

## #1 — Trangistics, Inc.

**Official Name of Business:** Trangistics, Inc.

**Address/Phone:** PO Box 1750, Sisters • 541-923-6309

**Website:** trangistics.com

**Contact Email:** joey@trangistics.com

**CEO/owners, background:** Joey Hougham’s journey began as a farm boy from Eastern Oregon, where he was raised in a rural environment with the values of hard work and perseverance. After completing his education and early success in electrical engineering, he transitioned into the fields of marketing and business development. Seeking a balanced lifestyle, Hougham moved his family from the Portland area to Central Oregon, embracing a more rural setting to build their home and raise his children.

With a background that included working at Intel and experience in business consulting, Hougham ventured into the freight logistics industry. Despite starting with little knowledge of the field, his determination and adaptability allowed him to build the business from the ground up.

The business grew steadily based on operating principles of integrity along with providing great customer service beyond expectations. Significant progress was achieved after specializing in supply chain/inventory management solutions tailored to the unique demands of the semiconductor construction industry. Hougham’s ability to identify and focus on high-growth market segments has positioned his company for continued success in the complex logistics space.

**Number of Employees:** 14

**Year Established in Central Oregon:** 2002

**Product/Services Offered:**

Logistics Services. Transportation, inventory management, supply chain management.

**Hot News:**

See our latest hot news at:

- [trangistics.com/2024/09/trangistics-expands-with-addition-to-transport-fleet](https://trangistics.com/2024/09/trangistics-expands-with-addition-to-transport-fleet)
- [trangistics.com/2024/02/trangistics-celebrates-one-year-of-uis-partnership](https://trangistics.com/2024/02/trangistics-celebrates-one-year-of-uis-partnership)
- [trangistics.com/2024/06/media-coverage-semiconductor-digest](https://trangistics.com/2024/06/media-coverage-semiconductor-digest)

**Outlook for Growth:**

Our outlook for growth is highly optimistic, especially in key segments such as semiconductor manufacturing and data centers. The rapid expansion of AI is driving a surge in data center construction projects, and Trangistics is uniquely positioned to manage the complex logistics that these large-scale projects require. Ensuring that materials are delivered to the job site exactly when needed is crucial, and our expertise in this area makes us a trusted partner for managing the logistics of high-stakes, high-tech construction.



PHOTO | COURTESY OF TRANGISTICS, INC.

**What do you attribute your rapid growth to?**

Our rapid growth can be attributed to recognizing the critical need for efficient logistics in complex, high-tech construction projects. Building facilities like semiconductor manufacturing factories or data centers involves countless moving parts and intricate components. By providing streamlined logistics solutions that simplify and optimize these processes, we are able to meet the evolving demands of our customers and ensure their projects run smoothly and on schedule. This continuous focus on efficiency, precision and problem solving is what drives our success.

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

Expand our reputable transportation services that concentrate on complex freight. In addition, continue focusing on complex, high tech construction projects that rely on highly efficient logistics solutions. We plan to expand into more inventory management and supply chain logistics initiatives to enhance our service offering. Additionally, we aim to strengthen our presence in the data center sector by partnering with data center focused consulting firms who have well established relationships with our target clients.

**What is your philosophy to running a successful company?**

Remove obstacles/barriers, provide good tools/technology and empower individuals/teams to provide the best problem solving services that our clients depend on. Provide a great work-life balance that is crucial to succeeding in our industry. Embrace the best business support services, such as from Capstone CPAs, who provides not only outstanding payroll and tax services but also insightful corporate guidance.

## #2 — Almost Family, LLC

**Official Name of Business:** Almost Family, LLC

**Address/Phone:** 233 SW Wilson Ave., Ste. 1, Bend •541-389-0006

**Website:** almostfamilycare.com

**Contact Email:** todd@almostfamilycare.com

**CEO/owners, background:** Todd Sheldon. Dr. Sheldon began his career as an Optometric Physician in the U.S. Navy and continued his career as an owner/operator of several eye care clinics across Oregon. Dr. Sheldon started Almost Family in 2020 to meet the needs of an ailing parent with an additional goal of making compassionate care available to all who needed it across Oregon.

**Number of Employees:** 520

**Year Established in Central Oregon:** 2020

**Product/Services Offered:**

- In-home care for seniors
- Care for the intellectually and developmentally disabled

**Outlook for Growth:**

The outlook for continued growth is positive.

**What do you attribute your rapid growth to?**

It is our people. We hire compassionate, capable people who share our vision of ensuring every person has access to the care they need. We strive to provide excellent customer service for our clients and our caregivers.



PHOTO | COURTESY OF ALMOST FAMILY, LLC

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

We expect our growth to continue as our area continues to experience rapid growth and more people retire in Central Oregon.

**What is your philosophy to running a successful company?**

Start with an industry you love and are passionate about. Then hire great people and do the right thing for your staff and customers. Create a positive culture and work environment and have fun. The money and growth will follow.



## #3 — Aspire Physical Therapy

**Official Name of Business:** Aspire Physical Therapy  
**Address/Phone:** 371 SW Upper Terrace Dr., Ste. 3, Bend • 541-316-0805  
**Website:** aspireptbend.com  
**Contact Email:** brittany@aspireptbend.com  
**CEO/owners, background:** Brittany Estuesta  
**Number of Employees:** 9  
**Year Established in Central Oregon:** 2020

**Product/Services Offered:**

Physical Therapy with specialties in pelvic health, TMJ dysfunction, orthopedics, concussion, and vestibular rehab.

**Hot News:**

Our Bend clinic moved to a new location this August and we also added two new PTs and front office staff to our team in August!

**Outlook for Growth:**

We will be focusing the next year on fostering our team environment and clinical growth to make sure we continue to provide top-notch, up-to-date care for our patients.

**What do you attribute your rapid growth to?**

Our hard-working, dedicated team of providers! Our model focused on one-on-one, hour long visits with our patients which can be hard to find in PT clinics. This allows for our providers to really take their time with our patients and provide top-notch care. We also provide several specialty PT services that has brought clientele



PHOTO | COURTESY OF ALMOST FAMILY, LLC

to us specifically.

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

We would love to expand our footprint to Redmond to expand the reach of pelvic health PT services to areas outside of Bend.

## #4 — Dirtbag Enterprises LLC



PHOTO | COURTESY OF DIRTBAG ENTERPRISES LLC

**Official Name of Business:** Dirtbag Enterprises LLC  
**Address/Phone:** Bend, Oregon • 865-258-4724  
**Contact Email:** dirtbagtix@gmail.com  
**CEO/owners, background:** Jeff Edgington  
**Number of Employees:** 5  
**Year Established in Central Oregon:** 2019

**Product/Services Offered:**

We are not a public-facing company, we operate exclusively on the back-end of the entertainment industry connecting buyers and sellers of various event tickets. This opaque middle-man sector has long had a negative reputation (“scalpers”) in the public eye, so we decided to embrace that and chose the tongue-in-cheek name Dirtbag Enterprises. Essentially, we acquire prime

inventory for concerts and sporting events across the U.S. and Canada then aim to sell for a market-clearing price so that whomever most desires that inventory can attend and purchase tickets whenever they choose — rather than in the first five minutes of them going on sale.

**Hot News:**

2024 has been another record year for concerts, and for us as well!

**Outlook for Growth:**

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

**What do you attribute your rapid growth to?**

The key to the success of the business has been investing in early in acts before their true market value is well-known. In addition to that, we have been reinvesting 100 percent of profits, utilizing all available credit and taking a lot of chances.

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

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

**What is your philosophy to running a successful company?**

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

## #5 — Nine Peaks Solutions LLC

**Official Name of Business:** Nine Peaks Solutions LLC  
**Address/Phone:** 5 NW Hawthorne Ave., Ste. 100  
 541-797-7595 (main), 844-797-3257 (toll free)  
**Website:** NinePeaksSolutions.com  
**Contact Email:** EmailUs@NinePeaksSolutions.com  
**CEO/owners, background:** Eric D. Skidmore, president/founder. Graduate of Madras High School and Eastern Oregon State College. Career: worked within the payroll and human resources applications and in the technology sector areas.  
**Number of Employees:** Nine employees and ten contractors. Nineteen total involved in the organization — we refer to these individuals as Tech Sherpas\*.  
**Year Established in Central Oregon:** 2015

**Product/Services Offered:**

Nine Peaks Solutions (NPS) is a technology consulting and services firm working with business solutions. Our organization is an authorized platinum level solution provider of Laserfiche — an enterprise content management and paperless workflow system. NPS is an authorized partner with Microsoft, Adobe, Dell EMC, Epson, SIGNiX, DocuSign, and Dropbox. We also have extensive Human Capital Management application experience.

Nine Peaks has delivered customer solutions into 23 of the United States and also the Caribbean.

**Hot News:**

Our business continues to grow robustly in 2024, benefiting from new personnel, technology investments made over the past 18 months, and a high level of new customer referrals resulting from successful projects. Our growth can be attributed to two main sources, namely Laserfiche system implementations and Digital Reclamation projects wherein we help our clients keep desired historical information when converting to a new human capital management/payroll/expense reporting system.

**Outlook for Growth:**

Excellent! We’re building off our successes from 2023 and what we have been developing a new revenue stream within 2024. Revenue growth will be tied to continuing to fulfill our company vision: “To help organizations operate at peak



THE NINE PEAKS MANAGEMENT TEAM: PAUL, ERIC, LAUREN, EVAN, & TAYLOR | PHOTO COURTESY OF NINE PEAKS SOLUTIONS LLC

performance by leveraging technology and human ingenuity.”

The main reason for our continued optimistic outlook for growth: Our people, the Tech Sherpas\*. Supporting and developing with the organization’s growth during the last 9-1/2 years has been a great staff and management team that consistently delivers projects with quality and on time results. The management team consists of:

- Lauren Jensen — Director of Operations
- Evan Heidtmann — Director of Software Engineering
- Taylor Henegar — Director of Content Services
- Paul Salvucci — Business Advisor

**What do you attribute your rapid growth to?**

Partnerships — we have had a huge number of referrals from our partners for potential business opportunities. We have provided needed products and services for our prospective clients that solve a problem for them and also provided needed support during a difficult time for their internal staff. We get the comment on a regular basis from our clients that “NPS made it much easier for them” as our project was conducted. NPS can develop a complete, quality solution with the



## Nine Peaks Solutions LLC

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various technology partners we work with on a regular basis.

Our referral partners have seen the success of our projects with their clients and the word of our organization has spread by grass root methods within their sales team. This success on past projects has been key for them to deliver additional revenue opportunities to their organization then they would have without Nine Peaks being in place and producing for them.

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

Deliberate growth within our two existing revenue streams. Emphasis on marketing into these two target markets and being the "Partner of Choice" for our prospective

clients. Continuing our ongoing project work as we have made investments in our business operations to gain more efficiencies in delivering products and our services.

Work on/follow up with our existing clients and future prospects on project initiation and at completion. Anticipating the next project that will assist their organization's growth and efficiency will be a continuing emphasis for us here at Nine Peaks.

**What is your philosophy to running a successful company?**

Always do the right thing for the client. Even when it is new development, involves a new skill base, is difficult to accomplish, or it will result in additional expense to the NPS organization. Always look for continuous improvement opportunities in our project completion and follow up processes that will result in better quality and efficiency.

**\*Why do we refer to one another as Tech Sherpas?**

We are here to help elevate our clients and fellow Tech Sherpas to greater heights using and understanding today's technology and organizational processes!



## #6 — Dynamic Color, Inc.

**Official Name of Business:** Dynamic Color, Inc.

**Address/Phone:** PO Box 2041 • 541-390-5841

**Website:** dynamiccolorbend.com

**Contact Email:** ckline.dc@gmail.com

**CEO/owners, background:** Gustavo B. Lopez

**Year Established in Central Oregon:** 2003

**Product/Services Offered:**

Automotive Reconditioning in Central Oregon

• **Interior** — From basic cleaning to full restoration, we have the products and knowledge to get all your interior needs taken care of.

• **Exterior** — With Central Oregon's extreme seasons, we offer a variety of exterior services to restore your car's appearance and keep it protected.

• **Additional Services** — Our team is constantly adding services to satisfy customers' needs. This covers aftermarket items and repair services that don't fall in the standard interior/exterior category.

## #7 — Deschutes Plumbing Co LLC

**Official Name of Business:** Deschutes Plumbing Co LLC

**Address/Phone:** 930 SE Textron Dr., Ste. B, Bend • 541-385-6060

**Website:** deschutesplumbing.com

**Contact Email:** casey@deschutesplumbing.com

**CEO/owners, background:** Casey Krahenbuhl, CEO — Krahenbuhl comes from five generations of plumbers across the Western United States. He is focused on the growth and financial stability of the company.

Chris Powers — Powers has been in the plumbing field his whole life and also comes from a long lineage of plumbers. Powers is in charge of all operations for the company and prides himself on his attention to detail and client communication.

**Number of Employees:** 16

**Year Established in Central Oregon:** 1994

**Product/Services Offered:**

Residential plumbing, commercial plumbing, industrial plumbing. We pride ourselves in the fact that we can take on any project of any size from light service jobs to large commercial and industrial projects.

**Hot News:**

Deschutes Plumbing recently acquired a new shop/ office space to facilitate the growth trajectory that we are experiencing. We have also expanded into the Eugene area in recent months.

**Outlook for Growth:**

Although we have experienced significant growth over recent years, we really do try to expand and grow at a steady pace. We hope to hire several more plumbers for the Bend market and also the Eugene market in the coming months and continue to grow our footprint in Oregon.

**What do you attribute your rapid growth to?**

Our growth is attributed to our commitment to quality and customer satisfaction. We work extremely hard to hire very capable and kind employees that understand our values and ethos. our employees are the lifeblood of the company and we know that if we hire great people, the growth will continue.



PHOTO | COURTESY OF DESCHUTES PLUMBING CO LLC

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

In the next five years, we hope to service the entire state and hopefully branch out into other trades including Electrical and HVAC. This will allow us to service our clients in a way that no one else in Central Oregon can.

**What is your philosophy to running a successful company?**

Our key philosophy is to treat others how you would like to be treated. I know it sounds trite, but it has been the cornerstone of our business since Chris and I have been in charge. Treat employees and clients with respect and the growth will come.



## #8 — Free the Ocean LLC

**Official Name of Business:** Free the Ocean LLC

**Address/Phone:** 18243 Rock Springs Ct., Bend

**Website:** freetheocean.com

**Contact Email:** kellyausland@gmail.com

**CEO/owners, background:** Kelly Ausland

**Year Established in Central Oregon:** 2019

**Product/Services Offered:**

Conservation/retail.

In August 2019, we launched Free the Ocean (FTO) to give anyone, anywhere, the opportunity to have an impact on plastic pollution — for free. Not only does answering the daily trivia fund the removal of plastic, but it also educates you about our oceans and raises awareness of the plastic issue. When you purchase a plastic-free product from FTO's sustainable store, you help keep plastic out of the waste stream, making an even greater impact.

Whether you're playing FTO trivia or purchasing our plastic-free products, you are part of our global community of people who want to make a difference — thank you!

Our Mission — Free the Ocean's mission is built on three equally important pillars: Sustainability, Education, and Action.



## #9 — Riley Visuals, LLC

**Official Name of Business:** Riley Visuals, LLC  
**Address/Phone:** 20889 Greenmont Dr., Bend • 951-541-6137  
**Website:** rileyvisuals.org  
**Contact Email:** kaleb@rileyvisuals.org  
**CEO/owners, background:** Kaleb Riley  
**Number of Employees:** 4  
**Year Established in Central Oregon:** 2016

**Product/Services Offered:** Full real estate marketing team. We provide listing photos, videos, drone photography/videography, 3D Scan, social media content, and more!

**Hot News:** During the summer months of 2024 our team was averaging 25 shoots a week! We were proud to provide the best real estate content for more than 60 clients this year.

**Outlook for Growth:** We are looking forward to starting a separate branch of our company called Bend Social Media Club specializing in social media content for local businesses.

**What do you attribute your rapid growth to?** Real estate is a fast paced environment. Often times, home owners are waiting on us to provide final photos before they go live. It is crucial we stay on schedule. Real estate moves fast, we move faster! Secondly, when we walk into someone's home we know it can be a stressful and emotional time for the owners and agents. We do our best to bring a peaceful and fun attitude to every shoot.

**What is your vision for growth and/or expansion over the next five years?** On top of starting a separate branch of our company, we would like to bring on two more employees in the next year to allow us to continue to provide the best content to the growing real estate agent pool in Central Oregon.

**What is your philosophy to running a successful company?** Something I remind myself and my team about constantly is that our product has to be of the highest quality, yes. But, if we are not kind, compassionate, and friendly



KALEB RILEY

it will not matter how incredible our products are. Everyone's lives are full of stressful situations, our goal is to bring some light into those places. Being consistently kind and being quick to own mistakes goes a long way in this town.

## #10 — Brightways Counseling Group, LLC



KEVIN SHAW



ANGIE SHAW

**Official Name of Business:** Brightways Counseling Group, LLC  
**Address/Phone:** 7515 Falcon Crest Dr., Ste. #200, Redmond  
 1435 NE Fourth St., Bend • 541-904-5216  
**Website:** brightwayscounseling.com  
**Contact Email:** angie@brightwayscounseling.com,  
 kevin@brightwayscounseling.com  
**CEO/owners, background:** Kevin Shaw, CEO, LCSW, CADC III, Angie Shaw, COO  
**Number of Employees:** 110  
**Year Established in Central Oregon:** 2017

**Product/Services Offered:**  
 We provide comprehensive behavior health counseling services and psychiatry in Central Oregon, Portland Metro, Woodburn, Salem and throughout Oregon

with our Telehealth services. We work directly with primary care offices and behavioral health clinicians to ensure rapid access to services. We offer in-person and telehealth options for counseling and medication management.

**Hot News:**

While already being the largest private behavioral health provider in Central Oregon, this year we opened up two new offices; one in Portland and one in Salem.

We invested in a new mural painting outside of our Bend location; we also completed office refresh/redesign projects for all locations.

We added a "seek services" button on our website that created 24/7 access to set up a follow up screening and appointment for services.

**Outlook for Growth:**

In everything we do we believe in breaking down barriers and getting help to the community now. Our mission drives us to serve other areas where people need behavioral health services. There continues to be a large demand across the state for access to care and our mission drives us to meet that need.

**What do you attribute your rapid growth to?**

Our strategy this past year in addition to opening two new offices has been to focus on staff retention. We increased our compensation package, offered longevity incentives, created more flexibility and options for support and training as well as restructured our leadership team to focus on connection and culture instead of metrics and performance.

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

In the next five years our goal is to serve every city in Oregon that has a population of 30,000 people or more, either at a physical location or via telehealth services.

**What is your philosophy to running a successful company?**

Culture, connection and collaboration. Running a successful business is a challenge, but it is impossible if you don't have any employees to help you get there. We have invested heavily in trying to make sure our staff feels supported, appreciated and happy in their roles at Brightways.

## #11 — Central Service Inc.

**Official Name of Business:** Central Service Inc.  
**Address/Phone:** 133 NE Greeley Ave., Bend  
 541-550-7230  
**Website:** centralserviceinc.com  
**Contact Email:** jeremiah@centralserviceinc.com  
**CEO/owners, background:** Lee Bennett (CEO/Owner) and Jeremiah Fender (COO/Owner) co-lead Central Service Inc., bringing a combined wealth of experience in fuel systems, construction, and infrastructure projects.  
**Number of Employees:** 35  
**Year Established in Central Oregon:** 2011

**Product/Services Offered:**  
 Central Service Inc. specializes in fuel systems construction, service, and maintenance for retail gas stations, industrial clients, and government agencies. Our services include site development, environmental remediation, compliance testing, decommissioning, and commercial construction. We focus on ensuring the safety and integrity of fuel systems through rigorous testing, maintenance, and environmental safeguards. Licensed in seven contiguous states, we are committed to upholding our core values of integrity, quality, and collaboration, delivering reliable and trusted solutions that protect both people and the environment.

**Hot News:**

Recently, we acquired a new office in Sunriver, Oregon. This new location features expanded shop spaces and a larger footprint, positioning us for future growth and enhancing our operations. We are also hiring more service technicians in outlying regions of Oregon and Washington and pursuing additional certifications to expand our service offerings, ensuring we meet the growing demand across the region.

**Outlook for Growth:**

We are actively expanding into new markets, including Idaho and Spokane, where we will establish a service presence to meet regional demand. To improve efficiency, we are bringing more work in-house while maintaining strong partnerships with our subcontractors. As the transportation sector evolves, we are closely tracking new



PHOTO | COURTESY OF CENTRAL SERVICES INC.

technologies like hydrogen and electric vehicle infrastructure to stay ahead of the curve. And let's face it — no matter how much the world changes, people will keep traveling, and we'll be there to meet those needs. Additionally, we are exploring AI and other technological solutions to streamline operations, improve service response times, and create efficiencies across the organization. These innovations will help us refine our processes and better support the evolving needs of our clients.

**What do you attribute your rapid growth to?**

Our rapid growth is the result of building strong relationships with clients and positioning ourselves as a trusted solutions provider. We maintain a deep curiosity about our business, constantly evaluating what works and what doesn't, to make improvements that benefit both our teams and the company. By fostering a collaborative environment where team members feel valued, we ensure that everyone contributes to our shared success. Additionally, our ability to adapt to industry changes, such as advancements in fuel systems, regulatory requirements, and environmental safety, has helped us stay ahead of the curve and continue expanding into new markets. This blend of client focus,



**Central Service Inc.**  
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internal reflection, and strong team engagement has been key to our success.  
**What is your vision for growth and/or expansion over the next five years?**  
 In the next five years, we aim to strengthen our core business offerings regionally by expanding our construction crews and capabilities. This will enable us to broaden the scope of our projects and meet a wider range of client needs across the construction industry. Alongside this growth, we plan to further develop our general construction arm to build a diverse portfolio of projects throughout the region. As part of our expansion strategy, we are also focused on new markets, including Idaho and Spokane, while continuing to improve efficiency by bringing more operations in-house. Our

commitment to adopting innovative technologies will ensure we maintain operational excellence and deliver enhanced service to our clients. Through this approach, we will grow sustainably, staying true to our values of integrity, quality, and collaboration.  
**What is your philosophy to running a successful company?**  
 At Central Service Inc., we believe that people are the heart of any successful company. Our philosophy is centered around creating an environment where employees feel valued, empowered, and supported. By fostering a culture of respect, collaboration, and integrity, we enable our team to work together toward common goals. We also recognize that the future is always changing, and adaptability is key to sustaining growth. We remain open to new opportunities, encouraging curiosity and collaboration to explore new avenues for expansion. As Reid Hoffman said, "No matter how brilliant your mind or strategy, if you're playing a solo game, you'll always lose out to a team." This belief guides our approach to leadership, ensuring that we continually evolve, stay future-focused, and succeed together as a team.



**#12 — Integrated 3D LLC**

**Official Name of Business:** Integrated 3D LLC  
**Address/Phone:** 1263 Lake Rd., Redmond • 541-588-0986  
**Website:** i3dmfg.com  
**Contact Email:** estone@i3dmfg.com, ccooper@i3dmfg.com  
**CEO/owners, background:** Erin Mastroni and Chad Cooper  
**Number of Employees:** 39  
**Year Established in Central Oregon:** 2014  
**Product/Services Offered:** 3D Metal Printing  
**Outlook for Growth:**  
 i3D is committed to growing family wage jobs in Central Oregon of 30-40

percent by providing the best metal additively manufactured parts in the U.S.  
**What do you attribute your rapid growth to?**  
 The best additive team in America. We offer extremely competitive wages coupled with a robust benefits packages as well as monthly bonuses.  
**What is your vision for growth and/or expansion over the next five years?**  
 We expect to add more turnkey solutions and expand our capabilities in a variety of precision manufacturing sectors including aerospace, new space, heat exchangers, batteries and defense.  
**What is your philosophy to running a successful company?**  
 Treat your team as family. Expect ye best of people, give them the tools and training to succeed and then reward them very well.

**#13 — Majesty's Animal Nutrition, LLC**

**Official Name of Business:** Majesty's Animal Nutrition, LLC  
**Address/Phone:** 2131 S First St., Redmond • 541-382-9811  
**Website:** majestys.com  
**Contact Email:** tony@majestys.com  
**CEO/owners, background:** Tony Roth: Manufacturing & Sales, Kamie Roth: Sales, Scott Mikel: Sales  
**Number of Employees:** 35  
**Year Established in Central Oregon:** 2020  
**Product/Services Offered:**  
 We manufacture supplements and treats for companion animals. Both under our own nationally distributed brand and 30+ other nationally distributed brands.  
**Hot News:**  
 Majesty's is opening a second location in Michigan and is looking to close on the building purchase November 15, the new building will double capacity for the customers we manufacturer for.  
 We have also expanded our product service offering to include powders and meal toppers and will be targeting to add baked products i.e. biscuits and hard treats to our product offering sometime in 2025.  
**Outlook for Growth:**  
 Majesty's has a very optimistic outlook on growth, with the addition of the powder lines we expect to add 20-30 percent in top line revenue in the next year. With the addition of baking in 2025 this will add an additional 20-30 percent on top of the growth from the powders.



PHOTO | COURTESY OF MAJESTY'S ANIMAL NUTRITION, LLC

**What do you attribute your rapid growth to?**  
 It's about the passion that we have together as a team. Everyone at Majesty's loves animals and we have incorporated that to create our business. At Majesty's we are consistently researching new and better ways to keep animals healthy. Taking initiative, staying confident and innovated are key's to manufacturing our pet products. This is what we do and we have always stuck to that. We keep the focus on what we are really good at and continue to add on new ways to keep growing and thriving.  
 Our manufacturing process is strong, we are very detailed and determined to make the best products every day. To us, it's not about having a lot of customers, it is about having the partnerships and watching our companies grow together with creating the best products for the pet industry.  
**What is your vision for growth and/or expansion over the next five years?**  
 Our vision is to continue our journey of making the healthiest pet products we can every day. Within the next five years we are focusing on expanding our business with more space and further automation. Exploring new innovative ways to manufacture

other companion animal products.  
**What is your philosophy to running a successful company?**

- Teamwork and Partnerships
- Passion for Animal health, ensuring everyone that works at Majesty's know the "Why" we do what we do.
- Creating a positive culture
- Quality over Quantity, ensuring every product we make is set to the highest standard

**#14 — C.O. Alpha Painting LLC**

**Official Name of Business:** C.O. Alpha Painting LLC  
**Address/Phone:** 60319 Cinder Butte Rd., Bend • 541-848-8590  
**Contact Email:** ibanezco@bendalpha.com  
**CEO/owners, background:** Jesus Ibanez  
**Number of Employees:** 6  
**Year Established in Central Oregon:** 2017  
**Product/Services Offered:**  
 Residential interior and exterior. Commercial interior and exterior. Wood, cabinets and deck staining and refinishing. Custom wood work.  
**Outlook for Growth:** Our outlook for growth is business expansion and increased revenue growth each year.  
**What do you attribute your rapid growth to?**  
 I attribute my rapid growth to the relationships I have created with my home owners, builders, real estate agents, etc. They are the ones referring us to continued business that we are truly very grateful for. Keeping our word, getting the job done when we say it will be done and providing the highest level of quality painting is what has allowed us to keep growing.  
**What is your vision for growth and/or expansion over the next five years?**



PHOTO | COURTESY OF C.O. ALPHA PAINTING LLC



## C.O. Alpha Painting LLC

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Our vision for growth and expansion is to continuously develop our skills, and become the most trusted painting company in Central Oregon.

**What is your philosophy to running a successful company?** Our philosophy for running a successful business is time management. Learning how to manage my time is crucial especially when we have several jobs running at the same time. Communication with my clients is also key, providing them with an update as often as I can so they have the peace of mind that the job is getting done. And most importantly, taking care of my employees and rewarding them. We would not be able to be where we are without them.

## #15 — Bend Wealth Advisors



PHOTO | COURTESY OF BEND WEALTH ADVISORS

what prospective clients have shared with us, prioritizing selling them products over understanding and solving their financial objectives. We strive to hold ourselves to a higher standard. Not only do we act in our client's best interests, but we also can execute on those ideas through our amazing, dedicated team. We are laser-focused on advocating for our clients, and that will continue to be a recipe for Bend Wealth's success.

**What do you attribute your rapid growth to?**

I guess you could call it an abundance mindset. For example, I have been very intentional around always having excess capacity on our team; as soon as we add to the team I start looking for our next hire via a collaborative process involving the entire team. This allows Bend Wealth to provide exceptional, personalized planning and service to our existing clients, while also allowing us to confidently accept new clients who are referred to us or find us on their own. And it reduces stress for everyone on our team since their workload is manageable and they have direct input into who we hire. The Esprit de corps at Bend Wealth is contagious!

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

We are fast approaching half a billion dollars under management, with 300+ clients — some of whom are strictly consultative engagements — in over 30 states and abroad. I expect Bend Wealth's business to more than double by the end of 2029 thanks to our broad capabilities and flexibility in working with clients in a manner that prioritizes their needs over ours. For example, we have invested time and resources to gain expertise in divorce financial planning, a niche which we have yet to "lean into" from a marketing perspective. Our technical knowledge of the divorce space combined with our strong service culture — I believe a necessary ingredient for the successful execution of a divorce decree in which the clock is ticking — makes us the obvious choice in Central Oregon and beyond for spouses who have not been in control of their finances during the marriage.

**What is your philosophy to running a successful company?**

It is my objective that everyone on the team at Bend Wealth view being part of our family as a long-term career choice with a positive work/life balance, not a soul-crushing job. For over 30 years I worked at some of the world's largest financial institutions, and while those experiences provided me with enriching work experience, there was also bureaucracy and constraints on "out of the box thinking" to contend with. I learned that organizations which manage to the lowest common denominator can't help but create a sub-optimal client experience. I wanted Bend Wealth Advisors to be the antidote to that rigid approach. Simply put, happy, engaged team-members are less likely to leave. Instead, they have opportunities for steadily increasing responsibilities and compensation at a pace they directly influence, which results in a much better experience for our clients.

**Disclosure:**

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**Official Name of Business:** Bend Wealth Advisors  
**Address/Phone:** 523 NW Colorado Ave., Ste. 100, Bend • 541-306-4324  
**Website:** bendwealth.com  
**Contact Email:** info@bendwealth.com  
**CEO/owners, background:** Stuart Malakoff, CFP, CDFA, CPFA, CRPC, President. 34 years of experience in institutional and retail investment management. MBA, Columbia Business School.  
**Number of Employees:** 8  
**Year Established in Central Oregon:** 2020  
**Product/Services Offered:**

The professionals at Bend Wealth Advisors offer customized wealth management solutions in a variety of ways. Our guidance and execution covers a broad range of financial planning areas, including retirement, estate and divorce strategies, investment management, risk management (i.e. life insurance, long term care insurance, disability), tax planning, saving for college, and business retirement plans (i.e. 401k). And we offer choice to our clients in how we are compensated for our services, including fee for advice, investment advisory, and/or commissions.

**Hot News:**

Right now, we're excited about the unique educational opportunities we're creating for our clients. Over the past year, we've hosted live webinars with professionals on topics like long-term care insurance and mortgages during divorce. Our next event is an in-person session with a college admissions coach.

We believe in building relationships with industry professionals to enhance our services. Our goal is to offer approachable financial education that empowers clients to feel engaged and in control of their financial lives. These events allow clients to ask real questions and make informed decisions.

Financial advice goes beyond account performance. Our clients face real-life challenges, and by partnering with trusted professionals, we help them receive comprehensive support tailored to their needs.

**Outlook for Growth:**

I am more optimistic about the future of Bend Wealth Advisors than I ever have been. Many of our competitors in the wealth management space are, based on

## #16 — Nelson Tile and Stone

**Official Name of Business:** Nelson Tile and Stone  
**Address/Phone:** 20794 High Desert Lane, Bend • 541-389-2759  
**Website:** nelsontileandstone.com  
**Contact Email:** James@nelsontileandstone.com  
**CEO/owners, background:** Chris and Jennifer Nelson  
**Number of Employees:** 15  
**Year Established in Central Oregon:** 2000  
**Product/Services Offered:**  
 Full-service kitchen and bath remodeler.

**Hot News:** Nelson Tile and Stone, along with its affiliated businesses — Surface Kitchen and Bath and our demolition company — offers a full start-to-finish service in kitchen and bath remodels. Our expertise as both designers and contractors allows us to take a project from the initial concept all the way through completion. Our clients trust us not only to execute but also to lead the design, ensuring the final product is cohesive, on-time, and aligned with the original vision.

We begin by expertly demolishing the existing space to prepare a clean slate for the project. Our commitment to delivering fast and clean work ensures that the space is ready for trades to begin in no time. From there, clients can enjoy a seamless selection process at our 8,000 sq. ft. showroom. The extensive offerings — including tile, countertops, flooring, cabinetry, appliances, and hardware — allow homeowners to explore all the necessary components of their remodel in one convenient location.

A key differentiator for us is our countertop fabrication shop, which allows us to control the production process and ensure the highest quality from start to finish. This, paired with our expert design team, gives us the ability to deliver beautiful, custom-designed kitchens and bathrooms with

minimal delays and limited outsourcing.

Our recent expansion into cabinetry has further strengthened our position as a complete solution for homeowners. We now offer six lines of cabinets, ranging from affordable flat-pack options to fully custom designs. The steady growth of our design and carpentry departments has allowed us to provide even more tailored solutions for our clients, and the reliability of our lead times makes us a trusted partner for their remodeling projects.

At Nelson Tile and Stone, we're more than just contractors — we are the design authority, trusted to take on the full scope of a remodel. Our commitment to innovation, efficiency, and craftsmanship sets us apart and keeps us at the forefront of the industry.

**Outlook for Growth:**

Our recent accomplishments, including the successful remodel of a 1989 home in the prestigious Mt. High neighborhood, showcase the breadth of our capabilities. This project featured an extensive array of our brand's product offerings and was an opportunity to highlight our design and remodel expertise. The Wine and Cheese event held over two nights at the home was a fantastic opportunity for us to connect with potential clients and show them firsthand what we can do.

We're also excited about the completion of our outdoor kitchen display, which introduces a brand-new product to the Bend market. The display features Dekton countertops with stunning waterfall sides and a duo of colors, reflecting the growing trend for elegant outdoor living spaces.

Looking forward, we see significant growth potential, particularly in expanding our role as the leading authority in kitchen and bath remodeling across Central Oregon. As



CHRIS AND JENNIFER NELSON

we continue to refine and expand our service offerings, we anticipate increased demand for our comprehensive remodel services. Our in-house fabrication shop, design department, and cabinetry lines provide us with unique control over quality and lead times, giving us a competitive edge in the market.

We are also expanding into new market segments, including more complete home remodels for the real estate market. This will further solidify our presence in the region, allowing us to represent a modern, contemporary look while keeping projects local. Over the next five years, we plan to capture a larger market share, streamline processes, and increase revenue, all while continuing to provide

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# Nelson Tile and Stone

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excellent service and maintain our reputation for high-quality craftsmanship.

**What do you attribute your rapid growth to?**

Our rapid growth can be attributed to our unique model as a comprehensive one-stop shop for kitchen and bath remodels. Clients are increasingly recognizing the convenience of accessing all their remodeling needs in one location, from materials to design services. This convenience not only enhances the customer experience but also drives our bottom line.

Being part of national professional alliances has also provided us with invaluable resources and insights, allowing us to continually refine our offerings and stay ahead of market trends. Moreover, we prioritize building a positive team culture where employees feel engaged and valued. This focus on employee satisfaction has resulted in a dedicated workforce that consistently delivers exceptional service to our clients. Our implementation of the EOS (Entrepreneurial Operating System) has streamlined our operations, enabling us to provide efficient and effective solutions. Together, these factors have fostered strong client relationships, driving repeat business and referrals.

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

In the next five years, our vision for growth involves capturing a larger share of the

market while upholding our reputation for quality and service. We will work diligently to refine our internal processes, allowing us to enhance efficiency and respond better to our clients' needs. Our commitment to partnering with high-quality brands is paramount; we strive to stay current on the latest and most enduring design trends, ensuring that our clients receive only the best.

We aspire to represent a modern and contemporary look for Central Oregon, focusing on local shopping to foster community connections. By emphasizing complete home renovations within the real estate market, we aim to expand our brand visibility and impact. Our holistic approach to design and remodeling will position us as leaders in the industry, driven by our passion for delivering exceptional results that resonate with our clients.

**What is your philosophy to running a successful company?**

At the heart of our philosophy is the commitment to making everything kitchen and bath easier for our clients. We believe that great service experiences are the cornerstone of a strong reputation, which in turn fosters trust within our community. Our approach emphasizes solutions over problems; we identify challenges, own them, and focus on delivering effective resolutions.

We recognize that efficiency is vital to our success. By prioritizing tasks and managing time effectively, we utilize our team and technology as key resources to enhance collaboration and productivity. We also embrace a culture of humility and confidence, recognizing our weaknesses while having the conviction to achieve our goals. Lastly, we are dedicated to continuous improvement, knowing that personal growth is a self-rewarding journey that ultimately benefits our clients and our company alike.

## #17 — Elixir: A Wellness Collective ~ Calley Asbill, ND LLC

**Official Name of Business:** Elixir: A Wellness Collective

**Address/Phone:** 2146 NE Fourth St., #160, Bend • 541-306-4471

**Website:** elixirbend.com

**Contact Email:** hello@elixirbend.com

**CEO/owners, background:** Dr. Calley Asbill, ND — Owner, Clinic Director, Naturopathic Physician.

**Number of Employees:** 3 plus 9 practitioners/independent contractors

**Year Established in Central Oregon:** 2019

**Product/Services Offered:**

Naturopathic and functional medical care, acupuncture, chiropractic care, massage therapy, health coaching, neurofeedback and ketamine assisted therapy.

**Hot News:**

Elixir is a wellness collective providing attentive and compassionate care with a different approach. This type of healthcare integrates well into conventional care when needed and provides many additional options to address physical or mental health concerns. We listen and work alongside our patients to find hidden causes of ailments and build sustainable health.

**Outlook for Growth:**

Elixir has been growing steadily since its inception in 2019. We have continually expanded our services and recently began offering Neurofeedback and Ketamine Assisted Therapy to help with the mounting need for solutions for those dealing with anxiety, depression, and ADHD.

**What do you attribute your rapid growth to?**

Our focus has always been to help our patients get to the root of their health issues and find or recover a quality of life that brings joy and fulfillment. We listen to our patients and have sought out compassionate and knowledgeable providers to meet their needs. This approach has led to extensive word of mouth referrals and those are our absolute favorite!

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

Elixir continues to stay tuned into the needs of our community and has plans to expand our offerings to provide extensive programs to launch those ready into a health overhaul, expediting healing and transformation in meaningful and sustainable ways.

**What is your philosophy to running a successful company?**

People are the most valuable asset. That includes the patients we serve and the staff and practitioners at Elixir. We work hard, focus on kindness, and strive to listen intently. A cornerstone of the business is to ensure all voices are heard in the process of identifying problems, creating and implementing solutions, and this directs the focus of the business towards the needs of our wonderful community.



A WELLNESS COLLECTIVE

TWENTY ONE FORTY SIX | BEND  
NE FOURTH STREET #160 | OREGON



## ROHR PAINTING & CONSTRUCTION INC

## #18 — Rohr Painting & Construction

**Official Name of Business:** Rohr Painting & Construction

**Address/Phone:** 432 NE Clay Ave., Bend • 541-231-8534

**Website:** rohrpainting.com

**Contact Email:** rohrpainting@gmail.com

**CEO/owners, background:** Jeremiah Rohr

**Year Established in Central Oregon:** 2019

**Product/Services Offered:**

Rohr Painting & Construction is a Bend, Oregon small-owned business. Serving clients all over Central Oregon. Rohr Painting is owned and operated by Jeremiah Rohr. Proudly working hard to bring satisfaction to Bend, Oregon locals, one house at a time.

## #19 — Handel's Homemade Ice Cream

**Official Name of Business:** Handel's Homemade Ice Cream

**Address/Phone:** 61165 S Hwy. 97 • 541-633-7553

**Website:** handelsicecream.com

**Contact Email:** tim.joyce@co-pallc.com

**CEO/owners, background:** Tim Joyce — franchise owner for four Oregon locations.

**Number of Employees:** 20

**Year Established in Central Oregon:** 2023

**Product/Services Offered:**

Homemade ice cream, ice cream products, milkshakes, novelty items.

**Hot News:**

All Ice Cream made in store daily. All your favorite flavors of ice cream, sherbets

and non-dairy offerings. Plenty of seasonal offerings.

Handel's ranked #2 nationally in sales growth trends for treats according to *Franchise Times*.

**Outlook for Growth:**

Additional stores in Oregon — to be determined.

**What do you attribute your rapid growth to?**

Great ice cream and great staff

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

To be determined.

**What is your philosophy to running a successful company?**

Great product trumps everything and make sure you take care of your staff. Good people do good things. Make sure you teach, train, motivate and reward.

## #20 — Sisters Self Storage



**Official Name of Business:** Sisters Self Storage

**Address/Phone:** 62227 Wallace Rd., Bend • 541-588-2626

**Website:** sistersselfstorage.net

**Contact Email:** fernaldrikki@gmail.com

**CEO/owners, background:** Richard, Roxylee, Jonathon Rumgay and Rikki Rernald

**Year Established in Central Oregon:** 2016

**Product/Services Offered:**

Sisters Self Storage is the best storage solution for the Sisters community. You'll find self storage units as well as parking spaces for RVs, cars, and boats. Our units are easily accessible and secure with extensive features.