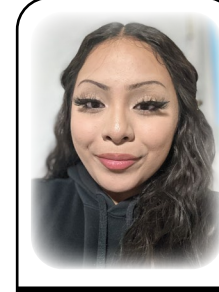
The two finalists for this year's Prize are **Paige Buffington** of Gallup, New Mexico and **Charles Hood** of Palmdale, California.



Jazmin Murguia



Cindy Paguaga



Rosangela López Terrazas



Maricruz Valdovinos



Joanne Mina



Lourdes Reyes

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Who's Who
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Buffington (Navajo) received a bachelor of fine arts in creative writing from the Institute of American Indian Arts in Santa Fe, New Mexico in 2013 and a master of fine arts with a focus in poetry in 2015. She's won various writing awards for her poems.

Hood has spent his career working and living in the Mojave Desert and has won numerous awards for his poetry and nonfiction work. This is his fourth time as a Waterston Prize finalist.



Deborah Flagan

Hayden Homes Vice President of Community Engagement and Giving **Deborah Flagan** is grateful to be selected to join Governor Tina Kotek's Regional Solutions Advisory Committee (RSAC) for the Central Oregon Region. The appointment was announced in July.

The committee will provide input and recommendations around community issues and economic development. Flagan brings a unique perspective to the group with a deep background in housing and community engagement across the Northwest. Governor Kotek chose the committee members for their leadership, exceptional skills, and dedication to their communities.

Flagan will join committee members including COIC Executive Director Tammy Baney, who is also the convenor of the committee; Jefferson County Commissioner Kelly Simmelink; Bend City Manager Eric King; EDCO Executive Director Jon Stark; The Roundhouse Foundation Grants Manager Chaney Coman; and Tribal Representative Gordon Scott.

Flagan has served as a leader at Hayden Homes for more than 24 years, where her focus on community engagement, philanthropic giving, workforce development, and marketing initiatives that support housing solutions have been instrumental in the company's growth to become the largest private home builder in the Northwest. Deb has also helped support Hayden Homes' contributions to-date of more than \$70 million in charitable giving to community needs.

NeighborImpact announces the appointment of **Christopher Kealey** as the organization's new chief development officer. Kealey brings a wealth of experience in the nonprofit sector and a strong commitment to community service, making him an invaluable addition to the NeighborImpact team.

Born and raised in Southern California, Kealey graduated from the University of California, Santa Barbara with a major in Political Science. He furthered his education by earning a master's degree in business administration from Claremont Graduate University. Following his academic pursuits, Kealey joined the Peace Corps, serving in Costa Rica for two years, where he developed a deep passion for service and community development.



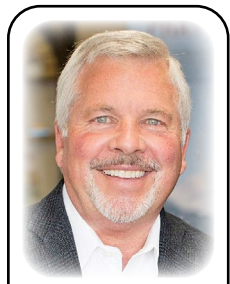
Christopher Kealey

Kealey began his nonprofit career by founding and serving as executive director of Peace Works International, an organization dedicated to immersion language study and volunteer programs. His career trajectory includes significant roles in Fundraising and Development at prestigious institutions such as Caltech, AbilityFirst, and Cal Poly Pomona. His leadership was pivotal in his role as Executive Director of HomeAid Los Angeles, where he contributed to the fight against homelessness.

In addition to his professional accomplishments, Kealey has been an active volunteer for the Pasadena Tournament of Roses Association for the past 20 years, demonstrating his long-standing commitment to community engagement and service.

Kealey and his wife Heather now reside in Bend where they enjoy the vibrant community and natural beauty of the region. Their son is currently a junior studying Chemical Engineering at Oregon State University in Corvallis.

Kealey will be spearheading NeighborImpact's development initiatives, focusing on expanding reach and resources to better serve the community. With his leadership, NeighborImpact is poised to enhance its impact and continue its mission of supporting people and strengthening communities.



Michael Sipe

Vistage, the world's largest executive coaching organization for small and mid-sized businesses, has appointed **Michael Sipe** as chair of the Bend Vistage Group #667. Vistage provides private advisory boards for 45,000 CEOs, executives and business owners in 35 countries around the world. For more than 65 years Vistage has been helping leaders solve their toughest challenges through a comprehensive approach to success. At the core of the proven formula are confidential peer advisory groups and executive coaching sessions. Sipe has been associated with Vistage for over 30 years as a member, consultant, speaker and mergers and acquisition advisor to Vistage members. Now he will lead a local Vistage group, comprised of top Central Oregon business leaders. Sipe also leads four peer groups for Central Oregon business leaders in the 10x Catalyst Groups program he founded, which is independent of Vistage. He also owns CrossPointe Private Equity Advisors, a local mergers and acquisitions firm he founded 34 years ago. Sipe is a past Bend Chamber board member, a past president of Rotary Club of Greater Bend, and the producer of the Bend Christmas Parade, the Central Oregon Community Leaders Prayer Breakfast and the Central Oregon Business Forum.

Mid Oregon Credit Union has announced that it has grown to 48,000 members as of June 30, 2024. Mid Oregon has grown membership by 20 percent over a three-year period. Mid Oregon has much to celebrate in recent years, named a top workplace in Oregon two consecutive years and earning the #1 credit union in Oregon two years running from *Forbes*. The credit union exceeded \$736 million in assets in June

2023. A new headquarters branch is currently under construction in Bend's Old Mill District and slated to open in the early part of 2025.

Other initiatives that contribute to Mid Oregon's growth rate include its strong presence and support in the community, industry leading digital banking, newly enhanced business services, innovative choices for certificates, and the success of Simply Free Checking accounts. A significant portion of Mid Oregon's membership growth is referred by existing members.



Kai Myers

The Family Access Network (FAN) announces our newest team member, **Kai Myers**. Myers will be joining the FAN Foundation team as the stewardship coordinator, with a focus on donor relations, events, and marketing.

Myers grew up in Washington State before moving to Arizona to attend college at Grand Canyon University. He completed his bachelor's degree in government with an emphasis in legal studies, while also minoring in public administration. Myers comes from a nonprofit background — he worked with St. Vincent de Paul (Phoenix) in the Community Drives department, primarily building relationships with local businesses to organize donation campaigns. His commitment to serving the community brought him to FAN, where he is excited to make an impact on the lives of children and families across Central Oregon. Myers spends his free time hiking with his dog and finding all of the best fishing spots Bend has to offer.

Oregon's 2019 Small Business Person of the Year, **Marshall Doyle**, owner of Beck Investment Group LLC and other small businesses, has been appointed by Administrator Isabel Casillas Guzman, head of the **U.S. Small Business Administration (SBA)**, to serve on the agency's Regulatory Fairness Board.



Marshall Doyle

In 1999, Doyle purchased Cal-Cert, a two-person company providing calibrations in the Pacific Northwest. Under his leadership, the company has grown to a national brand and is now owned by a private equity where he remains a shareholder and member of the board of directors. The company is expected to exceed \$100 million in revenue by the end of 2024. Doyle also owns an independent hotel in Astoria, Oregon; computer repair company in Eugene, Oregon; and an industrial vacuum pump repair company in Southern California. Doyle also currently owns Beck Investment Group LLC, a real estate and small business investment company.

Shortly after acquiring Cal-Cert, Doyle utilized the services of the Small Business Development Center to address business challenges and opportunities then began mentoring fellow businesspeople in 2002. His mentoring experience spans a variety of industries and he also provides private coaching through his company Strategic Business Coaching LLC.

The all-volunteer Regulatory Fairness Board advises the SBA's Office of Ombudsman on matters of federal regulatory concern to small businesses. The Office of Ombudsman works with small businesses to assist them with excessive federal regulatory issues.

At its July meeting the **Central Oregon Community College (COCC)** board of directors elected **Laura Craska Cooper** of Prineville to serve as chairperson for the 2024-25 year. At the same meeting, the board elected **Erica Skatvold**, of Bend, as vice chair for the term.



Laura Craska Cooper



Erica Skatvold

Craska Cooper has served on the COCC board since 2012, having previously been board chair from 2014-15 and 2018-20, and representing Zone 2, or Crook County. A founding partner of Brix Law, she is chair of the Central Oregon Regional Housing Authority and past president of the Deschutes County Bar Association.

Skatvold, who was elected to the board in 2017 and served as chair during the 2020-21 year, represents Zone 4, which covers most of Bend. She is the director of quality management at St. Charles Healthcare System and serves on the Deschutes Public Library System's budget committee.

COCC's seven-member board of directors are elected for four-year terms from geographic zones within the tri-county district.

Four **Bend Endurance Academy (BEA)** climbers competed at the USA Climbing Youth Boulder and Speed Nationals, from July 11-13. **Vance Stanfield**, MYA, made it all the way to finals, earning a seventh place spot, and a place on the U.S. Development Team. **Drew Childers**, MJR, and **Will Hunzicker**, MJR, both competed in qualifying rounds against a large field of athletes. Childers competed in his second boulder nationals, and improved his ranking by ten spots. Hunzicker competed in his first ever boulder nationals, coming in top 30. **Soren Hasselblad**, MYB, competed in his second straight nationals, with a solid time of 11.666 in speed, and 32nd place in bouldering.



PHOTO | COURTESY OF BEND ENDURANCE ACADEMY

Mid Oregon Launches Annual Supplies 4 Schools Fundraiser

by RACHEL SHULTZ, Marketing Coordinator — Mid Oregon Credit Union

Mid Oregon Credit Union, in partnership with Family Access Network (FAN), has kicked off its annual Supplies 4 Schools drive. For over two decades, Mid Oregon members have generously supported Central Oregon K-12 students to get a good start on the school year with the supplies and tools they need to be successful.

Throughout the month of August, Mid Oregon is collecting school supplies and financial donations from members and the community at its seven branch locations in Bend, La Pine, Madras, Redmond, Prineville and Sisters. Interested members and non-members can also donate online using their debit or credit cards by visiting the Supplies 4 Schools page at midoregon.com.

“FAN is an amazing organization that helps kids stay in school by removing barriers and helping meet their family’s basic needs,” says Kyle Frick, VP of Marketing and Community Relations for Mid Oregon Credit Union. “We are proud to partner with our community to collect school supplies to support the work of FAN in Central Oregon school districts for over 20 years!”

Supplies 4 Schools donations stay in the local communities where they are collected. Mid Oregon partners with local FAN advocates and school districts to distribute supplies to students in Deschutes, Crook and Jefferson Counties who lack the necessities especially as classroom needs have changed.

“We see an ever-increasing need for modern school items like headphones and water bottles, as well as classic items such as notebooks and backpacks,” says Kelsey Seymour, FAN Community Outreach coordinator. “These essential items are key for students to fully engage in their education. The school supplies donated by community drives, like Supplies 4 Schools allow every student the chance to come to school ready to learn.”

Most-needed items for the 2024-25 school year include water bottles, backpacks (all sizes), headphones, mechanical pencils and lead, 3” binders, college-ruled spiral notebooks, pencil pouches and highlighters.

Mid Oregon Credit Union is a full-service, member-owned financial cooperative headquartered in and serving Central Oregonians since 1957. With over 48,000 members in Deschutes, Jefferson, Crook, Wheeler, Lake and North Klamath Counties and nearly \$737 million in assets, Mid Oregon partners with members to meet their financial needs and to help them achieve their dreams. Mid Oregon was named a Top



MID OREGON MADRAS 2023 SUPPLIES 4 SCHOOLS DONATIONS | PHOTO COURTESY OF MID OREGON CREDIT UNION

Workplace in Oregon and Southwest Washington for 2022 and 2023. It was also ranked the #1 credit union in Oregon by Forbes for 2023 and 2024, and the Bend Bulletin, Best of the Best of Bend Community Choice Award in the credit union category.

Family Access Network offers assistance, possibility and hope to Central Oregon families in need by connecting them with crucial resources to help children flourish in school and life. FAN is unique to Central Oregon, located in nearly all public schools across Central Oregon. Working through a dedicated FAN advocate, a child or parent is connected to essential services such as food, shelter, heating, health care, clothing and more.

midoregon.com • familyaccessnetwork.org

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BVC

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Central Oregon. Building on the success of last year's inaugural High Desert Innovation Week, attendees can also participate in other entrepreneurial events throughout the week leading up to BVC.

Since its inception, the BVC LLC Funds have awarded over \$14 million in investment, and companies participating in BVC have leveraged connections from the conference to receive tens of millions in additional funding. As Central Oregon's flagship entrepreneurial event, BVC aims to garner as much exposure for these companies as possible. Throughout the conference, attendees hear company pitches, break away for networking events at local restaurants and learn

from aspiring entrepreneurs and industry thought leaders.

This year's keynote presentation will be delivered by Julie Sandler, co-founder and general partner at PSL Ventures and managing director at Pioneer Square Labs, the largest venture studio in the Pacific Northwest. PSL Ventures provides early-stage investment in technology-driven, market-defining companies. Julie was previously a partner at Madrona Venture Group after her tenure leading product teams at Amazon Kindle, TeachStreet.com (acquired by Amazon) and Accenture. She has served on the boards of numerous privately held companies, industry associations and advisory boards. In 2016, Julie was one of 60 Americans selected as a Presidential Leadership Scholar by the Presidential Centers of Clinton, Johnson, Bush, and Bush. She has been voted GeekWire's "Geek of the Year" and "Hire of the Year" and named to Puget Sound

Business Journal's "Power 100" and "40 under 40". She is a frequent speaker and commentator across *CNBC*, *Bloomberg*, *The Information*, *Forbes*, *TechCrunch*, and *Inc Magazine*.

"I am extremely excited about this year's Bend Venture Conference. For over two decades, BVC has had tremendous energy around Central Oregon's entrepreneurial ecosystem, attracting top talent and investors. Central Oregon has truly become a hub for entrepreneurship. This event showcases the incredible potential and innovation present in the region and serves as a platform for entrepreneurs to access the resources they need to thrive," said Brian Vierra, Venture Catalyst director at EDCO.

Throughout the two-day event, startup companies from around the country will take the Tower Theatre stage to pitch their businesses to BVC's community of investors. Growth Stage

finalists have historically received investments of \$250,000 or more. Early Stage finalists will compete for mentorship and exposure as well as potential funding from BVC partners. Companies in the New Economy Track have an opportunity at investment of \$100,000, thanks to BVC's partnership with The BFM Fund. For more information on the application process and to apply, visit bendvc.com/apply.

Bend Venture Conference cannot guarantee that investments will be made in any specific amount because the final amounts to be awarded are dependent on investment commitments received from third-party investors and the ability of the winning companies and the investors to agree on the terms and conditions of the investment.

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edcoinfo.com
hdinnovationweek.com

Osheru

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scribed funding round reflects robust investor confidence in Osheru's transformative approach to eyelid surgery.

"This \$4.7 million funding marks a pivotal moment for Osheru," said Dr. Patricia Buehler, CEO. "It demonstrates the strong confidence in Ziplift from both the medical community and investors, validating our vision to revolutionize blepharoplasty with cutting-edge technology."

Osheru also announced the appointment of John Garland as Chief Commercial Officer. A veteran executive in the ophthalmology industry, Mr. Garland brings decades of experience in medical device innovation and commercialization, having managed global operations in 70 countries with exceptional results. His strategic leadership and passion

for improving the surgeon and patient experience will be pivotal as Osheru accelerates its commercialization efforts.

"Joining Osheru to launch Ziplift is an exciting opportunity," said Mr. Garland. "This innovative technology addresses key challenges in blepharoplasty, promising improved outcomes for patients and enhanced capabilities for surgeons. I'm eager to drive its growth and advance the field of eyelid surgery."

According to the International Society of Aesthetic Plastic Surgery (ISAPS), there were an estimated 1.7 million eyelid surgeries performed worldwide in 2023, representing a 24 percent increase compared to 2022. Blepharoplasty, a procedure aimed at rejuvenating the appearance of the eyelids, remains one of the most sought-after cosmetic surgeries in the U.S. particularly with the increase in video calls and selfies. Traditional methods, unchanged for decades, have spurred demand for safer, less invasive alternatives like Ziplift,

positioning Osheru at the forefront of surgical innovation in this space.

The Ziplift device is intentionally designed to address challenges associated with conventional blepharoplasty procedures, including extended recovery times and risk of complications such as wound dehiscence and asymmetry. Leveraging Drs. Patricia and Knute Buehler's extensive surgical expertise and product development experience, Ziplift promises reduced downtime and enhanced aesthetic outcomes through its proprietary design.

"Despite the challenging fundraising environment for startups today, Osheru's success in securing this funding round highlights their perseverance and the compelling value proposition of Ziplift," added Skip Rung, ONAMI President. "We are enthusiastic, about the potential of the technology to positively impact patient outcomes."

Patricia Buehler, MD, MPH, renowned eye surgeon and CEO of Osheru, received

acclaim earlier this year when Ziplift clinched the prestigious Eyeceleator People's Choice Award for its innovative advancements in blepharoplasty techniques. The previous year she won The Winning Pitch Challenge for best early-stage company at the American Society of Cataract and Refractive Surgeons (ASCRS), the largest U.S. society dedicated to anterior segment surgeons. These accolades underscore Ziplift's potential to revolutionize not only the field of ophthalmology but also dermatology, plastic surgery, and other areas by offering minimally invasive alternatives to traditional skin removal procedures.

With commercialization slated for 2025, Osheru is poised to introduce Ziplift as a game-changing solution for ophthalmologists, oculoplastic surgeons, and facial plastic surgeons seeking to optimize patient outcomes in eyelid surgery as well as other areas of excess skin removal.

osheru.com

Tribe Equity

Continued from page 3

"For us, finding the 'right' seller was almost more important than finding the 'right' business. From the moment we met Todd and Michelle, we knew that these were great people, with great values, and their company was a direct reflection of them. We are absolutely honored to carry on the legacy that is Pacific Firs for the many years to come, and in an industry that has so much history here in Central Oregon," said Jordan Inman of Tribe Equity Partners.

Pacific Firs is the latest addition to Tribe's portfolio of Central Oregon small businesses. "We are very excited to bring Pacific Firs into our Tribe family," said James Maxwell. "We love great businesses that are the backbone of our local economy, and Pacific Firs is exactly that. The team at Pacific Firs really is remarkable and we are so lucky to have been able to work with Todd and Michelle to help them pursue their future goals."

Tribe is veteran-owned and specializes in acquiring small and medium-sized businesses from retiring businesses owners in Central Oregon.

tribeequitypartners.com

Summer Heatwaves

Continued from page 3

away. Now we have a system for providing cooling at properties that serve vulnerable populations," said Loc Le at Home Forward, a nonprofit operator of housing programs for people and families with lower incomes in Oregon.

Le and the Home Forward team participated in Energy Trust's Landlord Provided Cooling Space initiative in 2023 to create community cooling spaces in multifamily properties where in-unit cooling could not be installed due to required electrical upgrades and budget constraints. Today, residents in six different Home Forward properties can cool off during heatwaves thanks to ductless heat pumps in each building's common area, all paid for by Energy Trust through a grant from Oregon Department of Energy — made possible by state legislation passed in 2022.

Learn more about multifamily cooling space options and cash incentives below. Property owners can contact Energy Trust experts to get started at cooling@energytrust.org or 888-889-0018.

Why create a shared cooling space for Oregon properties

While Oregon's population has enjoyed a historically cool, temperate climate, recent extreme heatwaves have made air conditioning more of a necessity for Oregon residents. During a historic heat dome event in 2021, June temperatures soared past 110 F, reaching up to 116 in Portland. More than 100 people died in Oregon from heat-related illness during this five-day event.

While adding in-unit cooling to existing

multifamily properties is complex and cost-prohibitive for many, creating a shared cooling space is a low-cost, low-effort way to ensure your residents can stay safe and comfortable at your property for years to come.

Qualifying for no- or low-cost cooling space for your multifamily property

With funding from Oregon Department of Energy, Energy Trust of Oregon makes it easy for multifamily property owners and managers to create shared cooling spaces for residents.

Any Oregon-based multifamily property or manufactured home park can get 100 percent of the costs reimbursed to install cooling units in a shared space. Reimbursement covers up to:

- \$1,400 for portable or window air conditioners (maximum \$700 per unit)
- \$7,000 for ductless heat pumps, heat pumps and hard-wired air conditioners

What qualifies as a cooling space?

- The space must be on-site or nearby, within a quarter mile of your property.
- The space must maintain a temperature of 80 degrees or less during a heat wave.

• The space must accommodate a minimum of five residents and be open and operating during a heat wave.

To set up a cooling space for a multifamily property in Oregon, start by contacting Energy Trust cooling experts at community.cooling@energytrust.org or 1-888-889-0018. Energy Trust offers technical assistance and contractor referrals for multifamily property owners to get started creating their cooling space, so get in touch today and offer your multifamily residents an important new amenity this summer! Learn more and get started here.

energytrust.org

RECENT TRANSACTIONS

Continued from Page 3

Trust, in the sale of 378 NE Greenwood Avenue in Bend, the former Breakfast Club. The 1,236 SF restaurant building sold for \$857,000.

Compass Commercial Real Estate Services brokers **Jay Lyons, SIOR, CCIM** and **Grant Schultz, CCIM** represented the landlord, **Midway Leasing, LLC**, in the lease of a 2,506 SF retail space at the new Midway development at 575 SE 9th Street in Bend.

Brokers **Russell Huntamer, CCIM** and **Eli Harrison** with **Compass Commercial Real Estate Services** represented the buyer, **Best Care Treatment Services**, in the acquisition of a 1-acre parcel located at 996 NW Madras Highway in Prineville. The commercial land sold for \$275,000.

Submit your Recent Transactions to Jeff@CascadeBusNews.com to be seen in the next edition of *Cascade Business News*

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Central Oregon Business Calendar

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Event Details at CascadeBusNews.com/Business-Events

BUSINESS EVENTS



- August 8**
11am Deschutes County Virtual and In-Person Dog Board Hearing (Mendoza v Jones) at Deschutes Services Building Allen Room, Bend.
- August 8**
11:45am-1pm ConnectW Munch & Mingle at Olive Garden.
- August 9**
8am Madras Chamber Coffee Cuppers at Grocery Outlet, Madras.
- August 10**
3-7pm Bend Chamber Grand Opening and Ribbon Cutting at Tomi Mart.
- August 13**
10-11am Bend Chamber Membership 101 at Bend Chamber Conference Room.
- August 15**
11am Deschutes County Coordinated Houseless Response Office Meeting.
- August 15**
4:30-6pm Bend Chamber Biz & Bevs at LRS Architects.
- August 15**
5:30pm Madras Chamber Business After Hours at Mid Oregon Personnel, Madras.
- August 16**
8am Madras Chamber Coffee Cuppers at City of Culver, Culver.

WORKSHOPS & TRAINING



- August 8**
11am-1pm City of Bend Virtual and In-Person Environment and Climate Committee Transportation Working Group CCAP Update Workshop at Bend City Council Chambers.
- (Ongoing)**
COCC Small Business Development Center Virtual Classes.

Building Permits

COMMERCIAL PERMITS WEEK ENDING 7-12-24 & 7-19-24 & 7-26-24

Deschutes County

- \$2,211,744.00 - Commercial (New) 13,104 sf. at 160 N Woodson St. Sisters 97759 OR
Owner: WH Sisters, LLC 8215 SW Tualatin Sherwood Rd. #200 Tualatin, OR 97062 Permit # 247-23-006455
- \$150,000.00 - Commercial (New) 400 sf. at 15005 South Centruy Dr. La Pine 97739 OR Owner: USA
Builder: Excel Northwest, LLC 541-419-5654 Permit # 247-24-002179
- \$36,500.00 - Commercial (Addition) 200 sf. at 110 S Spruce St. Sisters 97759 OR Owner: Smokehouse Properties, LLC PO Box 1180 Sisters, OR 97759
Builder: Trailside Construction, LLC 541-331-4977 Permit # 247-24-002064

City of Bend

- \$1,750,000.00 - Commercial (New) 6,811 sf. at 2219 NW Labiche Ln. Bend 97703 OR Owner: Shevlin Crossing, LLC
Builder: Sunwest Builders 541-548-7341 Permit # PRNC202401663
- \$1,371,299.00 - Commercial (Alteration) 7,347 sf. at 755 SW 13th Pl. Bend 97702 OR Owner: TNB Deschutes, LLC
- \$505,000.00 - Commercial (New) 65 sf. at 2365 NE Connors Ave. Bend 97701 OR
Builder: Pacific Construction & Development, LLC 541-678-5751 Permit # PRNC202301030
- \$475,000.00 - Commercial (New) 3,324 sf. at 2219 NW Labiche Ln. Ste. 110 Bend 97703 OR Owner: Shevlin Crossing, LLC
Builder: Sunwest Builders 541-548-7341 Permit # PRNC202401673
- \$425,000.00 - Commercial (Alteration) 2,979 sf. at 2219 NW Labiche Ln. Ste. 120 Bend 97703 OR Owner: Shevlin Crossing, LLC
Builder: Sunwest Builders 541-548-7341 Permit # PRRE202401671
- \$90,000.00 - Commercial (Alteration) 5,486 sf. at 2777 NW Lolo Dr. Bend 97703 OR Owner: Taylor Development, LLC
Builder: Sunwest Builders 541-548-7341 Permit # PRRE202401940
- \$75,000.00 - Commercial (Alteration) 1,383 sf. at 2500 NE Neff Rd. Bend 97701 OR
Builder: Skanska USA Building, Inc. 973-753-3579 Permit # PRRE202400951
- \$60,000.00 - Commercial (Alteration) 1,071 sf. at 55 NW Wall St. Ste. 160 Bend 97703 OR Owner: Davies Commercial Properties, LLC Permit # PRRE202402360
- \$60,000.00 - Commercial (Alteration) 74 sf. at 1645 NE Forbes Rd. Bend 97701 OR
Builder: Craig L Jones Construction 916-662-6780 Permit # PRRE202404047
- \$20,000.00 - Commercial (Alteration) 139 sf. at 61303 S Hwy 97 Bend 97702 OR
Builder: Stilson Builders 541-728-3322 Permit # PRRE202403488
- \$12,000.00 - Commercial (Alteration) 5,217 sf. at 1550 NE Williamson Blvd Bend 97701 OR Owner: CT Woodward Properties, LLC
Builder: Kellcon, Inc. 541-312-4034 Permit # PRRE202402773

City of Redmond

- \$2,684,000.00 - Commercial (New) 13,422 sf. at 835 NE Greenwood Ave. Redmond 97756 OR Owner: K&E Development, LLC 3871 Langley St. SE Salem, OR 97317
Builder: Kaufman Commercial, LLC 503-871-4152 Permit # 711-24-000514
- \$2,304,000.00 - Commercial (New) 7,300 sf. at 2950 SW 6th St. Redmond 97756 OR Owner: Agwest Farm Credit FLCA 2001 S Flint Rd. Spokane, WA 99224
Builder: Yost Gallagher Construction, LLC 509-535-8874 Permit # 711-24-000888
- \$1,200,000.00 - Commercial (New) 5,768 sf. at 1865 NW Hemlock Ave. Redmond 97756 OR Owner: Globo Cobra Partners, LLC 330 Riverside Blvd #1 Bend, OR 97703
Builder: C Potterf Construction, Inc. 541-410-0949 Permit # 711-24-000663
- \$633,365.00 - Commercial (Tenant Improvement) 6,541 sf. at 3500 SW 21st Pl. Redmond 97756 OR Owner: BASX, Inc. 3500 SW 21st Pl. Redmond, OR 97756
Builder: Raymond Handling Concepts Corp. 562-351-4356 Permit # 711-24-000948
- \$11,664.00 - Commercial (Tenant Improvement) at 2804 SW 6th St. Redmond 97756 OR Owner: High Desert Education Service District 2804 SW 6th St. Redmond, OR 97756
Builder: Twenty-Two Twenty-Nine, Inc. 541-419-2556 Permit # 711-24-001226

Tax Savings

Continued from page 26

foresight can lead to significant financial benefits. By being one of the 6% of business owners who plan their company sale two or more years in advance, Marc not only maximized his financial gains but also contributed to a charitable cause — a win-win situation. It's like finding a golden ticket in your financial planning chocolate bar!

So, what's the takeaway here? For entrepreneurs considering a sale, it's

not just about getting the best price; it's also about keeping as much of that price as possible. And if you can do a bit of good in the world while you're at it, well, that's just the sprinkles on your financial donut.

In Marc's case, the CRUT wasn't just a financial instrument; it was a strategic partner in achieving a smooth and profitable business exit. And remember, in the world of business and taxes, sometimes the best moves are those made with a bit of foresight and a lot of planning. So, when it comes to selling your business, think ahead — your future self (and your tax bill) will thank you.

At Rosell Wealth Management, we're here to help you make the most of your business success. Our 6% Advantage™ is all about smart strategies that can potentially save you a significant amount in taxes when you're preparing to sell your company. Whether you're curious about CRUTs or other advanced financial tools, our team is ready to guide you through the process. Reach out to us to learn how we can help you navigate your business sale with confidence and keep more of what you've worked so hard to build. Let's turn your next big step into a major win

David Rosell is the president of

Rosell Wealth Management in Bend. RosellWealthManagement.com. He is the author of three books. Find David's books at local bookstores, Amazon, Audible as well as Redmond Airport. 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.

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