**More Businesses** Focused on **Employees' Health** & Wellness

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Enhancing & Promoting the Economic Vitality of Central Oregon Since 1994

# **Accomplished** under 40

#### **CBN Staff Report**

s CBN celebrates our 19th year of honoring young business leaders in Central Oregon, we — along with our sponsor, Washington Trust Bank — thought it would be fun to reach out to some of our past award winners and ask...

# WHERE ARE **THEY NOW?**



RUSSELL HUNTAMER ~ 2016 AWARD WINNER

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

Stay the course — and be even more focused, determined and committed. In my younger years, I occasionally considered changing careers. But sticking with Compass has paid off in more ways than I could have imagined. The strength of my network, client base and book of business continues to open doors daily. And just as important, the people I work with have become like family.

#### What has changed the most in Central Oregon since then?

I received the award in late 2016, and the changes in Central Oregon since then have been nothing short of transformative. Both Bend and Redmond have seen substantial population growth — with Bend surpassing the 100,000-resident milestone — alongside major infrastructure improvements and a wave of economic development.

We've witnessed the rise of vibrant mixed-use communities like The Hixon, Jackstraw and The Grove in Northwest Crossing, as well as larger multi-zone master-planned developments such as

**Insurance Trends & Challenges** 

## **Changes to the World of Insuring**

#### by NOAH NELSON — CBN Feature Writer

or an industry based on evaluating and mitigating perceived risks, the insurance industry is undergoing a particularly volatile era. Inflation, on a global level, remains high but steadily decreasing, while there is uncertainty about interest rates. Globally and locally here in Central Oregon, consumer confidence remains shaky, due to a mix of factors. Increased threat of natural disaster, such as forest fires, causes problems for insurance, while global factors like geopolitical instability and trade patterns that suggest an increase in protectionist policy, also keep confidence shaky.

However, many in the industry remain optimistic, and point to a shifting landscape as one that doesn't inspire fear or doubt but instead offers new paths and opportunities for growth.

On a personal level, there are a number of challenges facing the industry. The coverage gap between mature and emerging economies widened, and most growth in developed markets was obtained through rate increases, indicating a lack of expansion into new risks. The question of whether or not people can even afford insurance, emerged as a significant topic in some markets including many in the U.S. This is likely due to rising underlying

asset prices, the cost of repairs and frequency of damage (especially in areas exposed to physical risk), and rising reinsurance costs.

Amid these challenges, there are still opportunities to pivot, grow and serve the community. An aging population and evolving customer purchasing patterns present opportunities for carriers to rethink their capabilities and offerings. With the continued rise of physical risk, carriers will need to invest in new capabilities to help manage, mitigate and transfer the risk related to natural disasters. Evolving technology, particularly AI and generative AI, will enable carriers to rethink and innovate the way they do business.

On a commercial level, global lines have seen consistently strong growth. Over the last five years, commercial premiums have increased by an average of 8 percent annually. Almost all growth within the commercial sector has been driven by higher premiums, and insurers must now focus on how they capture consistent, profitable growth amid the shifting market landscape.

According to the McKinsey & Company 2025 Global

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# **Engineering Spotlight — Pages 11-18**

# A People-First Firm

# **Ashley & Vance Engineering Celebrate 20 Years**

#### by NOAH NELSON — CBN Feature Writer

shley & Vance Engineering, an engineering firm founded on the principle of "do what you love with people you like," is celebrating their 20th anniversary in business. The founders, Charles Ashley and Truitt Vance, first began their work together at a different firm, where Ashley hired and mentored Vance for two and a half years.

Vance, always being one to follow his convictions, left that firm after feeling that there wasn't enough room to grow, despite enjoying the job and his work with Ashley. About two years later, Ashley left as well and joined Vance at the new firm, officially forming Ashley & Vance Engineering.

From the very beginning, we wanted to work at a place that did great work, but also provided lots of opportunities for growth," said Ashley. "And we really value a workplace that is enjoyable for everyone. That always helps everyone

involved do better work and feel more connected to those around them."

Discussing the company's philosophy of "do what you love with people you like," Vance said, "I like to note there



CHARLES ASHLEY AND TRUITT VANCE | PHOTO COURTESY OF ASHLEY & VANCE ENGINEERING

are two equally important parts to this mission statement: people and projects. These two things are intrinsically connected, and this guides how we choose projects, who we hire and how we lead together."

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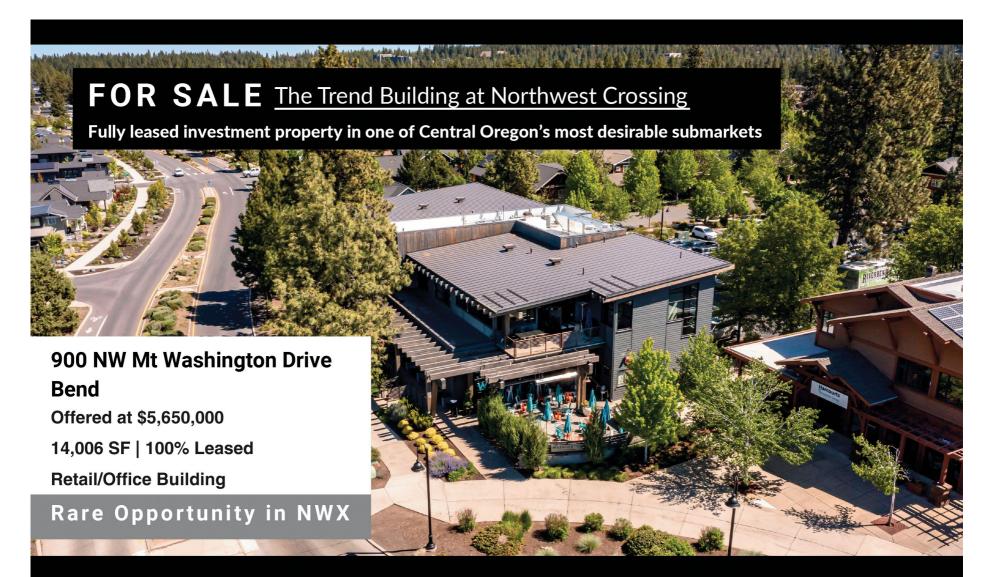
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RYAN AMERONGEN Broker, CCIM 541.213.8967 ra@buccolagroup.com

42 NW Greenwood Avenue, Bend 541.728.0033 info@rmkporegon.com www.keypropertiesoregon.com

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Send press releases/photos to cbn@cascadebusnews.com

#### CONTRIBUTORS

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#### PRODUCERS

TRODUCERS
FounderPamela Hulse Andrews
President/CEOJeff Martin
Editor/Production Director/ Feature WriterMarcee Hillman Moeggenberg
Content Proofreader Emma Carpenter
Feature WriterLeah Etling
Feature WriterAndrea Hine
Feature Writer Simon Mather
Feature WriterNoah Nelson
Distribution David Hill

## Applications Now Open for the 2025 Bend Venture Conference

Twenty-two years. \$14 million invested. Countless connections that launched the next big thing.

Bend Venture Conference, presented by EDCO, is the Pacific Northwest's longest-running angel investment conference, and applications are open now. BVC isn't just about pitching, it's about building relationships with entrepreneurs, investors and

This year's conference will feature two competition categories: Growth Stage and Early Stage. The 2025 Early Stage competition will be open exclusively to Oregon-based companies, strengthening

ontinued on Page 30 🕨

# Brasada Ranch Ranks No. 5 in Travel + Leisure's 2025 Awards

Brasada Ranch has been ranked the No. 5 Resort in the West in the Travel + Leisure World's Best Awards 2025 readers' survey! This is a huge honor for the stunning Central Oregon retreat.

Just outside Bend, Brasada blends mountain-modern luxury with sweeping high-desert views, and it's a go-to for everything from family

getaways to romantic escapes.

Sunriver Resort also made the list at No. 6, along with three other Oregon resorts throughout the state.

See the full list of winners at travelandleisure.com/worlds-best-awards-2025-resorts-western-us-11736030.

travelandleisure.com

#### RECENT TRANSACTIONS

Chuck Brazer, NAI Cascade, represented the seller of a 15-unit modular home community in La Pine. This property closed at \$2,256,625.

REMAX Key Properties broker Ryan Amerongen, CCIM represented the seller, Fish Barrell LLC, in the sale of 601 N Larch Street in Sisters. The 32,460 SF building on 2.73 acres of light industrial zoned land in the Sisters Business Park sold for \$5,500,000.

Paul Evers, NAI Cascade, represented the Landlord and Tenant in leasing 1,865 SF of office space at 20655 Carmen Lp in Bend.

REMAX Key Properties broker Ryan Amerongen, CCIM represented the Landlord, Old Mill Holdings LLC, and the Tenant in the lease of 5,750 SF of office space located at 395 SW Bluff Drive in Bend.

Jenn Limoges, CCIM and Paul Evers, NAI Cascade, represented the Landlord in leasing

ontinued on Page 30

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

## **OSU-Cascades Plans to Consolidate Campus** Operations, Sell Graduate & Research Center

by CHRISTINE COFFIN — Oregon State University - Cascades

Planners at Oregon State University -Cascades are seeking to sell the Graduate & Research Center as they prepare for the consolidation of academic and other operations onto the university campus on Chandler Avenue in Bend.

The Graduate & Research Center will be listed for sale this week with Fratzke Commercial for \$8.2 million.

The Graduate & Research Center OSU-Cascades' only off-campus property. Located at 650 SW Columbia Street in Bend, the 28,000 square-foot building was purchased in 2011 with private, state and university funds.

"By selling the Graduate & Research Center as outlined in our long-range development plan, we can centralize our mission on OSU-Cascades' 128-

ontinued on Page 30

# PMW Expands to Central Oregon Owners of late-model Audi, BMW, MINI to personalized service.

and Volkswagen vehicles in Redmond, Bend, Sunriver, Tumalo, Sisters, La Pine, Prineville, Terrebonne and Madras can now experience the same exceptional service our Portland clients have relied on for years.

PMW of Redmond is operated by PMW's founding Master Certified Technician, Niles Todd, and longtime Client Advisor, Emily Todd. Together, they bring over a decade of experience, unmatched expertise and a commitment

- Portland Motor Works (PMW) has been in operation in Portland since 2014 and has a strong reputation for quality service and repair. We have deep roots in Portland and Central Oregon. We see a significant need for our style of expertise and service for clients that appreciate a higher standard of customer service.
  - The owner, Niles Todd, began his

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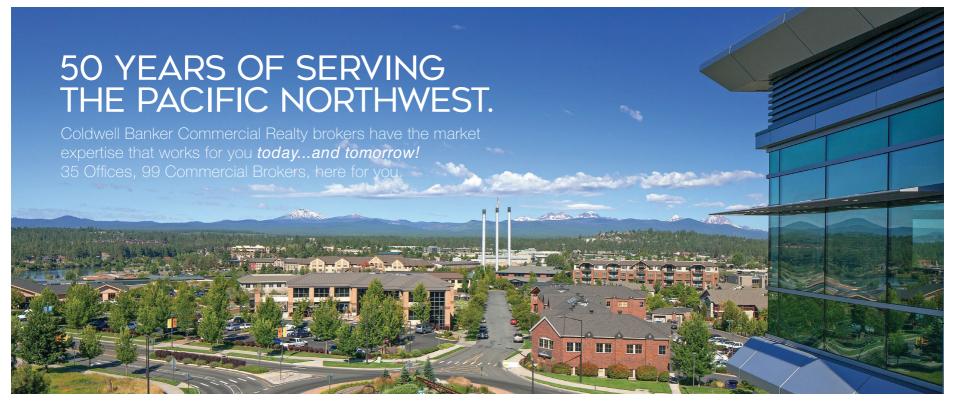
## Bend Design 2025 Celebrates Ten Years at Oregon State University - Cascades

Bend Design 2025, a program of Scalehouse, will be celebrating ten years of creative community, and our commitment to designing a better future, with a new location at Oregon State University - Cascades. The Conference will take place on November 7-8, 2025 on the campus and feature speakers and workshops from diverse design backgrounds and inspire attendees to imagine what design can

do for good.

commitment creativity, innovation, interdisciplinary thinking, Cascades offers the perfect environment for curious minds to connect, explore, and be inspired. The university's mission aligns beautifully with the spirit of Bend

'ontinued on Page 30 🕨





PAULA VAN VLECK 541.280.7774 paula.vanvleck@cbrealty.com



**BILL PON** 541.815.4140 bill.pon@cbrealty.com



# The Bulletin & Redmond Spokesman Journalists Seek Community Support in Fight Against Carpenter Media's Low Wages

#### provided by PACIFIC NORTHWEST NEWSPAPER GUILD

uality journalism depends on local journalists who can live in the community they report on, but Carpenter Media Group, the current owner of *The Bulletin* and the *Redmond Spokesman*, is requiring staffers to accept wages well below what's needed to live in Bend.

The Central Oregon NewsGuild staffers are asking readers to email Publisher John Carr at john.carr@bendbulletin.com and President and CEO Tim Prince at tim.prince@carpentermediagroup.com saying they are willing to cancel their subscriptions in the future if Carpenter Media Group fails to give staffers a living wage, severance and job protections from the company, which has 270 publications in the United States and Canada.

The union isn't asking readers to cancel subscriptions today — that will only happen if Carpenter Media Group doesn't negotiate a fair contract with Central Oregon NewsGuild.

"Reporters at *The Bulletin* are your neighbors," said Suzanne Roig, *The Bulletin's* health and business reporter. "We care about our community, but we can't afford to make Bend our home without support from our readers."

In Bend, where the cost of living is estimated at 32.5% higher than the national average, staffers earn about \$21 an hour. That wage leaves staff nearly \$10,000 short of what estimates say a person needs to rent a home in the city — and about \$40,000 short of what someone needs to buy a home.

Carpenter should be setting the standard for quality local news. And it should know the salaries journalists need to live and work in a community.

In a message on its website to readers, Carpenter chairman Todd Carpenter says that putting financial motives ahead of quality journalism "wreck newspapers, plain and simple." Without community support for *The Bulletin* staffers, that is the destiny for a newspaper that has served Central Oregon since 1903.

Carpenter has a record of slashing newsrooms. By the time Carpenter bought *The Bulletin* in October 2024, it had already demonstrated it prefers to

support quality journalism through layoffs: One of the first things it did after purchasing *The Everett Herald* in 2024 in Washington was cut more than half its staff. This was part of 62 other layoffs in the news group the *Herald* belongs to, Sound Publishing.

At *The Bulletin*, Carpenter has not offered an increase in wages and instead wants to lay off its two most experienced staffers — a reporter and a photographer — and a second photographer.

Staffers at *The Bulletin* and the *Redmond Spokesman*, like those at the *Herald*, belong to The Pacific Northwest Newspaper Guild. The three staffers facing layoffs at *The Bulletin* are union members.

Central Oregon NewsGuild is calling on subscribers to email Publisher John Carr at john.carr@bendbulletin.com and Tim Prince, Carpenter CEO and president at tim.prince@carpentermediagroup.com, in support of giving journalists the pay and working conditions they deserve.

Quality local journalism is more important than ever as the number of news outlets across Washington continues to shrink. The state has lost 20% of its newspapers since 2004, according to a 2022 report from the League of Women Voters of Washington. U.S. Sen. Maria Cantwell's office reported in 2020 that Washington newsrooms lost 67% of their workers from 2005 to 2020, a higher share than the 59% loss nationally.

The Pacific Northwest Newspaper Guild (TNG-CWA Local #37082) represents more than 350 workers in Washington, Idaho and Alaska, united in the belief that strong jobs preserve strong journalism in the Northwest.

pnwguild.org

The above article was prepared by the author in his/her own personal capacity. The opinions expressed in the article are the author's own and do not necessarily reflect the views of Cascade Business News or of Cascade Publications Inc.







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# Navigating Economic Uncertainty

## Leadership Strategies for Volatile Times

#### by MICHAEL SIPE, Chairman — Vistage Int'l 667

f the past few years have taught us anything, it's that uncertainty isn't the exception — it's the norm. In the current environment of economic instability, global conflict, rapid technological disruption and political division, it's clear we're not heading toward calmer waters anytime soon. For business leaders, the call is clear: we must learn to lead well in volatile times, not just wait for them to pass.

#### **Uncertainty Reveals Leadership**

It's easy to lead when times are good. Growth is up, customers are happy, cash is flowing. But real leadership is forged in challenge — when the future is foggy and the stakes are high.

Economic pressure has a way of clarifying priorities. It forces us to evaluate what's essential and discard what's not. During these times, strong leaders don't panic. They anchor themselves in purpose, seek wisdom from trusted advisors and make steady, intentional decisions.

In times of volatility, your team doesn't need you to have all the answers. They need you to listen, to communicate clearly and to model resilience. Your steadiness sets the tone.

#### What Leadership Looks Like Now

Leading through uncertainty isn't about predicting the future — it's about preparing for it. Here are a few foundational strategies I'm encouraging leaders to adopt right now:

- Clarify Your Core: Revisit your mission. Why do you exist? Who do you serve? What values will you not compromise? In uncertain times, clarity of purpose
- Strengthen Your Team: Invest in your people. Equip them, encourage them and invite them into meaningful conversations. A united, engaged team will outperform a scattered one every time.
- **Prioritize Margin:** You don't need more complexity you need margin. Margin in your finances. Margin in your calendar. Margin in your mindset. Healthy margin gives you options.
- Plan with Contingencies: We can't predict what's next, but we can prepare contingency plans in anticipation of potential opportunities and challenges. Think in terms of "if this, then that." Build simple, flexible plans that allow for quick adjustments without abandoning your core.
- Lead with Integrity: More than ever, people are watching how leaders behave under pressure. Now is the time to choose character over compromise and principle over panic.

#### **An Impact Perspective**

I believe business is not just a means of generating money, it is a platform for



GRAPHIC | COURTESY OF VISTAGE INT'L 667

impact. Therefore, I see turbulent times as more than a leadership challenge — I see them as an opportunity to make a positive difference in the lives of others. There are few lessons to be learned or taught when times are easy. It's in the times of testing that we can model wise responses. When leaders root their decisions in timeless truths, rather than temporary trends, expediency and situational ethics, they build people and create organizations that not only survive volatility, but shine in the midst of it.

#### **Moving Forward**

You may not control the economy, political decisions, or the next Al breakthrough — but you do control how you lead your team through it all. Uncertainty, while it may sometimes feel uncomfortable, can also be embraced as fascinating and exhilarating. Uncertainty opens space for opportunity. An unpredictable environment has a way of refining and refocusing us. It reveals what we trust, who we are and what kind of leaders we're becoming. Let's lead proactively with curiosity, positive expectancy, creativity, courage, generosity and faith.

Michael Sipe is a Central Oregon mergers and acquisitions advisor and executive coach.

CrossPointeCapital.com • Vistage.com • 10xGroups.com













#### ccomplished Under 40 Continued from page 1

Petrosa, Easton and Caraway. Downtown cores continue to revitalize, while new trends like food cart lots and chef-driven restaurants have elevated the region's culinary scene.

Apartment construction has surged, and the real estate landscape has evolved across the board — from industrial and multifamily to commercial each sector adapting to new market realities. The shift toward remote work and tech-driven business models has reshaped how people live, work and invest here. And despite ongoing challenges like rising construction costs and housing shortages, Central Oregon continues to grow, innovate and thrive.

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

I became a partner the same year I received the award and have since taken on increasing leadership responsibilities — first as principal broker, and now as president of Compass Commercial. Alongside career growth, our company has significantly deepened its community involvement. We sponsor and support a wide array of local nonprofits and charitable initiatives. Each year, we host a client appreciation event that doubles as a fundraiser. Currently, we're supporting The Giving Plate, Warrior Impact and Heart of Corps. Other organizations we've contributed or continue to contribute to through sponsorships or volunteer hours include Adult & Teen Challenge, Bethlehem Inn, Bend International School, Deschutes Children's Foundation, Friends of the Children, Healing Reins, Healthy Beginnings, the Humane Society of Central Oregon, Shepherd's House and KIDS Center.

#### What did it mean to you to receive the award?

At first, I didn't fully realize how much it meant. But looking back, it was incredibly meaningful. The award served as a powerful reminder that hard work, perseverance and a deep commitment to your craft, clients, co-workers and community don't go unnoticed. At the time, it gave me a boost of confidence during a pivotal point in my career. It validated that the path I was on — both personally and professionally — was making a difference. More than anything, it inspired me to keep pushing forward and to help lift others along the way.

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

Surviving adolescence, for starters. At 19, I took a bus to Mexico from Bend and spent three months touring the country, sleeping in hostels and hammocks — an experience that shaped my perspective on independence and adaptability. I'm a proud father to three happy, healthy young adult kids who still seem to like me. I've been with Compass for over 20 years and became a partner in 2016. One of my proudest career milestones was brokering the sale of the Albertsons shopping centers in Bend — a pivotal deal that helped define the trajectory of my career.

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

Imagine your future as big and bold as you can and then go after it. Most if not all limitations are self-imposed. Don't let fear and doubt keep you small. The person most likely to hold you back is you. So, believe in yourself, get out of your own way and get to work.

What question would you ask yourself for this interview?

**Q:** What keeps you grounded and motivated after all these years in business? A: My family, clients who become friends, teammates who become like family. And the opportunity to help shape the community I love — one deal, one building and one relationship at a time. That sense of purpose is what keeps me showing up and giving my best.

#### **Additional Comments**

I'm grateful for the recognition then, and even more grateful for the growth and lessons since. Central Oregon is a special place — and as a Bend native, I'm proud to be part of its evolution.









BUILDINGS











# Summer Months Mean Many Teens Join the Workforce

#### by ASHLEY KORKEAKOSKI-SEARS, Attorney & AVERY TUNSTILL, Law Clerk — Barran Liebman LLP

ith summer in full swing, teenagers across Oregon are joining the workforce, often as lifeguards, summer camp counselors, and food service workers. In the United States, roughly one in five high school students report some amount of paid work.

As employers supplement their workforce with minor employees,

employers should keep in mind that





Ashley Korkeakoski-Sears

Avery Tunstill

teenage workers are subject to special child labor protections under Oregon and federal law. Along with the protections afforded to adult employees, minor employees may also have restrictions on the number of hours they can work, when their shifts can be scheduled, and they may be prohibited from performing certain types of work.

#### **School Year vs. Summer Hours**

For these purposes, Oregon defines a "minor" as anyone under the age of 18 years old. Generally, minors may begin working as early as 14-years-old, but workers who are 14- or 15-years-old are subject to heightened restrictions on their working hours. In the summer, when school is not in session, 14- and 15-year-olds can work up to eight hours per day, but they cannot work more than 40 hours each week. Further, the time frame within which 14- and 15-year-olds can work is also limited: from June 1 through Labor Day, 14- and 15-year-olds can only work from 7am-9pm. During the school year, these restrictions get more stringent for 14- and 15-year-olds, so employers should make sure that their scheduling aligns with legal requirements if they continue to employ minors during the school year.

Generally, minor employees who are 16- and 17-years-old have fewer restrictions, but they are still limited to working a maximum of 44 hours per week. However, these employees do not have any limitations on the time frames of their working hours.

Because the restrictions for minor employees vary with age, employers should make sure that they properly document the ages of their minor employees to identify which laws apply, and employers should implement a system to track the hours that their minor employees work each day and week. As the summer nears an end, employers who intend to continue employing a minor employee should ensure they make any necessary modifications for their 14- and 15-year-old workers.

#### **Restrictions for Certain Industries**

Along with the more general requirements for employing minors, employers in certain industries should ensure they are aware of special restrictions that may apply to their minor employees. Below are examples of restrictions in certain industries, although this is not an exhaustive list of all industries that may have restrictions for minor employees.

#### • Industrial Work and Construction

• Minor employees generally cannot operate power-driven machinery. Also, employees under 16-years-old usually cannot work around power

driven machinery.

- Minor employees cannot work on dangerous worksites, such as mines, roofs, etc.
- Minor employees cannot operate certain types of machinery, certain paper product machines, certain power-driven bakery machines, etc.

#### Restaurants

• Employees under 18-years-old cannot pour or serve alcohol.

#### Agricultural<sup>1</sup>

- Employees who are 16- or 17-years old usually may not operate or assist in the operation of power-driven machinery, except in some limited circumstances and subject to specific training requirements.
- Different hour restrictions may apply to employees who are under 16-yearsold working in the agricultural industry.
- Employees who are under 16-years-old usually may not work in feed mills, flour mills, or grain warehouses.
- Depending on the size of the farm and subject to certain permissions, agriculture employers may employ minors as young as nine years old to pick berries and beans outside of school hours.

#### Compliance

To legally employ minor employees, employers must comply with specific statutory and regulatory requirements. For example, all employers of minors must verify the age of their minor employees, maintain a list of all minor employees, and, in most situations, obtain an Employment Certificate from the Oregon Bureau of Labor and Industries to post in a public location. If a minor's job duties change during the course of their employment, the employer must also submit a "Notice of Change" form to the Oregon Bureau of Labor and Industries.

Employers who have minor employees in their workforce should carefully follow all recordkeeping requirements to ensure they are in compliance with child labor laws. Because legal requirements and restrictions may vary across industries, employers should ensure that they are up to date on the requirements and restrictions for employing minors in their industry. Employing minors can be an excellent way to provide teenagers with an opportunity to learn about different industries and gain work experience; however, employers should make sure that they are prepared for the additional legal requirements and responsibilities of hiring minor employees.

Ashley Korkeakoski-Sears is an attorney at Barran Liebman LLP, where she represents employers on a wide range of employment issues. Contact her at 503-276-2132 or asears@barran.com.

Avery Tunstill is a law clerk at Barran Liebman LLP, where she partners with attorneys in client trainings, legal research, and the drafting of employment policies and handbooks.

<sup>1</sup>Generally, restrictions and prohibitions on agricultural work performed by minors do not apply to minors who are performing work on a farm owned and operated by their parents.

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# Oregon Launches New Program to Streamline Recycling Statewide

#### by CASSIDY MONDA

his month, Oregon is starting to rollout a major statewide initiative to expand access to recycling and bring greater clarity and consistency to communities across the state. Backed by the Plastic Pollution and Recycling Modernization Act (RMA), RecycleOn Oregon is a new public awareness campaign that will help Oregonians stay informed, recycle correctly and prepare for the most significant recycling system upgrade the state has seen in decades.

The RMA, passed by the Oregon Legislature in 2021, brings together brands that make and sell products in paper and packaging, local governments and recycling companies to modernize how materials are collected, sorted and recycled. It establishes a shared responsibility model where brands will begin helping fund upgrades to Oregon's recycling infrastructure with changes rolling out now and continuing over the next few years.

Tolead implementation of this work, the Oregon Department of Environmental Quality (DEQ) selected Circular Action Alliance (CAA), a nonprofit Producer Responsibility Organization, an entity that helps brands meet recycling and waste reduction requirements. CAA is leading the RecycleOn Oregon campaign and is working with local partners to help communities prepare for the changes ahead.

"Oregonians have always taken recycling seriously, but until now, the system hasn't always made it easy to do the right thing," said Kim Holmes, Oregon Executive director at CAA. "RecycleOn Oregon aims to simplify recycling across the state. Over the next few years Oregonians will have access to clearer information, more consistent services and a stronger system that reduces waste and keeps more materials out of the landfill."

#### What's Changing

Oregon currently generates an estimated 2.2 million pounds of recyclable material each day that never gets recycled, largely due to limited access to recycling services, gaps in infrastructure or confusion about what can be recycled. RecycleOn Oregon aims to address these challenges through targeted investments and statewide coordination.

Over the next few years, key improvements will include:

Moving toward a single statewide recycling list so that Oregonians — whether urban or rural — can recycle the same core materials.

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Expanded access to recycling services, including curbside recycling for more than 150,000 additional households and nearly 100 new recycling trucks to support collection.

Updated recycling education with clear, consistent instructions on what can and cannot go in home and business recycling bins.

New RecycleOn Centers opening in phases through 2027 will provide dropoff options for materials that don't belong in recycling bins, like plastic bags, plastic lids and other tricky-to-sort items.

#### What to Expect

Starting this month, some Oregonians will see immediate changes to what's accepted in their home or business recycling bins. Others, particularly in the Portland Metro area, will notice little difference at first. Over time, updates will roll out statewide, with the goal of 95% of Oregonians living within 15 miles of a RecycleOn Center by the end of 2027. Additionally, new investments will upgrade recycling sorting facilities and improve transportation from rural areas, helping more collected materials reach the markets where they can become new products.

To help residents and businesses navigate this transition, local governments and recycling providers will also share timely and area-specific updates.

Recycling plays an important role in conserving natural resources, reducing pollution and supporting local jobs — and more than 80% of Oregonians say it's important. These updates help turn that belief into real impact by making recycling easier, more accessible and ultimately more effective.

#### **About RecycleOn Oregon:**

Oregon is taking bold steps to create a more effective and accessible recycling system through the Plastic Pollution and Recycling Modernization Act (RMA), a groundbreaking law designed to expand access to recycling, reduce contamination and ensure producers take greater responsibility for the materials they create.

RecycleOn Oregon is the statewide campaign created by Circular Action Alliance (CAA) with help from local governments, service providers and community members to help Oregonians understand, engage with and navigate these changes. CAA is leading education and outreach efforts to help local governments and service providers prepare communities for the upcoming updates, which start to take effect July 2025.

RecycleOn.org/Oregon

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# 56% of Employers Say It's Workers Who Must Adapt to Company Culture — But Job Seekers Disagree

New Survey Finds 54% of Candidates Want Companies to Evolve Instead

#### by KAREN TURNER, SHRM-CP, Managing Director — Specialized Recruiting Group

n today's competitive job market, hiring managers are facing a hard truth: sticking to traditional policies could cost them top talent.

This is according to a recent Express Employment Professionals — Harris

Flexibility and adaptability are often essential in business, as change is an inevitable part of the process. But when it comes to company culture, U.S. hiring managers appear torn on who is responsible for adapting to the current landscape.

More than half of employers (56%) say it's up to workers to adapt to company culture, while 44% argue it's time for company culture to evolve with the times. What's driving this mindset? A striking 88% of companies say they already have the tools to train new hires to fit in, with 42% strongly backing their ability to shape cultural alignment from day one.

But job seekers see things differently.

More than half (54%) believe it's the company culture that needs to evolve, not the employees, while only 46% say it's the workers who should adapt.

The divide is even more pronounced among women: 59% of female job seekers say company culture should shift with the times, compared to just 49% of men.

However, employers aren't entirely stuck in their ways. Faced with rising concerns about turnover and hiring challenges, many companies are signaling a willingness to evolve.

A strong majority of hiring managers (84%) say their organization is open to changing its culture to meet business needs to attract more qualified candidates (39%), broaden their appeal to job seekers in general (32%), retain current employees (42%) and boost morale across the board (41%).

#### **Survey Methodology**

The Job Insights survey was conducted online within the United States by The Harris Poll on behalf of Express Employment Professionals from November 11 to 26, 2024, among 1,001 U.S. hiring decision-makers.

The Job Seeker Report was conducted online within the United States by The Harris Poll on behalf of Express Employment Professionals from November 21 to December 10, 2024, among 1,039 adults ages 18 and older.

For full survey methodologies, please contact Sheena.Hollander@ ExpressPros.com, Director of Corporate Communications & PR.

#### **About Express Employment Professionals:**

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AMERICA \* EMPLOYED Top Reasons U.S. Companies Are Willing to Change Their Culture 42% Retain **Employees** Increase 39% Attract More Qualified **Employees** Candidates,

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to the communities they serve across the U.S., Canada, South Africa, Australia and New Zealand, employing 492,000 people globally in 2023 and more than 11 million since its inception. For more information, visit ExpressPros.com.



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Collin was born and raised in Central Oregon. He graduated from Crook County High School in 2002 as a valedictorian. He graduated summa cum laude from SUNY Oswego in New York state with a BA in Public Relations and cum laude from Willamette University College of Law in 2017.

He and his wife are raising their two daughters in Redmond. They enjoy hunting in the Ochocos, backpacking, hiking, snowboarding and Collin has a passion for fly fishing.

Collin loves working with organizations that give back and help Central Oregon.

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# Leading Edge Aviation Celebrates 20 Years of Growth & Excellence

by COURTNEY MASSEY — Leading Edge Flight Academy

uly 15, 2025 marks the 20th anniversary of the acquisition of Leading Edge Avionics — now known as Leading Edge Aviation — in Bend. What began as a small but ambitious avionics firm with just four employees has evolved into a thriving full-service aviation outlet, now employing more than 120 talented professionals and operating a diverse fleet of 38 aircraft, from the Cessna 172 to the Bell 407GX.

Over the past two decades, Leading Edge has grown into a leader in the aviation industry, offering exceptional service, safety and innovation in not only avionics services but also flight training, tours, contract support and wildfire mitigation. In 2024 alone, the company logged over 26,000 flight hours and trained over 300 students, a testament to the trust our clients place in us and the dedication of our exceptional team.

"This anniversary is not just a celebration of our growth and success, but also a time of gratitude to our supportive community, outstanding staff, and dedicated clients" said Brad Fraley, CEO of Leading Edge Aviation. "Twenty years ago, we saw potential in a small avionics company with a big future. Today, we celebrate the growth that greatly exceeds our initial expectation,

and the team that has made Leading Edge all that it is today."

As the company looks ahead to the next chapter, Leading Edge Aviation remains committed to excellence in flight operations, avionics services, and continued customer care in support of its growing client base.

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LEADING EDGE'S FIRST HANGAR | PHOTOS COURTESY OF LEADING EDGE





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# Major Engineering & Science Challenges Over the Next Decade

by SCOTT WALLACE, R.G., Principal Geologist & President — Wallace Group, Inc.

ngineering and science, while related, have distinct goals. Science seeks to understand the natural world and is the foundation that engineering uses to develop solutions to real-world problems. Scientists ask "why," and engineers ask "how." Both are in large part responsible for the safety, health, comfort and convenience we enjoy today. Unfortunately, we now face a long list of interwoven impacts on our planet and over the next decade the science and engineering industry must confront a host of environmental, workforce and technological challenges if we are to maintain or improve our quality of life and ecological balance. To this end, scientists and engineers will be on the front lines working to address these challenges over the next decade.

A major challenge facing the U.S. and many countries around the world is providing sufficient housing and replacing/upgrading aging civil infrastructure to be more efficient, resilient and sustainable. This includes single and multi-family housing along with small dwellings such as tiny homes and ADUs. Significant public investment, prioritized smart design and large-scale construction will be essential to bring housing supply, roads, bridges, water supply, water treatment and energy sources up to sustainable working order. Local authorities, politicians, engineers and scientists are all tasked with developing and implementing resilient building codes and policies that support proactive management of the wildland-urban interface.

There is irrefutable evidence that earth's climate is warming which demands immediate action to mitigate for the effects of 100+ years of fossil fuel emissions. Engineers and scientists are working to advance renewable energy sources with more efficient and cost-effective solar panels, hydropower systems and wind turbines. Other advancements in  $CO_2$  capture and storage (CCS), energy storage (battery) technology, optimizing industrial and manufacturing processes, smart-grid energy distribution and energy efficient building design are also underway.

Another consequence of the global climate crisis is that oceans are now warming at a rate of 0.270 C/decade. When compared to the 1980s when the rate was much lower (0.06oC/decade), the current rate of ocean warming has increased by an alarming factor of 4.5 over 40 years. This has resulted in more severe weather events, accelerated deglaciation, sea level rise and increased flooding across many parts of the U.S. and around the world. These impacts require urban and suburban areas to adapt new strategies including resilient design and construction of coastal defenses barriers such as levees and seawalls, improving drainage systems to handle stormwater runoff, protecting and restoring coastal wetlands and reefs to serve as natural buffers

against storms, and when necessary, raising/relocating buildings and civil infrastructure in vulnerable areas.

Access to clean water also ranks as one of the world's most pressing needs. Freshwater represents only 3% of the world's water, however 65% of that is currently locked up in continental ice sheets, glaciers, or other unavailable forms for human use. It is estimated that 15-20% of the world's population does not have daily access to clean water. As such, scientists and engineers are hard at work developing innovative solutions for water conservation, aquifer storage and recovery, balancing supply and demand, advanced treatment technologies including seawater desalinization, and more efficient supply and distribution systems.

After the need for clean water comes the need for a sustainable supply of safe food to eat. Unfortunately, with the global population expected to reach nine billion by 2050, food demand, particularly in developing countries, is also expected to increase by 60% over the same period. In 2023, The World Health Organization estimated that 733 million people experienced food insecurity and hunger. The food supply challenge facing 21st century engineers and scientists is daunting. Fortunately, through the development and use of innovative technologies such as farm automation, precision farming, vertical farming, agridrones, satellite imaging and bioengineering have led to improved efficiency, reduced environmental impacts and increased crop yields.

Like most businesses, engineering and science firms are facing talent shortages and workforce challenges. Over the next decade it will be essential to attract, educate and retain young students in science, technology, engineering and mathematics (STEM) careers to replace an aging workforce. The infusion of new talent with the skills to keep pace with rapid technological changes such as artificial intelligence (AI), digitization and cyber security will be crucial to maintaining the engineering and science industry as we know it.

Clearly, the needs and opportunities are endless. With training, dedication, fulfilling work and rewarding compensation, engineering and science careers will continue to make a profound difference around the world. The challenges are there to be solved, and the critical role of engineers and scientists isn't going away anytime soon.

Scott Wallace, R.G., is Principal Geologist and President of Wallace Group, Inc., a geo-environmental engineering and construction services firm based in Bend.

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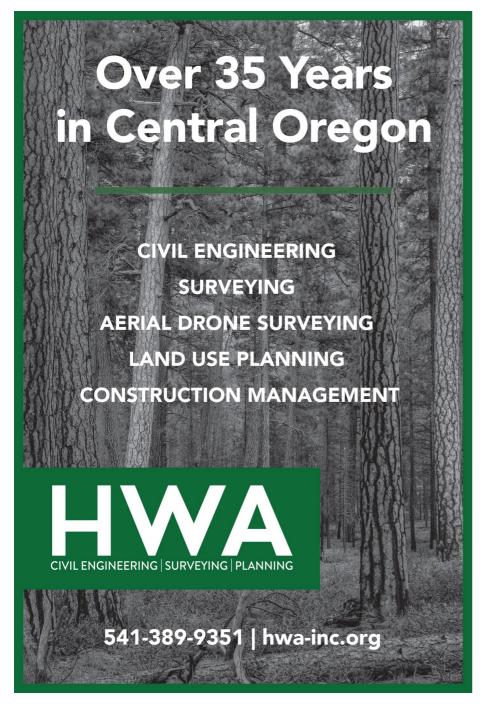
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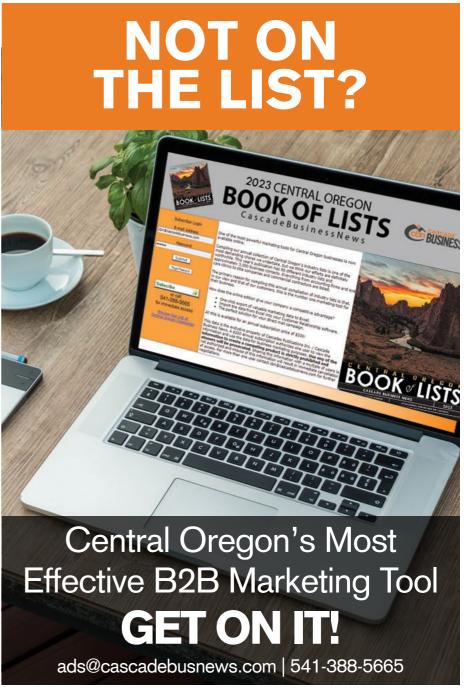
(541) 382-4707 wallacegroup-inc.com

# Engineering Firms (Listed Alphabetically)

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Licensed Engineers	Services
AKS Engineering & Forestry 2777 NW Lolo Dr., Ste. 150 Bend, OR 97703	541-317-8429	N/A	www.aks-eng.com WilkinsonB@aks-eng.com	Brian Wilkinson, Joey Shearer	33	2008	8 PEs & 1 PLS	Civil engineering, land surveying, site planning, natural resources, water resources, forestry, arborist services, construction support, GIS, landscape architecture.
Ashley & Vance Engineering 33 NW Franklin Ave., Ste. 110 Bend, OR 97703	541-647-1445	N/A	www.ashleyvance.com info@ashleyvance.com	Jack Mitchell, John Fischer	18	2005	11	Committed to offering our clients creative, collaborative & cost-conscious civil & structural engineering solutions that range from residential to large-scale community infrastructure projects.
BECON 549 SW Mill View Way, Ste. 100 Bend, OR 97702	541-633-3140	N/A	www.beconeng.com info@beconeng.com	E <del>r</del> ik Huffman	13	2012	5, 2 Surveyors	Civil engineering, environmental engineering, land surveying & construction services.
Bend Structural Engineering, PC Prineville, OR 97754	541-977-3738	N/A	www.bendstructuralengineering.com sandy.c@bendbroadband.com	Sandy Crenshaw	1	2005	1	Structural engineering services for architects, designers, homeowners & contractors on residential, commercial & industrial projects. Licenses in Oregon, Washington, Idaho, California & Montana.
CA Rowles Engineering, PC 20655 Carmen Loop, Ste. 200 Bend, OR 97702	541-585-2207	N/A	carowlesengineering.com info@carowles.com	Charlie Rowles	5	2004	1	Building & engineering design, civil, planning.
Cascade Crest Consulting Engineers PO Box 2242 Sisters, OR 97759	541-419-5139	N/A	www.cccengr.com cccengr@msn.com	Eugene L. Trahern	2	2002	1	Structural, seismic evaluations & renovation design. Insurance & litigation claim support.

Continued on Page 14▶











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## **Engineering Firms**

# Engineering Firms (Listed Alphabetically)

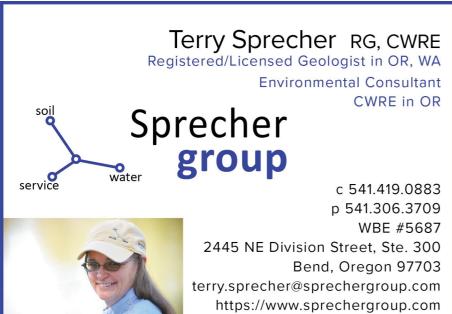
CONTINUED FROM PAGE 12

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Licensed Engineers	Services
CEA Consulting Engineers 1345 NW Wall, Ste. 101 Bend, OR 97701	541-318-0404	541-322-5731	www.cea-engineering.com kyles@cea-engineering.com	Kyle Swenson	5	2000	3	Mechanical, electrical & plumbing engineering.
Century West Engineering Corporation 1020 SW Emkay Dr., Ste. 100 Bend, OR 97702  541-322-8962  541-382-2423  www.centurywest.com jroshak@centurywest.com jroshak@centurywest.com					16	1969	8	General, civil & aviation.
ColeBreit Engineering 721 SW Industrial Way, Ste. 110 Bend, OR 97702	541-728-3293	N/A	www.colebreit.com marketing@colebreit.com	Rikki Williamson	49	2013	20	Mechanical, electrical, plumbing, fire protection & lighting engineering/design services, energy systems design & commissioning services.
Cushing Terrell 365 NE Quimby Ave. Bend, OR 97701	541-389-9659	N/A	www.cushingterrell.com juliearmstrong@cushingterrell.com	Julie Armstrong	11	1998	6	Licensed to provide structural engineering services on projects throughout the United States & Canada
David Evans & Associates, Inc. 2843 NW Lolo Dr., Ste. 275 Bend, OR 97703	503-223-6663	503-223-2701	www.deainc.com trb@deainc.com	Tom Buchanan	10	1986	1	Substation, transmission, civil engineering, landscape architecture, urban design & planning, entitlements & permitting, bridges & structures, construction engineering, roads & highways, smart mobility, transit & rail, environmental planning & compliance, water resources, water / wastewater infrastructure, Civil/Building Information Modeling (CIM/BIM), Geographic Information Systems (GIS), mobile laser scanning, small Unmanned Aircraft Systems (sUAS), static laser scanning, advanced structural analysis, analysis of nuclear containment vessels, blast effects modeling & analysis, design of complex structures, design of fiber composite jackets, expert witness testimony/forensic analysis, seismic effects modeling & more.











# Fire Protection Systems in Mass Timber Buildings

#### What You Need to Know

#### by RUSSELL WILLIAMS, PE, NICET III — Morrison-Maierle

esigning and integrating fire protection systems into mass timber buildings presents unique challenges, even for the most experienced and creative design teams. While mass timber is often chosen for its natural warmth, visual appeal and sustainability, balancing these aesthetic and environmental advantages with code-compliant fire protection requires strategic planning, early coordination and a deep understanding of both materials and fire safety standards.

Below are key considerations and strategies to help ensure your next mass timber project achieves its design intent while meeting all fire protection requirements.

#### Start with Early Coordination: Fire Protection Is Not a Retrofit

The success of fire protection in mass timber starts with *early and intentional planning*. Without coordination from the start, concealing sprinkler piping, fire alarms and mechanical systems within exposed timber elements becomes a nearly impossible task, often leading to aesthetic compromises. Incorporating fire protection engineers early in schematic design allows for:

- Thoughtful routing of piping and equipment.
- · Strategic location of concealed chases in panels to limit wood fiber waste.
- Integration of recessed or painted sprinkler heads that blend with exposed timber ceilings.

In short, early engagement reduces cost, avoids design compromises and preserves architectural intent.

#### **Construction Type and How It Relates to Mass Timber**

Determining the occupancy and construction type early in the design process can have a significant impact on the overall cost and efficiency of a project. While mass timber offers many advantages, selecting a mass timber structural system does not automatically mean that Type IV construction is the best choice. Type IV requires structural members to meet specific minimum size requirements to account for fire-related charring, which can result in larger, bulkier elements than the project might otherwise require.

If the occupancy classification and building limitations permit, using a different construction type or a hybrid structural system could allow for more efficient member sizing, improved space utilization and greater design flexibility, all without compromising fire safety.



THE MONTANA FISH, WILDLIFE AND PARKS CONFERENCE CENTER USED CROSS-LAMINATED TIMBER WHICH

#### Understanding Fire Ratings vs. Flame Spread Index (FSI)

A common misconception is that the charring behavior of mass timber provides all necessary fire resistance. While it's true that thick timber elements form a protective char layer that slows combustion, they are still classified as *combustible materials* under the International Building Code (IBC), NFPA standards and ASTM requirements.

As such, codes prioritize not only structural fire performance but also surface flame spread. The Flame Spread Index (FSI) measures how quickly fire travels across a material's surface and has a direct impact on design elements like:

- Exposed overhangs
- Concealed spaces
- Interior finishes

High-FSI wood species may require additional treatments, such as:

- Intumescent coatings
- Fire-retardant stains
- Additional sprinkler coverage

Designers must evaluate these factors early, particularly when seeking approvals for exposed timber or open architectural features.

#### Choose the Right Wood Species Early

While fire protection requirements are not the only reason to select a type of wood species, early coordination with the structural engineer and the mass timber supplier could reduce the required fire protection based on the wood species FSI. Different wood species exhibit different FSI ratings, which can influence whether supplemental treatments or barriers are necessary. For instance:

- Maple generally has a lower FSI than Red Pine.
- Engineered panels may incorporate treated layers or veneers with inherently lower FSI values.

Selecting an appropriate species early in the project streamlines fire protection strategies, avoids last-minute material changes and helps maintain budget and design integrity. Keep in mind that different timber suppliers may utilize different wood species.

#### Not All Ceiling Mass Timber Products Are Created Equal



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Mass timber systems vary significantly in terms of flexibility and compatibility with fire protection systems.

For example, DLT (Dowel-Laminated Timber) offers greater freedom for integrating utilities directly into panels and minimizes waste associated with cutting chases after manufacturing. DLT panels rely on all wood members oriented in a single direction. DLT panels are easier to fabricate in custom widths and have the ability to locate service chases. Prefabricated chase covers can also be provided to match adjacent panels, allowing fire sprinklers and other systems to be fully concealed.

By contrast, CLT (Cross-Laminated Timber) is more rigid due to its alternating layer orientation. Panels are typically manufactured in set widths based on supplier efficiencies (e.g., available board stock, press capacity and shipping limits). Using non-standard panel sizes results in scrap material, increasing project costs. As a result, chases in CLT panels are usually routed after fabrication, which can limit the integration of fire protection systems.

Collaborating closely with structural, MEP and fire protection consultants during early phases ensures systems are harmonized from day one. Additionally, the sooner the design team can finalize a structural system (DLT vs. CLT vs. others) and select a mass timber supplier, the sooner these efficiencies can be recognized in the design process.

#### **Open Floor Plans and Architectural Features Require Custom Solutions**

Mass timber designs often emphasize open-concept floor plans, exposed stairs and atriums. While visually striking, these features frequently trigger additional code requirements:

- Water curtain sprinklers and noncombustible draft curtains may be required to separate open stairs from other floors for safe egress.
- Fire-rated glazing or smoke baffles might be necessary to limit vertical smoke and flame spread.
- Sprinkler placement must account for beam obstruction and maintain sufficient coverage without compromising visibility.

#### Conclusion

Mass timber presents incredible opportunities for beauty, sustainability and innovation in modern architecture. But with these benefits come challenges, especially when it comes to fire protection. The key to success lies in:

- Early interdisciplinary coordination and mass timber supplier selection.
- Informed material selection.
- A deep understanding of code requirements and performance strategies.

With the right team and proactive planning, fire protection can be seamlessly integrated, allowing mass timber's natural beauty to shine safely.

Want to learn more about integrating fire protection in your mass timber project? Contact us today — we're here to help guide your team from concept to completion. *m-m.net* 



THE ROOF SYSTEM IN THE KAMIAH SUPERVISOR'S OFFICE IS COMPRISED OF MASS TIMBER CLT, EXTERIOR BEARING WALLS AND GLULAM BEAM/COLUMN SYSTEMS

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## **Engineering Firms**

# Engineering Firms (Listed Alphabetically)

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Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Licensed Engineers	Services
DENT Instruments Inc. 925 SW Emkay Dr. Bend, OR 97702	800-388-0770	541-385-9333	www.dentinstruments.com sales@dentinstruments.com	Sales Desk	22	1988	2	Design & manufacture of portable energy & power measurement instruments.
DOWL 963 SW Simpson Ave., Ste. 200 Bend, OR 97702	541-385-4772	N/A	www.dowl.com jamason@dowl.com	Justin Mason	15	2013	7	Engineering, surveying, construction management & inspection.
E::SPACE Labs LLC 48 Bridgeford Blvd., Ste. 180 Bend, OR 97702	541-241-8801	N/A	www.espacelabs.com david@espacelabs.com	David V. Robson	2	2015	N/A	Affordable local prototype development lab to inventors, entrepreneurs, startups & corporations in the electronic & electromechanical space.
Ferguson & Associates, Inc. PO Box 1994 Redmond, OR 97756	541-788-6282	N/A	www.traffic-team.com gscott@traffic-team.us	Scott Ferguson	2	1999	1	Regional transportation planning, traffic engineering, parking studies, traffic impact studies, trip generation studies.
Froelich Engineers, Inc. 745 NW Mt. Washington Dr., Ste. 204 Bend, OR 97703	541-383-1828	N/A	www.froelich-engineers.com kclifford@froelich-engineers.com	Dean Azimi, Kim Clifford	7	1991	N/A	Structural & civil.
H.A. McCoy Engineering & Surveying, LLC 1180 SW Lake Rd., Ste. 201 Redmond, OR 97756	541-923-7554	N/A	www.ham-engr.com office@ham-engr.com	Hayes McCoy	12	2013	1 licensed engineer, 2 licensed land surveyors.	Civil engineering, land surveying & land use planning

Continued on Page 18



# shley & Vance Engineering

Continued from page 1

This philosophy has guided Ashley & Vance, helping them expand their offices to eight cities across four different states: Oregon, Colorado, California and Nevada. This expansion has been fueled not only by commercial success, but by prioritizing personal relationships over market analysis and investing in people who are aligned with the firm's values and vision. While opportunities sometimes align with individual ambitions, the decision to expand is made carefully to ensure it serves the broader team and community.

"It's incredibly important to build on those relationships," said Ashley. "We have people who've been here 17 or more years. We've seen them bring kids into this world, and we've watched those same kids go to college and pursue their own dreams. Turnover is high in our industry, but we pride ourselves on having a very low turnover rate. We've seen that when we focus on people, good results follow."

Their Bend office is a great example of this philosophy. Overseen by John Fischer, a long-time Bendite, the office has grown from two people to now being over a dozen. "John has done an awesome job here in Bend," said Vance. "Following our philosophy, he's collected a hardworking and passionate group of people to help our name and reputation grow."

In fact, the Bend office is taking on two very public projects; the remodel of the Deschutes County Courthouse, as well as turning the old Bend Post Office into the new Westman Hotel.

Speaking of lessons learned, Vance said that another big one involves culture, systems and always staying on your feet, ready to adapt. "Sustainable growth requires a tremendous amount of foresight," said Vance. "We are continually humbled by this in that we have to change and adapt continuously. On the way to 130 employees, we have tested and crashed the system multiple times, learning the important thing is to have a plan, don't get too attached to it, and be ready to adjust as needed."

Formed 20 years ago, Ashley & Vance Engineering learned some tough lessons as they spent some early years dealing with a recession. When it came down to it and the founders realized they couldn't afford to maintain their staff at their current salaries, they decided to make a move that most other companies did not.

Instead of cutting people and relationships, they were honest with their team and temporarily cut the workload, while providing their employees with a half day of work on Fridays that came with a complimentary team lunch and a free round of golf. Even after years of success in the post-recession world that has allowed them to expand their team and provide competitive salaries, they maintained that tradition of free lunch Fridays. It's a small reminder of where they came from, and of their people-first philosophy.

These lessons learned accumulate into a modern engineering firm that is uniquely suited to handle a variety of projects. Their team brings in a local touch to every project, prioritizing the needs of the community, while also having the backing of a larger organization. This allows them to take on jobs big and small, and to provide a level of attention and care that sets their work apart from the rest.

Looking back over the 20 years, the founders are proud to reach such a milestone, and they see it as proof that their philosophy is a winning one. "Twenty years of debt-free, low-turnover, fully organic growth to 130 employees is quite rare in the industry," said Vance. "It's satisfying to see that our systems, culture and leadership development programs have worked as well as they have."

"For me, it's great to still be able to say that I'm having fun," said Ashley. "We're fortunate to be surrounded by talented people who make work enjoyable."

Looking ahead, the founders have a few plans for the future of their firm. They plan to continue scaling leadership with the same care applied to culture building and preparing the next generation of leaders to steward the firm. They see tremendous potential in the community of Bend to continue to build and contribute in a significant way. "We are strengthening the public works pipeline here, and continue to expand in strategic markets such as aerospace," said Vance. These would be served by our offices in other regions of the U.S., but local engineers in Bend are already working in that space."

Additionally, they plan on maintaining their commitment to smaller projects, even as they continue to grow, expand and take on more large-scale projects. Reflecting on the fact that smaller projects are what helped create Ashley & Vance Engineering 20 years ago, they remain committed to these types of endeavors, and the people they can connect with along the way.

ashleyvance.com



# **Engineering Firms**

# Engineering Firms (Listed Alphabetically)

CONTINUED FROM PAGE 16

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Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Licensed Engineers	Services
Harper Houf Peterson Righellis Inc (HHPR) 250 NW Franklin Ave., Ste. 404 Bend, OR 97703	541-318-1161	541-318-1141	www.hhpr.com nicolass@hhpr.com	Nicolas Speros	10	2005	5 licensed engineers, 3 licensed surveyor	Civil engineering, land surveying, structural engineering, water resources, land use & planning, landscape architecture, construction management, natural resources & environmental permitting, visual communications & software sales (Civil Tools Pro).
HDR, Inc. 404 SW Columbia St., Ste. 240 Bend, OR 97702	541-693-9020	N/A	www.hdrinc.com sandra.siemens@hdrinc.com	Jose Banuelos, Sandy Siemens	18	2010	5	Architecture, asset management, commissioning & operations, economics, engineering, environmental sciences, finance, planning & consulting, project delivery, real estate, research, sustainability & resiliency.
HWA 62930 OB Riley Rd., Ste. 100 Bend, OR 97703	541-389-9351	541-388-5416	www.hwa-inc.org granth@hwa-inc.org	Grant Hardgrave	12	1987	5 PEs & 3 PLSs	Civil engineering, surveying & land use planning
Kittelson & Associates, Inc. 1001 Emkay Dr., Ste. 140 Bend, OR 97702	541-312-8300	N/A	www.kittelson.com sbeaird@kittelson.com	Scott Beaird	14	2008	5	National transportation planning, engineering & research firm.
LB Engineering, Inc. 1902 NE Fourth St. Bend, OR 97701	541-317-2939	541-317-2940	lbeng.com lennie@lbeng.com	Lennie Brant	7	1995	3	Structural engineering & planning, civil engineering.
Morrison-Maierle, Inc. 1001 SW Disk Dr., Ste. 110 Bend, OR 97702	541-699-5432	N/A	www.m-m.net ewebber@m-m.net	Eric J. Webber	18	2020	11	Mechanical, electrical, plumbing, structural, civil, industrial, natural resources, water/wastewater & airport engineering
Munson & Associates 845 NE 11th St. Bend, OR 97701	541-550-7396	N/A	www.munson-assoc.com chris@munson-assoc.com	Chris Munson	1	2015	1	Civil engineering, land surveying & land use planning services.
Parametrix 150 NW Pacific Park Lane, Ste. 110 Bend, OR 97701	541-508-7710	855-542-6353	www.parametrix.com bjohnson@parametrix.com	Barry Johnson	30	2015	15	Civil engineering, environmental planning & documentation, surveying
PBS Engineering & Environmental LLC 141 NW Greenwood Ave., Ste. 102 Bend, OR 97703	541-388-9290	866-727-0140	www.pbsusa.com alex.fischer@pbsusa.com	Alex Fischer	9	1998	0	Phase I site assessments, environmental remediation & monitoring, regulatory compliance; stormwater permitting, asbestos, lead, fungal & indoor air quality services, geotechnical engineering, natural resources.
Siemens & Associates 19134 River Woods Dr. Bend, OR 97702	541-385-6500	503-296-2271	siemens@bendcable.com	Andy Siemens	3	1992	1	Geophysical exploration for geotechnical & environmental projects, worldwide.
Sun Country Engineering & Surveying, Inc. 920 SE Armour Rd. Bend, OR 97702	541-382-8882	541-385-5832	www.suncountryengineering.com info@suncountry.engineering.com	Rob Tye, Tim Weishaupt	7	1976	1	Civil/surveying & planning.
The Wallace Group, Inc. 62915 NE 18th St., Ste. 1 Bend, OR 97701	541-382-4707	N/A	www.wallacegroup-inc.com info@wallacegroup-inc.com	Scott Wallace, Shane Cochran, Adam Larson, Lisa Splitter	17	2010	2	Environmental, geotechnical, water resources, construction special inspection & materials testing
Tye Engineering & Surveying, Inc. 725 NW Hill St. Bend, OR 97703	541-389-6959	N/A	www.tyeengineering.com office@tyeengineering.com	Dirk Duryee	8	1990	2	Civil engineering, land surveying & water rights.
Walker Structural Engineering 2863 Northwest Crossing Dr., Ste. 201 Bend, OR 97703	541-330-6869	N/A	www.walkerse.com info@walkerse.com	Craig Davis, Joe Speck, Jon Walker	12	2004	6	Structural engineering for commercial, medical, industrial & residential projects.

# More Businesses Focused on Employees' Health & Wellness

#### by PATRICK SULLIVAN, Sales Executive — Marsh McLennan Agency

n a bid to help staff members improve their good health and well-being so they can become more effective employees, more businesses make group health and wellness benefits available to their workers.

Ninety-four percent of large firms (5000 or more employees) and 70 percent of small businesses (50 to 199 employees) provide some kind of health or wellness program, reports OpenLoop. These programs can include stress management, smoking cessation, weight management, wellness incentives, disease management

management, wellness incentives, disease management, mental health support and health risk assessments.

Considering over 90 percent of employees value their well-being as much as their salary, implementing these programs can positively impact the workplace environment. Eighty-nine percent of employees who benefitted from a wellness program at their workplace reported that they felt engaged and happy with their job. Sixty-one percent of employees partially attribute their well-maintained mental health to their employers.

These programs not only benefit employees' health and wellness, but they also benefit the company. "Ninety-five percent of companies saw a positive return on investment (ROI) for their wellness programs," OpenLoop reports. Additionally, 72 percent of employers who implemented a wellness program experienced a decrease in healthcare costs.

#### 54 percent of Americans covered through their employer

Health and wellness benefits — which may include on-site exercise equipment, fitness tracking devices and opportunities to meet with personal trainers or dietitians — are often included as part of businesses' employer-based health insurance packages. Based on recent statistics, approximately 92 percent of Americans have health insurance, according to data from the U.S. Census Bureau. The majority of people covered — almost 54 percent — have policies through their workplace, with Medicaid and Medicare being

the second-most common subtype of health insurance, both owned by 18.9 percent.

#### How work lunches affect employees' health and wellness

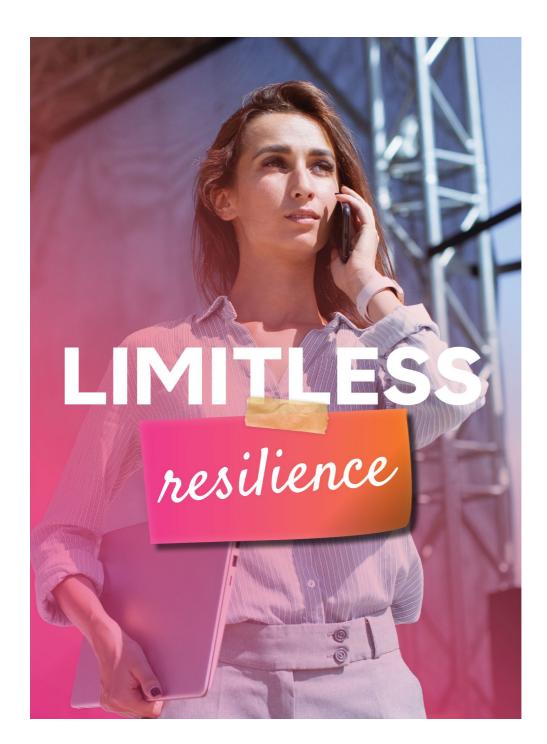
All this being said, just because a larger percentage of businesses are adopting "health-first" mentalities doesn't necessarily mean workers are succeeding with the health opportunities available to them. In fact, 48 percent of Americans skip their lunch break at least once per week. The reason? Twenty-three percent sacrificed their lunch break to finish their work on time while another 20 percent cited too many meetings as the reason for skipping their break. Passing up a lunch break can have serious consequences for employees' health and wellness, including burnout, stress and brain fog.

This tendency to work through lunch breaks can lead to several unhealthy habits, including "mindless eating" — scarfing food down so fast that it is not fully chewed and therefore poorly digested. Employees who don't feel they have much time for lunch may resort to purchasing unhealthy foods, often from vending machines or fast-food chains, which are highly processed and lack the nutrients to provide energy throughout the workday. Packing a healthy lunch and eating away from the desk can help restore energy levels.

A health-conscious lifestyle, much like working for a living, is a full-time pursuit. At Marsh McLennan Agency (MMA), we help groups find the health benefit offerings that best serve their needs, then chart out a plan that makes those goals both actionable and achievable. Every group tries to offer the best possible benefits while still managing their spend; we can help find that balance.

Patrick Sullivan joined Marsh McLennan Agency in 2025 as a sales executive, bringing his extensive experience as an employee health and benefits consultant focused on developing effective benefit programs for multi-generational workforces. Ready to get started? Reach out to connect with us.

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# EPIC Insurance Brokers & Consultants Expands Pacific Northwest Region with Acquisition of Century Insurance Group, LLC

The Oregon-Based Firm Grows Epic's Employee Benefits Practice & Property & Casualty Lines

#### by MARTI THORNBURY, Communications Manager — EPIC Insurance Brokers & Consultants

PIC Insurance Brokers & Consultants (EPIC) has acquired Century Insurance Group, LLC (Century), an Oregon-based firm specializing in employee benefits and commercial and personal P&C solutions. The acquisition enhances EPIC's footprint in the Pacific Northwest and provides the Century team with access to extensive resources to further optimize client outcomes.

Founded in 1996, the team of almost 30 experienced insurance industry professionals is led by principals Danny Duggan, Jason Epple, Chris Intlekofer, Chris Rosch and Jeff Weichman. The firm will tap into EPIC's specialized services and technology-driven insurance solutions, strengthening its tailored strategies and addressing clients' long-term goals through comprehensive risk management. The acquisition was finalized in early July with Dowling Hales advising Century on the transaction. Clients can expect to continue working with the same Century team they have come to know and trust.

"EPIC's client-first approach and extensive resources made this partnership an easy choice," said Rosch. "With EPIC's support, we can continue our mission to be deeply ingrained in the challenges our clients face while leveraging expanded resources to help them manage risk and meet their needs. This exciting partnership provides our team with additional growth opportunities in the region."

EPIC's recent revenue growth to over \$1B has positioned the company as a fast-growing firm that continues to attract top-tier talent and firms nationally.

The addition of Century is part of EPIC's goal to strengthen its presence in the Pacific Northwest market under the leadership of Mike Mastroni, executive managing principal at EPIC. "Our core focus remains on client satisfaction, and we know the highly talented Century team shares our commitment to helping businesses, families and individuals safeguard their future," said Mastroni. "We are thrilled to expand our reach in the region with a team that has demonstrated consistent growth through their top-notch commitment to client experience."

KJ Wagner, president, EPIC West Region added, "The Century team has a decades-long track record of success, and we are thrilled to provide the tools to help them continue the momentum they have already established. We're extremely optimistic about furthering EPIC's growth strategy in the region and beyond."

#### **About EPIC Insurance Brokers & Consultants:**

EPIC Insurance Brokers & Consultants is a leader in risk management, providing clients with diverse and specialized property and casualty, employee benefits, private client and specialty insurance solutions. The EPIC team members operate from locations nationwide, bringing strategic and expansive specializations that allow them to collaborate for innovative and comprehensive risk-solution development.

epicbrokers.com

# From Century to EPIC

The People You Trust. The Service You Expect. The Growth You Deserve.

#### provided by EPIC INSURANCE BROKERS & CONSULTANTS

s part of our continued growth and commitment to excellence, we're proud to announce that Century is transitioning to EPIC Insurance Brokers & Consultants ("EPIC"). This change reflects our evolution as a company, but rest assured, the relationships and client service you've come to trust remain unchanged.

#### Q&A

#### Q: When did Century Insurance, LLC join EPIC?

**A:** A year ago, in July 2024, our company, Century Insurance Group, LLC (Century), an Oregon-based firm specializing in employee benefits and commercial and personal P&C solutions, was acquired by EPIC Insurance Brokers & Consultants (EPIC). Over the course of the year, we have swiftly joined the EPIC family, settling comfortably into an energy and spirit of "team" that fits extremely well with our culture and values. Of equal importance, and as we've seen first-hand this past year, is EPIC's people-first culture with a shared steadfast commitment to client service that has remained a hallmark of our firm.

#### Q: The name EPIC is relatively new to the area. Who is EPIC?

**A:** EPIC is a leader in risk management, providing clients with diverse and specialized property and casualty, employee benefits and private client insurance solutions. EPIC's recent revenue growth to over \$1B has positioned the company as a fast-growing firm that continues to attract top-tier talent and firms nationally. EPIC team members operate from locations nationwide, collaborating and innovating to develop comprehensive risk solutions for clients.

#### Q: When will the name Century change to EPIC?

**A:** We are currently in the process of retiring the Century name. Although our name is changing, our commitment to our clients remains unwavering. Clients can expect to continue working with the **same trusted team** you have known.

#### Q: What does this mean for clients?

**A:** Expanded service and even more solutions for clients including:

- Access to a breadth of additional product offerings and specialty areas
- Stronger relationships with key insurance carriers



 Enhanced use of technology with a focus on innovation and products that drive impactful solutions for clients

Most importantly, clients can expect to continue to work with the same team they've come to rely on.

# Q: Century is regarded as an organization that invests in our community. Will EPIC continue this support?

**A:** Absolutely. EPIC is deeply committed to giving back to the communities where we live and work. We're proud of our team members who generously invest their time and energy in service organizations and charitable causes. That spirit of community will only grow stronger.

#### **Looking Ahead**

As your needs grow more complex, we're growing with you — offering **more robust, risk management solutions** and a future-focused approach. This change reflects our evolution as a company — we're confident this change will allow us to serve you even better. Thank you for your continued trust and partnership during this transition. We're honored to support you and look forward to what we'll achieve together.

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# LET'S BUILD AN ED DE PARTNERSHIP

# CENTURY INSURANCE, LLC IS NOW EPIC INSURANCE BROKERS & CONSULTANTS

Our name has changed, but our dedication to our clients and community continues as strong as ever. Clients can expect to continue working with the same team they have come to know and trust.

RISK MANAGEMENT | PROPERTY & CASUALTY EMPLOYEE BENEFITS | PERSONAL INSURANCE

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## Insurance

# Largest Insurance Companies & Agencies

(Listed by Number of Employees over 3, recognizing that there are numerous other insurance companies and agencies. Please let us know if you would like to be added to this list.)

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Agents	Services	Parent Company
EPIC Insurance Brokers & Consultants 320 SW Upper Terrace Dr., Ste. 104 Bend, OR 97702	541-382-4211	N/A	www.epicbrokers.com chris.rosch@epicbrokers.com	Chris Rosch	30	1996	10	Employee Benefits, Life, home & auto.	An Epic Company
Brown & Brown NW Insurance 360 SW Bond St., Ste. 120 Bend, OR 97702	541-382-1611	541-385-3231	www.bbnw.com david.cuttrell@bbrown.com	David Cutrell	20	1980	20	All lines of insurance.	Brown & Brown
SAIF Corporation 999 SW Disk Dr., Ste. 103 Bend, OR 97702	541-382-0322	541-383-2400	www.saif.com saifinfo@saif.com	Mike Elliott	18	1914	2	Workers' compensation insurance.	SAIF Corporation Salem, OR
Bancorp Insurance 51473 Hwy. 97 PO Box 327 La Pine, OR 97739	800-452-6826	541-536-1568	www.bancorpinsurance.com bancorp@bancorpinsurance.com	Cheri Martinen	17	1978	16	Third-generation family-owned & operated specialty insurance agency located in La Pine, providing peace of mind coverage for all aspects of your personal & professional insurance needs across the Pacific Northwest.	Martinen LLC DBA Bancorp Insurance
MarshMcLennan Agency 606 NW Arizona Ave., Ste. 200 Bend, OR 97703	541-306-2080	N/A	www.mmanorthwest.com Nolan.Colvin@MarshMMA.com	Nolan Colvin	14	2012	12	Commercial / personal / employee benefits (all lines).	Marsh McLennan Agency

Continued on Page 24



#### nsurance Trends & Challenges

Continued from page 1

Insurance Report, "Although where insurers operate is important, the majority of their financial performance is driven by how they operate. This dynamic applies across both soft- and hard-cycle years and applies generally, although factors such as regional differences may lead to exceptions. While effective portfolio strategy should not be disregarded, execution matters even more, and insurers should double down on their capabilities in their core lines of business to achieve profitable growth."

On the side of life and retirement policies, the year has been full of mixed signals. Certain macroeconomic conditions like global GDP growing, inflation steadily decreasing and equity markets turning positive, most of these benefits were relegated to specific geographic markets; not all markets saw these conditions.

A key opportunity in the life and retirement market lies in an aging population. This market is constantly being shaped and influenced by the "Silver" population of people aged 65 or older. Additionally, as generations age on, this market is being heavily influenced by the concentration of wealth among Generation X and retirees.

While many markets shift away from traditional family structures due to a multitude of reasons, these changes present an opportunity to offer flexible policies that cater to nontraditional family structures. Some primary reasons or factors include fewer marriages, lower fertility rates and a rise of dual-income households.

Speaking on local trends, Patrick O'Keefe is a benefits team lead at Inszone Insurance Services, joining Inszone in May 2024 after the merger with Cascade Insurance Center. His journey in the insurance industry began in Bend in 1992 when he founded his own insurance business. In 2007, he merged his business with Cascade Insurance Center, LLC, specializing in health insurance and employee benefits. "One of the biggest trends in recent years is the merger and acquisitions of independent insurance agencies by larger national firms," said O'Keefe. "My agency, Cascade Insurance Center, is a good example and I think reflective of what has been happening both locally and nationally."

O'Keefe spent the last few years with Cascade Insurance Center weighing some big decisions, most notably the long-term sustainability of his business. "With a dozen employees, including my daughter who was my COO as well as heading up my commercial lines department, there was a lot to consider," he said. "Even though we were financially strong and growing, would we be able to keep up with the technological advances that larger firms have access to? Larger firms also receive more favorable contracts and may have access to

insurance carriers that smaller firms like ours might not."

Weighing his options and having some family meetings, O'Keefe decided that merging his firm with a larger one would be the best long-term option for his employees, including his daughter. "I could write a whole story about choosing the right firm, but suffice it to say that in the end I chose one that was aligned with our core values, the type of business we were used to doing, and the type of clients that we represent. After a year I couldn't be more pleased. Inszone Insurance Services was the perfect fit for us and our clients."

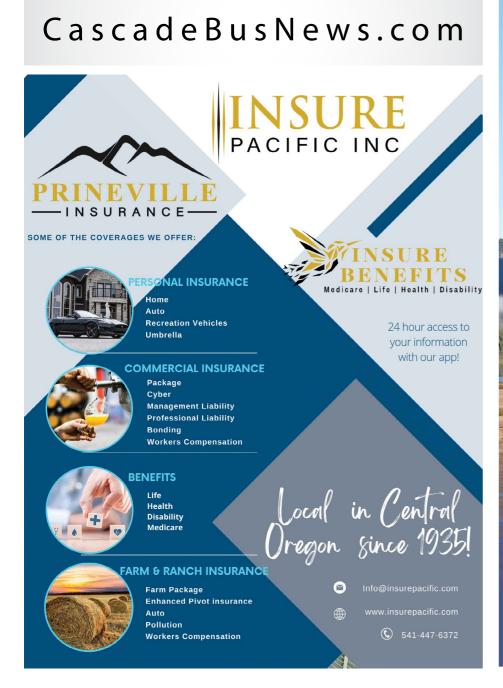
On the flip side, Monica Elsom has owned Insure Pacific Inc./Prineville Insurance Agency, since 2008 and Insure Brookings, LLC/Gerald Ross Agency, Inc., since 2013. As the owner of a small, locally run insurance agency with about 90 years of local history, Elsom says her position as a locally-owned agency sets her up to have a personal touch, "Being independent, we are not beholden to any corporate directives or numbers," she said. "We are entirely focused on our clients, their overall experience and doing what is right for them. With the same carriers as larger agencies, we offer commercial and personal coverage with a local touch."

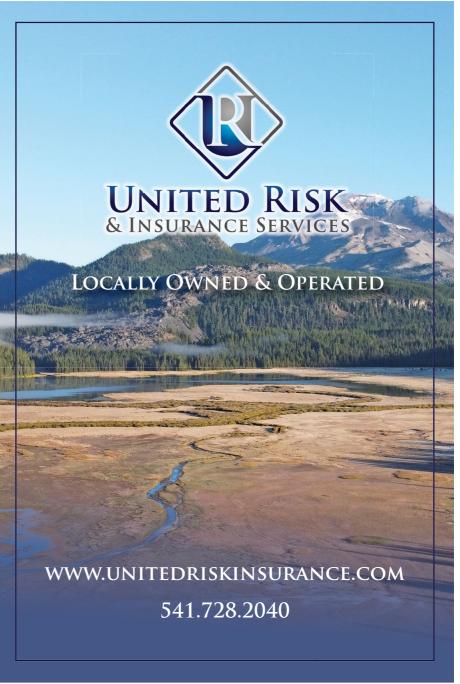
In her world, Elsom said the biggest challenge lies in property. Specifically, all carriers are tightening up what they cover, and people are having a harder time getting insured. To alleviate this issue locally, Elsom and her team are part of a new program that aims to offer increased coverage in areas affected by wildfires. Specifically, there is a push to invest in properties to make them more insurable. Locally, homeowners can upgrade sprinkler systems, renovate parts of their house to become more fire resistant and keep up with maintenance to decrease their fire risk, and increase their ability to be covered.

While Elsom and O'Keefe operate in different parts of the insurance world, they face an identical challenge; getting young people into the workforce. They say insurance doesn't seem as exciting as many other industries, but it is primed for growth, job security and very livable wages. Elsom says the job is perfect for people who enjoy making connections, working in a people-forward business and helping those people achieve and keep their dreams alive.

Another issue facing both the insurance and financial industries is the decreasing number of young people entering into the workforces. While both offer secure livelihoods with the opportunity for advancement, they are not very romantic and difficult to compete with things like the tech industry. This is creating a vacuum in both the carrier and agency levels that needs to be filled. My daughter is already seeing the results of this as her position within Inszone has already progressed. She has a bright future ahead of her, most likely beyond what she may have had if I had remained an independent agency.

While the industry is constantly shifting, there does seem to be rising opportunities in the world of insurance, for those who are willing to adapt to our modern economic and social landscape.





## Insurance

# Largest Insurance Companies & Agencies

(Listed by Number of Employees over 3, recognizing that there are numerous other insurance companies and agencies. Please let us know if you would like to be added to this list.)

CONTINUED FROM PAGE 20

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Agents	Services	Parent Company
Inszone Insurance Services 1201 NW Wall St., Ste. 100 Bend, OR 97702	541-382-7772	541-388-5403	www.cascadeinsure.com service@cascadeinsure.com	Patrick O'Keefe	13	1985	10	All lines of insurance.	Inszone Insurance Services
Insure Pacific, Inc. / Prineville Insurance Agency 297 NW Third St. Prineville, OR 97754	541-447-6372	541-447-5742	www.prinevilleins.com Monica@prinevilleins.com	Monica Elsom	11	1935	8	All personal & commercial lines of insurance. Life, group health & disability & your local MASA representative.	Insure Pacific Inc., Prineville, OR
Alliant Insurance Services, Inc. 1000 NW Wall St., Ste. 210 Bend, Or 97703	541-392-6571	N/A	www.alliant.com travis.davis@alliant.com	Travis Davis	10	2024	10	All Lines of Insurance	Alliant Insurance Services, Inc.
United Risk & Insurance Services 2660 NE Hwy. 20, Ste. 610-532 PO Box 3798 Bend, OR 97701	541-728-2040	541-728-2041	www.unitedriskinsurance.com bill@unitedriskinsurance.com	Bill McCabe	10	2017	7	Commercial, personal lines & benefits coverage.	N/A
High Desert Insurance & Financial Services 1543 NE Third St., Ste. 100 Bend, OR 97701	541-388-4242	541-388-4250	www.highdesertinsurance.com patsy@highdesertinsurance.com	Jeffrey W. Melville	4	2008	2	Ind. & group health, life, home, auto, RV, boat, business.	N/A
Farmers Insurance, Scott Robson 644 NE Greenwood Ave., Ste. 1 Bend, OR 97701	541-382-9111	541-383-8949	farmersagent.com/srobson srobson@farmersagent.com	Darrin Prickett, Scott Robson	3	1989	4	All lines. Licensed in Oregon, Washington, Idaho & California.	Farmer's Insurance, Hillsboro, OR

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- Gross annual revenues \$100,000 or greater in fiscal year 2024.

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# Largest Insurance Companies & Agencies

(Listed by Number of Employees over 3, recognizing that there are numerous other insurance companies and agencies. Please let us know if you would like to be added to this list.)

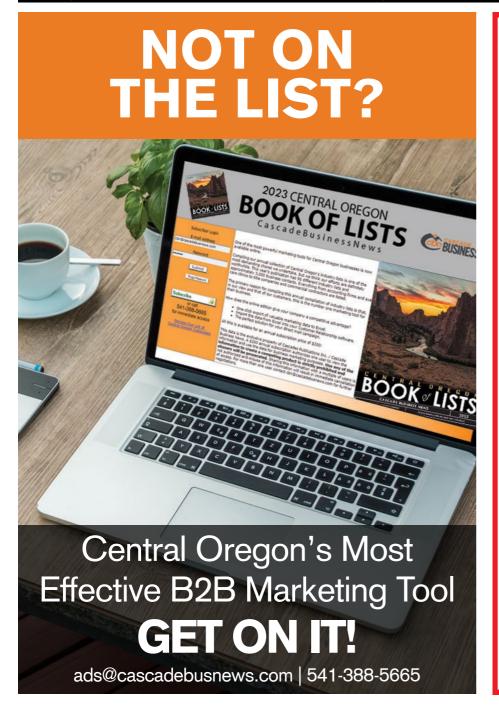
CONTINUED FROM PREVIOUS PAGE

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Agents	Services	Parent Company
State Farm Insurance - Agent Joe A. Lochner 123 SW Fifth St. Redmond, OR 97756	541-548-6023	541-548-6024	www.joelochner.com joe@joelochner.com	Joe A. Lochner	3	1998	3	Auto, fire, life, health, business, farm/ranch.	State Farm Insurance Bloomington, IL.
State Farm Insurance, Agent James Chrisman 1052 NW Newport Ave., Ste. 101 Bend, OR 97703	541-388-9204	541-388-9804	www.jameschrisman.net james.chrisman.ne9j@statefarm.com	James Chrisman	3	2002	4	All lines & financial services.	State Farm Insurance

# Health Plan Companies (Listed Alphabetically)

Company / Address	Phone	Fax	WebSite/Email	Contact	Staff	CO Year Est.	Number of Members	Parent Company/ Headquarters
PacificSource Health Plans 2965 NE Conners Ave. Bend, OR 97701	541-330-8896	541-330-8948	www.pacificsource.com info@pacificsource.com	Dan Stevens	347	1933	290,000	PacificSource Health Plans Springfield, OR

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



We are honored to have had so many outstanding individuals put their hat in the ring for this year's **Economic Development for Central Oregon** (EDCO) Board of Directors election. Their willingness to serve and contribute their expertise and passion to our organization is appreciated. The strength and diversity of the candidates reflect the vibrant community that EDCO represents, and we are grateful for their commitment to advancing our mission.

The new and returning representa-

tives of the 2025-2027 EDCO Board of Directors are Diamond Level Representatives: **Heather Hansen**, VP of Corporate and Legal Affairs, General Counsel, Serán Bioscience and **Brent ten Pas**, Vice President of Member and Public Relations, Central Electric Cooperative. Titanium Level Representatives: **Julianne Horner**, Sr. Account Executive, Providence Health Plan and **Melanie Widmer**, Owner, Madras Sanitary Services. Financial Level Representatives: **Cory Allen**, SVP, Team Lead, Washington Trust Bank and **Zak Sundsten**, Business Advisor, Summit Bank. Silver Level Representatives: **Travis Davis**, Senior Vice President, Insurance Consultant, Alliant Insurance Services and **Chris Piper**, Area Manager, BBSI. Bronze Level Representatives: **Matt Ertle**, Owner, Strategic Partner, PrideStaff and **Jenny Odom**, Director of Outreach and Strategic Communications, FM Civic.



Michael Hancock

(BIRCH) program.

The **Bethlehem Inn** Board of Directors announces the appointment of **Michael Hancock** as its new executive director. Hancock, who has served as Interim executive director since February following the retirement announcement of longtime leader, Gwenn Wysling. Hancock will now officially take the helm to guide Bethlehem Inn into its next chapter.

Matt

**Ertle** 

Hancock brings a rich background spanning business, education and crisis management. He joined during a period of significant change, including the completion of the new Bend campus and the onset of a global pandemic. His leadership has been instrumental in evolving programs, enhancing staff training and development and helping launch the Bethlehem Inn Redmond Community Housing

**Scott Jones**, QMHA, CADC, CPSS, CHW, has been chosen by the **Central Oregon Villages** Board of Directors to be their new executive director.

Jones most recently served as Community Engagement Team Care coordinator and counselor at BestCare Treatment and as Harm Reduction Direct Service coordinator for Deschutes County. He brings a broad spectrum of applicable work and lived experience to the position along with a passion for collaboration and teamwork. Jones is a member of the City of Bend Human Rights and Equity Commission and the Oregon Alcohol & Drug Policy Commission and was previously the president of the Board of Directors for NAMI (National Alliance on Mental Illness) Central Oregon.



Jenny

**Odom** 

Scott Jones

Selections have been made for the **Leadership Bend** Class of 2026, a nonprofit civic engagement and leadership development program of the Bend Chamber. Leadership Bend exists to identify, develop, educate and connect diverse leaders who impact the Central Oregon region through committed service to the community.

Participants are chosen from a broad cross-section of candidates from around the region who must undergo a significant application process. These acknowledged and aspiring leaders share a commitment to active participation in shaping the future of Central Oregon.

There now are over 700 Leadership Bend alumni, many of whom serve as our community "trustees" through board service, elected office, volunteerism and more.

Leadership Bend Class of 2026 Cohort: Lindsay Atagi, PacificSource Health Plans; Brian Barks, Systems West Engineers; Tyler Beelar, Whispering Winds Retirement; Marco Bester, Otak; Inc.; Sonia Capece, NeighborImpact; Shelby Carter, U.S. Bank; Sierra Cullen, Bryant; Lovlien & Jarvis; Cornelius Edison, Lift Fitness Studio; Matt Ertle, PrideStaff; Lauren Evans, LRS Architects; Bola Gbadebo, BolaFilms LLC; Gwen Gist, St. Charles Health System; Jona Gomez, Deschutes Defenders; Kenny Hadden, Edward Jones; Katie Hall, Hennebery Eddy Architects; Alex Harrison, Skanska Building USA; Alice Ivie, Boys & Girls Clubs of Bend; Corey Johnson, City of Bend; Kayla Martin, Bend-La Pine Schools; Jodelle Marx, FM Civic; Kolleen Miller, Upper Deschutes Watershed Council; Reed Newcomer, Morrison-Maierle; Colleen Prinster, Bend Chamber; Allison Randels, Therapy with Ally LLC; Cassidy Riordan, Apollo Mechanical Contractors; Morgan Schmidt, American Red Cross; Kourtney Strong, BBT Architects; Charlie Stuermer, Northline Wealth Management; Jill Vaughan, Taylor Northwest; Elyse Vukelich, City of Bend; Erin Weber, Black Diamond Financial; Nathanael Werner, ORW Architecture; and Helen Wiersma-**Koch**, Central Oregon Community College.

For the 11 months of the program, participants will work with local leaders to expand awareness and understanding of the Central Oregon region. The class will explore historical and current issues firsthand and learn about the unique challenges and opportunities that cross sectors and silos. Additionally, the cohort will benefit from a series of servant leadership topics designed to enhance individual leadership skills and make an impact through a class capstone project.



Shahram Ghasemian

**NuScale Power Corporation** (NYSE: SMR) announced the appointment of **Shahram Ghasemian** as chief legal officer and corporate secretary, effective June 30, 2025.

Ghasemian is an experienced legal executive with a long tenure working across the energy industry and known as a trusted business partner adept at shaping and advancing corporate strategic goals. He joins NuScale from Centrus Energy Corp., where he most recently served as senior vice president, general counsel, chief compliance officer and corporate secretary. Before Centrus, Ghasemian held several leadership positions within the federal government from 2006 to 2020, including the U.S. Department of Energy (DOE), the U.S. Nuclear Regulatory Commission (NRC), and serving as a senior legislative fellow on nuclear policy issues on

Capitol Hill. He started his career in the nuclear energy sector in 1997 with Centrus' predecessor, holding legal positions of increasing responsibility and handling a wide range of issues, including litigation, employment and compliance matters, as well as complex nuclear fuel sales and related agreements.

Ghasemian holds a juris doctor, cum laude, from the University of Illinois Chicago School of Law and a bachelor of science degree in civil and environmental engineering from the University of Wisconsin.

**Deschutes County Health Services** announced that **Ana Woodburn**, an overdose prevention and response strategist, has been named a 2025 Bloomberg American Health Fellow. She is one of 60 fellows selected from across the United States.

Woodburn has worked as a health educator and an overdose prevention and response strategist for County Health Services since 2022. She works to keep community members safe from drug overdoses now and in the future by monitoring overdose data, building a prevention coalition, improving access to Naloxone (Narcan) and collaborating with service providers to create a healthier and safer community.

Through the Bloomberg fellowship, Woodburn will continue her important work at the County while earning a

fully funded master of public health degree with a focus in addiction and overdose, from the Johns Hopkins Bloomberg School of Public Health. Woodburn will participate as a part-time online student and has up to four years to complete the program, however, she says she intends to finish in two and a half years.

This is the ninth cohort of fellows for the Bloomberg American Health Initiative. This year's fellows come from 59 different organizations and will work to address public health challenges in five focus areas: addiction and overdose, adolescent health, environmental challenges, food systems for health and violence.

**Middle of Six**, a marketing consultancy specializing in architecture, engineering and construction has hired **Katy Byers** as a senior marketing strategist, based in the Portland metropolitan area.

Byers has over a decade of marketing experience, with seven years dedicated to the A/E/C industry. A native of rural Oregon, Byers has deep roots in Central, Eastern and Southern Oregon. She is passionate about storytelling, strategy and building connections. Throughout her career, she has had the opportunity to work closely with engineers, owner representatives and architects, which has given her a well-rounded perspective on marketing within the built environment. Byers is committed to fostering relationships and actively contributes to her community through SMPS



**Ana** 

Woodburn

Katy Byers

Oregon, where she currently serves as President-Elect. This fall, she will transition into the role of Chapter President, continuing her dedication to professional development and industry leadership. Her rural Oregon upbringing and commitment to community involvement provide Byers with a unique understanding of the culture, landscapes and industries that shape the region.

Whether she is leading a proposal strategy, mentoring her peers, or birdwatching with her daughter and two cats, Byers brings warmth, insight and positive energy to everything she does.

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

ho's Who Continued from previous page



**Travis** A. Allen

Central Oregon Symphony (COS) introduces Dr. Travis A. Allen as their new executive director. A versatile cellist, educator and arts leader, Dr. Allen has been a part of the classical music scene in Central Oregon since 1996, when he played cello with COS as a high school student. Known for his dedication to performance, chamber music and music education, he currently serves as Principal Cellist of the Central Oregon Symphony and is the cellist of the Dove

For the past five years, Dr. Allen has served as the executive director of the Central Oregon Youth Orchestra (COYO). Under his leadership, COYO has grown in size, scope and visibility, offering high-quality orchestral training and performance opportunities for young musicians across the

region. In addition to his performance and leadership roles, Dr. Allen is a member of the faculty at Central Oregon Community College, where he teaches music history as well as second-year music theory and musicianship.

He holds a master's degree in cello performance from Portland State University and both a master's and doctorate in musicology from the University of California, Santa Barbara. During his time in Portland, Dr. Allen performed with members of the Oregon Symphony and the Portland Opera. He continues to perform regularly, including with the Sunriver Music Festival, and will continue to perform with the Central Oregon Symphony as principal cellist.

If he's not doing something musical, he is likely on an outdoor adventure with his wife and daughter.

A resident of Bend will join more than 250 seriously wounded, ill and injured service members and veterans at the **Department of Defense** (DOD) Warrior Games **Challenge** July 18-26, 2025, at Colorado College in Colorado Springs, Colorado.

U.S. Navy Hospital Corpsman 2nd Class Alayne Rosenstein will be competing against athletes representing the U.S. Army, U.S. Marine Corps, U.S. Air Force, U.S. Space Force and U.S. Special Operations Command. During the nineday competition, Rosenstein will compete in cycling, sitting volleyball and swimming.

Hosted by U.S. Army Training & Doctrine Command (TRADOC), the DOD organizes an annual premier and elite adaptive-sports competition, the Warrior Games.

This year is the 15th anniversary, highlighting the exceptional physical skills and mental toughness of seriously wounded, ill and injured active-duty and veteran service members. Though there are medals distributed during Warrior Games, the competition most highly celebrates personal tenacity, perseverance and the triumph of the spirit.



Alayne

Rosenstein

Redmond is a community built on innovation, collaboration and a deep commitment to its residents. This spirit was vibrantly celebrated at the recent 12th Annual Made In Redmond Tour, where **Redmond Economic Development, Inc.** (REDI) announced the winner of the 2025 Thrive Award.

This year's four remarkable nominees truly embody the essence of a thriving community, each contributing in unique and impactful ways to Redmond's continued economic flourishing. The nominees: projects fueling Redmond's growth are The NOVA Apartments, Bethlehem Inn Redmond, Accent Lighting and NeighborImpact Food Warehouse.

The 2025 Thrive Award winner is The NOVA Apartments. Watson Development, Ltd.'s revitalization of the Village Squire Motel into The NOVA Apartments stands as a shining example of a public-private partnership effectively addressing critical housing needs and revitalizing a key downtown area. Along with their construction partner for The NOVA Apartments, Simplicity by Hayden Homes, Watson Development, Ltd, has had an immediate impact on providing essential housing for Redmond's workforce. The NOVA Apartments has long-term potential to inspire similar urban renewal projects truly exemplify the spirit of the Thrive Award.

The Oregon Tourism Commission, dba Travel Oregon, is awarding nearly \$6.2 million to 65 groundbreaking projects through the agency's 2024-25 Competitive Grants Program. This significant investment represents the agency's commitment to fostering remarkable visitor experiences that increase access and inclusion for historically and currently underserved or underresourced communities.

Travel Oregon's competitive grants program awards eligible applicants for projects that contribute to the development and improvement of communities throughout the state by means of the enhancement, expansion and promotion of the visitor industry. Eligible applicants include local governments, port districts, federally recognized Tribes and nonprofit entities registered with the Oregon Secretary of State's Office. Funded projects represent a wide range of community visions, from adaptive trails and inclusive outdoor activities to cultural heritage programming and experiences.

"These transformational grant funds build upon the remarkable travel experiences available across Oregon for residents and visitors alike," said Travel Oregon CEO Todd Davidson. "From adaptive mountain biking trails to heritage tours that share important cultural stories, these 65 projects are rewriting what it means to travel our state. We're removing barriers to experiences that have, in the past, been out of reach for many people. We're excited to support projects across the state's seven regions that help ensure Oregon is truly welcoming to all."

The 2024-25 Travel Oregon Competitive Grants Program was designed to increase access and inclusiveness for those who may have experienced barriers to visiting our great state — whether by better addressing various mobility challenges or celebrating the diversity of people and communities who live in and travel to Oregon. This year's grant awardees represent meaningful work from all seven of Oregon's tourism regions, creating a statewide network of accessible and inclusive experiences.

Highlights from each region include Central Oregon: Kah-Nee-Ta, Oregon Adaptive Sports. Eastern Oregon: Pendleton Chamber of Commerce, Joseph Branch Trail Consortium. Mt. Hood/Gorge: Oregon Wildlife Heritage Foundation, National Forest Foundation. Oregon Coast: David's Chair Outdoor Mobility Systems, City of Gold Beach. Portland Region: Lan Su Chinese Garden, Oregon Walks. Southern Oregon: Lake County Chamber of Commerce, Sutherlin Area Chamber of Commerce. Willamette Valley: Salem Riverfront Carousel, Linn County Parks and Recreation Department (LCPR). Multiple Regions: Dirty Freehub, Oregon Remembrance Project (ORP).

Since the program's inception, Travel Oregon has invested more than \$26 million in hundreds of projects that uplift local communities and expand visitor experiences throughout the state. Projects funded by the competitive grants program in 2024-2025 will be completed by November 3, 2026. See the full list of awardees at industry.traveloregon.com/wp-content/uploads/2025/06/2024-CG-Grant-Awards\_ EditsAcceptedFINAL-6.23.25.pdf



PHOTO I COURTESY OF DESCHUTES COUNTY

On June 3, the Deschutes County Board of Commissioners and the Public Health Advisory Board (PHAB) recognized the winners of the 2025 Health Heroes Awards.

Every year, the County honors one individual and one organization with Health Heroes Awards for their contributions to promoting the mental, physical, spiritual and social well-being of Deschutes County citizens.

This year's Individual Award winner is community health worker Lordes Reyes, who serves as the Healthy Families coordinator for the Latino Community Association. Reyes uses a bilingual and bicultural approach to help her clients navigate the healthcare system. According to her nominator, Reyes' work helps to reduce healthcare barriers, improve health literacy and build healthier futures for Latine families in Central Oregon.

The Organization Award winner is **Volunteers in Medicine**. Volunteers from a network of more the 300 dentists, counselors and doctors provide free and lowcost health care to the uninsured and underserved members of our community. According to the group's nominator, Volunteers in Medicine has provided over \$155 million in medical treatment and services to more than 15,000 patients since 2004.

A painting by Central Oregon artist **Dave Fox**, The Destination, has been selected to feature as the **Sunriver Art Fair**'s 2025 commemorative poster.

The Sunriver Art Fair will feature over 80 juried artists in a beautiful outdoor setting in the resort community of Sunriver, Oregon. The artist will be available to autograph posters during the three-day event.

Fox is a self-taught narrative/landscape artist working primarily in oil paint. He draws inspiration from his surroundings, from broad landscapes to simple narrative scenes of everyday life. He tends to use subjects and scenes from the seasons in which he's painting. Summer in summer. Fall in fall. Except late winter or early spring,

THE DESTINATION | BY DAVE FOR

then he paints the season he wants to be in. Summer. Fox lives in Bend with his wife and three canine assistants, Kula, Kai and Dozer.

The **Bend Endurance Academy** (BEA) Youth Race Team delivered an impressive showing at the fourth round of the Northwest Cup series at Whitefish Mountain Resort. With five podium finishes and standout performances across multiple categories, BEA athletes demonstrated grit, speed and a strong team presence on one of the most anticipated stops on the NW Cup circuit.

Whitefish Mountain Resort welcomed racers with ideal summer riding conditions, freshly worked trails and a mountain community that knows how to put on a great race. New berms, updated turns and fast, technical features set the stage for highlevel racing, while a well-timed mix of moisture and mild temperatures made for prime course conditions.

In the Cat 2 Men 15-16, first went to Eli Grass, second to Harper Molan; in Cat 1 Men 16U, third went to Teo Gray, fifth to Emile Chabu; in Cat 1 Men 19-29, first went to Conor Munns (BEA Mountain Biking Program Director and Head Coach), in Cat 1 Women 18U, eighth went to Hailey Weston and in Cat 1 Men 17-18, 12th lan van Kriedt.

In total, BEA athletes and coaches claimed five podiums, highlighting the strength and depth of the team's development program.

# Habitat for Humanity of La Pine Sunriver Breaks Ground on 34-Home Affordable Housing Community in La Pine

by KIM GAMMOND, Executive Director — Habitat for Humanity of La Pine Sunriver

abitat for Humanity of La Pine Sunriver officially broke ground last week on its largest affordable housing development to date — Park View, a 34home neighborhood located in north La Pine at the corner of Barron Road and Crescent Creek Drive. The event marked a major milestone for the organization and the community's efforts to address the growing need for affordable homeownership in South **Deschutes County.** 

Board Chair Scott Asla, joined by Deschutes County Commissioners Patti Adair, Phil Chang, and Tony DeBone, shared remarks highlighting the collaborative effort behind the development.

"Habitat makes such a difference. It makes a lifelong difference. If you can build up equity, have a home, your children will graduate from high school. We truly support you, so thank you," said Commissioner Adair.

"I'm really proud that the county has been such a longstanding partner to Habitat and to other affordable housing developers, providing a stream of either land donations or land discounts so that we can make this kind of economic opportunity available to all of our families in our community, especially the kinds of working folks who we see end up in Habitat housing in La Pine. So with that, I just want to say congratulations to Habitat for making this project happen," said Commissioner Chang.

"We went through a lot to get here, which is exciting. You know, we've got a model of who's moving here now — people that have resources, maybe selling a house somewhere else and buying one here — but this is for the local folks, being able to get employment, generational wealth, the on-ramp for that. So it's so exciting — the mission of Habitat around the country — but being able to do this here on these four acres is really special for the community. So, congrats," said Commissioner DeBone.

Park View homes will serve income-qualified homebuyers earning 60-80% of the Area Median Income (AMI). All homeowners must qualify for a mortgage, complete homeownership education classes, and contribute sweat equity by



helping build their homes and those of their neighbors. Construction on the first four homes is scheduled to begin in 2026. habitatlapinesunriver.org • info@habitatlapinesunriver.org

# Standing Together for Survivors

## **DCF Supports Partners** as Cuts to Funding Threaten Critical Services

by STEPHANIE POWELL, Events & Marketing Manager —

**Deschutes Children's Foundation** 

eschutes Children's Foundation (DCF) is sounding the alarm that the State of Oregon is being forced to make cuts due to losses in federal funding. Oregon just announced that Victims of Crime Act (VOCA) funding is being reduced by \$18.5 million, a significant reduction that threatens critical programs that support survivors of domestic violence, sexual assault, child abuse, and human trafficking across Oregon.

These cuts put at risk the availability and accessibility of essential support for those who need it most. While DCF does not receive VOCA funding directly, nonprofit on-campus partners at three out of the organization's four campuses do — including J Bar J Youth Services, KIDS Center, and Saving Grace.

"We are concerned about finding funding for our coordinated human trafficking task force that serves the Tri-County region and Confederated Tribes of Warm Springs," said Stephanie Alvstad, executive director of J Bar J Youth Services. "This task force and the services tied to it are lifelines for youth in crisis. The potential loss of funding jeopardizes our ability to respond to and protect those most at risk."

While it is not yet known exactly how each program will be affected, this cut undoubtedly means fewer resources and greater barriers for survivors seeking help.

"This funding loss is not just about dollars," said Cassi MacQueen, DCF executive director. "It's about the safety and well-being of real people, of children and families who have experienced trauma and desperately need support and care. Our partners do the life-changing work of walking alongside survivors. When they lose resources, our entire community feels the impact."

Community-based organizations that offer front-line support and resources to survivors are critical for our community's safety and play a vital role in ensuring children and families in Central Oregon can begin the process of recovery after experiencing senseless violence and trauma, often at the hands of a family member or someone they trust. The loss of funding to help with recovery means victims may remain trapped in limbo.

DCF's four campuses house 23 nonprofit organizations that serve more than 19,000 children and families each year. As a hub for nonprofits, DCF sees every day how essential these services are to the health and well-being of our community, and how important it is to ensure these organizations have the support they need to continue their work.

#### **About Deschutes Children's Foundation:**

Founded in 1990, Deschutes Children's Foundation manages and maintains four nonprofit service centers in Bend, Redmond, and La Pine. By providing collaborative spaces and operational support, DCF empowers its 23 nonprofit partners to focus on their core missions, collectively serving over 19,000 vulnerable children and families each year.

deschuteschildrensfoundation.org



# Think Wild Launches Crooked River Park Restoration Project in Prineville

by HANNAH WUERFEL, Habitat Restoration Coordinator — Think Wild

hink Wild, Central Oregon's wildlife conservation nonprofit, invited community members to join a volunteer day on July 3 to help launch a new habitat restoration project in Prineville. Volunteers assisted with solarization, an ecofriendly, sun-powered method of preparing soil for native planting by laying out large tarps over a 20,000-square-foot site adjacent to Crooked River Park.

The Crooked River Native Plant Stewardship Project, a partnership between Think Wild and Crook County Parks and Recreation, is transforming an underutilized and ecologically degraded riverside lot into a vibrant native garden that supports wildlife habitat, environmental education and community stewardship.

With funding from Portland General Electric, Meta, the Oregon Parks Foundation Fund and other partners, the project began in spring 2025 and will continue through 2026 and beyond. It focuses on restoring habitat in a former gravel lot overrun by invasive species, creating a thriving space for pollinators, birds and riparian wildlife.

"This project is about more than native planting. It's about connecting people to place," said Hannah Wuerfel, Habitat Restoration coordinator at Think Wild. "By restoring this stretch of the Crooked River, we're creating habitat for native species and opportunities for the community to learn and take ownership in local conservation."

Students and volunteers have already made meaningful contributions to the project. This spring, Barnes Butte Elementary and Redmond Proficiency Academy students visited the site for field days led by Think Wild, where they documented site conditions, identified native plants and explored soil types through hands-on learning. Students from Pioneer High School's Youth Compass Program also helped remove invasive species and debris along the riverbank.

Later this year, Redmond Proficiency Academy students will help improve the soil using vertical mulching, a method that increases air and water flow underground. Crook County High School students will then assist with planting native grasses, wildflowers, shrubs and forbs to support local pollinators and wildlife.





"I strive to integrate tangible ways that students can make a difference in their communities and ecosystems," said Keri Trulsen, a Redmond Proficiency Academy teacher. "Visiting the project site allowed my students to see the transformation of a heavily impacted riparian area into one that will support long-term ecological health."

The project aims to improve the resilience of Crooked River Park to drought, erosion and invasive species, while enhancing wildlife connectivity and streambank stability in the riparian corridor.

Greenbar Excavation has generously donated services to remove invasive vegetation and gravel. After tilling, clear plastic sheeting donated by BTL Liners will be used to solarize the soil and suppress weed growth. Native planting will begin in fall 2025, with additional volunteer days and educational events planned to engage schools, families

The project is part of a broader collaboration with Crook County Parks and Recreation to enhance green space, trails and water conservation in the community.

To volunteer or support the Crooked River Native Plant Stewardship Project, contact Hannah Wuerfel at hannah@thinkwildco.org.

#### **About Think Wild:**

Think Wild is a 501(c)(3) nonprofit organization located in Bend. Our mission is to inspire the High Desert community to care for and protect native wildlife through rescue and rehabilitation, outreach and education and conservation. We provide veterinary treatment and care at the wildlife hospital, staffed by expert wildlife rehabilitation staff, animal husbandry volunteers and our staff veterinarian. Wildlife conflicts or injuries can be reported to our Wildlife Hotline at 541-241-8680, which is monitored seven days a week from 8am to 4pm.

thinkwildco.org • Instagram • Facebook @thinkwildco

# **Celebrating Women in Business**

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DEADLINE FOR SPACE & ART IS AUGUST 13

# SU-Cascades Continued from page 3

acre campus, enhancing student engagement; increasing student, faculty and staff interactions; and providing more cost-efficient access to services," said Laurie Hill, chief business officer at OSU-Cascades.

Hill explained that proceeds from a sale would be reinvested in the development of the campus.

The Graduate & Research Center currently houses classrooms and other space for master's programs in teaching and counseling, an undergraduate computer science program, the

Human and Ecosystem Resiliency and Sustainability Lab, the Laboratory for the American Conversation and the Central Oregon Innovation Hub, and other campus groups.

The building hosts classes for about 285 students each term and office space for about 30 faculty, researchers and staff, including in shared workspaces. Following the sale of the building, employees and academic operations will be eventually moved to the nearby campus.

The Graduate & Research Center also houses an early childhood learning center, which will move into to the new Little Kits Early Learning and Child Care Center, located on the OSU-Cascades campus. Little Kits is slated to open in August.

osucascades.edu

#### MW Continued from page 3

career with Jaguar in 1980 in Dallas, Texas and quickly rose to master status serving in both Texas and Kansas. Niles left the automotive business in 1989 to attend culinary school apprenticeship with the Texas Chef Association. He returned to the European repair business, taking a position with BMW of Portland (formally the Don Rasmussen company) in 2000. By 2005 he was recognized as a Level 1 BMW master leading a team before assuming a working foreman role. Niles left BMW and opened Portland

Motor Works in May 2014, using his many years of customer service experience and technical knowledge to bring a new level of independent repair shop operations to the market. We are now happy to be able to bring that same business model to Central Oregon, opening PMW of Redmond on June 2, 2025.

As a family-run business, we're proud to make our home in Central Oregon and excited to bring our 11+ years of customer service excellence and purchasing power to deliver the best value in European auto repair.

Come visit us — and experience why PMW has earned the trust of European car owners throughout Oregon.

PMWRedmond.com

# end Design Continued from page 3

Design — encouraging bold ideas, fostering inclusive design, and building a more sustainable future.

Situated within walking distance of the Old Mill District and the Century Center, attendees will enjoy easy access to some of Bend's best restaurants, bars, and gathering spots — along with instant immersion in the natural beauty that defines Central Oregon. From campus, the outdoors is always just a few steps away, whether you're chasing inspiration or a trailhead.

The OSU-Cascades campus is also a model of sustainable development, built on a reclaimed pumice mine and designed with carbon neutrality in mind. Its commitment to environmental stewardship mirrors Bend Design's values — making it the ideal setting for a future-forward creative conference.

"As we celebrate ten years, we are inspired to ask our creative community:

'How can design take us into a more connected, vibrant future?'" says Marley Weedman Lorish, Scalehouse executive director. "Bend Design is a unique conference which inspires attendees by sharing the power of creativity and design in enriching community identity, fostering civic engagement, and providing cross-sector benefits, from mental health and education to workforce skill building and more."

This year unites designers, artists, and creative minds for a celebration of the growing innovative and creative Bend

design community. Through inspiring talks, workshops, and welcoming gatherings, Bend Design encourages creativity and connection among attendees, speakers and the greater Bend community.

Passes will be available for purchase August 6 on the Scalehouse website: scalehouse.org/benddesign. 2025 Conference partners include: OSU-Cascades, Bend Cultural Tourism Fund, The Source Weekly, Statehood Media, Bend Magazine and Cascade Business News.

scalehouse.org

## VC Continued from page 3

mission to spotlight and support local innovation. Additionally, a cash award will be reserved for one standout startup headquartered in Central Oregon, emphasizing the region's ongoing commitment to homegrown entrepreneurship. Growth Stage finalists have historically received investments

of \$250,000 or more, pending final due diligence and allocation by the BVC Funds. The application period is open now through Thursday, August 14, 2025.

#### **Early Stage**

This category is open to Oregon-based companies that are pre-revenue or have earned less than \$1 million in product revenue in the past 18 months. These companies must have raised less than \$500,000 in external capital, including non-dilutive grants, and be currently raising under \$1 million in

investment capital. Eligible companies must be domiciled in Oregon or have an executive based in the state.

#### **Growth Stage**

This category is open to companies that have generated at least \$1 million in product revenue in the past 18 months and/or raised at least \$500,000 in external capital. These companies are typically raising between \$250,000 and \$2.5 million or more. Pre-revenue companies with significant traction, such as those in life sciences, will also

be considered.

\*The Bend Venture Conference cannot guarantee that investments will be awarded in any specific amount. The final amounts to be distributed depend on the investment commitments received from third-party investors, as well as the ability of the winning companies and investors to agree on the terms and conditions of the investment.

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#### RECENT TRANSACTIONS

Continued from Page 3

3,608 SF of industrial space at 1309 SE Armour Rd in Bend.

**REMAX Key Properties** brokers **Ryan Amerongen**, CCIM and Tony Levison represented the Tenant, Cascade Stainless Solutions LLC in the lease of 3,608 SF of light industrial space located at 1309 SE Armour Road in Bend.

**Katy Haines, NAI Cascade**, represented the Landlord and Tenant in leasing 695 SF of retail space at 1404 NE Third St in Bend.

**Jeff Reed** and **Walt Ramage, NAI Cascade**, represented the Seller in the disposition of two duplexes at 20851 & 20855 Nova Lp in Bend. These properties each closed at \$704,500.

**Jenn Limoges, CCIM, NAI Cascade**, represented the Landlord and Tenant in leasing 1,086 SF of office space at 243 SW Scalehouse Lp in Bend.

**Jenn Limoges, CCIM, NAI Cascade**, represented the Landlord and Tenant in leasing 654 SF of office space at 225 SW Scalehouse Lp in Bend.

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

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# Central Oregon Business Calendar

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

### **BUSINESS EVENTS**



#### July 16

5pm City of Bend Virtual and In-Person Bend City Council and Bend Urban Renewal Agency Meeting at Bend City Council Chambers.

5:30pm-8pm ConnectW Monthly Dinner Meeting at The Newberry Hotel Bend.

#### July 17

2-3:30pm Upper Deschutes River Communities Project Wildfire Neighborhood Coalition Meeting at La Pine Senior Activity Center.

#### July 18

8:30-9:30am Redmond Chamber Coffee Clatter at Evergreen Ave Collaborative.

3:30-4:30pm Bend Chamber Ribbon Cutting for Project Recover.

5:30pm City of Redmond Urban Area Planning Commission Meeting.

4-6pm Bend Chamber Ribbon Cutting at SERA Custom Integrators.

#### August 4

4-6pm City of Redmond Virtual and in-Person Bicycle and Pedestrian Advisory Committee Meeting at Redmond City Hall Room 210.

#### August 7

3:30pm City of Redmond Parks Committee Meeting.

#### September 9

8-9:30am Bend Chamber Commerce & Coffee at The Element Hotel.

#### September 10

5-7pm Bend Chamber Bend ET Social at Johnson Brothers Appliances.

#### October 14

4:30-6pm Bend Chamber Biz & Bevs at The Outpost at Campfire Hotel.

#### **November 11**

8-9:30am Bend Chamber Commerce & Coffee at Kernutt Stokes.

## **WORKSHOPS & TRAINING**



#### (Ongoing)

COCC Small Business Development Center Virtual Classes.

## **Building Permits**

#### **DESCHUTES COUNTY 7.1.25 & 7.8.25**

Commercial (New) 13,411 sf. at 605 W Three Peaks Dr. Sisters 97759 OR Owner: Towncraft Properties, LLC 69350 Green Ridge Lp. Sisters, OR 97759 Builder: Craftsman Homes By Design, Inc. 541-977-2766 Permit # 247-25-001394

<b>CITY OF BEND</b>	7.1.2	<u>5 &amp; 7.8.25</u>
\$456,344.00	-	Commercial (Alteration) at 545 SW Powerhouse Dr. Ste. 910 Bend 97702 OR Owner: Multiple Builder: R & H Construction, Co. 503-228-7177 Permit # PRRE202406506
\$235,791.00	-	Commercial (Alteration) 1,116 sf. at 2230 NW Labiche Ln. Ste. 100 Bend 97703 OR Owner: Shevlin Crossing, LLC Builder: Sunwest Builders 541-548-7341 Permit # PRRE202502384
\$25,000.00	-	Commercial (Alteration) at 1000 NE Hwy 20 Bend 97701 OR Owner: Multiple Builder: Mastec Network Solutions, LLC 866-545-1782 Permit # PRRE202503546
\$225,543.00	-	Commercial (Alteration) 2,852 sf. at 1001 SW Disk Dr. Bend 97702 OR Owner: Deschutes Ridge Business Park, LLC Builder: Bend Log Homes, Inc. 541-420-4201 Permit # PRRE202408333
\$40,000.00	-	Commercial (New) 832 sf. at 635 NE Marshall Ave. Bend 97701 OR Owner: 635 Marshall, LLC Builder: Powell Butte Custom Homes, LLC 541-678-3860 Permit # PRNC202406908
\$40,000.00	-	Commercial (New) 832 sf. at 635 NE Marshall Ave. Bend 97701 OR Owner: 635 Marshall, LLC Builder: Powell Butte Custom Homes, LLC 541-678-3860 Permit # PRNC202406909
\$30,000.00	-	Commercial (Alteration) 250 sf. at 19717 Mt. Bachelor Dr. Ste. 10 Bend 97702 OR Owner: MSC ML, LLC Builder: Sierra James Construction, LLC 541-306-3775 Permit # PRRE202503114
\$30,000.00	-	Commercial (Alteration) 250 sf. at 19717 Mt. Bachelor Dr. Ste. 11 Bend 97702 OR Owner: MSC ML, LLC Permit # PRRE202503115

Commercial (Alteration) at 61334 S Hwy 97 Bend 97702 OR Owner: Paradise 3941, LLC

Builder: Jeremiah Chad Cooke 541-517-7735 Permit # PRRE202503404

Builder: Kellcon, Inc. 541-312-4034 Permit # PRRE202503405

# **CITY OF REDMOND 7.1.25 & 7.8.25**

\$30,000.00

\$20,000.00

\$15,000.00

\$296,000.00

\$2,800,000.00 -	Commercial (New) 8,318 sf. at 130 NE 11th St. Redmond 97756 OR Owner: PCBP Properties, Inc. 10600 White Rock Rd. #100 Rancho Cordova, CA 95670 Builder: R & H Construction, Co. 503-228-7177 Permit # 711-25-000614
\$1,755,147.00 -	Commercial (New) 7,800 sf. at 4625 SW 21st St. Redmond 97756 OR Owner: DCC Investments, LLC 2914 SW Canal Blvd Redmond, OR 97756 Builder: Dry Canyon Communications, LLC 541-504-5491 Permit # 711-25-000665

Commercial (Alteration) 50 sf. at 20789 NW Henry Ave. Ste. 150 Bend 97703 OR Owner: Powell-Bend, LLC Permit # PRRE202501106

Owner: Cascade Healthcare Community, Inc. PO Box 5789 Bend, OR 97708 Permit # 711-25-001036

Commercial (Tenant Improvement) at 1253 NW Canal Blvd Redmond 97756 OR

Commercial (Alteration) 3,758 sf. at 404 SW Columbia St. Ste. 110 Bend 97702 OR Owner: Vision Plaza, LLC

\$17,000.00 Commercial (New) 264 sf. at 2900 Northwest Way Redmond 97756 OR Owner: Dry Canyon Apartments, LLC 963 SW Simpson Ave. 110 Bend, OR 97702 Builder: Montagne Development, Inc. 503-209-3815 Permit # 711-25-000970

\$10,000.00 Commercial (New) at 4555 SW Elkhorn Ave. Redmond 97756 OR Owner: Redmond School District 2J 145 NE Salmon Redmond, OR 97756 Permit # 711-25-000880

# Town of Country

# May 2025 First Friday Artwalk ~ Redmond

PHOTOS COURTESY OF DRY CANYON ARTS ASSOCIATION



Beth Hanson



**Bill Lind** 



Carol Picknell



**Drew Collins** 



Erin Skeer



Gary McPherson



Haribhajan Khalsa



Jay Lowndes



Josie Powell



Krystal Allen



Michelle Adams



Olive Johnson



Rex Krueger



Rick Thompson



Wendy Wheeler-Jacobs