

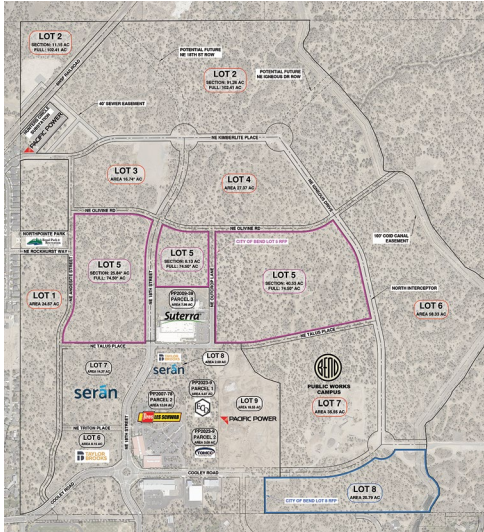


Enhancing & Promoting the Economic Vitality of Central Oregon Since 1994

Business Park Boost for Bend Companies

Taylor Brooks to Helm New 95-Acre Commercial Development at Juniper Ridge

by SIMON MATHER — CBN Feature Writer



MAP | COURTESY OF TAYLOR BROOKS

The announcement of a major new 95-acre industrial and commercial project for Bend's north side has been welcomed by economic development chiefs as enabling expanding homegrown firms to stay in town, rather than needing to relocate to other communities to accommodate their growth.

Earlier this year, Bend City Council agreed to sell two city-owned lots in the Juniper Ridge Area of Northeast Bend to a team of renowned local developers, Taylor Brooks — a partnership of Taylor Development and Brooks Resources.

In a complimentary scenario, the City also agreed to buy three lots from Taylor Development in the Core Area, off Second Street and Franklin Avenue, including the former Paulson Flooring building, to add to existing adjoining holdings and boost potential future plans for a downtown district earmarked for redevelopment.

Taylor Brooks paid a total of \$8 million for the Juniper Ridge lots (5 and 8) — one located off Cooley Road east of the Les Schwab headquarters, the other to the north, off NE Talus Place — with consideration given to the significant level of infrastructure work to be undertaken by the buyers, which would help kickstart further activity in the area.

City Manager Eric King hailed the move as a welcome addition to the somewhat anemic existing commercial inventory in town, adding, "The sale of the two lots is another step forward in the development of the Juniper Ridge Area.

"This is a location the City has identified as a place to invest in more employment and industrial uses that benefit our community," King added. "Additionally, the Core Area properties have been identified as locations that can meet the short-term and long-term community needs by ultimately supporting redevelopment goals for the area with future

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Seventh Annual Fastest 20 Awards Spotlight Central Oregon Rising Stars

Sponsored by Umpqua Bank & Capstone CPAs

by JEFF MARTIN — President, Cascade Publications

Tonight we award the Central Oregon Fastest 20 Growing Businesses in Central Oregon at the Oxford Hotel in downtown Bend. While those that qualified for the Top 20 are aware they are on the list, they don't find out who is the #1 fastest growing business until the unveiling at the event.

Umpqua Bank and Capstone CPAs teamed with CBN to recognize the fastest-growing companies located in the Tri-County region. The qualifying criteria for this group included companies established and operating on or before January 1, 2021, with gross annual revenues of at least \$100,000 in the last fiscal year, reporting consistent year-over-year growth in earnings through 2023, confirmed by our professionals at Umpqua and Capstone.

The top 20 featured a wide array of business types and industry sectors, from hi-tech, construction, health care, services industry, finance and more. These companies are reflective a wide variety of industry for the local economy, with a heavy emphasis on the entrepreneurial

spirit for which Central Oregon is well known.

Umpqua Banks Senior Vice President, Commercial Banking Market Manager for Central Oregon, Chris DuPont said, "Umpqua Bank is honored to support our seventh consecutive year of Central Oregon's Fastest 20!

Growth exhibited by all the nominated business over these last several years is a tremendous feat. The future of Central Oregon is looking bright, and we are excited to honor all the award recipients. — Congratulations to all!"

Lance Brant, managing partner of Capstone, added, "We need to recognize small business owners and their positive efforts in our community. Small Businesses are the engine to our business environment, and they provide local opportunities for employees and future owners of small businesses. I could not be prouder to support this event."

Thank you to our sponsors, nominators and all of the exceptional businesses for making this great event possible!

Cheers and congratulations!

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Cascade Business News



Redmond Spotlight — Pages 22-28

'We Can Move Faster,' Claims Redmond's City Manager

by ANDREA HINE — CBN Feature Writer

"It has been nonstop" this past year," said City Manager Keith Witcosky, with "a lot of initiatives that need to get done. But our really ambitious city council has a strong appetite for making things happen commensurate with Redmond's growth, an approach that has been fantastic in moving these initiatives forward."

With an annual growth rate of 5.31%, Redmond has seen its population increase by 16.8% since 2020, or by more than 38.8% (10,000 people) since 2015. Portland State University's population research center estimates that this figure will burgeon from almost 38,000 in 2024 to around 60,000 by 2047.

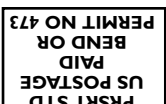
Or as Urban Renewal Program Manager Chuck Arnold put it, "Redmond's growth rate is close to a family of three or four moving in every single day, or 1,000 people a year."

While acknowledging that "it's a good thing to be in a healthy, growing city," Witcosky acknowledged that with this growth come planning challenges such as affordable housing, transportation improvements, and water availability. Fortunately, the mindset of our seven-member council is to be as proactive as possible. And they're willing to take calculated risks."



A RENDERING OF REDMOND'S NEW PUBLIC SAFETY FACILITY THAT IS SLATED FOR COMPLETION NEXT SUMMER | RENDERING COURTESY OF THE CITY OF REDMOND

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FOR SALE - TUMALO

Stunning new building with mixed use in downtown Tumalo

**19885 7th Street, Bend
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- Building total area: 9,383 SF
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404 NE Norton, Bend, Oregon 97701

541-388-5665

CascadeBusNews.com

Send press releases/photos to cbn@cascadebusnews.com

CONTRIBUTORS

JENNIFER GOULD7

AWBREY SWANSON8

CHRIS C PIPER9

RICH REESE10

JAY LYONS10

ELI HARRISON10

WILSON JARRELL & HANNAH LaCHANCE11

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PRODUCERS

Founder Pamela Hulse Andrews

President/CEO..... Jeff Martin

Editor/Production Director/
Feature WriterMarcee Hillman Moeggenberg

Feature Writer..... Andrea Hine

Feature Writer..... Simon Mather

Feature Writer.....Noah Nelson

Feature Writer..... Erika Oreskovich

Distribution David Hill

Traveling Over the Holiday? Save Time with TSA Pre✓®

Redmond Municipal Airport will be hosting a TSA Pre✓® enrollment event in collaboration with IDEMIA, a TSA Pre✓® authorized enrollment provider. Travelers will be able to enroll at 2252 SE Jesse Butler Circle from November 18-22, 2024. The program is open to U.S. citizens, U.S. nationals and lawful permanent residents.

convenient and even faster when the application is completed online beforehand at tsaenrollmentbyidemia.tsa.dhs.gov/programs/precheck. The in-person enrollment requires that applicants provide proof of identity, proof of citizenship, fingerprints and

Continued on Page 38 ▶

Discovery West Introduces Aerie by AvantStay, the Neighborhood's First-Ever Luxury Overnight Vacation Rentals

Discovery West, one of Bend's most sought-after neighborhoods, announced today that reservations are now open at its first-ever overnight vacation rentals, Aerie by AvantStay. Now guests can enjoy a luxurious stay right in Discovery West in one of these beautifully appointed townhomes.

bedroom vacation units offer spacious and light living areas, beautiful kitchens, and special features such as barbecues, front and rear decks, and stunning views. The units' private hot tubs are the perfect amenity for guests to enjoy before a restful night in Aerie's luxurious and comfortable accommodations.

Located at Discovery Corner, the heart of Discovery West, Aerie is making 12 units available immediately, with 8 more coming online in November for a total of 20. The luxurious two- and three-

"Aerie represents the first-ever overnight vacation rentals in the

Continued on Page 38 ▶

RECENT TRANSACTIONS

Compass Commercial Real Estate Services broker **Graham Dent, SIOR** and **Terry O'Neil** represented the landlord, **Robinson Family Investments, LLC**, and the tenant, **Giant Loop, LLC**, in the lease of a 4,680 SF retail suite located at 563 SW 13th Street in Bend.

Brokers **Jay Lyons, SIOR** and **Grant Schultz, CCIM** with **Compass Commercial Real Estate Services** represented the landlord, **MWC E, LLC**, in the lease of a 3,477 SF office suite located at 745 NW Mount Washington Drive in Bend. **Lyons** also represented the tenant, **Miller & Hopp Attorneys at Law**.

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

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Walt Ramage & Jay Lyons Win COAR Commercial Transaction of the Year for Landmark Deal

Walt Ramage and Jay Lyons have been honored with the prestigious COAR Commercial Transaction of the Year award, recognizing their outstanding work in the sale of the flagship Les Schwab location in Bend. The property, a 3.53-acre site comprised of seven parcels with prime Franklin Street frontage, was successfully sold for \$5.1 million after navigating a complex 18-month transaction process. This achievement highlights the power of collaboration between two prominent commercial firms and underscores the brokers' exceptional skill in overcoming significant challenges.

The Les Schwab site, listed in 2020 for \$5,150,000, offered not only a central location but also strategic positioning within Bend's Enterprise Zone, Opportunity Zone, and the Bend Central District. The buyer, ProjectPDX, a well-regarded regional development firm, saw the property's potential for urban infill development, aligning with the city's broader vision for enhancing the Central Business District (CBD).

Broker Collaboration at Its Finest
The success of this transaction

Continued on Page 38 ▶

2025 Seasonal Fire Hiring Now Open

Seasonal positions for the 2025 fire season on the Deschutes National Forest opened for application October 24, and run through November 6, 2024, on USAJobs.gov.

dispatch, prevention, smokejumpers, rappellers and lookouts.

Positions have tentative start dates ranging from mid-April to mid-June 2025, and include hand crews, engines,

Applications must be submitted through USAJobs.gov to be considered. Applicants are encouraged to create a

Continued on Page 38 ▶



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BOLI Presents: Navigating Workplace Challenges

Seminar Refreshes Employers on Legal Practices

by **NOAH NELSON** — CBN Feature Writer

The Oregon Bureau of Labor and Industries, or BOLI, held a seminar on October 24 at the Hampton Inn & Suites in the Old Mill. The seminar was entitled, "Navigating Workplace Challenges" and was presented by Learning and Development Specialist Jeff Burgess.

BOLI is led by Labor Commissioner Christina Stephenson. According to Burgess, "BOLI protects workers' rights through enforcement of state labor laws, ensures access to housing and public accommodations free from discrimination for all Oregonians, and promotes the development of a highly skilled workforce through registered apprenticeship programs."

Burgess said these goals are accomplished by the three main divisions of the bureau. The Wage and Hour Division addresses wage claims and violations of employment laws and enforces prevailing wage laws on public projects. The Civil Rights Division enforces anti-discrimination laws to ensure all Oregonians have equal access to employment, housing, and services, regardless of race, gender, disability, or other protected status. Finally, The Apprenticeship and Training Division partners with businesses to develop registered apprenticeship programs, helping workers earn while they learn.

BOLI's Employer Assistance Unit operates independently from the other divisions; this unit, led by Burgess at the Hampton Inn, led guests through half a day's worth of information regarding workplace practices.

This seminar was also brought about by a partnership with the Central Oregon Employment Council, or COEC. Burgess said that the two groups have been collaborating since 2009, stating, "We are pleased to partner with the Central Oregon Employer Council and other local organizations because we believe a well-informed employer community benefits everyone."

In general, the seminar covered various wage, hour and salary hot topics, as well as changes to leave laws, workplace safety and health issues, and finally, accommodations in the workplace for various reasons including disability, pregnancy, religion, and safety for survivors of sexual assault, harassment and/or stalking.

Some of the wage hot topics included; a discussion of which employees are exempt, according to Oregon law, from minimum wage and overtime pay requirements; when it is legal or not legal to dock an employee's pay; and what exactly qualifies someone as a volunteer versus an employee. Throughout the entire presentation, Burgess was enthusiastically taking questions from the crowd, answering and informing many Bend business owners in real time. This part makes BOLI seminars particularly useful for business owners, as much of the information



Jeff Burgess

is practical and applicable to their current professional situations.

The seminar covered multiple hypothetical scenarios, like what to do when a productive employee refuses to take their break, and what to do when an employee is taking their work home and not being honest on their timesheets.

A timely topic that was addressed was the new Oregon SB 592, which went into effect January 1 of this year. This gave OROSHA the expanded authority to enter, inspect and assess civil penalties for violations of the Safe Employment Act. Civil penalties may range from \$0 to over \$16,000 depending on such factors as good faith, size, history, immediate correction, severity and probability of death or serious bodily harm (for first-time violations). For repeat and willful offenders, the fines could go as high as \$250,000.

Seminars like these are a regular part of what BOLI does, according to Burgess, who said, "We hold these events frequently to ensure that employers have the information they need to navigate Oregon's employment laws confidently and responsibly. Our unit is largely self-funded and operates independently from enforcement, allowing employers to get candid, direct answers to their questions without concerns triggering complaints. We believe that by empowering employers with the right tools and knowledge, we help prevent issues before they arise – a win for employers, employees, and the broader community."

Walking away from the day's seminar, Burgess wants employers to be informed and equipped to handle the challenges that being an employer brings, "We want attendees to leave our seminars equipped with both practical knowledge and a solid understanding of the resources available to them. From identifying common compliance issues to navigating more complex matters, employers can rely on our team for guidance," Burgess said.

BOLI has another event coming up in the calendar. The Employment Law Conference will be happening virtually on November 7 and 8. This large-scale event aims to gather top experts to address some big topics, like wage and hour laws, disability accommodations, and Oregon's Paid Leave program.

On the virtual nature of the conference, Burgess said, "Since Paid Leave Oregon passed, BOLI has provided free compliance seminars to thousands of Oregon businesses, forgoing more than \$200,000 in registration fees to make this crucial information accessible. To keep fees for this year's Employment Law Conference low, and to increase accessibility, we've opted for a fully virtual program because we believe the information is essential for every employer. When employers operate on a level playing field and treat their employees fairly, employees benefit from workplaces that use best practices to stay in compliance, and our enforcement colleagues see fewer claims and complaints."

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Changes to Real Estate with RE/MAX

Brokers Help Navigate Professional Landscape after Landmark Court Case

by **NOAH NELSON** — CBN Feature Writer

Seemingly big changes have come to the world of real estate, as the result of a landmark case that was recently settled earlier this year. The case, Joshua Sitzer, et al. v. The National Association of Realtors (NAR), et al., began in 2019 when NAR and four corporate defendants were sued in class action lawsuits filed in Illinois, and then Missouri, alleging that home sellers were being damaged when their listing broker offered to compensate the buyers' representative.

Essentially, this case involves plaintiffs raising questions about how commissions are paid, and the main question being addressed is why brokers representing home sellers often pay the commission of brokers representing home buyers.

"These changes have come into effect on August 17 this year," said Broker Owner at RE/MAX Key Properties Ryan Buccola. "Cory has been on the forefront of the change at a local and state level. One of the main challenges we've observed is that some have been less proactive in preparing for this change."

Managing Principal Broker Cory Bettsworth has been instrumental in making sure that brokers from RE/MAX Key Properties and beyond are well prepared for the change, citing the need to act proactively, as opposed to reacting to the change once it has already taken place. Cory is in charge of reviewing every single contract that comes through the brokerage, meaning that she plays a very important role in making sure contracts coming in and out of her office all abide by the new laws.

"When the change hit, people were either preparing proactively, or they are now reacting to the shift. The goal on our part was to make sure our agents were well prepared before the change happened, and that brokers have the correct information and proper education to have different conversations with clients, and to properly fill out contracts," Cory said.

Discussing the shift in practice, Cory mentioned two main changes caused by the case.

"Basically, the case resulted in two main changes. When it comes to compensation for brokers, originally it would be negotiated in the listing agreement with the seller. You have compensation for the representing broker on the listing side, and the buyer side. Whatever amount that negotiation resulted in would be put into the MLS, so a buyer's broker could see what the offer was going to be from the seller. One of the new rules with the lawsuit is that we may no longer post that," she said.

Continuing to the other change, Cory said, "When you go to list a home, you sign a contract and you have an agreement on listing and selling your home. Normally,



Ryan Buccola



Cory Bettsworth

on the buyer's side, there is a buyer's representation agreement, which is a document that authorizes a licensed brokerage firm, and usually a specific broker, to represent the buyer in buying the home. This was common practice but not necessarily used across the board. Now, that buyer's representation agreement is mandated by NAR."

"Now, the buyer is responsible for the compensation of their representative," said Ryan. "How that fee is paid is up for negotiation."

Cory added that while this has been a common practice, the new mandate structures things in a way that provides more transparency, "The way we do business hasn't changed significantly," she said.

Continuing on this topic, Ryan mentioned how the plaintiffs in the court case in question claimed that the old way of doing things limited their ability to negotiate, and now, despite much of a broker's actual job remaining unchanged, the new mandate does provide a clear path to who represents who, and how they are being compensated. In other words, the new changes were, in many brokerages, already being practiced. The court case essentially legally mandates common practices that were already being performed by many brokers, but not all.

In terms of how this will affect buyers, Cory briefly mentioned concern for first-time-buyers and low-income buyers but also clarified that, while checking all the contracts that come through her office, she noticed that "around 99 percent" of sellers are still willing to move forward with contracts, given the new laws surrounding compensation.

To illustrate this change in the real world, Ryan gave a hypothetical, "Say I'm a buyer's representative, and the buyer says to me, 'Here are six houses I'd like to look at.' I would then call and ask those six seller's brokers whether or not they are offering compensation for the buyer's representative. Let's say three say yes and three say no. From there, it makes sense that the buyer is going to consider the properties where they won't have to compensate their representative out of their own pockets."

Changes like these will likely continue to hit the industry, as time goes on and practices continue to grow and evolve. However, with a skilled team like the one at RE/MAX Key Properties, buyers and sellers can rest easy knowing that knowledgeable professionals are taking proactive action to stay ahead of changes and make sure that the process of buying or selling a home goes as smoothly as possible.

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— Calvin Mann, Owner of VocalBooth



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Where the Answers Are

by Expert JENNIFER GOULD —
Central Oregon Community College

Question:

I started my own business because I am independent, determined and I want to run my company my way — but how do I know who I can trust to help with things like hiring people and managing my books?

A: I totally get it. Having owned several businesses myself, I know how hard it is to find answers. Small business owners are often short on time, money, or both, and vetting a potential coach or adviser can be difficult. As in many industries, there are plenty of predatory parties out there who just want some of your hard-earned money — and may not have the expertise they claim. Here are a few tips:

1. Look at the “why”: There are many organizations whose sole purpose is to support small business. They are funded through your tax dollars, so they are able to offer services for free or very little cost. Examples include the Small Business Development Center, SCORE, Women’s Business Centers and APEX. These experts have a heart for service and a wealth of knowledge. Website bios and client testimonials can help you find the perfect match.

2. Join a networking group: Other businesses in a similar industry could have valuable resources or maybe already faced the challenge you’re facing. An added bonus is finding a group of like-minded people which could even lead to lucrative collaborations!

3. Start a conversation: Ask your local economic development council, chamber of commerce or city officials if they could recommend an expert — or connect with us at the Small Business Development Center. This relationship-building is key to getting your business known in your community. Even if folks don’t have a recommendation right off the bat, it opens the door for further conversation.

4. Be preemptive: Start building a reputation as someone who is helpful and willing to mentor or coach other business owners and you’ll be amazed at what can happen. Once you extend your knowledge to someone else, they often return the favor.

5. Upskilling options: Consider taking some classes to enhance the skills you are lacking. Whether it be marketing, pricing, hiring and retaining staff, bidding jobs or understanding your finances and taxes, there are many options for both online and in-person courses. A small investment in time can pay big dividends.

Learn more with Central Oregon Community College’s Small Business Development Center (SBDC), which offers free, confidential professional business advising and a variety of low-cost courses to help entrepreneurs through the life cycle of a business. Visit cocc.edu/sbdc to learn more.

About the Expert:

Jennifer Gould is the director of COCC’s Small Business Development Center. A former small business owner — including in the fields of self-defense and martial arts — she has been a certified business adviser since 2014 and holds an MBA in leadership from the University of Washington Bothell, where she taught marketing and management courses for the School of Business. She also holds certificates in adaptive leadership and digital transformation-business analytics.

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Financial Planning for Tech Workers

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

If you work in tech then you're probably familiar with pressure and a growing to-do list. Your schedule might be packed with scrum meetings, threads of slack message to read, and project deadlines. Allocating time to your financial life could be lower on your priority list, especially if you're earning the most you ever have. You might even think to yourself that now is the time to focus on growth, not planning.

The thought of dealing with taxes, retirement, or estate planning might not even be on your radar when you're in a demanding work environment. But it's important to remember, this isn't just about making money; it's about making sure that money works for you in the long run.

The tech industry is a land of extremes. One day, you're riding high on innovation, and the next, you're grappling with volatility. For those in tech, compensation is unique, and general financial advice doesn't always apply. Here are some scenarios tech workers may encounter:

- **Income Volatility:** Tech salaries can be a rollercoaster. One year, you're cashing in on bonuses and stock options; the next, you're facing the uncertainty of a startup's future. This variability demands a financial strategy

that can weather the ups and downs.

- **Stock Options and RSUs:** Many tech employees receive stock options or Restricted Stock Units (RSUs) as part of their compensation. These can be golden tickets or ticking time bombs. Understanding how they work, what it means to exercise them, and the potential tax implications is crucial before making decisions that could have significant consequences.

- **Higher Expenses:** High incomes often lead to lifestyle inflation. It's easy to get caught up in the trappings of success when you're hustling at work.

These scenarios are intricate, and most employees aren't educated by their companies on how to handle these situations. Here's three things you can do right now to be proactive.

- **Build an emergency fund.** Think of an emergency fund as your financial safety net. Aim to save at least three to six months' worth of living expenses. This fund is your buffer against the unexpected.

- **Get a grip on debt.** Debt can be a double-edged sword. Prioritize paying off high-interest debt like credit cards and develop a strategy for managing student loans and other liabilities. The goal is to re-

duce financial stress and free up resources for other priorities.

- **Figure out what types of insurance you need.** Health, life, and disability insurance protect you and your family from unforeseen events that could derail your financial plans. If you're the breadwinner in your household, consider what would happen to your family should something happen to you? Would they be able to maintain their current lifestyle?

Once you build a solid foundation and you're starting to feel confident in your financial life, it's time to start thinking farther down the line.

- **Set some goals.** Define your short-term and long-term financial goals. Whether it's buying a home, saving for your children's education, or planning for retirement, having clear goals will guide your financial decisions.

- **Plan for retirement.** Even if you're in the earlier phase of your career, now is the time to get your priorities in order. Start planning for retirement early. The power of compound interest means that the sooner you start saving, the more your money will grow over time.

- **Estate Planning:** Don't overlook es-

tate planning. Wills, trusts, and strategic planning can make sure your assets go exactly where you intend.

- **Tax Planning:** Smart tax planning could minimize your tax liabilities. Strategies like tax-loss harvesting and maximizing contributions to tax-advantaged accounts can make a big difference when taxable events arise.

Benefits of having a financial advisor if you work in tech. You may come to a point where the growing list of decisions becomes overwhelming. The nature of the tech industry is that you're likely adapted to optimizing your time. With liquidation events, vesting, and changes to 401(k) providers arising on a regular basis, adding these tasks to your already tight schedule may be daunting.

Your advisor should be familiar with tech compensation. Look for a CFP professional with flexible pricing. While your assets may be tied up in stock options, you should be able to find a fee-only planner who doesn't strictly work under a traditional asset management model.

Continued on Page 38 ▶

Juniper Ridge

Continued from page 1

public uses, including the potential development of a new City Hall."

Located in northeast Bend, Juniper Ridge is a 500-acre industrial and business park that sits at the center of Central Oregon. The City has been coordinating efforts to develop the campus for industrial and employment uses over the longer term.

The latest chunk to be handed over for private development is largely thanks to the efforts of the Juniper Ridge Working Group, an advisory body which has spent several years strategizing over the best ways to open up large tracts for future use since its formation in 2016.

As part of its original proposal for the Large Tract/Phase 1 property to be considered for approval by the City, Taylor Brooks said, "The Juniper Ridge area represents a critical opportunity to meet the growing demand for commercial and industrial building space and growing infrastructure needs in northeast Bend.

"Established as a collaborative venture between two pillars of the local development landscape, Taylor Brooks brings forth a wealth of expertise, commitment, and a profound understanding of the Bend community," Taylor Brooks said. "Our collective experience, spanning decades, is deeply rooted in Central Oregon, embodying a shared commitment to the sustainable growth and prosperity of the City of Bend."

Brooks Resources, with its longstanding legacy in land development, has played an instrumental role in shaping the distinctive character of Bend. Since its inception, Brooks has consistently demonstrated a dedication to responsible development practices, community engagement, and the preservation of the natural beauty that defines this region.

Taylor Development, renowned for its innovative approach and successful project delivery, complements this legacy by bringing a "fresh perspective and contemporary vision to the collaboration."

"Based on our existing investments in two Juniper Ridge lots and our understanding of the vision for Juniper Ridge, we are uniquely positioned to recognize the challenges and opportunities presented by this project and are confident in our ability to navigate

them successfully," Brooks Resources President and CEO Kirk Schueller said. "As long-term locals, we realize the significance of aligning our development strategies with the values and aspirations of the City of Bend. "Subject to market demand and any unforeseen delays, we expect to invest in excess of \$24 million in critical street and utility infrastructure in Juniper Ridge over the following 6 years, benefiting current and future development projects."

Taylor Brooks' plan is to serve a variety of industrial users by subdividing the acreage in Lot 5 and Lot 8 into parcels ranging from just over one acre up to 12+/- acres in size, in the belief that the smaller lots provide flexibility to accommodate larger users through lot consolidations as demand dictates.

Many of these lots are envisaged to be sold to end users and developers interested in building speculative industrial spaces, while Taylor Brooks is considering retaining a block of lots, within Lot 5, totaling up to 25 acres to develop buildings in a separate integrated industrial park.

Taylor Brooks said it intends to adopt and enforce architectural design standards covering all the lots created through these subdivisions. Through adopted architectural design standards, it is anticipated the industrial buildings and surrounding landscape will contribute to the livability of Bend by appealing to desirable and sustainable businesses that are attracted to quality environments. At the same time, those design standards will recognize the importance of allowing economically feasible buildings to be constructed, adding to the attractiveness for businesses to locate there.

The plans align with the goals of the Juniper Ridge Urban Renewal Area (URA) by growing the incremental property tax revenue available to the URA, first by purchasing the lots and thus adding them to the property tax rolls, and second by adding property value as buildings are constructed. The increased tax increment will help finance the remaining public facilities contemplated in the adopted Juniper Ridge Urban Renewal Plan.

"Our primary goal is to meet the demand for industrial employment land, helping to rectify the known deficiency of supply within Bend," Schueller added. "We anticipate that this new inventory will not only provide space to accommodate the growing industries that currently exist

in Bend but will create opportunities for new industries to locate operations or headquarters in Juniper Ridge. We believe that this development activity in Juniper Ridge will strengthen Bend's position as a regional economic center."

Proceeds from the sale will be allocated to the City's General Fund as discretionary revenues with the intent of the funds being used to support additional land management strategies and development of property in Juniper Ridge, as well as support the City's redevelopment goals within the Core Area.

Industry sectors such as aerospace, medical devices, computer electronics, software, telecommunications, educational services, financial services, pharmaceutical, and alternative energy resources will be specifically targeted to expand into Juniper Ridge.

Schueller said it was hoped the project would be "very competitive" regarding pricing, whether on a "build to suit" or speculative basis, and Taylor Brooks would retain ownership or sell to owner-occupied entities to help the City attain its goals in providing space for businesses to grow.

He said the partnership was already fielding a steady stream of inquiries, including receiving three preliminary Letters of Intent.

"This is the culmination of several years' work by the Juniper Ridge Working Group, which strategized on best ways to move forward, including putting out the Request for Proposal (RFP) to get the large tract land into developers' hands," City of Bend Real Estate Director Matt Stuart added. "The City platted large lots but did not develop themselves, as the original vision was formulated pre-recession and market conditions changed in the interim.

"A big catalyst to allow development was completion of the North Interceptor Sewer Line that allowed us to plat and create the new lots. The advisory group decided it would be better to let private developers lead the way in getting product to market to meet city goals," Stuart continued. "We are excited to see momentum continue, to join existing companies in the area including the Pacific Power regional headquarters and City Public Works site."

"We are excited to see these opportunities open up after the City did the yeoman's work in completing the process of readying for development," EDCO Bend Area Director Don Myll added.

"It is great news that the project will be led by reputable developers and offer more scope for growing local companies, and jobs. We have already seen an uptick in inquiries and my prediction is that we will primarily see substantial growth of existing companies. Another positive is that part of Juniper Ridge has been identified for future residential development."

Taylor Brooks is already currently developing a build-to-suit industrial campus for biopharmaceutical company Seran Bioscience, comprising 47,000 square feet of medical-grade warehouse space on land it owns at Juniper Ridge. With a hefty \$200 million investment led by Bain Capital's Life Science arm, Seran's new commercial facility is looking to bridge the gap between clinic and market for its customers.

With the new commercial production plant, Serán, which debuted in 2016 and currently has about 195 employees in Bend, also expects to create about 40 to 50 new jobs in the near term, said CEO and co-founder, Dan Smithey, Ph.D. "We're anticipating that in three years or so, we'll be double the size we are," Smithey said. "Thankfully, Serán has grown really fast, from zero to almost 200 people in eight years, and we're still seeing that there's a niche to fill here."

The Taylor Brooks team has also developed a master plan for a future eight-acre, multi-building campus in Juniper Ridge off 18th and Cooley that will incorporate commercial, retail, and industrial uses. Site work is underway and construction on the first three buildings starts in early 2025 with completion anticipated late next year. Negotiations are ongoing with prospective lease tenants.

Well-known local developer Kevin Spencer has also spearheaded activity in Juniper Ridge through his Empire Construction & Development company, having already bought and platted lots and working on several prospects, including building a new facility 17,000-square-foot office/warehouse headquarters for long term Bend-based contractor TOMCO Electric.

The project, which also includes an auxiliary building, was designed by STEELE Associates Architects with amenities including 480V EV chargers, fitness room, wash bay, prefabrication area and a second story breakroom with balcony.

taylorbrooksdev.com
bendoregon.gov/juniperridge

Unlocking Prosperity

A Comprehensive Guide to Conducting a Deep Dive for Your Business

by **CHRIS C PIPER, Area Manager — BBSI Central Oregon**

In the dynamic world of small and medium-sized businesses (SMBs), growth and adaptability are essential for long-term success. For businesses in Central Oregon looking to refine their strategies and bolster their operations, the Deep Dive process offers a structured approach to assessing employee engagement, optimizing processes, and identifying pathways to prosperity.

For example, at BBSI Central Oregon, we invite our clients to join us for an immersive session designed to chart the future of their business. Through a focus on the six pillars of business, we facilitate a collaborative environment that remains neutral, allowing for honest assessments and open dialogue. Here's a guide to conduct a Deep Dive for your organization and create a roadmap for success.



Step 1: Understand the Six Pillars of Business

Before diving into the process, it's essential to understand the six pillars that form the foundation of any successful business:

1. **People:** Assess employee engagement, skills, and development needs.
2. **Product/Service:** Identify opportunities for innovation and improvement in products and services.
3. **Processes:** Analyze current operational processes for efficiency and effectiveness.
4. **Pipeline/Sales & Marketing:** Understand customer needs, satisfaction, and relationship management.
5. **Financials:** Review financial health, including revenue streams and cost structures.
6. **Vendors/Supply Chain:** Foster strong supplier relationships, optimize processes, and focus on sustainability, achieve scalability and resilience, enhance your competitive advantage.

By focusing on these pillars, you can gain a holistic view of your business's strengths and weaknesses.

Step 2: Recognizing the Need for a Deep Dive

Before you commit to the Deep Dive process, consider the following questions to determine whether it's the right time for your business:

- **Are you facing stagnation or declining performance?** If you notice that growth has plateaued or revenues are decreasing, it may be time to reassess your strategies.
- **Do you have high employee turnover?** Frequent departures can indicate deeper issues within your organizational culture or management practices that need addressing.
- **Are your processes becoming increasingly inefficient?** If you find that tasks are taking longer than they should or errors are on the rise, it may signal a need for a thorough examination of your operations.
- **Is customer feedback consistently negative?** Listening to your customers is crucial. If you're receiving repeated complaints or low satisfaction scores, it's a sign that

you need to dig deeper.

- **Have your financials become a source of stress?** If budgeting or cash flow issues are keeping you up at night, a Deep Dive can help you identify where improvements can be made.

Step 3: Facilitate the Deep Dive Session

This session should be a safe space where participants can openly share insights and feedback without fear of judgment.

During the session, encourage participants to:

- Share their perspectives on each of the six pillars.
- Identify gaps in current practices.
- Highlight opportunities for improvement and growth.

Step 4: Identify Gaps and Opportunities

This step is crucial for understanding where your business currently stands and what barriers might be hindering progress. Key activities include:

- **Gap Analysis:** Compare current performance against desired outcomes for each pillar. Identify specific areas where improvements are needed.
- **Opportunity Mapping:** Highlight potential areas for growth or innovation that could enhance operations or customer satisfaction.

Step 5: Develop the Action Plan

With a clear understanding of gaps and opportunities, the next step is to create a detailed action plan. This plan should outline:

- **Specific Action Items:** What needs to be done to address each identified gap or seize each opportunity?
- **Responsibilities:** Assign accountability to team members for each action item to ensure follow-through.
- **Timelines:** Establish realistic deadlines for each action item to maintain momentum and progress.

This collaborative approach not only empowers your team but also promotes a sense of ownership over the changes being implemented.

Step 6: Draft the Blueprint for Success

At BBSI, this document serves as a roadmap for our clients, ensuring alignment and accountability. The blueprint should include:

- **A Summary of Findings:** A clear overview of gaps, opportunities, and the rationale behind the proposed action items.
- **The Detailed Action Plan:** A breakdown of specific tasks, assigned responsibilities, and deadlines.
- **Metrics for Success:** Define how success will be measured for each action item, ensuring clarity on expectations and outcomes.

This also serves as a reference point for future assessments and adjustments.

Continued on Page 38 ▶

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Compass Points Q3 2024 Market Report

Bend's Evolving Construction Market

by RICH REESE, VP of Construction — Compass Commercial Real Estate Services

The Central Oregon region is experiencing a robust commercial construction market, fueled by economic growth, population increases, and a thriving business environment. This surge in demand encompasses retail, office, industrial, hospitality, and residential sectors, painting a picture of dynamic expansion.

Growth Drivers

Several key factors contribute to Bend's construction boom. Significant population growth, particularly in Bend and Redmond, increases demand for new commercial spaces and housing. The region's strategic efforts toward economic diversification by attracting tech companies and other industries, beyond tourism and outdoor recreation, further fuel the demand for construction projects. This includes the rise of mixed-use buildings, combining residential and commercial spaces, reflecting the evolving needs of the community.

Investment in infrastructure, including transportation upgrades and public facilities, play a vital supporting role. These improvements are critical for accommodating the growing population and supporting new developments to make the region even more attractive for businesses and residents. The focus on sustainable building practices and green construction methods further highlight a commitment to responsible development.

Headwinds: Labor, Materials & Regulation

Despite the positive trajectory, Bend's construction industry faces significant headwinds. Labor shortages, rising

material costs, and complex regulatory hurdles pose considerable challenges. These factors can impact project timelines and budgets, potentially slowing down the pace of development. Furthermore, the potential passage of Measure 118 in Oregon, with its compounding sales tax, could dramatically increase construction costs by a staggering 964%, significantly impacting project feasibility.

The high cost of living and housing affordability issues present another obstacle. Attracting and retaining skilled workers becomes increasingly difficult when faced with high living expenses, potentially hindering the industry's capacity to meet the growing demand.

Technological Transformation: The Role of AI

The construction industry is undergoing a profound transformation driven by the adoption of artificial intelligence (AI) technologies. AI has the potential to significantly improve efficiency, reduce costs, enhance safety, and promote sustainability across all stages of a project, from design and planning to construction management and maintenance.

AI applications are envisioned to streamline processes, optimize resource allocation, improve risk management, and enhance supply chain efficiency. However, successful AI adoption requires collaboration between technology providers, construction companies, and stakeholders. Addressing challenges such as data quality, system integration, and workforce training is essential to unlock AI's full potential within the construction sector.

A Collaborative Approach

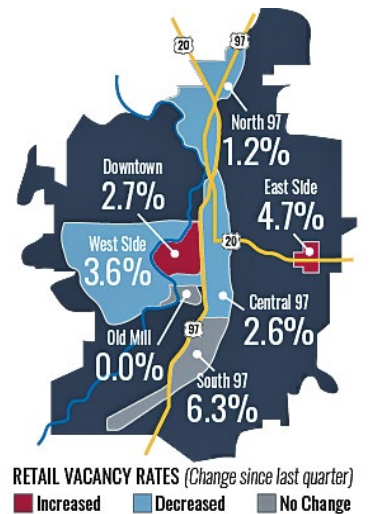
Successful construction projects rely on strong collaboration and communication. Compass Commercial Construction provides comprehensive support to clients from initial concept to project completion. Our focus on teamwork, experienced leadership, innovative solutions, and an understanding of diverse market dynamics underscores the collaborative approach required to navigate the complexities of Bend's dynamic construction landscape.

Looking Ahead

The future of Bend's construction market appears promising, despite the challenges. The continuous growth, diversification efforts, infrastructure investments, and the embrace of AI technologies contribute to a positive outlook. However, addressing the labor shortages, material cost increases, and regulatory complexities remains crucial to ensure sustainable and responsible growth in the years to come. A collaborative approach, focused on innovation and addressing the industry's challenges head-on, is key to realizing the full potential of Bend's dynamic construction environment.

Q2 of 2025.

SALES: There were two notable sales this quarter. An investor purchased a 4,668 SF, single-tenant medical office building located at 2564 NE Courtney Dr. The building sold for \$2.50 million or approximately \$536/SF. An investor purchased Colorado Terrace, a 19,358 SF, multi-tenant office building located at 1011 SW Emkay Dr. The building sold for \$4.46M or approximately \$230/SF.



BEND RETAIL MARKET

by ELI HARRISON, Broker — Compass Commercial Real Estate Services

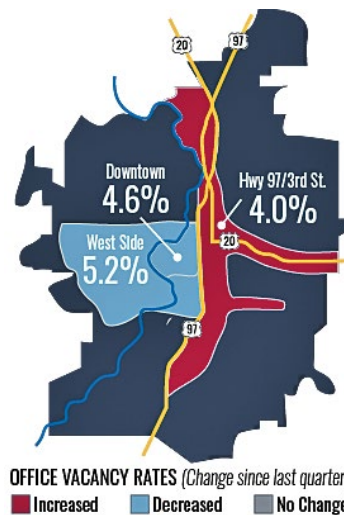
Compass Commercial surveyed over 4.65 million square feet of retail space across 272 buildings in Bend to compile the third quarter retail report of 2024. The Bend retail market recovered from the 0.44% uptick in vacancy it experienced between Q1 and Q2 of 2024, with the overall retail vacancy rate decreasing from 3.32% in Q2 to 3.15% in Q3. There is now 146,611 SF of available retail space for lease in Bend.

LEASING: The positive absorption recorded in Bend's retail market was due primarily to the positive absorption in the Central 97 and West Side submarkets, which offset an increase in vacancy in the East Side submarket. The Central 97 Bend vacancy rate decreased from 4.09% in Q2 to 2.55% in Q3 with 10,488 SF of positive absorption, while the East Side submarket's vacancy rate increased from 3.77% to 4.71% in Q3.

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 St. 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 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 to Gateway North has made significant progress in its development, with Costco's opening date on October 19th, 2024. 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. Killian Pacific's new mixed-use complex, Jackstraw, is still on pace for an estimated completion date of October of 2025. The 313-unit apartment complex will feature 16,885 SF of ground floor retail space.

SALES: There were several notable sales this quarter. The Mirror Pond Cleaners building at 615 NW Franklin Ave. in Bend sold for \$2.60 million or \$533/SF. 415 SE 3rd St. sold for \$1.56 million or \$426/SF.



BEND OFFICE MARKET

by JAY LYONS, SIOR, CCIM Partner, Broker —

Compass Commercial Real Estate Services

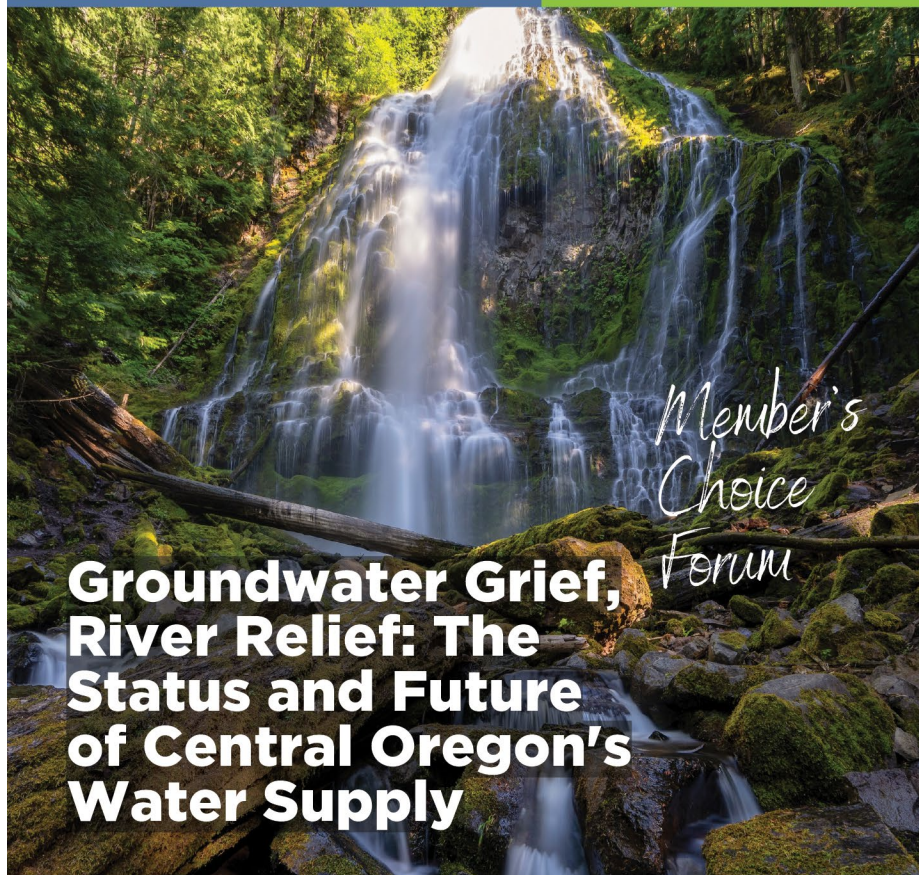
Compass Commercial surveyed 225 office buildings totaling 2.78 million square feet for the third quarter office report of 2024. The market experienced 18,537 SF of positive absorption in Q3 which decreased the vacancy rate from 5.46% in Q2 to 4.79% in Q3. This is the second straight quarter of positive absorption. Unfortunately, that positive absorption was mostly offset by available sublease space increasing from 70,278 SF in Q2 to 84,143 SF in Q3. The current availability rate, which includes vacant space and sublease space, sits at 7.81%. There is now 133,144 SF of available office space for lease in Bend.

LEASING: Leasing demand remains slow but steady across all submarkets and suite sizes. The West Side and Downtown submarkets showed signs of life this quarter with 12,321 SF and 10,427 SF of positive absorption respectively. The Hwy 97/3rd Street submarket experienced negative absorption of 4,211 SF.

RENTS: Lease rates continue to be flat with the high end of the market ranging from \$2.00 to \$3.05/SF/Mo. NNN and more affordable spaces ranging from \$1.40 to \$2.00/SF/Mo. NNN.

CONSTRUCTION: Construction is well under way on two Taylor Brooks developments. The first is Shevlin Crossing - Building B, a 26,000 SF, two-story office building located in NorthWest Crossing. The second is a 6,413 SF single-story medical office building directly across the street from Shevlin Crossing. Both buildings are slated to be delivered

Thursday, November 21, 2024
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Neutrality is the Best Policy

Key Considerations for Managing Employee Speech in the Workplace during the Post-Election Season

by **WILSON JARRELL, Partner & HANNAH LaCHANCE, Attorney** — Barran Liebman LLP

Employee speech and any attempt to regulate it is always a pertinent issue, but with the upcoming election it may be more relevant than ever as employers may find themselves managing political debates and discussions in the workplace. This means that it is a perfect time for a refresher on what speech is protected and how to best address and manage employee speech before problems arise.

Speech rights are often misunderstood, and a fairly common situation may sound familiar to you: an employee makes a clearly inappropriate comment in the workplace, but when you discipline that employee they complain and proclaim “it’s free speech!” Free speech is a quintessential constitutional right, and many employees presume that such protections extend throughout their lives, including in the workplace. In actuality, “free speech,” insofar as it refers to First Amendment rights to express oneself freely, only protects against discrimination from the government, and thus generally only applies in the workplace to public employees. Even for public employees, free speech rights are not absolute, limited by the “Pickering-Connick” test, which includes a balancing test that takes into account the interest of the employer in managing the workplace. Private employers are not subject to the Constitution in this way because they are not acting as the government. Hence, private employers can regulate employee speech unless they are otherwise prevented from doing so due to the prohibitions of some other law that intersects with speech.

As a primary example, discrimination/harassment laws and whistleblower rights can implicate free speech in both public and private settings. For example, if an employee is using speech that is discriminatory or harassing towards another employee, the employer must step in and stop the discriminatory speech. This is an instance where employee free speech and discrimination/harassment laws are in conflict. However, employees cannot use free speech as a shield for discriminatory or harassing behavior. In these cases, employers have an obligation to act in order to protect other employees from harm, and in order to maintain a safe and healthy work environment.

On the other hand, whistleblower laws present a scenario in which employers must allow employee speech and tread carefully in taking any action. When an employee raises a concern about an issue that they reasonably believe is a violation of the law, this can be protected speech and employers should be careful not to take adverse action in response to that speech (even if they know that what the employee complained about is not *in fact* illegal).

Another key consideration for employee speech is the National Labor Relations Act (NLRA). Under Section 7 of the NLRA, employees are protected when they engage in concerted activity for mutual aid and protection. This can include any situation where two or more employees discuss wages, hours, and working conditions, regardless



Wilson Jarrell



Hannah LaChance

of whether the employees are unionized. While protected activity seems like it would be easy to identify, it can occur in subtle ways, most commonly on social media. For example, if an employee posts a complaint about work on social media and another employee comments something in support, this is considered protected Section 7 activity and employers cannot punish or restrain this behavior. Implementing a social media policy in your employee handbook is a great way to ensure that employees understand their rights – and managers understand the protections – that come along with speech in a social media setting.

While there are many identities that are protected under the law, in private settings political identity is not a protected class per se. Despite this, it is generally best to remain neutral when assessing any response to employee speech, especially since many political identities intersect with other protected classes. For example, if private sector employees are discussing their opinions on reproductive rights, their opinions on reproductive rights are not strictly protected. However, other related identities such as gender, sex, and pregnancy are protected classes. Hence, when it comes to employee speech, employers should generally regulate from a neutral standpoint.

Given the array of protections that employees have when it comes to speech, it is important for employers to develop fair and consistent policies when it comes to employee speech. Policies that are applied in an inconsistent manner can result in employee claims of inequitable or discriminatory treatment. Content-neutral policies, on the other hand, apply to speech without regard to its substance. This is particularly important in an increasingly divisive political atmosphere, where employees may have very strong political views and feel inclined to express them at work. Having a content-neutral policy to regulate political conversations may be key to keeping the peace in this post-election season.

When it comes to free speech, there are a myriad of legal issues at play, including constitutional rights, statutory rights, and the sometimes-countervailing rights of other employees. Before taking action against an employee for their speech, employers will want to analyze whether the speech is protected. When considering and managing employee speech, neutrality and fairness in implementing and enforcing clear policies will help best protect your organizations and hopefully keep them running smoothly.

Wilson Jarrell is a partner at Barran Liebman LLP. For questions about how to handle employee speech issues or for other employment law matters, contact him at 503-276-2181 or at wjarrell@barran.com.

Hannah LaChance is an attorney at Barran Liebman LLP. For questions about how to handle employee speech issues or for other employment law matters, contact her at 503-276-2112 or at hlaChance@barran.com.



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Compass Points

Continued from page 10

The 3,854 SF retail building located at 357 NE Dekalb Ave. sold for \$1.3 million or \$339/SF. The property located at 734 NE Greenwood sold for \$925,000 or \$770/SF.

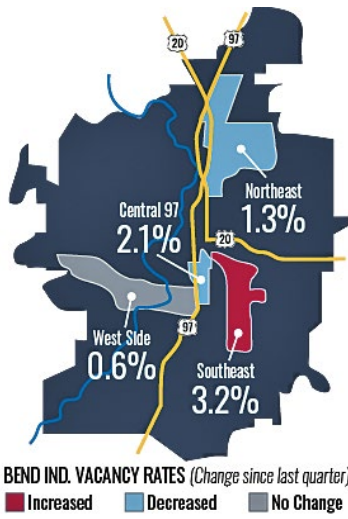
BEND INDUSTRIAL MARKET

by **GRAHAM DENT, SIOR**
Partner, Broker —

Compass Commercial Real Estate Services

Compass Commercial surveyed 323 Bend industrial buildings totaling 4.67 million square feet for the third quarter of 2024. The market experienced 10,897 SF of absorption during the quarter resulting in an overall vacancy rate of 2.04%, a slight decrease from the 2.09% recorded in Q2 2024. There is now 95,331 SF of industrial space currently available in Bend.

LEASING: As evidenced by the very minor change in vacancy rate, leasing



activity was relatively stagnant during the third quarter. The Northeast Industrial market experienced the greatest level of activity experiencing more than 10,000 SF of absorption during the quarter.

RENTS: The average asking lease rate

for standard industrial space was \$1.12/SF/Mo. NNN at the end of Q3 2024, an increase of \$0.06/SF/Mo. NNN from Q2. Asking lease rates for new construction are between \$1.35 and \$1.75/SF/Mo. NNN.

CONSTRUCTION: The Midway project located at the corner of SE Wilson Ave. and SE 9th St. 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 38,000 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. An industrial building at 63270 Lyman Pl. sold to an investor for \$3.10 million or \$109/SF. The previously vacant property was highly improved as a cannabis grow facility and the pricing reflected the risk and expense of re-tenanting the property. 930 SE Textron also traded during the quarter. That property sold to an owner/user for \$1.973 million or approximately \$182/SF. A shortage in inventory and the higher interest rate environment have contributed to a slower sales market.

a significant amount of square footage that was built as owner/user buildings or pre-leased space.

MULTIFAMILY REPORT | SUPPLY AND DEMAND

by **RON ROSS, Broker** —

Compass Commercial Real Estate Services

Supply and demand is arguably the most fundamental principle of real estate markets. About 18 months ago, we wrote on this same topic, but an update seems timely. As a refresher: increasing supply puts downward pressure on values, while rising demand drives them upward. The balance between these two forces shapes the market.

PAST

In Bend's multifamily sector, supply and demand have a direct impact on both rental rates and property values. From the aftermath of the Great Recession (around 2011) to 2022, Central Oregon faced a severe housing shortage, both for single-family and multifamily units. This shortage was driven by two key factors: the slowdown or near halt of development during the Great Recession (affecting supply) and rapid population growth (driving demand).

The COVID-19 pandemic further intensified these issues, spurring a significant in-migration to Central Oregon and once again stalling development. Supply and demand were drastically imbalanced. The result? Skyrocketing rental rates, nearly zero vacancies, and substantial increases in property values—a boon for landlords and property owners, but a challenge for tenants and homebuyers.

PRESENT

Another fundamental principle of business is change. Markets never go straight up or straight down forever. Developers responded to the housing shortage on a massive scale, with thousands of new multifamily units constructed in Central Oregon over the past few years. Many of these units are now just coming online and entering the lease-up phase.

At the same time, population growth has slowed, partly due to the high cost and limited availability of housing, resulting in decreased demand. These trends are now reflecting in the market. Rent growth has stagnated, and in some cases, rents may even be declining. Significant concessions are being offered, vacancy rates have increased, and units are staying vacant much longer — sometimes weeks or even months.

The combined impact of oversupply and rising interest rates has also driven down the market value of multifamily properties. In some areas of the country, property values have decreased by over 20%. While Central Oregon remains a desirable destination to live and invest, the market here hasn't been immune to these trends, though the decline is likely less severe.

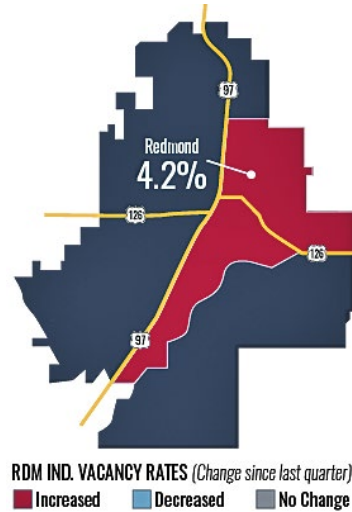
FUTURE

Looking ahead, the wave of new apartment developments will hit the brakes. Several proposed projects have already been shelved. The biggest question mark for the future is population growth. If population growth remains robust, the market could stabilize in the next year or two, with vacancy rates returning to a more typical range of around 5%. Rent rates will likely remain flat, at best, for the next couple of years.

For property values to rise again, we will need to see both increasing rents and declining interest rates.

In the world of real estate, the balancing act of supply and demand is never perfect—that's what makes the market dynamic. Let's see what the next cycle brings.

CompassCommercial.com/CurrentPoints



REDMOND INDUSTRIAL MARKET

by **PAT KESGARD, CCIM**

Partner, Broker —

Compass Commercial Real Estate Services

Compass Commercial surveyed 94 buildings totaling 1.79 million square feet for the third quarter Redmond industrial market report of 2024. The Redmond industrial market experienced 27,242 SF of negative absorption resulting in the vacancy rate increasing from 2.02% in Q2 2024 to 4.19% in Q3 2024. This change in vacancy is due to the new 11,844 SF industrial building on Badger Rd. There is now 74,952 SF of industrial space available in Redmond. While this is still a tight rental market, the vacancy rate increase is primarily due to new speculative construction and slower absorption.

LEASING: Demand for space in the Redmond industrial market has softened with tenants seeking spaces between 1,500 SF and 5,000 SF. Leasing activity decreased throughout the quarter with more spaces coming available than being leased.

RENTS: Lease rates in the Redmond industrial market have stabilized 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. Due to the new inventory coming on the market, some landlords are offering short-term reduced rates as an incentive.

CONSTRUCTION: A 23,400 SF industrial building on NE Jackpine Ct. is slated for completion in October 2024. We anticipate a slower roll out of new speculative construction in 2025. In the last 10 quarters, we have observed

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Skylark Children's Academy Takes Flight

Family-Run Facility Opens in Bend's Growing Discovery West Neighborhood

by SIMON MATHER — CBN Feature Writer



PHOTOS | BY TIMOTHY PARK

Educational ties run deep for a mother and daughter business duo who have realized their vision for giving Bend's youngsters a firm early learning foundation, with the unveiling of the new state-of-the-art Skylark Children's Academy.

Skylark is now open for the 2024-2025 school year in the growing Discovery West Neighborhood, helping address the critical childcare needs of Central Oregon families. The family-run facility located on Crosby Drive features ten classrooms in a custom-built 9,800-square-foot building, complemented by an expansive 12,000-square-foot outdoor play yard. Designed to cater to up to 156 students, Skylark has opened its doors to children aged from 12 months to five years old, with a mission to create lifelong learners.

School operators Virginia Goss and daughter Erin Maigaard have honed the concept over several decades, originally in California, creating a variety of developmentally appropriate and engaging activities to support cognitive, language and social-emotional development.

Goss started her first venture in the field some 40 years ago, with Erin joining the family business in 2015 following her graduation in Business Administration & Marketing, helping oversee three different schools exemplifying their philosophy of a deep commitment to education and childcare.

Seeking new opportunities in different markets further afield, they scoured potential locations across the West Coast before landing on Bend as an optimal fit, given the growing population and demand for childcare needs, as well as the attraction of surrounding amenities, lifestyle, and recreation.

The purpose-built facility was constructed as one of the first commercial projects in Discovery West by local developer Kevin Spencer through his Empire Development & Construction company, with design by Bend-based Steele & Associates Architects.

Discovery West is an expanding newer neighborhood spanning some



MOTHER-DAUGHTER CO-FOUNDERS, VIRGINIA GOSS AND ERIN MAIGAARD, PICTURED HERE ON SKYLARK'S NEARLY 12,000-SQUARE-FOOT PLAY YARD | PHOTO BY CASCADE BUSINESS NEWS

245 acres developed by the same team behind the award-winning nearby Northwest Crossing community, known for bringing a passion for creating healthy, livable communities along with a keen attention to detail.

"I worked in the family business while in college and a while after graduating decided to officially come on board," Maigaard said. "We were looking to expand into a different market and looked all over before landing on Bend as the best choice, with the opportunity to fulfill a need for high-quality early childhood education. Discovery West is an ideal location for us given its proximity to several public schools and convenience for a growing number of local families as well as being in a beautiful setting."

"A tremendous amount of thought went into refining our concept, how it functions, and delivering the best solution possible — each school has improved upon the previous wherever we identify areas for enhancement," Goss added. "We also spent a lot of time on the playground and equipment with a sizeable play area sectioned into different segments based on age groups, and soft cushioned surfaces which are cleaner and safer than traditional bark chip finish." Goss said the aim was to offer a play-with-purpose environment in which to explore and develop critical motor skills in a picturesque setting.

The family's experience in designing and building from the ground up was utilized in providing space that intuitively caters to the needs of students and teachers, including accessibility to restrooms from each classroom, and creating an overall environment to promote a seamless learning experience throughout the age ranges.

The Skylark Children's Academy has also refined a curriculum blending the best elements from a variety of national educational programs, ensuring students receive a multifaceted education tailored to their needs and interests. The school is filling fast and already has a waiting list for toddlers to 2026.

Integrating structure with intuitive learning opportunities and goals, Maigaard says Skylark takes pride in preparing children for kindergarten readiness and offering enrichment opportunities, including Yoga, and Music & Movement.

Steele associate principal Adam Stephen said this was the first commercial building overseen by the Architectural Review Committee (ARC) of Discovery West, requiring



Skylark

Continued from page 13

something of a higher aesthetic in keeping with an overall design theme.

Newer materials used included "Nichiha" panel siding, a fiber cement product with a finishing process that mimics the look of real wood grain and stain. It has gained a reputation for being low maintenance and resistant to rot, wood-boring insects, fungus, and extreme weather conditions, while the clip installation system can reduce construction time and minimize mistakes.

Stephen said other design elements included brick accents, ample use of natural light and wide hallways, adding, "The clients had a clear vision of what they wanted to achieve in optimizing the space and functionality while also meeting all the necessary Oregon daycare licensing requirements."

As part of creating a close-knit community of students ready to take the next steps on their educa-



PHOTOS | BY TIMOTHY PARK



tional journey, the school encourages social and emotional learning including participating in a number of environmentally-conscious programs, including through the Roots and Shoots USA — Youth Movement of the Jane Goodall Institute.

Empowering young people to be the change in their communities, the program teaches compassion and environmental stewardship and was started by world-renowned primatologist Dr. Goodall in 1991 after local youth gathered on her front porch in Tanzania and expressed how they felt powerless against the problems in the world around them.

As the students told stories and offered ideas, Goodall realized the solution was right in front of them: their power to create change, and The Roots & Shoots program was born to provide the resources to encourage and motivate young people to take action on issues that matter to them.

Today, the tools and support offered through the Jane Goodall Institute (JGI) program empower youth in all 50 states and over 60 countries to use their voices and ideas to address the issues that matter most to them in their communities. Since its inception, millions of students have taken on the challenge of making the world a better place for people, other animals, and the environment we share.

Goss and Maigaard say Skylark is not only a daycare or preschool, but a place where children are nurtured, empowered, and inspired to become lifelong learners and leaders through their innovative approach inspiring compassionate and responsible children ready to springboard into the future.

"This was a great project with a top team involved all around," Spencer added. "Virginia and Erin were very knowledgeable and professional clients with a clear vision of what they wanted to achieve, and they are just the nicest people you could wish to meet."

"Kudos also to Brooks Resources for helping with early building permit submittals and to the City of Bend for expediting the process, considering the pressing need for more child care options in Central Oregon."

skylarkchildrensacademy.com
learn@skylarkchildrensacademy.com

SKYLARK CHILDREN'S ACADEMY

NW Crosby Dr, Bend, OR 97703

Property Owner/Developer:
Virginia Goss & Erin Maigaard
Contractor:
Empire Construction & Development
Sitework Start: January 2024
Completion: September 2024
Square Footage: 9,900 sq. ft.
Amenities:
Designed for 156 students, ten classrooms, 12,000-square-foot play yard
Project Manager: Ellie Murray
Supervisor: Brad Dickamore

Architect:
Steele Associates Architects
Principal Architect: Adam Stephen
Structural Engineer:
Ashley & Vance Engineering
Civil Engineer: Becon Engineering
Mechanical, Electrical, Plumbing (MEP) Engineer:
Solera MEP Designs
Geotechnical Engineer:
Wallace Group
Special Inspection & Testing Agency:
Wallace Group
Landscaping: Rexus

Subcontractors and Suppliers:
Elite Electric, Bend Heating, Sunset Plumbing

#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
- trangistics.com/2024/02/trangistics-celebrates-one-year-of-uis-partnership
- 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

Continued from previous page

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.
Continued from previous page

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.
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



PHOTO | COURTESY OF MAJESTY'S ANIMAL NUTRITION, LLC

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

Continued from page 19

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

Continued on Next Page ►

Nelson Tile and Stone

Continued from previous page

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

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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.



GOT TOP PROJECTS?

Along with providing a comprehensive list of Central Oregon Commercial Contractors, Cascade Business News will feature **TOP PROJECTS COMPLETED in 2024** in our December 18 issue!

Contact Jeff Martin at 541-388-5665 or jeff@cascadebusnews.com

DEADLINE TO SUBMIT TOP PROJECTS IS NOV. 27



‘We’re a Can-Do Community,’ Praises Redmond Chamber Director

by **ANDREA HINE** — CBN Feature Writer

As Executive Director of the Redmond Chamber of Commerce since 1999, Eric Sande has had a front-row seat in observing the town’s evolution into one of the fastest-growing industrial and residential communities in Oregon. “In looking back, the most mind-blowing aspect of the past 25 years has been the growth of Redmond’s potential, its prosperity, and its new businesses. This is in addition to sheer number of people who live here: from 13,500 in 2000 to 37,000 in 2024,” he said, or an increase of 23,500 new residents.

“Interestingly, 75 percent of those who relocate to Redmond (both individuals and businesses) have vacationed in the area first, and say to themselves, ‘I would like living here.’ Yet despite Redmond’s evolution, he observed, and all the changes that have taken place, we still have a sense of community, and watch out for each other.” As Mayor Ed Fitch said recently, “There is such a strong sense of heart here.”

Sande recalled that “back in 1992 when I was hired to work at the Chamber’s front desk (subsequently being promoted to its economic development team, and then to his current position), we had around 7,800 residents and far fewer urban amenities such as stoplights and other services.”

“Yet already there was a very optimistic, enthusiastic feeling — which continues to characterize Redmond despite its constant growth and upward trajectory. It’s a fun challenge to meet the demands of growth without changing that sense of caring.”

Sande pointed to “housing, water, education and a host of other issues (that) keep City officials, local organizations and interest groups busy. And in true Redmond fashion,” he said, “each of these challenges is met with a spirit of excitement and positivity that will continue to drive the town’s outcomes.”

Praised for his “knowledge, his experience and his workability with the city and other community leaders,” Sande has taken on dozens of leadership roles during the past 25 years. “His presence in the community — the time and energy he puts into all of it — is just amazing,” said one admirer.

For instance, when he assumed the Chamber’s top job — motivated by the fact that “there weren’t a lot of community traditions” — Sande “started to create events for the memories and sense of place they inspire,” including concerts, parades, festivals, and seasonal celebrations such as Redmond’s annual Trick-or-Treat on 6th Street (where he can be found greeting children as the Great Pumpkin).

Another example is how Sande, according to a Chamber board member, motivates “a team of volunteers to decorate Redmond’s downtown core with more than 400 boxes of Christmas lights each November.”

Sande himself is a little amazed at the longevity of these activities. “Those



SHOWN WITH THE GREAT PUMPKIN ARE CHAMBER AMBASSADOR TERI JANSEN, AND — IN DINOSAUR COSTUMES — MEMBERSHIP/FINANCE DIRECTOR EVELINA DAVIDSON AND EVENTS DIRECTOR AMANDA JOE LUELLING | PHOTOS COURTESY OF VISIT REDMOND OREGON

Sande added that “even during the 2019 economic downturn and then COVID, we kept people as members even if they couldn’t afford to pay membership dues. We wanted to help our local businesses get through uncertain times.”

No wonder that, as Jon Stark of EDCO noted, “Eric has built one of the most loyal and participative chamber membership populations in the state of Oregon.”

Sande is quick to lavish collective praise for the town’s achievements, saying in his 2023 “State of the City” address that: “Redmond has always had strong leadership, forged from the commitment of the citizens who are willing to roll up their sleeves and get involved. We’re a can-do community, and continually looking for ways to make the community the best it can be.”

visitredmondoregon.com



ERIC SANDE (AKA THE “GREAT PUMPKIN”) IS SHOWN WITH OTHER PARTICIPANTS AT REDMOND’S ANNUAL TRICK-OR-TREAT ON SIXTH STREET

who sat on my knee when I started as the Great Pumpkin now have kids of their own,” he said.

As for the Chamber of Commerce, an institution for more than 100 years, Sande noted that it has grown to become one of the largest chamber of commerce in Oregon, per capita. “Even back in 1999, Redmond’s Chamber was proportionately a large one, and despite its current size, our goal remains keeping people connected and in touch. We currently have 624 members, and the great majority of the town’s businesses belong.”

Sande particularly empathizes with fledgling entrepreneurs. “Starting a new business is terrifying,” he said, “and the Chamber is committed to helping owners get through their initial three years, or the first hurdle to success.” (According to the U.S. Bureau of Labor Statistics, 40 percent of businesses fail within the first three years.)

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Redmonds City Manager

Continued from page 1

“Aiding this mindset is the fact that Redmond is smaller in size, which makes it easier to get decisions made, as opposed to a larger city where there are so many more stakeholders. We can move faster.” (He drew an analogy: “What takes six months here would take 18 months in Portland,” where Witcosky’s extensive government experience includes heading the Portland Development Commission).



*Keith Witcosky
Redmond City Manager*

“Redmond still has the opportunity to be nimble as it matures and evolves,” agreed Urban Renewal Program Manager Chuck Arnold, “and there are many great things happening here.”

“Staying Ahead of the Game”

“We’re staying ahead of the game on things we can control, such as city services that everyone uses,” Witcosky said. These include development of an \$83 million Redmond Wetlands Complex for municipal wastewater treatment and reclamation (He noted that “it will give us an incredible opportunity to expand the capacity of wastewater treatment while also creating sustainable assets for the community, lifting the ceiling so Redmond can continue to grow.”); and expansion of Redmond Municipal Airport, which is owned and operated by the city, and whose passenger numbers have doubled since 2016.

In addition, a new 42,000-square-foot, two-story Public Safety Facility will replace the existing home of the Redmond Police Department that, according to Witcosky, “was built 25 years ago, and is completely obsolete.” With a project cost capped at \$49 million (Redmond voters approved a \$40 million bond in May 2022 to finance construction), the new facility — located on Northwest Canal Boulevard — is slated to open next summer.

“We’re Not Fully in Control of Funding”

Redmond’s city manager since 2013, Witcosky has seen how traffic demands have increased in a very short period of time. “As the hub of the fastest-growing region in the state, our area is desperately behind in transportation infrastructure,” he said. Traffic congestion is becoming the norm, and safety challenges continue to increase.”

Witcosky pointed out, however, that “we’re not fully in control of funding” for major capital projects such as transportation system improvements, despite “having great legislative delegations at both the state and federal levels working on our behalf.”



SHOWN IS NEW RESIDENTIAL CONSTRUCTION IN SW REDMOND, REPRESENTATIVE OF “STEADY DEVELOPMENT” IN ADDING TO THE TOWN’S HOUSING STOCK | PHOTO COURTESY OF THE CITY OF REDMOND

As an example, “the intersection at 35th and Highland is not safe, and will become increasingly dangerous as Redmond continues to grow, and the new Parks and Recreation Center opens nearby — which is expected to bring in thousands of daily users. It’s a ‘rubber meets the road’ situation,” he said.

“But putting in a traffic signal there will require \$2 million, and a partnership with ODOT, which is grappling with a projected budget shortfall of more than \$354 million over the next few years, and focusing its efforts primarily on maintenance as a result.”

Basically, Witcosky said, “the agency doesn’t have the money, so we either have to come up with all of the funding for this project, or a significant share of it.” According to Mayor Ed Fitch, “We’ve dedicated about \$500,000 to \$600,000 that can be used for that light, but need ODOT to pay for the difference.”

Witcosky also cited the intersection of Helmholtz Way and Hwy. 126 on the edge of the city limits, where the city has urged ODOT to construct a roundabout to slow traffic down and make it safer for people coming across. The price tag for that project has been estimated at \$5-6 million, “which the state doesn’t have.”

And there’s more. Witcosky noted that Redmond has other transportation projects that would require buy-in from ODOT and/or Deschutes County. Among them, “we need to figure out more opportunities to move vehicles across U.S. 97, and develop routes that alleviate further congestion without cutting through the heart of the city.”

“The Key Is Finding Partners”

In addressing Redmond’s priorities — whether transportation and transportation funding, stimulating construction of affordable housing, or creating jobs with family wages — Witcosky is adamant that “the key is finding partners.”

On the housing side, where three or four projects are underway, “housing stock is increasing by about 500 single-family and multi-family units annually. We’re seeing steady development, and staying pretty solid,” he said.

REDI and EDCO are working with the city “to create more jobs in the area with family wages, recognizing that we have to pull up housing overall, not just build affordable housing,” in Witcosky words. These sentiments are echoed by a member of the city council, who said that “Redmond needs to balance affordable and workforce housing with market-rate housing, creating communities for all income levels.”

A “Synchronized Culture”

Witcosky, called “a thoughtful and strategic leader who understands the need for collaboration” by his colleagues, revealed another key to Redmond’s success is getting things done. The city hall staff “is phenomenal,” he said, “prepared, thorough, and informed — at the top of their game. The Council has incredible trust and confidence in how they work and the synchronized culture we have, and takes a lot of pride in moving things forward. That’s how you get results — and that’s why Redmond is what it is.”

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Redmond Chamber of Commerce Proposes Partnership for Destination Development & Guest Services as City of Redmond Shifts Tourism Focus

provided by REDMOND CHAMBER OF COMMERCE & CVB

Earlier this year, the City of Redmond decided to redirect tourism tax dollars to a Portland-based creative agency to develop a new branding and marketing campaign for Redmond. This has created a gap in the services that Redmond can provide to visitors, including destination development, destination management, and group business, that have historically been fulfilled by the Chamber under its contract with the City.

While the new branding and marketing initiative aims to elevate Redmond's profile, the Redmond Chamber of Commerce & Convention and Visitors Bureau (CVB) is seeking to continue its vital role in supporting the local tourism infrastructure, with a holistic approach to destination management. The Chamber has a longstanding history of providing destination development and essential guest services to visitors, including tourism information, business referrals, recreation itineraries, and community event promotion.

The Redmond Chamber is proposing a new collaborative partnership with the City of Redmond. This partnership would allow Redmond to continue offering destination development, management and comprehensive guest services to visitors and residents alike. The Chamber is requesting the City's support in covering a portion of the cost of these services. This will help ensure the continuation of these community events and services.

Below is a detailed breakdown of the services the Chamber is asking the City to support:

Destination Management & Development

- Free Summer Concert Series (Music On The Green)
 - Fireworks
 - Official Redmond Visitor Guide
 - Holiday Events:
 - 4th of July Parade

- Halloween (Trick Or Treat On 6th Street)
- Veterans Day Parade Insurance
 - Christmas Events
 - Starlight Parade
 - Holiday Village Market
 - Town Christmas Tree & Lighting
 - Santa's Mailbox
- Downtown & Centennial Park Lights (Winter & Spring Seasons)

Convention & Visitors Bureau (CVB)

- Welcome Center Services
 - Phone Inquiry Responses
 - Visitor Walk-In Assistance
 - Regional Promotional Magazines, Guides & Brochures
 - Visitor Guide & Relocation Packet Postage
 - Local Tourism Representation
- Group Business & Convention Services
- Event Seed Money & Sponsorships

"These events and services are the heartbeat of our community, from our signature summer concerts to our beloved holiday traditions," added Eric Sande, Executive Director. "Partnering with the City of Redmond will ensure that we can continue to serve both our visitors and residents, creating memorable experiences that keep Redmond thriving."

Feedback from the public is welcomed by the Chamber. In addition, reach out to the Mayor and City Council to express your support for this partnership. Together, we can ensure these services continue to enrich our community for years to come.

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- City of Redmond "Landmark" historic status in downtown at Dawson Station.
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- Ideal for creative owner/user. Also priced for 7.5% cap at \$1.65/SF/MO.
- Monument signage on 6th Street.



525 SW Umatilla Ave



555-7,001 SF Office | \$1.15-1.25/SF/MO+NNN

1555 S Hwy 97



Leased Medical Office | \$3,050,000

7525 Falcon Crest



Office Investment | \$1,699,000



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Redmond's Urban Renewal Efforts Result in 90% Occupancy Rate

by **ANDREA HINE** — CBN Feature Writer

First National Bank, whose charter dates back to 1910, now houses Desert Prairie, a women's boutique. A church building completed in 1912 has become a popular pizzeria, Grace and Hammer. General Duffy's Waterhole, "which turned around a really blighted area of downtown," to quote City Manager Keith Witcosky, "attracts musicians from all over the world, and is always packed." These examples are merely the tip of the proverbial iceberg — and extend throughout Redmond's downtown core, where vacant buildings, empty lots, and declining property values triggered the creation of urban renewal efforts that have become legendary.

As former mayor George Endicott said, the transformational changes to an area stretching roughly from Maple Avenue/Negus Way in the north to Obsidian Avenue to the south "are nothing short of a renaissance."

According to Urban Renewal Program Manager Chuck Arnold — who served as executive director of the Downtown Bend Business Association for nine years before being lured to Redmond in 2015 — the origins of this "renaissance" go back to the early 2000s, when city leaders recognized that any revitalization of the struggling downtown core had to start with relocation of Hwy. 97. Redmond subsequently contributed about \$13 million in urban renewal dollars to the total project cost of some \$90 million to build a bypass, in partnership with the Oregon Department of Transportation (ODOT).



THE SCP HOTEL FEATURES REDMOND'S ONLY ROOFTOP EXPERIENCE, AND PANORAMIC VIEWS OF THE CASCADE RANGE | PHOTOS BY TIMOTHY PARK

or 7pm, it became a ghost town, with nothing to bring people into the area."

Using the term "rising tide" to describe the influx of businesses starting up or relocating to Redmond's downtown area — in contrast to the grim situation in 2017 — City Manager Witcosky called the SCP Hotel "one of the most successful jewels in their chain. The renovation of this historic property tipped the dominos for investment in the town, and created more energy than we ever could have expected."

Arome — "Building a Sense of Community With the Locals"

Just as the SCP Hotel "created a catalytic effect even before it opened, and put a big flashing light on downtown," to quote Chuck Arnold, the large scope of this project makes it the exception to Redmond's urban renewal efforts, given that the financing of improvements and redevelopment is preponderantly aimed at small businesses. Arome, a purveyor of gourmet products and cookware located at 432 SW 6th St., is one example.

Its owner, Janice Bell, wanted to open a second location and chose Redmond because it "It is just the right size. It's accessible, still easy to park, and there's room for growth." Real estate was also more affordable than in downtown Bend, and she was drawn to "Redmond's super-friendly people."

Bell "found the perfect site" — and received funding from Redmond's urban renewal program to help resurrect the outdated Arch Building that had stood empty for the past decade and fallen into disrepair. As Arnold explained, "We were willing to take more risk than the lending market, and created a loan and grant package divided into phases so that Bell's obligation was reduced each successive year the store remained in business."

Those funds "gave us the confidence to move in," Bell said. And after three years, she couldn't be happier about her decision. "We're building a sense of



AN HISTORIC CHURCH BUILDING COMPLETED IN 1912 WAS MODERNIZED TO CREATE GRACE AND HAMMER PIZZERIA

"Before the bypass was put in, 7,000 vehicles — including 18-wheeler semi-trucks — were going through downtown every day," Arnold said. "Now 40,000 cars per day are using the bypass, with 7,000 cars going through downtown — and they are local people frequenting the businesses on Fifth and Sixth Streets."

SCP Redmond Hotel — "A Flashing Light on Downtown"

Noting that city officials "had the New Redmond Hotel in our downtown redevelopment plans for close to a decade" as a catalytic stimulus, George Endicott called the historic property's revival "the cornerstone of that effort."

Foreseeing its potential economic ramifications, Redmond offered the developer a \$2.7 million forgivable loan using tax incremental funding — plus an \$800,000 interest-only loan. The \$2.7 million loan has the caveat that the building must remain as an upscale boutique hotel operating for 30 years, while \$800,000 will come back to the Urban Renewal District to be reinvested in other projects.

As Arnold explained, "We knew that if we could get people on the street, people staying downtown, heads in beds, room tax paid, associated jobs, it would be \$3.1 million of economic impact in year one alone."

When renovation began in 2017, "downtown Redmond was characterized by boarded-up windows, a ton of antique stores, and a tea shop with erratic hours," said Tobias Colvin, general manager of SCP Hotel (one of eight SCP properties in California, Colorado, Hawaii, Oregon, and Costa Rica). "After 6pm

Continued on Next Page ▶



THE HISTORIC ODEM THEATER, OPENED IN 1937, WAS REVAMPED INTO A MOVIE HOUSE AFTER DECADES OF NOT BEING USED

Expectations in Commercial Real Estate for Q4, 2024

by **BRUCE BARRETT, Broker — Windermere Commercial**

George Patton was a famous Army General known for success in battle during WWII. Much of his success was due to a thorough knowledge of the battlefield and careful study of successful strategies on those fields dating back to Roman times.

Having a historic perspective, combined with successful strategies is also helpful in understanding the regional commercial real estate market.

Here are some targeted perspectives and strategies for fourth quarter, 2024.

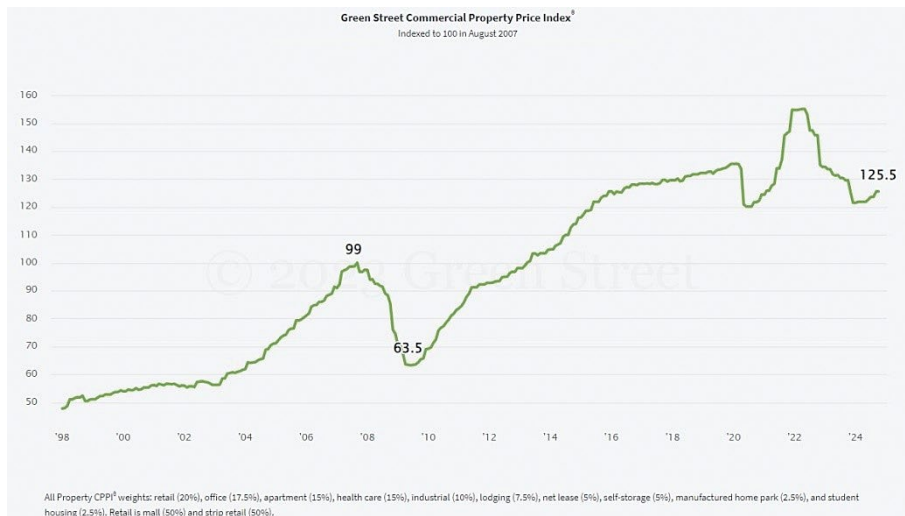
Commercial RE Values in Central Oregon are stable for now, and will continue to grow.

According to the Oregon Office of Economic Analysis, Deschutes County has the fourth most diverse economy in Oregon. According to BNL Appraisal, a national appraisal company, "Areas with a strong and diverse economy, thriving business sectors, and a growing population are more likely to attract businesses and investors. High-demand areas typically experience increased competition for commercial properties, driving up their values."

Central Oregon has been a high demand growth area for the last decade. The Deschutes County Assessor forecasts a growth rate in 2025 of all real estate in the County at 5.2%, down slightly from 2024's 5.5%. However, overall market valuation has increased 300% since 2013.

Recently in the US, commercial real estate has been characterized by the Commercial Reserve Bank of St Louis as, "lackluster with pockets of opportunity." Taylor Thompson, vice president and commercial loan officer for SELCO Community Credit Union adds, "Central and Eastern Oregon are those pockets of opportunity. Businesses, building owners and developers see opportunities to expand and establish new offices, retail stores and industrial sites."

On the other hand, the St. Louis Federal reserve bank is concerned about Commercial Real Estate's ability to sustain growth on a national level showing sharp variation over the last two years.



Headwinds to Sustained Growth

Labor Market Challenges: One major "headwind" for small business including those in Central Oregon is in the area of Human Resources.

"Along with interest rates, job growth is probably the single biggest driver of growth in the real estate market," said Richard Barkham, global chief economist at CBRE.

With the current net negative in-migration in the State of Oregon, the labor participation rate through the second quarter as reported by the Oregon Labor Department has remained at 63% over the last three years. Gains were realized in government, education and health services sectors. Slight job growth has been realized in Oregon through small business startups. State Economists are hoping for a population rebound to provide projected employee demand.

New and growing businesses in Oregon are not only finding an increasingly shallow labor pool but also face increasingly complex labor laws. For example, Chris Piper, area manager for BBSI Central Oregon commented recently on Oregon Family Leave Act (OFLA) and the introduction of Paid Leave Oregon. He



Alternative Scenarios		Sep 2024					
		2023	2024	2025	2026	2027	2028
Oregon Employment							
Percent change from pre-COVID peak in the Baseline Soft Landing , the Pessimistic Boom/Bust , and Optimistic Population Rebound							
Employment							
Base: Soft Landing	2.1%	0.3%	1.0%	0.8%	0.7%	0.7%	
Pes: Boom/Bust	2.1%	0.5%	-0.4%	-0.1%	2.0%	1.0%	
Opt: Pop Rebound	2.1%	0.3%	1.3%	1.3%	1.5%	1.4%	
Unemployment Rate							
Base: Soft Landing	3.7%	4.2%	4.2%	4.4%	4.5%	4.4%	
Pes: Boom/Bust	3.7%	4.2%	6.4%	6.5%	5.3%	4.7%	
Opt: Pop Rebound	3.7%	4.1%	3.9%	4.0%	4.0%	3.9%	
Personal Income							
Base: Soft Landing	4.7%	4.5%	6.2%	6.1%	5.6%	5.3%	
Pes: Boom/Bust	4.7%	5.1%	4.6%	3.9%	6.7%	5.5%	
Opt: Pop Rebound	4.7%	4.5%	6.5%	6.6%	6.3%	6.0%	

GRAPHS | COURTESY OF BRUCE BARRETT

says, "The administrative burdens they impose can be significant, especially for small businesses with limited resources." Piper lists the following issues that small businesses in Oregon will need to navigate:

Administrative Complexity — Requirements for OFLA, PTA and Worker's Compensation can be overwhelming,

Financial Impact — Mandatory employer contributions for small business over 25 employees and the potential for increased leave utilization will have a financial impact on the business,

Employee Management — Expect disruptions in productivity and employee scheduling challenges when employees take extended leaves.

Vacant Offices: Nationally, One-fifth of all offices stood vacant in the first quarter this year, the highest percentage in history. Office construction has declined 63% since the pandemic

Central Oregon has not experienced the same office vacancies as other regions. Bend's third-quarter vacancy rate hovers around 6% compared to a nationwide rate that has reached a 30-year high. However, in downtown Portland, U.S. Bank just announced that they will vacate 222,000 square feet inside Portland's U.S. Bank tower, according to real estate analytics firm CoStar.

Central Oregon is not exempt from economic changes influencing office vacancy. In Redmond, a regional call center recently vacated over 77,000sf of flex space.

High interest rates helped push nationwide CRE delinquency rates to 5% in May, up from 3.6% in the same month a year ago. However, a quick survey of local bankers indicates very few commercial mortgages are in default.

Shortage of Industrial buildings and land: Redmond Industrial vacancy rate was steady at less than 3% throughout 2024 with new space coming on line at about the same pace as space being leased. It remains a tight market for tenants who typically need 1,500sf to 2,000sf. This will be a serious headwind for new and expanding businesses throughout Central Oregon.

Retail Building Evolution: "The move toward smaller concept stores is a key part of retail's evolution," according to a market professional. "The best performing retail properties will have owners and operators who are flexible and willing to adapt to what their most important tenants need."

More high traffic shopping districts in Bend experience no vacancy over extended periods with other areas seeing extended vacancy. New shopping areas like Costco are unique to that market with the most desirable space appealing to local merchants.

Expect More of the Same

The local commercial real estate outlook for fourth quarter, 2024 is largely positive — industrial and retail will continue to be stable in Central Oregon. But the higher interest rate environment appears to be staying, while office vacancies are a factor that investors and lenders will eye with caution.

"Until tenants start leasing more space than they are giving up, prices are projected to remain flat at best, according to CoStar Group's Commercial Repeat-Sale Indices.

Victor Calanog with Manulife Investment Management says, "With the Fed's rate reductions, the price index for major markets with fewer high-dollar transactions moves sideways for a while, while the indicator of more numerous but lower-priced property sales is expected to continue to soften slowly."

barrett.withwre.com
centraloregoncommercialre.com

Redmond Chamber

Continued from previous page

community with the locals. It's wonderful to have repeat customers, get to know people, and form relationships." ((The renovated building also addresses the need for more housing in the downtown core, with its top floor offering modern industrial studio lofts for rent.)

Ninety Percent Occupancy Rate

The results of Redmond's urban renewal efforts are dramatic. "In the last five years, we've had over 90 percent occupancy downtown — up from 60-70 percent — as other businesses followed the lead of the SCP Hotel," Arnold said. In the restaurant sector, "we've gained 50+ more places to eat in the city overall."

In 2023 alone, more than 15 new businesses opened their doors in the retail, restaurant, and service sectors — from frozen yogurt to a flower shop, from baked goods to beauty salons, from a coffee shop to a chiropractic office.

Gloria Rice, owner of High Desert Florals, said that "Being on Sixth Street is

amazing. It's just fun to be a part of a community and an area where people are walking up and down the street, wanting to see all the cute stores and being a part of the charm."

"Diversity, intermingling of demographics, and foot traffic — all signs of a healthy downtown — have really evolved as businesses recognize that 'there's value here,'" Arnold said. "That's what you want."

"Good Bones and a Vision"

"Revitalization is much bigger than an individual" or a specific agency, Arnold emphasized. In committing to this long-term investment in the 'bricks and sticks' of downtown, "we need to step up together as a city."

And while he "gets a feeling of pride in seeing a project through to completion," Arnold also gives credit to Redmond's "good bones and a vision," for the city's transformation. "We have accessible leaders and a cohesive, supportive community," he said, "I'm just driving the bus, and looking forward to continuing the journey."

redmondoregon.gov

Hayden Homes Earns Prestigious Spots on *Fortune Magazine's* Lists

by KATY WOODERSON, Vice President of Marketing — Hayden Homes

Hayden Homes is proud to announce that *Fortune Magazine* and Great Place To Work have selected the company for inclusion in two of the nation's top honors for construction and mid-sized workplaces—demonstrating Hayden Homes leadership in the nation on employee experience and engagement.

In the *Fortune Magazine* October issue, Hayden Homes is included as a top ten finalist on the 2024 Fortune Best Workplaces in Construction List, as well as a top 100 finalist on the 2024 Fortune Best Medium Workplaces List.

Earning a spot on these lists means that Hayden Homes is one of the best companies to work for in the country.

"We are so grateful to our team members who have truly embraced our Give As You Go philosophy," said Patti Murphy, vice president of employee experience at Hayden Homes. "Together we are building a strong community where we all lead fulfilled lives. We celebrate and thank our team members for all they do—we share these incredible honors with them."

Both lists are highly competitive. Great Place To Work, the global authority on workplace culture, determines its lists using its proprietary For All methodology to evaluate and certify thousands of organizations in America's largest ongoing annual workforce study, based more than 1.3 million survey responses and data from companies representing more than 8.2 million

employees this year alone.

Survey responses reflect a comprehensive picture of the workplace experience. Honorees were selected based on their ability to offer positive outcomes for employees regardless of job role, race, gender, sexual orientation, work status, or other demographic identifier.

"Some of the strongest work cultures we measure every year come from companies with relatively small headcounts," said Michael C. Bush, CEO of Great Place To Work. "Companies that make these highly competitive lists offer the care and support found at companies 10 times their size."

Hayden Homes has received more than 25 top honors in the past five years for its leadership in employee experience and engagement. The company is frequently rated as a top 10 Best Company to Work For by *Oregon Business Magazine*, *Washington Business Magazine* and Best Places to Work Idaho.

In 2022, the company earned the Outstanding Philanthropic Corporation award from the Association of Fundraising Professionals, and in 2019 Hayden Homes owner Hayden Watson was awarded the Hearthstone BUILDER Humanitarian award.

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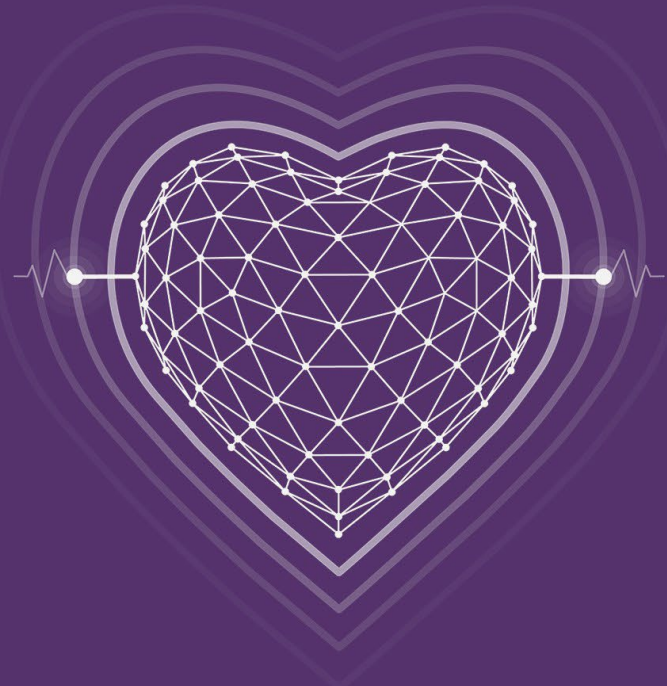
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Avion Water Company 60813 Parrell Rd., Bend, OR 97702	541-382-5342	541-382-5390	avionwater.com avion@avionwater.com	Avion Water Company	38	1969	16,200	Areas of Bend, Redmond, Tumalo, La Pine, Sisters & Powell Butte.	Domestic water.
Cascade Natural Gas Bend, OR 97701	888-522-1130	888-649-9912	www.cngc.com service@cngc.com	Jeff Staudenmaier, Sue Potje	32	1955	60,000	Bend, Chemult, Crescent, Gilchrist, La Pine, Metolius, Madras, Prineville, Redmond & Sunriver.	Gas utility services & after-hour emergency services available.
Central Electric Cooperative 2098 NW Sixth St., PO Box 846 Redmond, OR 97756	541-548-2144	541-548-0366	www.ccc.coop ccccustomerservice@ccc.coop	Brent ten Pas	85	1940	29,396	Deschutes, Crook, Jefferson, Grant, Linn, Wasco & Lake Counties.	Electric distribution cooperative.
Central Oregon Irrigation District 1055 SW Lake Ct. Redmond, OR 97756	541-548-6047	541-548-0243	www.coid.org info@coid.org	Craig Horrell	30	1918	3,700	Central Oregon canal & Pilot Butte canal & laterals.	Delivery of irrigation water, maintenance of district easements & canal systems.
Cimmarron City Water Co. PO Box 5441, Bend, OR 97708	541-389-7480	541-610-1640	info@ccwcbend.org	Board of Directors	3	1967	155	Cimmarron City	Domestic water.
CoEnergy Propane 3305 S Hwy. 97 Redmond, OR 97756	541-504-9444	N/A	www.coenergy.net info@coenergy.net	Bryan Adams	26	2001	11,548	Deschutes, Jefferson, Crook Counties	Propane Delivery & gas piping
Crooked River Ranch Water 13845 SW Commercial Loop, PO Box 2319 Terrebonne, OR 97760	541-923-1041	541-923-5936	www.crrwater.com frank@crrwater.com	Frank Day	6	1977	1,588	Crooked River Ranch	Water.
Ferrellgas 900 NE First St., Bend, OR 97701	541-382-1161	541-382-1744	www.ferrellgas.com ericnelson@ferrellgas.com	Eric Nelson	10	1963	4,000	All of Central Oregon	Propane gas.
Indian Meadow Water Co. 14833 Schooner Sisters, OR 97759	541-383-5044	N/A	N/A	Sharon Wonderly	2	1985	288	Indian Ford area	Water.
Laid Law Water District 64619 Hwy. 20, Unit C Bend, OR 97703	541-389-1255	N/A	www.laidlawwaterdistrict.com	Dale Peer	0	1982	130	Tumalo	Water.
Midstate Electric Cooperative 16755 Finley Butte Rd., PO Box 127 La Pine, OR 97739	541-536-2126	541-536-1423	www.midstateelectric.coop marketing@mse.coop	Kimberly Hannon	72	1948	17,739	Lava Butte South to Thunder Beast Park, Cascades to Willamette Pass West & Silver Lake Christmas Valley East	Electricity & energy efficiency programs.
Miller Oil Inc. 2158 NW O'Neil Hwy., PO Box 1751 Prineville, OR 97754	541-416-1078	N/A	www.milleroilinc.com Sales@Milleroilinc.com	Cheri Miller	4	2003	N/A	Prineville & surrounding areas.	Petroleum distributor.
Northern Energy Propane 799 NE Jackpine Ct., Redmond, OR 97756	541-548-7449	541-548-0613	www.northernenergy.com northern_energy-1830@amengas.com	N/A	10	1985	4,000	All of Central Oregon	Propane gas.
Pacific Power Central Oregon	888-221-7070	N/A	www.pacificpower.net	Stefan Bird	90	1926	756,000	Pacific Power efficiently delivers reliable, safe & environmentally responsible energy to 243 communities across Oregon, Washington & northern California.	Electricity, energy efficiency management & renewable energy options.
Roats Water System 61147 Hamilton Ln. Bend, OR 97702	541-382-3029	541-382-2292	www.roatswater.com contact@roatswater.com	W.K. Roats	5	1962	2,200	South, East & West of Hwy. 97, beginning at Reed (including Woodside Ranch) to South end of Parkway.	Water.
Sun Country Water 22648 Nelson Rd. Bend, OR 97701	541-382-5103	N/A	suncountrywater@msn.com	Butch Rogers	1	1972	100	Saddle Back Subdivision & vicinity	Water.
Sun MtMountain Water Systems, Inc. 18075 Second Ave. Bend, OR 97703	541-382-7309	N/A	sunmountainwater.com	Butch Rodgers	4	1960	285	Between Tumalo & Sisters	Water.

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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Amplion, Inc. PO Box 2413, Bend, OR 97709	541-241-8734	N/A	www.amplion.com support@amplion.com	Chris Capdevila	20	2013	Software company that has built a novel intelligence platform that leverages proprietary machine learning to deliver very deep, tailored insights into pharma & more.
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.
Audio Visual Bend 20585 Brinson Blvd., Ste. 1B, Bend, OR 97701	541-388-1732	N/A	www.avbend.com tony@avbend.com	Tony Sprando	6	1999	Wide range of services, including system design & installation for audio/visual, Pro/ AV, sound masking & acoustics, video conferencing, control systems & automation & AV rentals.
Bellatrix, 2437 NE Twin Knolls Dr., Ste. 1 Bend, OR 97701	541-382-2208	N/A	www.bellatrix.com rlundy@bellatrix.com	Ray Lundy, Steve Morris	19	1986	Bellatrix products combine electronic, mechanical & computer technologies to create unique, advanced control systems & more.
Bend Cloud 1008 SW Emkay Dr., Bend, OR 97702	541-241-2920	N/A	www.bendcloud.com info@bendcloud.com	Client Services	5	2013	Own & operate a local private tier IV data center, specializing in disaster recovery solutions & data backup. Cloud products, cloud hosting, web services, data archive & backup services.
Binary Star Systems Bend, OR 97701	541-316-8027	N/A	www.BinaryStarSystems.com hello@binarystarsystems.com	Jim Sipe, Lisa Sipe	2	2003	Website design, software development, mobile app development, email marketing, branding & graphic design.
Bird Gard 270 E. Sun Ranch Dr., Sisters, OR 97759	541-549-0205	541-549-5286	www.birdgard.com info@BirdGard.com	Todd Weitzman	13	1989	Digital bird repellents.
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 & more.
Cascade Divide Data Centers 207 SW Columbia St., Bend, OR 97702	877-919-7642	N/A	www.cascadedivide.com support@cascadedivide.com	sales@cascadedivide.com	5	2014	Data centers, colocation, managed services & business recovery.
CCI Tec, Inc. PO Box 1876, Bend, OR 97709	541-241-1900	541-201-1901	www.CCITec.com sales@ccitec.com	Devon Cochenour	16	2004	Microsoft Certified Partner providing innovation through integration for healthcare organizations. Provides Microsoft-based healthcare solutions & more.
Current Conceptions, Inc. PO Box 2388, Sisters, OR 97759	541-904-4715	541-316-1653	www.currentconceptions.com CCAdmin@currentconceptions.com	Dr. P. L. Senger, Dr. Angela Oki	2	2011	Specializing in on-line curriculum development & global distribution to academic programs at the university level in the field of reproductive physiology.
DENT Instruments, Inc. 925 SW Emkay Dr., Bend, OR 97702	541-388-4774	541-385-9333	www.dentinstruments.com sales@dentinstruments.com	Sales Desk	22	1988	DENT Instruments is a supplier of an array of precision measurement instrumentation & analytical software in the field of energy management.
E2 Solar 20784 NE High Desert Ln., Bend, OR 97701	541-388-1151	N/A	www.e2.solar sales@e2.solar	Customer Service	12	2005	Installing custom-designed solar electric systems, a reliable & affordable energy solution for homes & businesses.
E:SPACE Labs LLC 48 Bridgeford Blvd., Ste. 180, Bend, OR 97702	541-241-8801	N/A	www.espaceclabs.com david@spaceclabs.com	Rick Silver, David V. Robson	2	2015	Affordable local prototype development lab to inventors, entrepreneurs, startups & corporations in the electronic & electromechanical space.
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 & more.
Element 1 Corp. 63050 Plateau Dr., Ste. 100, Bend, OR 97701	541-480-7508	N/A	www.e1na.com robert@e1na.com	Dr. Dave Edlund Ph.D., Robert Schluter	21	2010	Leading developer of clean energy technologies, including advanced methanol to hydrogen generation systems & integrated hydrogen fuel cell power systems.
Endurance Product Design LLC, 48 SE Bridgeford Blvd., Ste. 200, Bend, OR 97702	541-610-2882	N/A	www.EndurancePD.com info@EndurancePD.com	Steve Langenderfer	1	2015	Product development, mechanical design, prototyping, 3D CAD design, machine design, manufacturing equipment design.
EnviroTech Services 3842 NW Bus Evans Rd., Prineville, OR 97754	970-346-3900	N/A	www.envirotechservices.com info@envirotechservices.com	Roger Knoph	90	1989	Specializes in road treatment products that improve natural & man-made environments.
Facebook - Prineville Data Center 735 SW Connect Way, Prineville, OR 97754	N/A	N/A	www.facebook.com/prinevilldatacenter	William Marks	600	2010	The data center directly supports 350 jobs
Food4All 1001 SW Emkay Dr., Bend Tech Ste. 100 Bend, OR 97701	541-350-2652	N/A	www.food4all.com kamisemick@food4all.com	Kami Semick, Kristin Yurkin, Tyson Pardue	3	2017	Offering tools, technology & an online marketplace giving farmers, ranchers & food artisans everything they need to sell direct to their community. Shoppers can use a geolocation feature to discover who & where the food growers are in proximity to their location, make a purchase online & arrange for delivery.
G5 Search Marketing 550 NW Franklin Ave., Ste. 200, Bend, OR 97703	541-306-3374	N/A	www.getg5.com business.development@getg5.com	Lisa Calvert	165	2005	Provider of vertical-specific local marketing solutions that help mid-market companies get found online, generate more qualified leads, convert more leads into new customers & more.
GeoEngineers, 354 NE Greenwood Ave., Ste. 102, Bend, OR 97701	503-624-9274	541-389-2116	www.geoengineers.com rtobias@geoengineers.com	Ryan Tobias	4	2006	Integrated suite of services for companies looking to build communities, harness & manage the earth's resources & move both products & people.
GL Solutions 856 NW Bond St., Ste. 200, Bend, OR 97703	541-312-3662	503-374-9063	www.glsolutions.com sales@gl solutions.com	Bill Moseley	63	1999	Provides operational software for government licensing agencies, bringing expert knowledge of the challenges & opportunities for automation within government regulation & more.
Grace Bio-Labs 1015 SW Emkay Dr., Bend, OR 97702	541-318-1208	541-318-0242	www.gracebio.com Lhale@gracebio.com	Lisa Hale	50	1995	Global provider, local manufacturer. Developing laboratory products, services & custom solutions for research & diagnostics applications.
ISCO Industrial Service Company 63055 Corporate Pl., Unit 1, Bend, OR 97701	541-382-1573	541-382-6902	www.iscomach.com charlenev@iscomach.com	Craig Gribskov	28	1973	Machinery & computer numerical control (CNC) machine shop; ISO 9001 certified, abrasive water-jet cutting aircraft parts, job shop & prototype fabrication & more.
Jump Start Technologies, LLC 34860 Rice Rd., Hereford, OR 97837	541-241-6180	N/A	www.MileageWiz.com MileageWIZ@msn.com	Dr. Phil Kochan	4	2004	Makers of MileageWiz, the solution for creating an IRS conforming mileage log
Keith Manufacturing Company 401 NW Adler St., Madras, OR 97741	541-475-3802	541-475-2169	www.keithwalkingfloor.com mediaept@keithwalkingfloor.com	Mark Foster	188	1950	Moving floor conveying systems.
Laserline Manufacturing Inc. 1810 SE First St., Ste. H, Redmond, OR 97756	541-548-0882	541-548-0892	www.laserlinemfg.com laserline@laserline.net	Bob Vanneman	14	1995	Lasers for wing plow/snow removal, guidance of paint striping, construction, tunneling, mining & dredging, grade rods.
Leading Edge Aviation, Inc. 63048 Powell Butte Hwy., Bend, OR 97701	541-383-8825	541-317-0709	www.leadingedgeavn.com info@flybend.com	Abby Heller	80	1989	Flight school, avionics installation, repairs & service.
Lonza - Formerly Bend Research 1201 NW Wall St., Ste. 200, Bend, OR 97703	541-382-4100	541-382-2713	www.bendresearch.com info@bendresearch.com	Phoenix Barringer	441	1975	Solves customers' most pressing product development challenges, including bioavailability enhancement, modified release, abuse deterrence, biotherapeutic processing & inhalation formulation.
Manzama, A Diligent Brand 543 NW York Dr., Ste. 100, Bend, OR 97703	541-306-3271	N/A	www.manzama.com sales@manzama.com	Peter Ozolin, Mark Hinkle	30	2010	Provider of innovative listening/social monitoring platforms for businesses, SAS-based software listens for, sniffs out & retrieves information pertinent to its client needs & more.
Maretron of Redmond, 2121 SW Deer- hound Ave., Ste. 101, Redmond, OR 97756	541-504-7550	N/A	www.maretron.com sales@maretron.com	Kip Wasilewski	5	2007	Navigation, weather & Monitoring products to aid travel on the high seas. Marine electronic & networking equipment for commercial & recreational boats.
Max Manufacturing 20651 High Desert Ln., Bend, OR 97701	541-382-2552	541-382-2556	mikeg@maxmfg.com	Mike Garoutte	6	1973	Laser cutting & processing, precision sheet metal fabrication & design, custom structural fabrication.
MicroRidge Systems Inc. 56888 Enterprise Dr., Sunriver, OR 97707	541-593-1656	541-593-5652	www.micronridge.com mary@micronridge.com	Mary Chisholm	7	1983	MicroRidge designs & manufactures wired & wireless measurement collection solutions for industrial & manufacturing environments to monitor or improve their quality process.
Microsemi Corporation 405 SW Columbia St., Bend, OR 97702	541-382-8028	541-389-1241	www.microsemi.com	Mark Gabler	130	1984	Manufacturer of power semiconductors.
Mohr Solutions 251 W Barclay Dr., Sisters, OR 97759	541-549-2000	N/A	www.mohrsolutions.com	Doug Mohr	40	2001	Telecommunication infrastructure & integrations solutions.
Mountain High Equipment & Supply Co. 2244 SE Airport Way, Ste. 100 Redmond, OR 97756	541-923-4100	541-923-4141	www.mhoxygen.com sales@mhoxygen.com	Patrick McLaughlin, Brad Stankey, Eric Western	15	1985	Research, design & manufacturer of patented state-of-the-art digital aviation oxygen equipment. All products are manufactured on-site in Central Oregon.
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 & more.
Onboard Dynamics LLC 62958 NE Layton, Ste. 2, Bend, OR 97701	541-550-3632	N/A	www.onboarddynamics.com info@onboarddynamics.com	Rita Hansen	28	2013	Develop mobile compression systems for mitigation of methane emissions in the natural gas industry.
OnTo Technology LLC 63221 Service Rd., Ste. F, Bend, OR 97703	541-389-7897	N/A	www.onto-technology.com sales@onto-technology.com	Steve Sloop	3	2004	Lithium-ion battery recycling technology development.
Paladin Data Corporation 3020 NW Merchant Way Bend, OR 97703	541-617-9955	541-383-3887	www.paladinpointofsale.com sales@paladinpos.com	Dan Nesmith, Mike Williamson, Charles Owen	65	1980	Specializing in helping retail store owners accomplish more with less through its innovative point of sale software & integration with suppliers, credit card processors & equipment manufacturers. Primary market segments are hardware stores, independent pharmacies & general retail.
PCC Schlosser 345 NE Hemlock Ave., Redmond, OR 97756	541-548-0766	541-548-6579	www.pccstructurals.com	Keith Covlin	328	1989	Titanium investment casting foundry for the aerospace & medical industries.
Philips Respiration, Inc. 20300 Empire Blvd., Ste. B3, Bend, OR 97701	541-598-3800	541-322-7277	www.respiration.com	Mark Reed, Tim Murphy	19	1971	Designer of scientific research medical devices & equipment.
Powers of Automation, Inc. 61533 American Ip., Ste. 1, Bend, OR 97702	541-330-1687	541-388-8273	poa-inc.com office@poa-inc.com	Steve Powers	35	1997	Mfg. - Service provider for regulated industries (FDA, EPA, ISO). Calibration services, automated system design - build - commission UL508A & UL698A control panels & more.
Precise Flight, Inc. 63354 Powell Butte Rd., Bend, OR 97701	800-547-2558	541-388-1105	www.preciseflight.com Sales@preciseflight.com	Bill Hoback	24	1980	Supplier of advanced technology to the aviation industry including lighting, oxygen & electromechanical technologies.
Project Development PO Box 5582, Bend, OR 97708	541-382-5059	Call first	www.projectdevelop.com pcb@projectdevelop.com	Frank Langlois	5	1999	Printed circuit board design.
Qorvo, Inc. 63140 Britta St., C106, Bend, OR 97703	541-640-8663	N/A	www.qorvo.com crystal.ferris@qorvo.com	Customer Service	30	2005	Design & manufacture RF Solutions for mobile, defense & infrastructure markets.
RBD Instruments, Inc. 2437 NE Twin Knolls Dr., Ste. 2, Bend, OR 97701	541-330-0723	N/A	www.rbdinstruments.com sales@rbdinstruments.com	Randy Dellwo, Rena Bennett-Dellwo	7	1990	Auger & Xray photoelectron spectrometers, sputter ion sources, picoammeters, viewport coatings & water vapor desorption systems.
Sat Pak Communications, Inc. 1950 SW Badger Ave., Ste. 106, Redmond, OR 97756	541-923-0467	541-923-5925	www.satpak.com info@satpak.com	Bill Park	9	1983	Electronic communications cable assemblies.
Shielding International 2150 NW Andrews Dr., Madras, OR 97741	541-475-7211	541-475-6628	www.shieldingintl.com sales@shieldingintl.com	N/A	1	1958	Manufactures x-ray protective garments & accessories.
Silipint, 1375 SW Commerce Ave., Ste. 130 & 190, Bend, OR 97702	866-935-4831	541-728-0632	www.silipint.com info@silipint.com	Kira Kelley, Rick Fredland	25	2010	Silicone cups in various shapes & sizes, freezer, oven, dishwasher & microwave safe, free of the chemical bisphenol. Only legal manufacturers of silicone drinkware in the United States.
Simply Mac 425 SW Powerhouse Dr., Ste. 307, Bend, OR 97702	541-647-2118	N/A	www.simplymac.com	AJ Uecker	6	2013	Warranty repair, hardware diagnostics, data recovery, software installation, iOS/iPod restore, onsite services, business solutions, onsite training.
Smartwaiver Inc. 606 Arizona Ave., Ste. 100, Bend, OR 97703	541-316-8530	N/A	www.smartwaiver.com info@smartwaiver.com	Daryl McCarl	10	2012	Online waiver solution for businesses large & small.
Sunlight Solar Energy, Inc. 150 NE Hawthorne, Ste. 200, Bend, OR 97701	541-322-1910	N/A	www.sunlightsolar.com kayla@sunlightsolar.com	Kayla Layden	16	1988	Full-service, turn-key solar design & installation of grid-tied photovoltaic (PV) electric systems for homes & businesses throughout Oregon. Provides battery storage solutions, EV chargers & solar pre-wire services.
Tech Soft 3D 1567 SW Chandler Ave., Ste. 100, Bend, OR 97702	541-385-3000	N/A	www.TechSoft3D.com info@techsoft3d.com	Ron Fritz	100	1996	Global provider of development tools that help software teams deliver successful applications. Headquartered in Bend, toolkit products power nearly 500 unique applications & more.
VR Analytical, 63020 NE Lower Meadow Dr., Ste. 3, Bend, OR 97701	541-388-1253	541-388-4953	www.vranalytical.com info@vranalytical.com	Steve Goodger, Teresa Catlow	45	2001	Offers customized analytical testing to assist in the development & validation of pharmaceutical products & processes. Has a distinctive focus on detecting & identifying trace chemicals & more.
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 & more.

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

The Importance of Quality Audio-Visual Setups & Acoustics in Restaurants & Bars

A Local Success Story

by **TONY SPRANDO, President — Audio Visual Bend**

In today's competitive hospitality industry, the dining experience extends far beyond the quality of food and drinks. It includes everything from ambiance to entertainment, and crucially, the role of a high-quality audio-visual (AV) setup. The right AV setup, combined with thoughtful acoustics, not only elevates the guest experience but can also help drive local business growth by attracting more patrons.

A fantastic example of this is how Audio Visual Bend (AV Bend) recently transformed the Hawkeye and Huckleberry Lounge with a custom AV solution. Now, with regular Friday night live music events on the stage that AV Bend built, utilizing the audio visual system, this local venue is one of the hottest spots in town. Let's delve into how an excellent AV setup, specifically tailored for your venue, can make a powerful impact on business success and why shopping local for these solutions can be key.



HAWKEYE AND HUCKLEBERRY LOUNGE | PHOTO COURTESY OF AV BEND

Why Quality AV Setups and Acoustics Matter

1. Creating a Memorable Experience: When customers walk into a restaurant or bar, their first impression is shaped by more than the décor or menu; it's about how the space feels. Sound quality, volume, and overall acoustic balance are significant factors. A venue that sounds as good as it looks leaves a lasting impression and can make patrons more likely to return and recommend it to others.

2. Enhancing Engagement with Live Events: The growing popularity of live events, from music to comedy nights, shows that people crave unique experiences when dining out. Poor audio can ruin a live music event, whereas a well-designed AV setup enhances every note and word, allowing guests to connect with the performance fully. This level of engagement keeps patrons coming back for more, increasing customer loyalty and driving repeat business.

3. Encouraging Extended Stays: High-quality acoustics and AV setups create a comfortable environment, making it more enjoyable for customers to stay longer. People often linger in a venue where the sound is pleasing and background music or live performances feel balanced, rather than overwhelming. This means patrons will likely spend more on food and drinks, increasing per-customer revenue.

4. Differentiating Your Venue from Competitors: In a saturated market, a top-notch AV setup can set a venue apart. The Hawkeye and Huckleberry Lounge, for instance, has carved out a unique space for itself by offering not just dining but an immersive entertainment experience. This makes it a preferred choice over other venues that might lack a well-implemented AV setup or the ability to host engaging events.

AV Bend and the Transformation of Hawkeye and Huckleberry Lounge

When Hawkeye and Huckleberry Lounge were building their restaurant, they

turned to AV Bend, a local AV company, for a customized solution. AV Bend's expertise in designing audio-visual setups specifically for restaurants and bars was instrumental in creating a setup that not only met the lounge's needs but elevated the customer experience to new heights. Now, with a robust AV system in place, the lounge can host live music events every Friday, and the results have been remarkable.

Patrons enjoy an immersive experience where every note can be heard clearly, without overpowering the conversation-friendly ambiance. This setup, optimized for both live performances and daily dining hours, has allowed Hawkeye and Huckleberry Lounge to attract a wider range of customers. Their reputation as a vibrant, community-oriented venue is growing, bringing in both regulars and new visitors who are drawn by the high-quality entertainment and atmosphere. The lounge's owners report that their live music nights have become some of the busiest times.

Investing in a quality audio-visual setup and acoustics isn't just a luxury for restaurants and bars — it's a strategic decision that can drive business growth and create a memorable customer experience. The success of Hawkeye and Huckleberry Lounge is a compelling example of the benefits that come with prioritizing AV quality. Shopping locally for these solutions not only offers personalized attention and faster service but also strengthens the local economy.

For restaurant and bar owners looking to boost business, an AV setup tailored to their space and local customer base is an investment that pays dividends in increased patronage, customer satisfaction, and community support. So, consider elevating your space with the help of local AV experts and watch your venue become a go-to destination in your area.

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Telecommunications Companies *(Listed Alphabetically)*

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Services
AutoTel PO Box 1618 Bend, OR 97709	541-389-5286	N/A	www.westernradioservices.com info@westernradioservices.com	Richard Oberdorfer	3	1978	Radio phones, two-way radio, pagers, sales & service.
BendTel Inc. 130 NW Greenwood Ave. PO Box 356 Bend, OR 97703	541-389-4020	N/A	www.bendtel.com	Tom Barrett, Doug Cox	26	2003	Get Real Fiber Fast Internet with BendTel. BendTel is Central Oregon's largest locally owned business telephone & Internet service provider. BendTel provides Gigabit fiber bandwidth with guaranteed speeds & uptime. Hosted & traditional telephone solutions, servicing all major phone systems, 24/7 local support, web & email hosting & more.
Cascade Tel 220 SE Davis Ave. Bend, OR 97702	541-388-5158	541-382-9186	www.cascadetel.com helpdesk@cascadetel.com	Allen Clack	5	1990	Telecommunications, IT Networks, VOIP Networks, IT Managed services, fiber optic, WAN & multi-site data cabling systems, pre-wire high speed data circuits.
Centratel 141 NW Greenwood Ave., Ste. 200 Bend, OR 97703	541-383-8383	541-388-2351	www.centratel.com info@centratel.com	Joanna Hight	49	1984	24-hour live telephone answering services.
Consumer Cellular 2999 SW Sixth St. Redmond, OR 97756	800-686-4460	541-693-8060	www.consumercellular.com	John Marick	166	1995	Cellular.
Day Wireless 63710 Paramount Dr. Bend, OR 97701	541-330-8807	541-330-9033	www.daywireless.com	Garret Winter	9	1996	2-way radio sales, service & rental, Sprint, Nextel, satellite sales, microwave installations, service, paging & wireless broadband.
EPIC iO Technologies 745 NW Mt. Washington Dr., Ste. 300 Bend, OR 97703	866-219-3742	N/A	epicio.com info@epicio.com	Ron Ireland	31	2003	Nationwide 4G LTE/ 5G wireless internet, AI, IoT solutions for public & private sector customers.
Gowdy Bros. Electric, Inc 309 SW Pumice Ave. PO Box 459 Redmond, OR 97756	541-548-6495	541-548-5846	www.gowdybros.com accounting@gowdybros.com	Larry Gowdy, Reba Crise	6	1979	Business telephone & voicemail systems, voice, data & fiber optic cabling & termination. Security & fire alarms systems, access control, CCTV & wireless systems, paging & intercom. Wiring for commercial & residential buildings. Elevators & video surveillance systems. Trouble shooting & splicing. CAT 5E & Lan cable intallation & termination.
Ibex 501 SW Hill St. Bend, OR 97702	541-647-6670	N/A	www.ibex.co david.redell@ibex.co	David Redell	365	1984	Provides telemarketing, customer care & technical support services to FORTUNE 500 companies.
LS Networks (Subsidiary: Quantum Communications) 258 SE Salmon Dr. Redmond, OR 97756	541-923-5599	541-504-5737	www.lsnetworks.net marketing@lsnetworks.net	LoriAnn Kuhn	95	2005	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.



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▶ CONTINUED FROM PREVIOUS PAGE

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Services
Neff Networks 61178 Dayspring Dr. Bend, OR 97702	541-382-5563	N/A	brad@neffnetworks.com	Brad Neff	2	1990	Telephone equipment sales & service, voice & data cabling, voicemail, VoIP solutions & integrated voice-mail/phone systems, authorized dealer for NEC & ESI products. IP camera sales & installation.
Reynolds Technical Services 65234 78th St. Bend, OR 97703	541-389-9190	541-389-9190	N/A	Mark Reynolds	1	1993	Electrical, high-voltage power systems, wire systems control design, telecommunications & repair.
Sprint Store 63455 N Hwy. 97, Ste. 59 Bend, OR 97701	541-317-5100	909-421-7348	www.sprint.com	Joshua Hell	6	2001	Sprint wireless communication services.
TDS (Previously BendBroadband) 63090 Sherman Rd. Bend, OR 97703	855-696-8368	N/A	www.HelloTDS.com	Customer Service	250	1969	High-speed internet, TV entertainment & phone services to both residential & business locations. TDS also offers businesses VoIP advanced communications solutions, dedicated internet service, data networking & hosted-managed services.
TechLink Services 750 NW Charbonneau St., Ste. 201 Bend, OR 97701	828-348-0258	828-398-0428	www.techlinksvc.net Partners@TechLinkSVC.net	Mike Mudd	20	2007	Provides nationwide field service work for the installation of telecom, digital signage, cabling, electrical for the hospitality, retail & enterprise markets. Other services include RF engineering & VSAT installations.
Tomco Electric Inc. 850 NE First St. Bend, OR 97701	541-389-5424	541-317-0494	www.tomcoelectric.com info1@tomcoelectric.com	Colby Thompson	75	1973	Voice, data, fire alarm, security, fiber optics, closed circuit TV.
U.S. Cellular 3197 N Hwy. 97, Ste. A-3 Bend, OR 97703	541-385-0853	541-389-9599	www.uscellular.com	Adrian Zamarrita	6	1983	Cellular services, cellular phones & accessories.
Webformix 67 NW Hawthorne Ave. Bend, OR 97703	541-385-8532	541-385-8643	www.webformix.com info@webformix.com	Eric Ozrelie	11	2004	Residential & apartment complex/hotel wireless high-speed internet.
Yellowknife Wireless Company, LLC 1259 NE Second St., Ste. 200 Bend, OR 97701	541-385-0111	541-323-2406	www.ykwc.com info@ykwc.com	Chris Cappuccio	16	2005	Business & residential high-speed internet. Unlimited local & long-distance phone service starting at \$27/month. Fully hosted & managed VOIP solutions. Consolidate your communications & bring the savings of IP telephone lines directly to your home, desk or PBX. Includes voice-mail, conference-calling, call-forwarding, call-roll-over & caller-ID.

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

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Navigating the Next Chapter

Finding Purpose After Exiting Your Business

by DAVID ROSELL — Rosell Wealth Management

At Rosell Wealth Management, we specialize in guiding successful business owners through the six crucial opportunities that can make or break the transition from business ownership to life beyond the sale. Our signature program, *The 6% Advantage*, is designed to ensure owners are not just prepared for the transaction but for everything that comes next. Why 6%? Because only 6% of business owners plan their exit two or more years in advance — and we believe preparation is where the magic happens.



The opportunities within *The 6% Advantage* include Timing, Tax Minimization, Family Legacy, Asset Protection, Personal Investments, and Purpose. While most people get caught up in the financial and legal intricacies of a sale, today we want to talk about something deeper: *your purpose*. Because after the numbers settle and the ink dries, it's the non-financial aspects of life that often carry the greatest weight.

Central Oregon, known for its craft breweries, snowy slopes, and entrepreneurial spirit, has no shortage of go-getters launching businesses fueled by passion and hard work. But what happens when it's time to hang up your entrepreneurial hat? Just because you've mastered the art of growing a business doesn't mean the next chapter will come with a pre-written script. Many business owners know what they're retiring from but lack the clarity of what they are retiring to.

For many local business owners, stepping away from the company they built can feel like handing over the keys to Peaches, a classic car they've spent years restoring — there's excitement about what's next, but also a sense of unease about not being in the driver's seat anymore.

The Post-Sale Identity Crisis: You're Not Alone

While the allure of post-exit freedom sounds enticing, many entrepreneurs find the transition to be a double-edged sword. Here are some common challenges business owners face after selling their businesses:

- **Loss of Identity** — You weren't just a business owner; the business was a big part of who you were. Now that it's sold, you might be asking, "Who am I without it?"
- **Loss of Purpose** — Your business goals were your personal goals. Without those targets to hit, what's the new mission?
- **Feeling Adrift** — Your relationships — whether with customers, suppliers, or employees — blurred the lines between business and social life. Now, you're left wondering: *Who's my new tribe?*
- **Loss of Validation** — The respect and pride you earned as a business owner didn't come with a retirement package. Without the business, where do you find that sense of achievement?

This transition can be overwhelming, but fear not — much like hitting the trails at Mount Bachelor, it's all about preparation, strategy, and embracing the unexpected bumps.

Plan Ahead for the Next Chapter

One of the biggest mistakes entrepreneurs make is spending years preparing their business for sale but forgetting to plan for their *own* lives post-sale. If you're in the early stages of considering an exit — or even if the closing date is fast approaching — now is the time to start thinking about what comes next. Here are some strategies to smooth the way forward.

1. Define Your New Purpose

Running a business leaves little time for hobbies or non-business-related goals, and that's okay — until it isn't. In this next chapter, personal goals can become your North Star. Think of it as a business plan, but for your life.

- Is there a passion project you've always dreamed of starting?
- Are there skills you want to learn or adventures you want to pursue?
- How about giving back to the community through mentoring or philanthropy?

Much like launching your first business, building purpose after your exit

takes planning and vision.

2. Create New Routines (And Stick to Them)

The daily grind of running a business gives structure to your life — morning meetings, emails, employee check-ins. Without that framework, the days can feel disjointed. But here's the good news: You get to design a new routine.

- Morning bike ride at Phil's Trail? Yes, please.
- Midday coffee at Looney Bean with old friends? Why not.
- Evening wine at Va Piano? Absolutely.

New routines can offer rhythm and stability, helping you adjust to this new chapter.

3. Embrace the Power of Community

While you may not miss payroll Fridays, you *will* miss the camaraderie of your business relationships. That sense of connection doesn't have to disappear when your business does. Find or build new communities that align with your interests.

- Join a networking group, ski club, or volunteer organization.
- Reconnect with old friends or dive into hobbies you've sidelined.
- Find mentorship opportunities — your years of experience could be invaluable to the next wave of entrepreneurs here in Bend.

4. Discover New Sources of Validation

Let's face it — being known as "the boss" has its perks. You earned respect, status, and pride through years of hard work. After the sale, it's time to find new ways to experience that fulfillment. Whether it's through pursuing personal achievements, helping others, or exploring creative outlets, there are endless ways to reclaim that sense of pride.

5. Allow Time for the Transition

Selling a business is like summiting South Sister — it takes preparation, endurance, and a moment to catch your breath at the top. Transitioning to life post-exit isn't a quick sprint; it's a marathon. Give yourself permission to feel the mix of emotions that come with leaving behind a big part of your life.

Moving Forward with Purpose and Joy

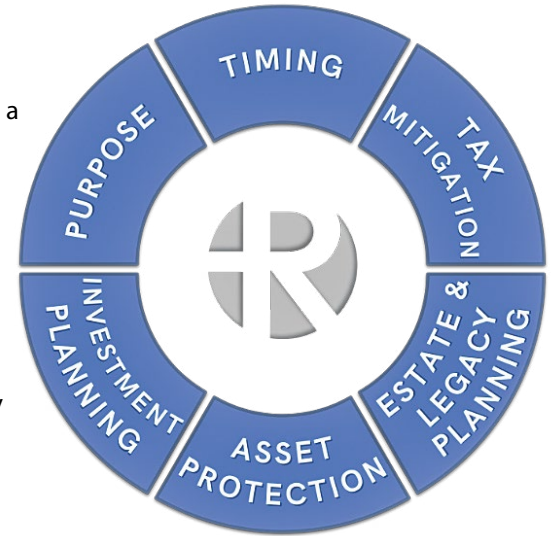
While the transition from business owner to the next phase of life may feel like navigating a river without a guide, it doesn't have to be daunting. With a little planning and a willingness to embrace the unknown, this chapter can be just as rewarding as the one before it.

As Bend's business community grows, more and more entrepreneurs will face this transition. So whether you're handing over the keys to your brewery, retail store, or consulting firm, the message is clear: You don't have to go it alone, and your best days might just be ahead of you.

The trails are calling, the rivers are waiting, and life after business is yours to create. Are you ready to enjoy the ride?

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.

RosellWealthManagement.com



Michael Sipe, President
CrossPointe, Inc.

Thinking of Selling Your Business? Don't Leave Money on the Table.

Considering a sale raises many challenging questions:

- How much is it worth?
- How can I keep a sale confidential?
- How can I find a great buyer?
- How can I protect my employees and customers?
- How can I Finish Strong and Exit Well?

For the past 34 years, I've been helping entrepreneurs sell their businesses. I recently wrote an Amazon #1 best-selling book. It's a street-smart guide on how to prepare, position and sell your business for top dollar. You might not be considering selling now, but it's never too soon to plan and prepare for your eventual profitable exit. Grab your copy of Finish Strong – Exit Well on Amazon and contact me confidentially to explore your business options.



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**Aaron
Tarnow**

4 Seasons Home Services (4 Seasons) has earned accreditation from the National Home Watch Association (NHWA) for the sixth year. The NHWA was formed in 2009 in order to establish and maintain the highest industry standards for Home Watch and absentee homeowner services throughout the United States and Canada (nationalhomewatchassociation.org/). Home Watch is a visual inspection of a home or property, looking for obvious issues, which means that it is a service that “keeps an eye on things” at your vacation or primary home while you are not in residence. All principals of NHWA Accredited Member companies are background-checked, insured, and bonded.

Owner **Aaron Tarnow** purchased 4 Seasons in 2019. For more than 30 years, 4 Seasons has provided Home Watch services to the resort community of Sunriver. Tarnow has expanded into more

Central Oregon, including the Bend, Crosswater, and Caldera Springs areas. 4 Seasons watches over 140 homes. In addition to Home Watch, they offer executive-level cleaning, handyman, vacation rental management, and coordination of repair services.

The Bend and Sunriver communities are located almost exactly in the center of Oregon. Because 4 Seasons is located on the east side of the Cascades Mountain Range, its climate is a high-desert rain shadow, not the rainy forest that many people associate with Oregon. Their region is growing significantly, with permanent residents and vacationers. Visitors and residents enjoy more than 300 days of sunshine a year, where they can play golf, ski at Mt. Bachelor (18 miles away and open from November to June), bike on miles of trails, play in the Deschutes River, or recreate in numerous other ways.

Tarnow moved to Bend from Traverse City, Michigan, in 2007, and he and his wife, Amy, enjoy all that their area has to offer. Before purchasing 4 Seasons, Tarnow worked in the medical field as an orthotist/prosthetist, while managing several rentals. Though quite a career change, Tarnow finds the customer service and project management aspects of Home Watch to be a fun and engaging change of pace. Amy is a native Oregonian and works as the Executive Director of the Mount Bachelor Sports Education Foundation. She helps Tarnow with bookkeeping and other management responsibilities for 4 Seasons.

Tarnow has earned the designation of Certified Home Watch Professional (CHWP) from the NHWA, placing him among the elite Home Watch providers in the industry. The CHWP designation shows his commitment to providing excellent service to his clients. Tarnow also serves as an NHWA Home Watch Boot Camp instructor and the Chapter Lead for the NHWA's North West Chapter.

After co-founding and serving as a volunteer executive director of **Scalehouse** for over a decade, **René Mitchell** has announced she will be stepping down from her role and passing the torch to **Marley Weedman Lorish**, who will assume the position of executive director starting in January 2025. Mitchell's visionary leadership has been instrumental in transforming Scalehouse into a thriving contemporary arts center, known for its commitment to fostering artistic expression, broadening equitable access to the arts, and advancing cultural engagement throughout Bend.

Mitchell, alongside co-founders Patricia Clark, Sandy Anderson, and Alex Anderson, laid the groundwork for Scalehouse during the organization's early brainstorming sessions in 2011. Together, they envisioned a space that would go beyond art exhibitions, creating a platform where diverse voices, creative thinkers, and community members could gather to explore and address pressing social and cultural issues. Founding Board Members who joined this effort, include: Cristy Lanfri, Dave Fox, and Elizabeth Quinn.

Weedman Lorish started as a volunteer at Scalehouse in 2020 and has been the operations and programming manager since fall 2023, and will transition to the executive director position. Weedman Lorish is a fourth-generation Central Oregonian and member of Phi Beta Kappa. Weedman Lorish is an interdisciplinary artist with an interest in the intersection of art and social health. She served as a college ambassador with Planned Parenthood Columbia Willamette, and co-authored the Diversity, Equity, Inclusion and Justice glossary for Central Oregon Health Council. She is trained in creating queer inclusive arts learning spaces for youth.



**René
Mitchell**

**Marley
Weedman Lorish**

Eric Zeece, a business leader with more than 25 years of experience has been appointed executive director of the new **Central Oregon Innovation Hub** based at **Oregon State University – Cascades**. Zeece will begin his new role on November 11.

As executive director, Zeece will collaborate with a steering committee of diverse regional economic and entrepreneurial stakeholders to develop and provide services that help innovation-based companies in Central Oregon grow, attract investment capital and create jobs.

The Central Oregon Innovation Hub is one of nine newly founded regional collaborations around the state. Innovation Hubs are funded by Business Oregon and the Oregon Innovation Council to support regional economies and entrepreneurs, help

advance innovation-based economic development, and encourage participation among populations currently underserved in the innovation economy.

The Central Oregon Innovation Hub is also funded by Economic Development for Central Oregon, The Ford Family Foundation and OSU-Cascades.

Most recently, Zeece was chief executive officer of Thyreos Inc, a startup biotech vaccine company that is commercializing technology developed at University of Nebraska, Northwestern University and Tufts University. Prior to leading Thyreos, Zeece led a consulting agency where he authored the Nebraska Department of Economic Development's State Small Credit Initiative program application and designed more than \$64 million in grant, loan and equity investment programs to support innovation and innovators in Nebraska.

Zeece has also worked as the innovation manager with Invest Nebraska Corporation,

as interim director, deputy director, and chief performance officer of the Nebraska Department of Economic Development, and as senior commercialization specialist with the Innovation Accelerator Foundation, a national accelerator that partnered with the National Science Foundation.

Zeece received an MBA from the University of Colorado – Colorado Springs.

Central Oregon Innovation Hub partners include the Bend Entrepreneur Lab, Bend Outdoor Worx and Outdoor Alliance, Bend Chamber of Commerce, Central Oregon Community College, Central Oregon Intergovernmental Council, City of Bend, Crook County, Cultivate Bend, Deschutes County, East Cascade Works, Economic Development for Central Oregon, East Cascades Works, Embark, Ford Family Foundation, Latino Community Association, Opportunity Knocks, Oregon Biosciences, Small Business Development Center at COCC, Rural Development Initiative and Warm Springs Economic Development Corp.



**Alexandra
Borstad**

Alexandra Borstad, a clinician with more than 30 years' experience as a physical therapist, researcher and teacher, recently joined **Oregon State University – Cascades** as a clinical professor and director of the Doctor of Physical Therapy program.

In her role, Borstad is responsible for the continued development and management of the DPT program, which employs about 35 full- and part-time faculty, including 10 core faculty with research responsibilities, and enrolls 126 students. In addition to academic and operations leadership, and faculty oversight and mentoring, she will also oversee admissions and recruitment planning, curriculum development, the DPT research program and future facility needs as the program grows.

Borstad will also teach classes in prosthetics and orthotics.

Before joining OSU-Cascades, Borstad worked in the DPT program at the College of St. Scholastica in Duluth, Minnesota for nearly a decade. There, she taught and oversaw research programming. Prior to that, Borstad worked in The Ohio State University's DPT program as a researcher and tenure track faculty member.

Borstad's research interest is in sensory-motor control and rehabilitation for people with central nervous system dysfunction. She earned a master's degree and Ph.D. from Ohio State and completed her post-doctoral training in physical medicine and rehabilitation at Ohio State. Prior to earning her advanced degrees, she worked for 15 years as a physical therapist, and was a certified specialist in neurologic physical therapy.

OSU-Cascades was the first public university in Oregon to launch a Doctor of Physical Therapy degree. The program addresses the need for physical therapists in Oregon and across the nation, especially in rural areas. Borstad's predecessor, Christine Pollard, founded the DPT program in 2021, and now serves as the senior associate dean for OSU-Cascades, overseeing the campus's academic affairs.

The City of Prineville announced the appointment of **Jeff Profio** as the new Chief of Police, effective November 18. With over 29 years of law enforcement experience, Profio has spent his career dedicated to serving the public and keeping communities safe.

Profio began his career as a police officer with the San Jose Police Department in California, where he advanced through the ranks over 24 years. In his leadership roles, he served as a team leader for the SWAT Team, sergeant of the fugitive apprehension team, and commander of special operations teams, including SWAT, bomb squad, canine, and traffic enforcement. He was instrumental in developing department-wide training in procedural justice and implicit bias, cultivating a culture of excellence and accountability.

Profio also served on the San Jose Police Department Chaplaincy board of directors for approximately six years, where he helped provide direction and conducted fundraising events for the program.

Currently, Profio serves as the second-in-command of a small agency, overseeing day-to-day operations and building a cohesive team. He has been a POST Master Instructor since 2005, a designation awarded by the state's Peace Officer Standards and Training (POST) program, which oversees the training and certification of law enforcement personnel. In this capacity, he has facilitated POST-certified courses that emphasize team building and principled policing, which will be foundational for the Prineville Police Department.

Before entering law enforcement, Profio worked for five years at the YMCA, where he integrated team building into youth programs. He has since developed and led workshops for non-profits, law enforcement agencies, and the private sector, focusing on a collaborative and human-centered approach to team dynamics.

The selection process for the new chief included a national search conducted in collaboration with a third-party firm, as well as community meet-and-greets and interviews with panels of regional public safety professionals, community leaders, and members of the Prineville Police Department.

The Deschutes Land Trust was recently named one of 100 Best Nonprofits to Work for in Oregon. The Land Trust ranked ninth in the small organization category.

Oregon Business creates the 100 Best Nonprofits to Work For in Oregon list each year. It showcases nonprofit organizations with best-in-class workplace practices, based on surveys sent to employees of the participating nonprofits. Oregon Business noted the Land Trust's "generous paid time off to allow employees to care for their families and enjoy their life outside work."

Voters have spoken: Nothing made in Oregon in 2024 is cooler than **Epic Aircraft's** E1000 GX, a carbon fiber turboprop that achieves jet-like performance without jet-like fuel consumption.

The winner of **OBI's** second annual **Coollest Thing Made in Oregon** contest was revealed at the conclusion of Wednesday's Vision Oregon Event. The E1000 GX topped Leatherman's iconic multitool to succeed last year's winner, Freres Engineered Wood's Mass Ply Panels, as Oregon's king of manufacturing cool.

Presented in partnership with Here is Oregon, this year's Coolest Thing Made in Oregon contest began in May. For three months, Oregonians nominated more than 100 Oregon-made products. An expert panel then chose

Who's Who

Continued from page 35

16 finalists, and in September Oregonians began to vote in a bracket-style contest that steadily narrowed the field until only one product remained standing. Or in this case flying.

October is national Manufacturing Month, and the announcement of the Coolest Thing Made in Oregon winner is the culmination of a multi-week celebration of Oregon manufacturers. On Oct. 4, the OBI Research and Education Foundation released a report on the condition of Oregon's powerful manufacturing sector. And from Oct. 7-9, the third annual Manufacturing and Innovation Roadshow toured a dozen manufacturers in the northwest corner of the state.

Oregon manufacturers employ 204,000 Oregonians and contribute \$36.3 billion to Oregon's economy. The median income of manufacturing workers exceeds those of workers in all other industries by 17%.

On October 23, the **Deschutes County Board of Commissioners** interviewed 15 applicants interested in serving on the **La Pine Park & Recreation District Board**, and following deliberation during their scheduled board meeting, unanimously approved the appointment of the following individuals to fill the five vacant board positions:

- **Seat #1 appointee, Janilee Carpenter** has been a member of the La Pine community for 11 years. She works as an administrative support specialist for Deschutes County Health Services.
- **Seat #2 appointee, Joel Brader** previously served on the Park & Recreation Board. He owns two businesses in La Pine, the Harvest Depot and Rosland Coffee House.
- **Seat #3 appointee, Brandon Tirrill** has been a member of the La Pine community for 21 years. He works as the head football coach and student success educational assistant at La Pine High School.
- **Seat #4 appointee, Carlos Soto** has been a member of the La Pine community since 2021. He is a general contractor, remodeling residential and commercial properties, and is the owner of C&KS LLC.
- **Seat #5 appointee, Shara Bauman** has served as a volunteer with the Park & Recreation District sports teams. She works as a senior escrow officer at First American Title in Sunriver.

The La Pine Park & Recreation District Board oversees recreational activities and programs in La Pine and the surrounding unincorporated communities in southern Deschutes County. The district is a separate governmental entity and has no affiliation with the county, but state law (ORS 198.320) required the Board of County Commissioners to promptly fill the positions following the resignation of all five board members on October 9.

Pursuant to the state law, the La Pine Park & Recreation District Board appointees will serve until the term expires June 30, 2025. All five district board positions will be opened for election during the next regular district election in May 2025. If they choose, the new board appointees can run as a candidate to continue serving on the district board.

Applicant interviews and the Commissioners' deliberation were recorded. The public can view video recordings of each interview by visiting deschutes.org/meetings.

Bethlehem Inn announces that it ranked number six (out of 100) of the best Medium Organization to work for in the **2024 100 Best Nonprofits to Work For in Oregon** list. This list showcases nonprofit organizations with best-in-class workplace practices, based on surveys sent to employees of the participating nonprofits.

The title of 100 Best Nonprofits is awarded annually to qualifying nonprofit organizations based on employees ratings of their satisfaction with five features of the workplace: work environment; management and communications; mission and goals; career development and learning; and benefits and compensation. Bethlehem Inn has earned a "100 Best" title for the last six years since it began participating.

Sunriver Brewing Company recently brought home the prestigious Brewery of the Year award (5,000-15,000 Barrels) at the 2024 Great American Beer Festival (GABF). Along with winning the Brewery of the Year award at the festival, several Sunriver Brewing Company beers picked up awards.

Fuzztail won gold for a second time at GABF in the American Wheat Beer category! The ever so cool Che Figata took home a Silver for Italian Style Pilsner. In the American-Style Strong Pale Ale category, aptly named Something Dank This Way Comes brought home the Gold.

Presented by the Brewers Association, GABF is the largest commercial beer competition in the world and recognizes the most outstanding beers produced in the United States. The Great American Beer Festival is America's premier beer festival with entries from 1,869 of America's best breweries and cideries competing. For more information on GABF visit: greatamericanbeerfestival.com.

Awards by Category:

- Brewery and Brewer of the Year (5,001-15,000 Barrels), Sunriver Brewing Company Gold, American Wheat Beer, Sunriver Brewing Co. - Fuzztail
- Gold, American-Style Strong Pale Ale, Sunriver Brewing Co. - Something Dank This Way Comes
- Silver, Italian-Style Pilsner, Sunriver Brewing Co. - Che Figata

Sunriver Brewing Company is a family owned Independent brewery located in Sunriver, Oregon that specializes in award winning quality craft beer, great food and inviting pubs. Sunriver Brewing Company first won Small Brewing Company of the Year at the Great American Beer Festival in 2017. In 2023 the brewery received Mid-size Brewery of the Year at the Best of Craft Awards and in 2024 received Large Brewery of the Year at The Oregon Beer Awards.



PHOTO | COURTESY OF SUNRIVER BREWING

Papé, a fourth-generation family-owned business and leader in capital equipment solutions, was recognized for its 85 years of business innovation and community service at the prestigious **Oregon History Makers** event. The annual celebration, organized by the Oregon Historical Society, took place on Sunday, October 6, at the Portland Art Museum.

The 2024 Oregon History Makers event brought together a diverse group of honorees, each contributing uniquely to Oregon's rich tapestry. Fellow honorees included Dr. David Huang for his transformative technology, Charles F. Sams III for his tribal and conservation leadership, and Susan Sokol Blosser for her pioneering entrepreneurship in the Oregon wine industry.

As a long-standing pillar of Oregon's business community, Papé has been instrumental in developing the infrastructure of the West. The company remains committed to its core values of excellence, innovation, and community service, continuing to invest in cutting-edge technologies and sustainable practices while fostering strong relationships with customers and partners across the West.

Papé extends its appreciation to the Oregon Historical Society for its crucial work in preserving and interpreting Oregon's rich history. The company encourages continued community engagement and support for organizations that contribute to the state's cultural heritage.



PHOTO | BY ANDIE PETKUS PHOTOGRAPHY

Bend-La Pine Schools presented its Administrator of the Year award Friday evening to **Scott Olszewski**, principal of La Pine High School. Superintendent Steven Cook and other district officials made the surprise presentation during halftime of the La Pine High Hawks home football game.

Olszewski has been with Bend-La Pine Schools for 19 years and is in his fourth year as principal at La Pine High School. His leadership is rooted in building strong relationships with students, staff, families, and the broader community.

From his innovative approach to improving school culture and climate, to his relentless commitment to student achievement, Olszewski is always pushing for progress.

Dr. Cook was joined Friday night by School Board Director Shirley Olson, Deputy Superintendent Lisa Birk, Executive Director of High Schools Katie Legace, and other District leaders. On behalf of Olszewski, representatives of MidOregon Credit Union presented La Pine High School with a \$500 check. MidOregon operates a student branch inside La Pine High School and helps teach students financial literacy.



ADMINISTRATOR OF THE YEAR SCOTT OLSZEWSKI WITH SUPERINTENDENT STEVEN COOK AND OTHER DISTRICT OFFICIALS | PHOTO COURTESY OF BEND-LA PINE SCHOOLS

Compass Commercial Construction is honored to be the recipient of the Sanctuary Reinvented Award at the 2024 Building a Better Oregon Awards for their work on the Juniper Mountain Counseling project. The Central Oregon Association of Realtors (COAR) hosted the awards ceremony on October 2, presenting plaques to eight winners and recognizing two honorable mentions. Compass Commercial's VP of Construction Rich Reese, along with Alex Collins with Blue Forty Architecture and Jim Mockaitis of Juniper Mountain Counseling, accepted the award.

Compass Commercial Construction performed a full renovation and rebuild of an old church facility, transforming it into a modern, functional office complex for Juniper Mountain Counseling. The transformation required detailed planning to repurpose the existing structure while incorporating modern design elements that reflect the needs of a therapeutic environment. A second floor was added to the former chapel area, creating 16 new offices. The facility now includes a total of 21 offices, two conference rooms, a reception area, and a play corral for children.

To improve lighting, the team added skylights to bring in more natural light in darker areas. New fireplaces were installed in the common area/break room and staff lounge to enhance comfort. The electrical system was reworked throughout the building, ensuring access to electrical outlets and systems without the need for additional power supply.

For over 40 years, COAR has recognized those who have enhanced the community with outstanding new or renovated buildings and projects. Each project is judged on economic impact, neighborhood improvement, unique design or use of materials, and environmental friendliness. Approximately 25 companies applied for the recognition and Compass Commercial is proud to be selected for this prestigious award.

Housing Works recently announced the hiring of **Lynne McConnell**, currently housing director for the City of Bend, as the next executive director for the organization. Housing Works is the largest provider of affordable housing in the Central Oregon region with more than 2,000 units under ownership and management in Crook, Deschutes and Jefferson Counties. McConnell will replace current executive director, David Brandt, who is retiring in December after six years.

Prior to coordinating housing programs for the City of Bend since 2017, McConnell was the deputy director of Community Services for NeighborImpact in Redmond. Before that she led multiple nonprofits in Alaska and was a former staff attorney for Legal Aid. She obtained her law degree from Lewis and Clark law school and her bachelor's degree from the University of Oregon.

Housing Works engaged a third-party search firm, Acumen Executive Search, to recruit a new leader, and utilized a broad community panel to help identify a successor for the organization.



PHOTO | BY ANDIE PETKUS PHOTOGRAPHY

Transformative Corporate Partnership Drives Positive Impact in Central Oregon Community

by JAMIE BIANCHINI

On October 30, three mission-driven organizations — Bethlehem Inn, Sensiba, and Purpose In Expenses (PIE) — came together to announce a \$5,300 recurring donation to support the essential work of Bethlehem Inn, a nonprofit providing critical shelter and resources for the homeless in Bend and Redmond. This partnership not only demonstrates the power of community-driven corporate engagement but also showcases a collaborative approach to philanthropy, amplifying corporate resources for community impact.

Bethlehem Inn serves as a beacon of hope in Central Oregon, offering housing, food, and resources to individuals and families experiencing homelessness. By providing comprehensive support, including employment assistance and stability programs, Bethlehem Inn empowers residents to rebuild their lives and work toward independence. With support from community-focused organizations like Sensiba and PIE, Bethlehem Inn can continue expanding its programs and sustaining its long-term impact.

A Shared Commitment to Purpose-Driven Work

Sensiba, a purpose-driven accounting and advisory firm with a strong presence in Bend, recognized the potential for its routine operating expenses to make a difference in the communities it serves. Partnering with PIE, Sensiba identified an opportunity to optimize its Microsoft 365 license expenditures, transforming this everyday business expense into a recurring community contribution. By leveraging PIE's Purpose-Powered Microsoft service, Sensiba's Bend office will be redirecting a portion of its annual Microsoft budget to generate a reliable stream of financial support for Bethlehem Inn, helping reduce their annual capital campaign efforts to enable the team to enhance their efficiency to better serve the community.

Igor Zaika, Sensiba's Chief Technology Officer, reflected on the initiative: "Until now, my department has never had the opportunity to directly generate impact metrics. PIE's Microsoft team was knowledgeable, professional, and a pleasure to work with. Our IT team is delighted to have found a simple yet powerful way to optimize our budget and actively participate in our mission to use business as a force for good."

Transforming Business Expenses into Community Support

Purpose In Expenses (PIE), a pioneering Bend-based social venture specializing in socially responsible expense management, empowers companies to transform standard operating costs into community donations. PIE's innovative and mission-driven business services brokerage has helped companies like Subaru of Bend, Beaver Coach, Tower Theater, and Sensiba to transform expenses like phone, internet, Microsoft, and payment processing into recurring financial support of impactful nonprofits. The partnership with Sensiba is one of several initiatives by PIE aimed at creating sustainable funding channels for nonprofits like Bethlehem Inn.

"Corporate partnerships, like the one between PIE, Sensiba, and Bethlehem Inn, are transformative," said Gwenn Wysling, director of Bethlehem Inn. "This collaboration goes beyond financial support; it is about creating lasting change by utilizing existing community resources. Together, we're able to initiate meaningful efforts that benefit everyone involved, marking the beginning of something truly impactful for our community."

A Collaborative Model for Lasting Impact

The \$5,300 donation — generated from Sensiba's Microsoft 365 license optimization — marks the first installment in an ongoing series of annual contributions, ensuring that Bethlehem Inn can rely on consistent annual support to drive its mission forward. As PIE, Sensiba, and Bethlehem Inn work together, this partnership underscores the potential for businesses to create lasting social impact by reimagining traditional corporate expenses.

PIE's first donation to Bethlehem Inn is scheduled for October 30th between 1-2PM at their 25th anniversary open house event at 20363 Mervin Sampels Road in Bend. The collaboration between these three organizations aims to inspire other businesses and nonprofits to explore similar innovative partnerships. By transforming routine expenses into community support, this partnership serves as a model for impactful, purpose-driven business practices that benefit local communities.

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"From our hospice and palliative care clinicians to volunteers, leadership, and partner veteran groups across Central Oregon, everyone is committed to supporting the unique needs of seriously or terminally ill veterans in this community and ensuring they get the highest level of care they deserve."

- Maureen Dooley, USMC Veteran & Partners In Care Veterans Outreach Coordinator



As a nationally recognized **Level V We Honor Veterans Partner**, our team places the utmost importance on caring for the unique needs of veterans in Central Oregon.



Partners In Care
PartnersBend.org

Leland Chase,
US Army
Vietnam Veteran

TSA Pre✓®

Continued from page 3

a photo. IDEMIA offers TSA Pre✓® enrollment for \$78 and if approved, travelers get a five-year membership with the program.

Following the in-person enrollment appointment, most applicants receive their Known Traveler Number (KTN) in about three to five days. The KTN number must be added to flight reservations to enjoy TSA Pre✓® benefits.

TSA Pre✓® was created in December

2011 as a way to provide low-risk travelers with a smoother experience through airport security. It's a great option for travelers looking to save time. Enrolled members do not need to remove shoes, laptops, 3-1-1 liquids, belts, or light jackets. They also access TSA Pre✓® dedicated screening lanes at over 200 participating U.S. airports nationwide.

"The holiday travel season is always one of the busiest times for commercial airports and with that comes longer lines at our counters and security checkpoints," states Airport Director Zachary Bass. "Enrolling in TSA Pre✓® before traveling can make

navigating holiday congestion a bit more manageable."

If you are unable to make the Redmond Municipal Airport enrollment event, but are still interested in enrolling in TSA Pre✓®, please complete the application online and schedule an appointment at one of the 560+ enrollment centers nationwide.

About IDEMIA Identity & Security (I&S) North America:

IDEMIA I&S North America is a leader in identity security and authentication services to governments and private companies, operating in North America. Our mission is to Unlock the World, Make

It Safer — helping people access what matters most, more quickly, more safely, and more securely, in both the physical and the digital worlds. Our best-in-class technology helps to authenticate and secure physical and digital transactions. IDEMIA is recognized by the National Institute of Standards (NIST) as a top-ranking participant in the Institute's passenger facilitation simulation testing as well as in its regular Face Recognition Vendor Test (FRVT) rankings, reinforcing the trustworthiness and reliability of IDEMIA's facial recognition solutions for government and consumers alike.

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Discovery West

Continued from page 3

neighborhood and the first overnight lodging option of its kind in this part of Bend," said "These lovely townhomes are perfect for staycations or for visiting family and friends, as well as anyone wanting top tier accommodations in a prime location on the west side of Bend. For those seeking the perfect base for exploring Central Oregon, Aerie promises to deliver an unforgettable experience."

The Discovery West development team and its partners will own the properties, while AvantStay — a premium hospitality brand known for its beautifully designed accommodations, top-notch amenities and concierge services — will manage them.

Aerie's Discovery Corner location, at the intersection of NW Skyline Ranch Road and NW Ochoa Drive, could not be more ideal. Perched above an array of newly opened and soon-to-open new retail shops, eateries and businesses, a cup of coffee or take-away treat will be right within reach, while the restaurants of NorthWest Crossing are less than

a half mile away. The townhomes encircle a central plaza — a community gathering spot — which is a great place for friends and family to gather to relax around the plaza's centerpiece: a fire pit sculpture inspired by the Discovery West pinecone logo. Surrounding the fire pit are benches and low planters, adorned with mosaic murals.

Those who reserve now can take advantage of a special discount code: DISCOVERYWEST. This provides a ten percent discount of up to \$250 off when booking through the AvantStay website.

About Discovery West:

Discovery West, situated on 245

acres on Bend's westside, is the newest community in development by the team behind award-winning NorthWest Crossing. Discovery West offers a variety of home types and sizes, Discovery Corner community plaza, select retail shops, Aerie by AvantStay luxury overnight vacation rentals, public art installations, and 40 acres of parks, trails and open land. The development team's vision for creating livable, detail-oriented communities that respect the Central Oregon landscape and lifestyle is apparent throughout the neighborhood.

discoverywestbend.com

Landmark Deal

Continued from page 3

was largely attributed to the strong professional relationship between Ramage and Lyons. Both brokers

brought years of experience and a mutual respect that facilitated seamless coordination between their respective firms. "There is a high level of mutual respect between the two companies and certainly between the two of us," said Jay Lyons. This trust and collaboration allowed them to navigate

complex negotiations, meet the client's objectives, and ultimately deliver a successful result for all parties involved.

Community Impact and Future Development

The sale of the Les Schwab property will have a lasting impact on the Bend community, serving as a catalyst for further development in the Central District. The new owner, ProjectPDX, has plans to construct two five-story multi-family buildings with approximately 150 units and ground-level retail space. In addition, the iconic Les Schwab building will be adaptively reused to include street-level retail, aligning with the city's goals for the area.

This development has already garnered strong public support, with

residents like Ryan Starr expressing excitement about the project's potential to meet the growing city's housing and commercial needs. "This development will kick-start change in the area towards the type of buildings we need as a growing city," Starr wrote in an email to Karen Swenson, senior planner for the City of Bend.

The successful completion of this transaction is a testament to the hard work, dedication, and expertise of Walt Ramage and Jay Lyons. Their efforts not only delivered a win for their clients but also laid the groundwork for a transformative development that will benefit the community for years to come.

naicascade.com

Seasonal Fire Hiring

Continued from page 3

USAJobs.gov profile in advance to save time once the hiring process opens.

For a list of open positions and announcement numbers for the Deschutes National Forest, applicants

can visit fs.usda.gov/detail/deschutes/home/?cid=FSEPRD1210296.

For questions about applying, please send an email to SM.FS.Des_TempHire@usda.gov. Visit the Forest Service Careers webpage to learn more about career opportunities, benefits, hiring events, and resources to help with the application process.

USAJobs.gov

Financial Planning

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What is a CFP? A Certified Financial Planner (CFP) is a professional designation awarded to financial advisors who have met rigorous education, examination, experience, and ethical requirements. Unlike general financial advisors, CFP professionals are trained to provide comprehensive financial planning services, including investment, retirement, tax, and estate planning.

Here are a few types of problems that CFP professionals can help you solve:

- **Running financial scenarios.** Before making big decisions like taking a sabbatical, purchasing a house, or investing to grow your wealth, advisors can help determine the impact and review all options so you can make informed decisions.

- **Planning for layoffs.** Have a plan in

place in case you are laid off. Be sure you can maintain financial stability during transitions.

- **Handling complex decisions.** Along with the complexity of tech compensation comes creative solutions. But understanding when and how to apply these tactics can be overwhelming. Having a financial team to strategize with can help you make smart financial decisions.

If you've been managing your money on your own, the thought of sharing intimate details of your financial life can feel vulnerable. After all, you've made it this far on your own and the idea of paying someone to advise you may seem unnecessary.

But consider this, you are likely a high performing, goals driven, human with plenty of responsibility. The thing is, you're human. You're not supposed to know how to do all of this on your own. Talking through an important decision can have massive benefits and leave you feeling confident in your financial future.

Disclosures and Sources

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the foregoing material is accurate or complete. Prior to making an investment decision, please consult with your financial advisor about your individual situation.

Certified Financial Planner Board of Standards, Inc. (CFP Board) owns the certification marks CFP, CERTIFIED FINANCIAL PLANNER, and CFP (with plaque design) in the United States, which it authorizes use of by individuals who successfully complete CFP Board's initial and ongoing certification requirements.

The foregoing information has been obtained from sources considered to be reliable, but we do not guarantee that it is accurate or complete, it is not a statement of all available data necessary for making an investment decision, and it does not constitute a recommendation. Any opinions are those of Awbrey Swanson and not necessarily those of Raymond James.

bendwealth.com • 541-306-4324 • awbrey@bendwealth.com

Unlocking Prosperity

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"In collaboration with BBSI, Pacific Crest Bus Lines is set for strategic growth and market expansion with a newly developed business blueprint. This comprehensive plan charts a clear course for success, prioritizing targeted driver recruitment, new route expansions, and strengthened operational support to meet increasing

demand. Beyond just planning, BBSI is actively supporting Pacific Crest Bus Lines in achieving these goals, providing consistent accountability, and tracking progress to ensure sustainable growth. This partnership underscores Pacific Crest's commitment to enhancing service quality and operational excellence across Oregon." ~ Anthony Ferro, President, Pacific Crest Bus Lines

Step 7: Follow Through and Adjust

Regularly check in on the progress of the action items outlined in

your blueprint. Schedule follow-up meetings to discuss accomplishments, challenges, and any necessary adjustments to the plan. Flexibility is key, as the business landscape can change rapidly, and your strategies may need to adapt accordingly.

Conclusion

By focusing on the six pillars of business and following a structured approach, SMBs in Central Oregon can identify gaps, seize opportunities, and create actionable plans for growth.

By working together with your team, you can build a sustainable roadmap that not only addresses immediate challenges but also paves the way for long-term success. Embrace the Deep Dive process and watch your business flourish.

As you reflect on your own business, consider whether it's time to initiate a Deep Dive. The insights gained from this process can lead to significant improvements, making it an investment in your business's future.

bbsi.com

Central Oregon Business Calendar

Email Your Upcoming Business Events to CBN@CascadeBusNews.com

Event Details at CascadeBusNews.com/Business-Events

BUSINESS EVENTS



November 6

5pm Deschutes County Board of Commissioners and City of Sisters Joint Meeting at Sisters City Hall.

November 7

8-9:30am Bend Chamber Commerce & Coffee at Touchmark at Pilot Butte, Bend.

November 7

11:45am-1pm ConnectW Munch & Mingle at Madaline's in Redmond.

November 7

5-7pm Bend Chamber Bend ET Expert Lab — Mentorship Unlocked at Cascades Theatrical Company.

November 8

8-9am Madras Chamber Coffee Cuppers at MACRD.

November 11

2pm Madras Chamber Veteran's Day Parade at Sahalee Park.

November 13

5-7pm Bend Chamber Bend ET Social at Washington Trust Bank, Bend.

November 13

5:30pm Deschutes County Board of Commissioners and City of La Pine Joint Meeting at La Pine City Hall.

November 14

11:45am-1pm ConnectW Munch & Mingle at Olive Garden Bend.

November 15

8-9am Madras Chamber Coffee Cuppers at Desert Inn Bar & Grill.

November 16

5-9pm Boys & Girls Clubs of Bend Annual Flannel & Frost Dinner and Auction at Boys & Girls Clubs Downtown Bend Clubhouse.

November 19

5:30pm OSU-Cascades Science Pub, Mapping War via Satellite, at OSU-Cascades Edward J. Ray Hall, Bend.

November 19

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

November 21

11:30am-1pm City Club of Central Oregon November Forum, Groundwater Grief, River Relief: The Status and Future of Central Oregon's Water Supply, at UUFCA, Bend.

WORKSHOPS & TRAINING



(Ongoing)

COCC Small Business Development Center Virtual Classes.

Building Permits

COMMERCIAL PERMITS WEEK ENDING 10-11-2024 & 10-18-24 & 10-25-24

City of Bend

\$45,000.00	-	Commercial (Alteration) 3,929 sf. at 1410 SE Wilson Ave. Bldg 1 Bend 97702 OR Owner: School Dist #1 520 NW Wall St. Bend, OR 97703 Permit # PRRE202405023
\$32,010.00	-	Commercial (Alteration) 601 sf. at 20870 Redside Ct. Bend 97701 OR Owner: Redside Court Holdings, LLC Builder: Compass Commercial Construction Services, LLC 541-848-4073 Permit # PRRE202406676
\$1,675,080.00	-	Commercial (New) 13,686 sf. at 710 SE Logsdan St. Bend 97702 OR Owner: 710 Logsdan Street, LLC Builder: Empire and Construction & Development, LLC 541-389-0070 Permit # PRNC202402924
\$1,573,560.00	-	Commercial (New) 12,492 sf. at 710 SE Logsdan St. Bend, OR 97702 OR Owner: 710 Logsdan Street, LLC Builder: Empire and Construction & Development, LLC 541-389-0070 Permit # PRNC202402929
\$1,332,450.00	-	Commercial (New) 2 sf. at 710 SE Logsdan St. Bend 97702 OR Owner: 710 Logsdan Street, LLC Builder: Empire and Construction & Development, LLC 541-389-0070 Permit # PRNC202402926
\$1,180,170.00	-	Commercial (New) 9,474 sf. at 710 SE Logsdan St. Bend 97702 OR Owner: 710 Logsdan Street, LLC Builder: Empire and Construction & Development, LLC 541-389-0070 Permit # PRNC202402928
\$95,000.00	-	Commercial (Alteration) 4,000 sf. at 1664 NW Lewis St. Unit 2 Bend 97703 OR Owner: Susan D' Alessandro Rev Living Trust Builder: Charter Construction, LLC 206-382-1900 Permit # PRRE202405534
\$95,000.00	-	Commercial (Alteration) 4,000 sf. at 1671 NW William Clark St. Unit 11 Bend 97703 OR Owner: Greg Welch Builder: Charter Construction, LLC 206-382-1900 Permit # PRRE202405536
\$18,125.00	-	Commercial (Alteration) 46 sf. at 807 SW Industrial Way Bend 97702 OR Owner: Old Mill Properties, LLC Permit # PRRE202406072
\$7,327,825.00	-	Commercial (New) 63,464 sf. at 20485 NE Funner Pl. Bend 97701 OR Owner: FSC Bend, LLC Builder: Kellcon, Inc. 541-312-4034 Permit # PRNC202401107
\$1,116,720.00	-	Commercial (New) 9,494 sf. at 20489 NE Funner Pl. Bend 97701 OR Owner: FSC Bend, LLC Builder: Kellcon, Inc. 541-312-4034 Permit # PRNC202401112
\$1,116,720.00	-	Commercial (New) 9,495 sf. at 20487 NE Funner Pl. Bend 97701 OR Owner: FSC Bend, LLC Builder: Kellcon, Inc. 541-312-4034 Permit # PRNC202401116

Deschutes County

\$32,250.00	-	Commercial (New) 707 sf. at 64061 N Hwy 97 Bend 97701 OR Owner: Shawn Kormondy Ira 2001 Spring Rd. #Ste. 700 Oak Brook, IL 60523 Permit # 247-23-008244
\$101,436.00	-	Commercial (New) 314 sf. at 64061 N Hwy 97 Bend 97701 OR Owner: Shawn Kormondy Ira 2001 Spring Rd. #Ste. 700 Oak Brook, IL 60523 Builder: Tewalt & Sons, Inc. 541-419-5172 Permit # 247-24-000091
\$82,751.00	-	Commercial (New) 434 sf. at 64061 N Hwy 97 Bend 97701 OR Owner: Shawn Kormondy Ira 2001 Spring Rd. #Ste. 700 Oak Brook, IL 60523 Permit # 247-24-000090
\$71,883.00	-	Commercial (New) 314 sf. at 64061 N Hwy 97 Bend 97701 OR Owner: Shawn Kormondy Ira 2001 Spring Rd. #Ste. 700 Oak Brook, IL 60523 Permit # 247-24-000092
\$69,314.00	-	Detached Accessory Structure at 23388 Butterfield Trail Bend 97702 OR Owner: Mark & Beth Bilton 23388 Butterfield Trail Bend, OR 97702 Permit # 247-24-005067
\$65,400.00	-	Commercial (New) 314 sf. at 64061 N Hwy 97 Bend 97701 OR Owner: Shawn Kormondy Ira 2001 Spring Rd. #Ste. 700 Oak Brook, IL 60523 Permit # 247-24-000088
\$57,773.00	-	Commercial (New) 201 sf. at 64061 N Hwy 97 Bend 97701 OR Owner: Shawn Kormondy Ira 2001 Spring Rd. #Ste. 700 Oak Brook, IL 60523 Builder: Tewalt & Sons, Inc. 541-419-5172 Permit # 247-24-000089
\$45,000.00	-	Commercial (Alteration) at 14867 South Century Dr. Bend 97707 OR Owner: AT & T 65100 Quail Farm Rd. Bend, OR 97703 Permit # 247-24-004871
\$335,161.00	-	Commercial (New) 1,822 sf. at 210 N Woodson St. Sisters 97759 OR Owner: WH Sisters, LLC 8215 SW Tualatin Sherwood Rd. #200 Tualatin, OR 97062 Permit # 247-24-004307
\$1,191,800.00	-	Commercial (Tenant Improvement) at 51615 Bluewood Ave. La Pine 97739 OR Owner: La Pine Community Health Center PO Box 3300 La Pine, OR 97739 Permit # 247-24-002595
\$265,000.00	-	Commercial (New) at 771 W Hood Ave. Sisters 97759 OR Owner: Big Red Blok, LLC 61678 Summer Shade Dr. Bend, Or 97702 Builder: Cohen Skovborg, LLC 541-617-9190 Permit # 247-24-003362
\$45,000.0	-	Commercial (Alteration) at 18305 Cottonwood Rd. Sunriver 97707 OR Owner: AT & T PO Box 3699 Sunriver, OR 97707 Permit # 247-24-004986
\$10,000.00	-	Commercial (Addition) at 2155 W McKinney Butte Rd. Sisters 97759 OR Owner: Sisters School District #6 115 N Locust St. Sisters, OR 97759 Builder: Sunwest Builders 541-548-7341 Permit # 247-24-001903

City of Redmond

\$115,456.00	-	Commercial (Tenant Improvement) 4,677 sf. at 760 NE Jackpine Ct. Redmond 97756 OR Owner: IBC Development, LLC 532 NW Sean Ct. Bend, OR 97703 Builder: Raymond Handling Concepts Corp. 562-351-4356 Permit # 711-24-002012
\$347,746.00	-	Commercial (New) 1,792 sf. at 2303 SW 1st St. Redmond 97756 OR Owner: City of Redmond 411 SW 9th St. Redmond, OR 97756 Builder: Griffin Construction, LLC 541-447-7237 Permit # 711-24-000945
\$90,000.00	-	Commercial (Alteration) at 1315 NW 4th St. Redmond 97756 OR Owner: Desert Orthopedic - Redmond, LLC PO Box 1517 Pendleton, OR 97801 Permit # 711-24-001679
\$51,500.00	-	Commercial (New) 2,160 sf. at 1800 SE Usfs Dr. Redmond 97756 OR Owner: City of Redmond 411 SW 9th St. Redmond, OR 97756 Builder: Buck Canyon Construction, LLC 503-320-3359 Permit # 711-24-001948

Town & Country

Excellerate

Over three hundred top business leaders attended the third annual Excellerate Central Oregon Business Forum at the Riverhouse on September 27. Produced by Michael Sipe and 10x Catalyst Groups, Excellerate is the premier business conference in the region. It featured three top level speakers: Justin Coats on "AI Tools for Your Business," Carmen Ohling on "Building a High Performance Team," and Logan Blasdel on "The Courage to Lead." Blasdel's presentation was novel in a business setting, as he's a nationally ranked bullfighter, and thus uniquely qualified to speak on the topic of courage. Ohling is a renowned business coach and speaks

across the country, as was evident to all from the professionalism and impact of her message. Coats brought eye-opening insights into Artificial Intelligence, a topic of critical importance to every business owner. Each speaker's message was followed by vibrant roundtable discussions, where attendees shared their own best practices. The event highlighted three local nonprofits, which were the beneficiaries of net proceeds from the Forum: New Each Morning, Heart of Oregon, and Central Oregon Collective. Based on the success of the last three years, we expect Excellerate 2025 to be even bigger and better.

Photos courtesy of 10x Catalyst Groups

