

#1 — Cloudwork|PRO

Official Name of Business: Cloudwork|PRO
750 NW Charbonneau, Ste. #200, Bend // 541-275-1200
Website: cloudworkpro.com
Contact Email: ryan.heck@cloudworkpro.com
CEO/owners, background: Mike Mudd, CEO; Ryan Heck, President
Number of Employees: 13
Year Established in Central Oregon: 2020
Product/Services Offered: On-demand IT field services technician marketplace.
What is the reason for starting your business?
We noticed a gap in the service offerings of the incumbent operators in this space: professionalism, timeliness and quality. Rather than continue to suffer operational churn from technicians who failed to show up on time or perform quality work, often needing to be redone, we opted to create our own carefully cultivated marketplace of experienced and professional technicians.
What is your outlook for growth:
We have a long way to grow! We're operating in a

12-figure space, and our two main competitors have revenue in the billions with a five-plus-year head start. We're confident we can get there in less than that. PE and strategic investors seem to agree: their interest continues growing as we continue marching toward profitability in 2026.
What do you attribute your rapid growth to?
Focused hard work, late nights, early mornings and great product market fit.
What is your vision for growth and/or expansion over the next five years?
We think we can grow this business beyond the IT space. Field Service is a broad umbrella term, and we believe our philosophy and platform architecture lend themselves well to many industries. 5 years from now, I'd like for us to be dominating the IT services space and making strategic forays into select commercial and home services.



PHOTO | COURTESY OF ALMOST FAMILY, LLC

What is your philosophy to running a successful company?
Surround yourself with people smarter than you. Trust your leadership team's instincts. Set goals and hold yourself accountable to them. Build a culture of trust, execution and accountability. Celebrate your wins and learn from your losses, but don't dwell on them — fail forward. Never give up, but always adapt.

#2 — High Desert Blinds

Official Name of Business: High Desert Blinds
PO Box 6536, Bend // 541-419-5591
Website: highdesertblinds.com
Contact Email: jayson@highdesertblinds.com
CEO/owners, background: Jayson Tuma, almost three decades in sales/management.
Number of Employees: 3
Year Established in Central Oregon: 2022
Product/Services Offered: Window treatments for residential and business. We take our clients through a complimentary consultation, measure, order and install custom window treatments.
What is the reason for starting your business?
My wife (Elizabeth) and I were looking at doing something different with our careers, so we left our respective industries to take the knowledge we had gleaned from remodeling, design, management, and sales, and focused on starting High Desert Blinds as a premier window treatment business, basically from

the ground up. We live and grew up in the high desert, so it was a fitting name for our company. Our ultimate goal was and is to engage with our community and bring the best in product and service to this beautiful, growing area of Oregon—a land we love.
What is your outlook for growth:
Our projected revenue goal, based off of previous years' goals, is to increase revenue by 30% by the end of 2025, which we are on track to accomplish. Diversification plays a large roll in reaching that revenue goal, like branching into outdoor shades and awnings, and specializing more in indoor home automation/motorization.
What do you attribute your rapid growth to?
God has blessed this little company with growth and expansion, relatively fast and steady, the past



PHOTO | COURTESY OF HIGH DESERT BLINDS

Continued on Page 14 ►

Our Clients Are Among the FASTEST
& We're KEEPING UP!

Big CONGRATULATIONS to this year's Fastest 20 awardees!
At Capstone, we're proud to work alongside
so many of these driven businesses -
helping them plan smart, grow strong, and move fast.

Join us in celebrating Central Oregon's thriving business community!



CAPSTONE
ACCOUNTING & TAX

www.capstoneaccounting.com // (541) 241-9830

High Desert Blinds

Continued from page 13

few years. Marketing is key in expansion. We know the value of investing in our name via strategic branding, Google Ads, an updated and interactive website, unique business cards and print material, social media presence, business fairs and community contributions. Google Reviews has been incredibly useful in reaching potential clients. But the best marketing is word of mouth. Referrals are crucial when growing a local business in a tight-knit community. We have also built strong relationships with our vendors, which has been key in helping us succeed.

What is your vision for growth and/or expansion over the next five years?
We love this gem of a business and are excited about the future growth of it! In the next five years, the expansion of our team is on our list of goals, full and part-time. We are also looking ahead to the possibility of expanding beyond the borders of Oregon.

What is your philosophy to running a successful company?
Pick up the phone. Be consistent, be persistent, be intentional and don't be afraid to pivot. Treat every single potential client as a future investment. We have had people refer us even when they haven't gone with us because we have stuck to that motto. Don't ignore negative feedback, this is how you grow. Rebound quickly from perceived rejection and celebrate the wins and growth with generosity. If something doesn't work out as you were hoping (we've all had those situations), make it right even if it costs you—you're investing in word of mouth. Integrity wins in the long run.

#3 — JR Carlon Corp

Official Name of Business: JR Carlon Corp
PO Box 5461 Bend // 541-219-0729
Website: jrcarloncorp.com
Contact Email: joe@jrcarloncorp.com
CEO/owners, background: Joe Carlon, born and raised in Paisley, Oregon. Married Christa Carlon, born and raised in Albany, Oregon.
Joe and Christa went to college at EOU and OSU studying business economics. Growing up, each of their families ran logging and construction businesses. Founded JR Carlon Corp in 2017. Began running the business full-time in 2021.
Number of Employees: 5
Year Established in Central Oregon: 2017
Product/Services Offered:
Excavation and road building
What is the reason for starting your business?
Growing up in the industry, Joe and Christa found a passion for excavation and the construction industry as a whole. Through watching their families run their construction and logging businesses, they learned the ins and outs of finding success in the industry. When starting JR Carlon Corp, they felt they had the knowledge to run a successful construction business and fulfill needs in the industry.
Initially, the business started by doing part-time heating oil tank decommissioning throughout Central Oregon. Joe and Christa worked nights and weekends, in addition to their full-time+ day jobs, to take on this environmental work as this was a need in the real estate

market at the time.

What is your outlook for growth:
We have prioritized steady growth, year after year without sacrificing quality workmanship. We have worked really hard to minimize debt, cash flowing most major purchases. Outlook is promising as transportation infrastructure is in need of constant repair and replacement.

What do you attribute your rapid growth to?
We attribute our rapid growth to our industry experience that we started learning at a young age and the positive reputation we have built with State and Federal agencies. We started this business operating part-time while building a solid asset and cash basis. This strategic approach enabled us to grow by allowing us to selectively pursue opportunities that aligned with our long-term vision, rather than simply seeking work to cover operational costs.

What is your vision for growth and/or expansion over the next five years?
It has never been our vision to be the biggest business in the industry, though we will continue to strive to be the best while focusing on the same strategic cash-based growth that got us here.

What is your philosophy to running a successful company?
My philosophy for business is the same as for being a successful human being — God first, family second, business after that. Take care of your people, and they will take care of you.



PHOTO | COURTESY OF JR CARLON CORP

#4 — Almost Family



PHOTO | COURTESY OF HIGH DESERT BLINDS

Official Name of Business: Almost Family
698 NW York Dr., Bend // 541-389-0006
Website: Almostfamilycare.com
Contact Email: Todd@almostfamilycare.com
CEO/owners, background: Dr. Todd Sheldon co-founded Almost Family in 2020 and serves as CEO. Inspired by personal experience caring for loved ones, he built the company on compassion, dignity, and respect. A former U.S. Navy optometric physician and longtime Central Oregon resident, Dr. Sheldon now leads Almost Family's growth as a trusted multi-state provider supporting seniors and individuals with developmental disabilities.
Number of Employees: 675
Year Established in Central Oregon: 2020
Product/Services Offered:
Almost Family provides one-on-one in-home care support to the elderly as well as those with Intellectual and/or developmental disabilities (I/DD). We help our clients lead meaningful and impactful lives and prioritize care that feels like family.
What is the reason for starting your business?
My reason for starting Almost Family is deeply personal. Several years ago, my mother was diagnosed with Parkinson's disease. As we searched for quality care

to support her, we found very few options that met our standards of compassion and reliability. That experience inspired me to create Almost Family — to ensure my mother received the best possible care for the rest of her life. Though she has since passed, our mission remains the same. To provide every client with high-quality, family-centered care delivered with the same love and respect we'd want for our own loved ones.

What is your outlook for growth:
We expect the growth trend to continue. There are still far too many individuals who struggle to access the quality care they deserve, and our mission is to change that. Beyond providing services, we aim to educate families and individuals about the resources available to them, empowering them to make informed choices and live more independently. As we expand into new regions across Oregon and California, we're focused on reaching underserved communities and building strong local teams that reflect our family-first values. While our growth has been rapid, we know there's still much more work ahead and we're excited to continue making a difference, one family at a time.

What do you attribute your rapid growth to?
We attribute our rapid growth to a few key factors. First and foremost, there's a tremendous need for compassionate, high-quality care in the communities we serve. Second, our ability to consistently deliver that level of care has built trust with families and referral partners alike. And finally, our incredible support staff — the heart of Almost Family — play a huge role in sharing our mission and providing the personal touch that sets us apart.

What is your vision for growth and/or expansion over the next five years?
Over the next five years, our vision is to continue expanding both within our current markets and into new ones. After adding several new locations across Oregon and California this past year, we're focused on building a strong foundation for sustainable growth — with plans to bring Almost Family to Washington and beyond.

What is your philosophy to running a successful company?
My philosophy for running a successful business centers on continuous improvement. Each day, we ask ourselves how we can be better than we were yesterday — whether that means refining our processes, strengthening our communication, or enhancing the care we provide. Growth often comes from asking the uncomfortable questions and being willing to adapt. Above all, our focus remains on people — our clients and our support staff. When you prioritize quality care and a strong, supportive culture, success naturally follows.

#5 — Alker Family Electric LLC



PHOTO | COURTESY OF ALKER FAMILY ELECTRIC LLC

Contact Email: nick@alkerfamilyelectric.com
CEO/owners, background: Nick Alker, owner. Tumalo resident for ten years.
Number of Employees: 9
Year Established in Central Oregon: 2022
Product/Services Offered:
New construction custom homes, remodeling, service calls, EV chargers, Hot Tubs, backup generators.
What is the reason for starting your business?
My goal in starting this business was to build a company known for taking great care of its people, delivering top-quality service, and contributing to the long-term growth and legacy of Central Oregon.
What is your outlook for growth:
My vision is to continue hiring exceptional electricians and forming strong partnerships with leading general contractors throughout Central Oregon, with the goal of doubling our company's size within the next two years.
What do you attribute your rapid growth to?
By treating my employees exceptionally well, I've built a team that loves what they do — earning us the trust of leading general contractors and a stellar reputation with homeowners.
What is your vision for growth and/or expansion over the next five years?
Our goal is to be recognized as Bend's top electrical contractor-the trusted first call for new projects, service work, and electrical emergencies.
What is your philosophy to running a successful company?
I believe that by treating our employees well and creating a great work environment, our team will deliver exceptional results and set a high standard.

Official Name of Business: Alker Family Electric LLC
64485 Research Rd., Bend // 541-604-5771
Website: alkerfamilyelectric.com

#6 — Axis Enterprises, LLC

Official Name of Business: Axis Enterprises, LLC
PO Box 219, Powell Butte // 541-727-8677
Website: axisenterprisesllc.com
Contact Email: chad@axisbuild.us
CEO/owners, background: Chad Anderson and Jaime Nichol
Number of Employees: 5
Year Established in Central Oregon: 2016
Product/Services Offered:
Custom home builder.
What is the reason for starting your business?
We started our custom home and framing contracting business in 2016 with a clear goal — to provide exceptional craftsmanship, honest communication, and a seamless building experience for our clients. What began as a shared passion for quality construction has grown into a trusted business built on integrity, attention to detail, and lasting client relationships.
What is your outlook for growth:

Our focus is on sustainable, quality-driven growth. We aim to expand our reach within the custom home market while maintaining the craftsmanship, integrity, and client care that define our work. Through strong partnerships and a commitment to excellence, we're building a lasting legacy of trust and exceptional homes.
What do you attribute your rapid growth to?
Our rapid growth didn't happen by accident. It was the direct result of a strategic decision to put the client at the center of everything we do. This starts with clear, consistent communication and ends with a finished home that exceeds their expectations.



Continued on Page 16 ►

Congratulations
to 2025's

TOP 20 FASTEST
GROWING COMPANIES
in Central Oregon

Axis Enterprises LLC

Continued from page 15

That exceptional client experience is made possible by our trusted network of high-quality subcontractors. These long-standing relationships ensure that the craftsmanship and attention to detail we promise are delivered on every single project, from foundation to finish. This not only builds confidence with our clients but also ensures our projects are completed on schedule and without costly delays.

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

Driven by a deep love for the art of home building, our vision is to continuously

elevate the standard of custom construction. We aspire to leave a legacy of exceptional homes that enrich our community and exceed the expectations of every client we serve.

What is your philosophy to running a successful company?

Our philosophy is built on the belief that a home is more than a structure; it's the foundation of our client's lives. We achieve this by forgoing a true partnership with every homeowner, ensuring a transparent and rewarding building experience. Our commitment to superior craftsmanship is non-negotiable, and it is made possible by our trusted network of quality subcontractors. By putting our clients first and demanding excellence in our work, we create not just beautiful custom homes, but lasting relationships built on trust and integrity.

#7 — Nine Peaks Solutions LLC

Official Name of Business: Nine Peaks Solutions LLC
5 NW Hawthorne Ave., Ste. 100, Bend // 541-797-7595, 844-797-3257

Website: NinePeaksSolutions.com

Contact Email: EmailUs@NinePeaksSolutions.com

CEO/owners, background: Eric D. Skidmore, president/founder. Graduate of Madras High School and Eastern Oregon State College. Career: worked within the payroll and human resources applications and in the technology sector areas.

Number of Employees: Seven employees and four contractors. Eleven total involved in the organization currently — we refer to these individuals as Tech Sherpas*.

Year Established in Central Oregon: 2015

Product/Services Offered:

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

What is the reason for starting your business?

The company was originally started to solve problems and challenges that businesses or public sector organizations. Technology and process issues that create pain points for the organizations and the people responsible for them running smoothly.

This is still the case today. We look for the opportunity to solve a challenge that is facing an organization by looking at the present situation and

creating the complete solution that fits. This is the basis for the Nine Peaks Solution's vision statement: "To help organizations operate at peak performance by leveraging technology and human ingenuity."

Eric has been a leader in the Payroll and Human Resources application and data management sector for many years. At the coaxing of long-term business contacts, NPS was created to solve the problems stemming for processing, data storage, management, and compliance.

What is your outlook for growth?

The year 2025 has been a year of adjustment and rebuilding our opportunities list going into 2026. We have great opportunities currently in process and the outlook for growth is the best we have ever presented.

What do you attribute your rapid growth to?

Three specific things: The people that have been involved with the NPS organization. Both present and previously. Some phenomenal individuals that helped the organization grow and succeed. Nine Peaks would not be what it is without the organization being built by great people and their contributions. Second our industry referral partners for providing us the opportunities to make a difference for more organizations. Finally, our existing client base that brings us additional projects to assist their organizations. Clients trust and have confidence in NPS to deliver fully on our scope of work. When a project pivot is needed, our philosophy is to always do the right thing for the client.

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

After all the growth over the last three years, we



PHOTO | COURTESY OF NINE PEAKS SOLUTIONS LLC

have needed to reestablish some of our business baselines. Growth and expansion is still projected, will be just a bit slower than we have encountered over the previous years.

What is your philosophy to running a successful company?

Be a great partner for people who contribute to the company moving forward. Technology partners, referral partners, Tech Sherpas, and our clients. Task by task, project by project, client by client. Build the company, and the capabilities it has. Measured not by hours, days, weeks, or months. Measure the success and partnerships by years and decades.

*Why do we refer to one another as Tech Sherpas? We are here to help elevate our clients and fellow Tech Sherpas to greater heights using and understanding today's technology and organizational processes! Our mission is to be: Your 'Peak' Performance Technology Partner.

#8 — Jorgensen Family Works dba Sunburst Fabrications

Official Name of Business: Jorgensen Family Works dba Sunburst Fabrications
800 NE Hemlock Ave., Redmond // 541-548-7722

Website: SunburstFabrications.com

Contact Email: DJorgensen@SunburstFabrications.com

CEO/owners, background: Twenty-plus years in executive management in manufacturing.

Number of Employees: 10

Year Established in Central Oregon: 2000

Product/Services Offered:

Structural Steel Fabrication and Installation

What is the reason for starting your business?

Business grew out of a small operation focused on custom metalwork and ornamental fabrication projects.

What is your outlook for growth?

I expect modest region growth over the next five years. Mid to low single digits. We have a diversified economy which has been reliant on timber, ranching, recreation and tourism, but new growth sectors include advanced manufacturing, tech/engineering firms and trade-

sector businesses (local companies selling goods and services outside the region)

What do you attribute your rapid growth to?

With continued population growth (only part of Oregon to claim this fact), job growth will follow, led by increased demand for housing and construction-related trades.

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

Even with the recent growth, I feel our company has been successful in doing it "old school". Our employees are your biggest asset and people still want to buy goods and services from people they like. We can lose that human element, but in an effort to scale the business and move it forward it, it will need to leverage technology (AI) and software to be more efficient and streamlined.

What is your philosophy to running a successful company?

Simple: Communication and Leadership.



PHOTO | COURTESY OF SUNBURST FABRICATIONS

#9 — Nicole's Apothecary

Official Name of Business:

Nicole's Apothecary

Website: nicolesapothecary.com

CEO/owners, background: Dr. Nicole Apelian, herbalist, biologist, ethnobotanist

Year Established in Central Oregon: 2012

Product/Services Offered:

Herbal tinctures and salves — including dual-extracted medicinal mushrooms and many herbal blends.

What is the reason for starting your business?

With a background in ethnobotany and a passion for natural wellness, herbalist Nicole Apelian, Ph.D., began making her herbal salves and infusions in 2012. She shares

these natural preparations with the hope that they will support your well-being as they have her own.

Our apothecary herbs are organically grown, gluten and GMO-free, cruelty-free, and all products are made in the USA.

What is your outlook for growth?

Continue to provide the best products we can for our customers.

What do you attribute your rapid growth to?

We've grown quickly, mostly through word-of-mouth. This is due to the quality of



PHOTO | COURTESY OF NICOLE'S APOTHECARY

Nicole's Apothecary

Continued from previous page

our products and the extensive, scientifically-based extraction methods we use. In a time where trusting the quality of herbal supplements can be difficult, we make it easy. Our products really are that good.

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

Continue reaching more people who want to incorporate holistic health into their daily lives.

What is your philosophy to running a successful company?

Do the research, follow the science, and provide the best herbal products possible for our customers.

#10 — Tite Knot Craft Coffee



PHOTO | COURTESY OF TITE KNOT CRAFT COFFEE

Official Name of Business: Tite Knot Craft Coffee

706 SW Tenth St., Redmond // 541-526-5568

Website: titeknot.com

Contact Email: lauri@titeknot.com

CEO/owners, background: Owners: Lauri (CEO) and Nick Dahl

Number of Employees: 24

Year Established in Central Oregon: 2021

Product/Services Offered: Coffee and bakery.

What is the reason for starting your business?

After years of working with hospitality businesses in Central Oregon, Pennsylvania and New York, I wanted to take my passion and experience to the next level and create a quality-driven experience for our community here in my hometown of Redmond. Starting a business during the COVID-19 pandemic

was tough, but it was time to leap because Redmond didn't have a coffeehouse that made its own baked goods from scratch.

What is your outlook for growth:

Our growth prospects are fantastic! Over the past year, we've added three new locations to accommodate customer demand. We renovated our original location in January and kicked off 2025 with a brand-new cart. In July, we opened our first satellite location at Dry Canyon Club in the Canyon Rim neighborhood of Redmond. And guess what? We just finished our new production bakery in the Fred Meyer complex on Veterans Way and moved our production crew to the new space in October. In November, we will open our south Redmond location right next to Ridgeview High School at the roundabout on SW Canal and Badger. Our scone program and breakfast offerings have been a huge hit, so we're well-positioned to expand our sourdough bread, pastry, and coffee programs in 2026 and beyond. Our next steps are to continue expanding our local presence through catering, offsite events and wholesale.

What do you attribute your rapid growth to?

Customers have been our biggest supporters and this support explains our growth best. We have a community that loves Tite Knot because we engage in genuine hospitality every step of the way. We use quality ingredients for our scratch bakery, bring in the finest direct trade coffee and craft the experience for our guests. Our original location's indoor and outdoor spaces provide a place for relaxation, working, or having fun. Not only do our baristas know about

coffee and pastries, but they also keep curious about our guests and care about guest experiences at Tite Knot. We use market analysis and social media to reach new customers

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

Our vision for growth and expansion over the next few years includes adding product lines and service to support market development and diversification. We see opportunities for growth in catering and offsite events. We'll extend sales channels to find wholesale opportunities for our baked goods for cafes and restaurants regionally. We see opportunities in breads, breakfast items, pastries, and house-made syrups.

We're excited to share our vision for the future! We're planning to expand our product lines and services to meet the growing demand in the market. We're particularly interested in catering and offsite events, as well as finding wholesale opportunities for our baked goods in cafes and restaurants across the region. We're confident that we can capitalize on the demand for breads, breakfast items, pastries, and house-made syrups.

What is your philosophy to running a successful company?

Do all things the right way. Great coffee and baked goods don't have to be pretentious: they have to be good. We treat our community with care and create an excellent environment for employees. We provide opportunities for growth: all of our property managers started as baristas or bakery staff.

#11 — Riley Visuals, LLC

Official Name of Business: Riley Visuals, LLC

20889 Greenmont Dr., Bend // 951-541-6137

Website: rileyvisuals.org

Contact Email: kaleb@rileyvisuals.org

CEO/owners, background: Kaleb Riley

Number of Employees: 6

Year Established in Central Oregon: 2016

Product/Services Offered: Real estate marketing.

What is the reason for starting your business?

When we first started the business, there was a significant lack of video work for RE agents back in 2017. I saw an opportunity to help them look awesome through video work. That has now grown to be a full scale marketing business offering over ten different marketing products to help their listings stand out. And with a full team behind it, we offer fast, reliable services.

What is your outlook for growth:

We'd love to continue to grow our operations to be the most reliable and cost-effective marketing team in Central Oregon and possibly... beyond.

What do you attribute your rapid growth to?

I care a lot about the client experience. We want them to be fully taken care of from start to finish. I work hard to be able to say yes to



PHOTO | COURTESY OF RILEY VISUALS LLC

any job and make every client feel like the best client we have.

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

I'd like to see ourselves in a position to have multiple operator roles who help keep the company running efficiently with minimal

errors in the day-to-day.

What is your philosophy to running a successful company?

My philosophy is simple: do the job right the first time with a smile on your face. And when you get it wrong, own it and do it better with a bigger smile on your face.

#12 — Deschutes Plumbing Company LLC



PHOTO | COURTESY OF DESCHUTES PLUMBING COMPANY LLC

Official Name of Business: Deschutes Plumbing Company LLC

930 SE Textron Dr., Ste. B, Bend // 541-385-6060

Website: deschutesplumbing.com

Contact Email: service@deschutesplumbing.com

CEO/owners, background: Casey Krahenbuhl, Chris Powers, Richie Sexson

Number of Employees: 45

Year Established in Central Oregon: 2019

Product/Services Offered: Plumbing services, bathroom remodel, HVAC, electrical.

What is the reason for starting your business?

Deschutes Plumbing has been a trusted Contractor in Central Oregon for over 30 years. We purchased the company in 2019 as the previous owners were sailing off into the sunset and retiring. At the time, there were only three employees and we saw an amazing opportunity to grow and provide excellent customer service to

Deschutes Plumbing Company LLC
Continued from page 17

families in Central Oregon.

What is your outlook for growth:
We see excellent opportunities in the current market to expand our offerings and continue to grow our market share in Central Oregon. We feel that our customer service sets us apart in the industry and we feel that the next five years will be an excellent opportunity for us to continue to grow.

What do you attribute your rapid growth to?
Our employees are the key to our success and growth over recent years. We strive to provide an excellent working environment and a fun, yet professional

culture. Our employees are loyal, hard-working Central Oregonians that make us who we are.

What is your vision for growth and/or expansion over the next five years?
We have added HVAC and Electrical services this year and expect to be growing these segments of our offerings, along with plumbing each and every year. We believe that by being able to perform all three of these services, we can service homeowners and contractors in a much more efficient way. We are also expanding our services to other markets in Oregon and beyond.

What is your philosophy to running a successful company?
Answer the phone!!! The most important service we provide is communication with homeowners and contractors and answering the phone is the first step. Along with our amazing employees in the field, we have a large staff in the office that communicates with clients to provide the best service and communication in the industry.

#13 — Aspire Physical Therapy

Official Name of Business: Aspire Physical Therapy
371 SW Upper Terrace Dr., Ste. 3, Bend // 541-316-0805
Website: aspireptbend.com
Contact Email: info@aspireptbend.com
CEO/owners, background: Brittany Estuesta, PT, DPT
Number of Employees: 9
Year Established in Central Oregon: 2021
Product/Services Offered:
Specialized Physical Therapy focusing on pelvic health, prenatal/postpartum, TMJ dysfunction, orthopedics, and concussion & vestibular rehab.

What is the reason for starting your business?
I founded my practice because I knew there had to be a better way to care for people. I wanted to create a space where clients didn't feel like a number on a schedule — a place where they could count on receiving highly specialized, one-on-one care for a full hour with a provider who was truly invested in their progress.

I envisioned a clinic built not just on exceptional clinical skill, but on genuine connection — a team of people who loved what they did, who believed deeply in the mission, and who showed up for one another like family.

I didn't just want a job. I wanted purpose. I wanted impact. I wanted to build something meaningful — for my clients, my team, and my community.

What is your outlook for growth:
Our outlook for growth is incredibly strong. Demand for our specialized services continues to rise as more people seek personalized, one-on-one care that truly addresses the root of their concerns. We see this not just as an opportunity, but as a responsibility.

That said, growth for us isn't about expanding for expansion's sake — it's about expanding with intention. We're committed to helping as many people as we can without ever sacrificing the values that inspired this practice in the first place: quality over quantity, meaningful



relationships over rushed appointments, and a team culture grounded in passion and purpose.

We will continue to grow — but we'll grow the right way.

What do you attribute your rapid growth to?
Our growth has been fueled by trust and word of mouth — from both clients and referring providers. Often, patients come to us not fully aware of all we can do to support their journey. Through personalized, full-hour care, we help them understand their bodies, feel empowered, and trust themselves in the healing process. Our care is far from cookie-cutter; it's truly patient-centered, and that combination of expertise, connection, and empowerment has driven our growth organically.

What is your vision for growth and/or

expansion over the next five years?
What is your philosophy to running a successful company? Over the next five years, we plan to grow intentionally, reaching more people who can benefit from our specialized care while keeping every client experience personal and patient-centered. This may mean adding team members or locations, but our focus will always be on quality, empowerment, and helping clients truly understand and trust their bodies throughout their healing journey. Success starts with people. We measure it by the impact we make — clients feeling empowered, and a team motivated by purpose and passion. When care, culture, and mission come first, growth naturally follows.

#14 — Central West Services



Official Name of Business: Central West Services
1210 N Main St., #1, Prineville // 541-771-0830
Website: Facebook.com: /Central-West-Services
Contact Email: centralwestservices@gmail.com
CEO/owners, background: Nick Markell, Owner
Number of Employees: 4
Year Established in Central Oregon: 20+ years
Product/Services Offered:
Commercial HVAC, refrigeration and kitchen repair.

What is the reason for starting your business?
After working as a technician for this company for eight years, I had the opportunity to purchase it in 2017. I have since embraced the freedom of being my own boss and the ability to shape the

business according to my vision. It has been a great opportunity to serve business owners in Central Oregon, as each business and their needs are unique. One day we might be installing a walk-in cooler for a local brewery, and the next we could be repairing an oven at a favorite restaurant or servicing the AC at a retirement home. Every day presents a new challenge in the field, and I've always enjoyed the complexity of the mechanical work.

What do you attribute your rapid growth to?
Our growth is a direct result of our honest and reliable service. We work hard to try to provide same-day service and maintain open communication with our customers about their equipment. Our focus is on being a service company, not a new equipment dealer. We provide honest service on what is needed to keep your equipment running, and we are also happy to assist with upgrades when the time comes.

What is your vision for growth and/or expansion over the next five years?
As our customer base grows, we plan to expand our team. Adding two to three more technicians will allow us to better serve our customers while remaining small enough to maintain a personal, familiar relationship with each client and their equipment.

What is your philosophy to running a successful company?
Our success depends on being a dependable and trustworthy service provider. We offer fast response times, honest communication, and friendly service for all repairs.

We have found another key piece to a successful company is to have great employees. It takes a lot behind the scenes to keep a company growing but we couldn't do it without our hard-working service technicians. We rely heavily on our crew to stay knowledgeable about each customer's equipment and keep it running smoothly. This is a physically and mentally challenging job, so it takes a specific kind of individual to thrive in this environment. When we find an employee who is a good fit, we make it a priority to invest in their growth. We provide them with time off to maintain a good work-life balance while also ensuring they are well-trained and equipped to perform at their best. We would not be where we are today without them.

#15 — Juniper Mountain Counseling

Official Name of Business: Juniper Mountain Counseling
61690 Pettigrew Rd., Bend // 541-617-0377
Website: junipermountaincounseling.com
Contact Email: jim@junipermt.com
CEO/owners, background: Jim Mockaitis, LPC, Alex Mockaitis, Greg Lamont, LPC
Number of Employees: 40
Year Established in Central Oregon: 2008
Product/Services Offered:

Juniper Mountain Counseling (JMtC) is a well-respected and rapidly expanding mental health counseling agency in Bend, OR. Established in 2008, we have earned and maintain a Certificate of Approval from the Oregon Health Authority. Hallmarks of our reputation are compassion, accessibility, innovation and collaboration.

The prime focus of our mission is to provide appropriate mental health assessment and counseling services that promote healing and healthy change without exclusion or discrimination, in the lives of those struggling with mental health challenges in our Central Oregon community. We provide services to children, teens, adults, families and couples.

The culture of Juniper Mountain is highly collaborative, warm, supportive, genuine, respectful, intentionally eclectic and open to creative therapy. We believe that the community spirit shared among our staff members positively impacts the therapeutic work we engage in with our clients. We are committed to helping in the best ways that we are able.

What is the reason for starting your business?

We have a passion for mental health work, and saw a growing need in our community. From the start, Juniper Mountain has made compassion and access to services a priority. Over these past 17 years, our agency has evolved from a very small group practice to a robust team of forty, now housed in our own 11,000-square-foot facility. All of this has been driven by a belief that if we can help, we should, and we are dedicated to finding ways to do so. We are not just a business focused on growth and profit. We are primarily focused on supporting healing in our community despite the many challenges that are inherent in doing so.

What is your outlook for growth:



PHOTO | COURTESY OF JUNIPER MOUNTAIN COUNSELING

Our philosophy has always been to listen to our community and identify the needs, and then craft a plan for growth that responds to those needs. It's never been our intent to grow the fastest or be the biggest agency. Rather, our focus has always been, and will continue to be, strengthening our programs, the integrity of our work, growing with thoughtful intent, and partnering with like organizations.

What do you attribute your rapid growth to?

Simply put, we offer much needed quality mental health services to all ages and stages of life, with integrity, compassion and skill.

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

It's our hope to further develop the land our agency currently sits on into a multi-purpose

meeting and training center, and perhaps one day to provide affordable housing for our workforce, should resources become available. Additionally, we are always evaluating the potential of how we might provide outreach services to underserved communities in Central Oregon.

What is your philosophy to running a successful company?

Know your mission, imbue it into the culture of your company by modeling through word and deed from the top down, choose the right staff members, listen to them and respect their needs, be inclusive and honest. Most importantly, structure the business such that everything is tied to improving the quality of services to your clients.

#16 — Onboard Dynamics, LLC



PHOTO | COURTESY OF ONBOARD DYNAMICS, LLC

Official Name of Business: Onboard Dynamics, LLC
62958 Layton Ave., Ste. 2 Bend // 541-550-3632
Website: onboarddynamics.com
Contact Email: Mitch.Schmidtke@onboarddynamics.com
CEO/owners, background: Mitch Schmidtke, business executive with 30+ years of experience in manufacturing and leading teams in driving rapid growth and sustaining success.

Retired Colonel, U.S. Army Reserve with 28+ years of experience with leading Soldiers with multiple combat deployments to Afghanistan and Iraq.

Number of Employees: 24
Year Established in Central Oregon: 2013
Product/Services Offered:

Original equipment manufacturer of the GoVAC System — a mobile, advanced, proprietary natural gas compressor technology designed for pipeline evacuation and compressed natural gas (CNG) vehicle refueling. The system plays a critical role in reducing methane and other greenhouse gas (GHG) emissions, supporting the natural gas industry's efforts to meet its environmental and sustainability goals.

What is the reason for starting your business?

Onboard Dynamics was founded to support the energy transition by addressing a critical gap in infrastructure for refueling natural gas fleet vehicles in the U.S. — helping move them away from diesel. Our first product tackled this challenge head-on, and today, we've successfully developed and

deployed multiple solutions nationwide.

Our technology originated at Oregon State University, where co-founders Rita Hansen and Jeff Witwer secured funding from the U.S. Department of Energy's ARPA-E program to commercialize their innovative compressor system.

By staying close to our customers and responding to their evolving needs, we discovered a new application for our mobile compressor technology. Five years ago, a major natural gas utility approached us to use it for pipeline evacuation. The success of that project led to the development of two additional products — GoVAC FLEX and GoVAC MAX — designed specifically for pipeline evacuation during maintenance operations. These systems help prevent methane releases and reduce overall greenhouse gas (GHG) emissions, further advancing our mission to enable cleaner energy solutions.

What is your outlook for growth:

We are forecasting expanded double-digit growth in the years ahead. Despite an uncertain future in the U.S. based on initiatives to deregulate the natural gas industry, we see opportunities for our product beyond our borders.

Last year, the European Union passed laws that restrict the venting or flaring of methane gas pipelines in routine maintenance operations. These restrictions begin in 2026. We are positioned to provide a solution to the market with a product that conforms European directives, and are scheduled to ship the first unit later this year to a customer in Poland.

What do you attribute your rapid growth to?

The key to our most recent growth is centered on who we have partnered with. Partnerships formed in the last 18 months with gas pipeline

service providers in the U.S. drove the majority of our sales. We have expanded upon on that success with partnering with a 100-year-old company that manufactures and provides services in the pipeline industry in the U.S. with a global presence. The partnership has expanded our product offering not only in Europe, but to channel partners across the globe. We have solidified these relationships with agreements with companies that operate in France, Belgium, the Netherlands, Luxembourg, Germany and Poland this year with plans to expand to Spain, Italy and Portugal in the coming months.

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

Innovation is the key driver for our growth and we aim to continue to leverage that. Our primary goal is to develop eight new products or services over the next three to five years. Our strategic growth plan centers on five key areas: market expansion, product innovation, customer acquisition and retention, operational excellence and strategic partnerships.

What is your philosophy to running a successful company?

Our success is based on living our values every day. It's not just a banner on a wall. We carry out our daily tasks by keeping in mind maxims that are directly tied to our vision, purpose and values.

Our vision is to be the leading applied technology company, excelling in developing and implementing advanced solutions for cleaner energy worldwide. Our purpose is "Advancing cleaner energy for our environment."

Our values include: working together for safety, delivering exceptional customer service, advancing innovation and commitment to teamwork.

#17 — Thistle & Nest



PHOTO | COURTESY OF THISTLE & NEST

Official Name of Business: Thistle & Nest
250 NW Franklin Ave., Ste. 401, Bend // 541-330-8758
Website: thistleandnest.org
Contact Email: info@thistleandnest.org
CEO/owners, background: Thistle & Nest was founded by Amy Warren and Larry Kine
Number of Employees: 0
Year Established in Central Oregon: 2023
Product/Services Offered: Home purchase opportunities, down payment assistance, land trust stewardship
What is the reason for starting your business? To provide more affordable homeownership

opportunities in Oregon.

What is your outlook for growth:

Thistle & Nest currently has a pipeline of 523 affordable homes. In two short years, the nonprofit has helped 50 households purchase a home, and currently has 64 under construction. Thistle & Nest has been trusted with awards of over \$42 million in funding from Oregon Housing and Community Services to date, and has a ten-year plan to

Thistle & Nest

Continued from page 19

provide over 1,000 homes in greater Oregon.

What do you attribute your rapid growth to?

We have an efficient, experienced team, and partner with some fantastic organizations. There is also a significant housing need in Oregon and the state

recognizes that. We could not provide affordable housing at the level we currently do, were it not for the support of Oregon Housing and Community Services.

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

This year (2025) Thistle & Nest received funding and purchased property in Lincoln City. While the nonprofit has a robust pipeline of homes in Central Oregon, the vision is to serve the greater Oregon housing needs as well.

What is your philosophy to running a successful company?

Our team absolutely loves what we do. We get up each day and can't wait to work because it is so fulfilling!



PHOTO | COURTESY OF BRIGHTWAYS COUNSELING GROUP, LLC

Official Name of Business: Brightways Counseling Group, LLC
7515 Falcon Crest Dr., Redmond // 541-904-5216
Website: brightwayscounseling.com
Contact Email: angie@brightwayscounseling.com; kevin@brightwayscounseling.com
CEO/owners, background: Kevin Shaw, CEO, LCSW, CADCIIL, Angie Shaw, COO
Number of Employees: 150
Year Established in Central Oregon: 2017

#18 — Brightways Counseling Group, LLC

Product/Services Offered:

We provide comprehensive behavioral health counseling services and psychiatry in Central Oregon, Portland Metro, Woodburn, Salem, and Eugene. For those who prefer, we also have a telehealth accessible throughout Oregon as well. We partner with primary care offices and behavioral health clinicians to ensure rapid access to services. We offer in-person and telehealth options for both counseling and medication management.

What is the reason for starting your business?

We started Brightways to help people and every decision we make is rooted in that belief with our mission: "We believe in breaking down barriers and getting help to the community now."

What is your outlook for growth:

There is still a large need across the state for behavioral health services, we plan to continue growing while also balancing and adjusting to the changes with private insurance and Medicaid cuts.

What do you attribute your rapid growth to?

While already being the largest private behavioral health provider in Central Oregon, this year we invested heavily in recruiting and were able to expand into Eugene, second Portland office as well as a second telehealth team. We decreased turnover from 30% to 17% by focusing on improving our culture. We increased options and flexibility with schedules and pay, increased transparency from leadership, collaborative decision making and increased the autonomy of each office. We also implemented automations and efficiencies which allowed us to increase clinical staff by 56% while only increasing admin staff by 15%.

What is your philosophy to running a successful company?

Employ people who demonstrate a positive regard for the organization as well as make a meaningful contribution to the mission. Make sure employees are in roles that best fit skill sets and are supported to succeed by providing clear expectations with an ongoing dialogue.

#19 — Anytime Fitness of Redmond

Official Name of Business: Anytime Fitness of Redmond
848 SW Canyon Dr., Redmond // 541-504-2868
Website: anytimefitness.com
Contact Email: Redmond@anytimefitness.com
CEO/owners, background: Nicole and James Hatley
Number of Employees: 5
Year Established in Central Oregon: Purchased in 2019 from previous owner.

Product/Services Offered:

What is the reason for starting your business?

We are passionate about health and fitness, and we value what this type of business brings to the health and wellness of the community we get to call home.

What is your outlook for growth:

As the community of Redmond continues to grow, we see and are excited for the growth that will bring to our business, along with other small businesses in our town.

What do you attribute your rapid growth to?

We attribute our growth to the incredible community that's formed around this gym. From day one we wanted to create a gym space for everyone in our community that is welcoming, safe, and where members genuinely enjoy coming in. Along with that we have invested back into our gym with amazing quality equipment and listen to the needs and wants of our gym community. Our members



PHOTO | COURTESY OF RILEY VISUALS LLC

share their stories, refer their friends and family, and help us spread the word. It's truly been a collective of our community, amazing staff, and our commitment to providing the best to our members.

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

Our vision is to continue to invest in our new building and possibly expand in the Redmond community in the future if the opportunity arises.

What is your philosophy to running a successful company?

If you truly show the value of and invest in your employees, your business, and your community... it's nothing short of amazing to watch what they will give you in return. We do our absolute best to pour back into others what has been shown/given to us and to always strive to lead our team with love and grace.



PHOTO | COURTESY OF VARSITY REAL ESTATE

Official Name of Business: Varsity Real Estate
2843 NW Lolo Dr., Bend // 541-215-4442
Website: varsityoregon.com
Contact Email: ops@varsityoregon.com
CEO/owners, background: Sam DeLay, co-founder and principal broker; Cole Billings, co-founder and broker

Number of Employees: 12
Year Established in Central Oregon: 2024

Product/Services Offered:
Full-service residential real estate brokerage providing personalized guidance, creative marketing, and professional representation for buyers, sellers, and investors in Central Oregon.

What is the reason for starting your business?

Varsity Real Estate exists to reset the bar of real estate professionals, serving both our agents and our clients alike. Internally, Varsity is built on enriching the lives of our agents through personalized hands-on support, promoting growth, opportunity and inspiration to build balanced and successful lifestyles. Similarly, our clients deserve white glove service to help them achieve their specific real estate goals, handled with the utmost professionalism and care. Building a local, independently owned real estate brokerage was the only way we felt as industry leaders, that we could execute on our vision for both our agents and the community.

What is your outlook for growth:

Our focus is on sustainable, intentional growth, adding real estate professionals who are invested in participating in our culture and share similar expectations of themselves. Every step forward is guided by our commitment to deliver exceptional experiences

for our clients and our community.

What do you attribute your rapid growth to?

Our growth has been entirely organic, built on the law of attraction and word-of-mouth. This is exactly how we've built our individual sales business, through trust and referrals — proof that when you consistently show up for people and deliver quality, growth follows naturally.

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

We don't have a goal to grow just for the sake of growing. Over the next few years, we want to keep serving our clients well, stay focused on the local market, and bring on great people when it makes sense. If we keep doing that, growth will take care of itself. We are slightly competitive, though, so why not be the number one producing brokerage in Central Oregon!

What is your philosophy to running a successful company?

We believe success comes first from serving people well. By keeping our clients at the center of every decision and holding ourselves to a concierge-level standard, we've built lasting relationships and a reputation we're proud of. The health and wellbeing of any company is built internally at the leadership level. Our company culture is our special sauce that continues to bring great opportunities to both our agents and our company as a whole.

#20 — Varsity Real Estate