

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



**Natasha Cagle**

**Specialized Recruiting Group**, an **Express Employment Professionals** company, announces that **Natasha Cagle** has joined their team as a professional recruiter. Cagle specializes in engineering, manufacturing, construction and technical recruitment. She joined Express in 2017 and most recently has served as the staffing manager for the Express division. Cagle brings a wealth of experience in management and recruiting, backed by a master's degree in human resources and a bachelor's degree in business from American InterContinental University. Her passion for helping people find the right fit drives her work every day, whether it's connecting candidates with meaningful opportunities or partnering with clients to secure top talent. Originally from Trinidad and Tobago and raised in Boston, Massachusetts,

Cagle has called Bend home for the past eight years. Cagle is an active board member of the Central Oregon Society for Human Resource Management and a volunteer at Highland Elementary.

**Dermatology Health Specialists** is expanding, opening a second location in Bend near Juniper Swim and adding two new providers.

**Samuel Almquist, MD**, a former U.S. Army brigade surgeon and Bronze Star Medal recipient with 15+ years of dermatology experience, is committed to delivering evidence-based medical care tailored to each patient and values strong patient relationships through compassion and patient education.

**Nicole Morrall, PA-C** has degrees in health and wellness and a masters as a physician assistant and provides both medical dermatology care and aesthetics skin care. Providing dermatologic care grounded in prevention and lifestyle awareness blends her expertise in helping patients with their skin health.



**Samuel Almquist**

**Nicole Morrall**



**Sheena Edgerly**

**Deschutes Title** announced the addition of **Sheena Edgerly** to its growing escrow team. Edgerly joins Deschutes Title as an escrow officer. With nearly 25 years of experience in the title and escrow industry, Edgerly brings trusted guidance, exceptional service and a deep connection to the community she calls home.

A Central Oregon native, Edgerly was born in Bend, graduated from Crook County High School and earned her degree in biological psychology from the University of Oregon. She celebrates a career built on integrity, precision and a genuine commitment to helping clients navigate one of life's most meaningful milestones.

Outside the office, Edgerly enjoys gardening, spending time with animals — especially her beloved Springer Spaniel — and indulging in her love of true crime. She and her husband, her high school sweetheart of 21 years, own and operate J & R Canopy & Truck Accessories in Bend.

**4 Seasons Home Services** has earned accreditation from the National Home Watch Association (NHWA) for the seventh year.

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

Owner **Aaron Tarnow** purchased 4 Seasons in 2019. For more than 30 years, 4 Seasons has provided Home Watch services to the resort community of Sunriver. Tarnow has expanded into Central Oregon, including the Bend, Crosswater and Caldera Springs areas. 4 Seasons watches over 140 homes. In addition to Home Watch, they offer executive-level cleaning, handyman, vacation rental management and coordination of repair services.

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

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

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

4 Seasons Home Services serves Sunriver, Crosswater, Caldera Springs and Bend.



**Mike Richards**

**Family Access Network (FAN)** welcomes newest member, **Mike Richards** of Bend, to its Board of Directors. Richards brings a unique combination of strategic leadership, deep roots in Oregon, and a heartfelt commitment to community wellness, which makes him an ideal addition to the board.

A native Oregonian, Richards was born and raised in a small town in Northeast Oregon. He holds a bachelor's degree in business from Oregon State University and a master's degree in health policy and administration from Washington State University. Richards began his career in healthcare finance before moving into medical group operations leadership. He currently serves as vice president of business development for St. Charles Health System, which operates hospitals and clinics across Central Oregon. Since moving to the region in 2010, Richards and his family have made Central Oregon their home. He enjoys backpacking, fishing, hunting and spending time outdoors with his wife and two sons.

**LRS Architects** announced that **Jennifer Miglioratti** has joined the firm as its new marketing and business development director. With more than two decades of experience leading strategic marketing, brand development and growth initiatives for architecture, engineering and construction (AEC) organizations, Miglioratti brings a dynamic blend of vision, leadership and industry insight to her role.

A recognized strategist, Miglioratti has built her career developing firm-wide initiatives that elevate brand identity, strengthen client relationships and position organizations for long-term, sustainable growth. In her new role at LRS Architects, she will collaborate closely with firm leadership, principals and studio teams to further define and amplify the LRS Architects brand, champion business development efforts and guide strategic planning across all market sectors.

Miglioratti joins LRS Architects following a series of influential marketing leadership roles, most recently serving as national marketing pursuits manager at Swinerton. Following her relocation to Portland, she spent over three years at Säzin Group, Inc., where she advanced from regional marketing manager to marketing director, guiding integrated marketing initiatives and elevating the firm's brand and market positioning. She also held a long-term leadership role at LeChase Construction, where for more than 17 years she directed marketing communications, oversaw digital and public relations strategies, and strengthened business development processes across multiple regions.

Her foundational experience at Dixon Schwabl Advertising further shaped her expertise in client service, integrated campaigns and strategic communications across diverse industries, including healthcare, education, technology and nonprofit sectors. Miglioratti is deeply committed to mentorship and team development and is actively involved in the Society for Marketing Professional Services (SMPS), previously sitting on a leadership roundtable and serving as an ad hoc mentor to former interns and recent graduates.



**Aaron Tarnow**

Two loggers and a forest road builder have been chosen as Operator of the Year for their respective region of Oregon. Three regional advisory committees to the **Oregon Board of Forestry** selected the trio earlier this fall. The recipients will be recognized in Salem at the January meeting of the Board. The honorees are:

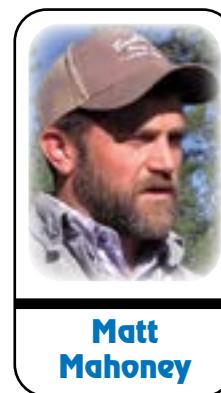
- Eastern Oregon — **Boulder Ridge, LLC**, headquartered in Bend (**Matt Mahoney**)
- Southwest Oregon — Roseburg-based Weber Logging and Construction, Inc.
- Northwest Oregon — Quality Excavation, Inc., out of Seaside, Oregon

The award recognizes forest operators who, while harvesting timber or doing other forestry work, protect natural resources at a level that consistently meets or exceeds requirements of the Oregon Forest Practices Act\*. That law requires people to manage forests responsibly and protect streams and water quality, protect and enhance habitat and reduce landslide risks. The law also requires landowners to replant forests after harvesting.

**For Eastern Oregon**, landowner Shanda Asset Management nominated for Operator of the Year Boulder Ridge's work thinning nearly 2,000 acres of overcrowded ponderosa pine and white fir on the eastern slopes of the Cascades. The selection committee agreed the work was exemplary and chose the firm as this year's top operator for Eastern Oregon.

Besides reducing risk of catastrophic wildfire by reducing overcrowding, Myers also cited Boulder's improving the health of the forest by carefully removing trees infested with dwarf mistletoe, which can kill or weaken trees, and which spreads more easily in crowded stands.

\*Oregon enacted the Forest Practices Act in 1971 as a national model for forest management laws. The law focuses on ensuring responsible forest operations and protecting natural resources in forestland. The Act has been updated many times based on new scientific information and values to create a balanced approach to natural resource management.



**Matt Mahoney**

**Wahoo Films** announces that two of our Travel Oregon short films are now streaming on **Alaska Airlines in-flight entertainment**. Now you can settle into your seat, plug in your headphones and immerse yourself in the beauty of our home state from 30,000 feet. Look for us in the Made in the Northwest or Short Films section on your next flight.

**Hospice of Redmond** announced a major organizational evolution, officially rebranding as **ClearPath Healthcare**. This new identity reflects an expanded mission beyond traditional hospice care, highlighted by the launch of a new In-

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# 99% of Employers Say Recognition is Critical, but Nearly Half Admit They're Falling Short This Season

by KAREN TURNER, SHRM-CP, Managing Director — Express Employment Professionals

**G**ratitude is at the heart of Thanksgiving, and in the workplace, recognition is its closest cousin.

Nearly all U.S. hiring managers (99%) believe recognizing employees for their work is important, and more than half (53%) say it's "absolutely essential," according to a new Express Employment Professionals-Harris Poll survey. Yet 45% admit they don't have the resources to manage recognition effectively.

Recognition isn't just seasonal, it's strategic year-round.

Nearly 9 in 10 employers (89%) agree it's a competitive advantage, and 93% say it significantly boosts loyalty. Leadership understands the stakes:

- 85% believe recognition helps reduce turnover
- 82% are willing to invest in recognition for long-term success

When recognition happens, the benefits ripple through the organization. Employers say employees feel valued (64%), morale rises (60%), productivity improves (57%), engagement grows (52%) and loyalty strengthens (51%).

## How Companies Give Thanks

Most employers say recognition is frequent and ongoing (71%), often through private praise (70%), public praise in meetings (65%) and shoutouts in company communications (59%). But for many employees, these gestures are rare.

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## Jenn Limoges, CCIM

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step forward for Prineville's long-term housing, economic, and community-development goals.

For Jenn, the recognition is especially meaningful. She has spent more than eight years stewarding and marketing the Ochoco Mill master plan, guided by her dedication and belief in Prineville's people and potential. That conviction fueled her persistence through environmental and logistical challenges

that required patience, creativity, and collaboration.

"This project reflects what I've always believed about Prineville; it's a community worth investing in," Jenn said. "The Ochoco Mill has shaped the city's history for generations, and now it will play a pivotal role in shaping its future. I'm incredibly proud to have been part of that transition."

The transaction required navigating shifting development feasibility, geotechnical constraints



Jenn Limoges

on the original plan, and rising construction costs. The buyer and Josh Smith with the City of Prineville led the efforts to secure SB 1530 infrastructure funding, which was essential to keeping the project on track. Jenn supported the process by working with Ochoco Lumber to restructure the System Development Charges, helping ensure the deal remained viable.

The redevelopment of the Ochoco Mill property is poised to make a lasting

community impact, delivering much-needed rental housing near schools, services, and employment. With construction underway and completion expected in Spring 2026, the project honors the site's legacy while catalyzing Prineville's next era of community-centered growth.

"Jenn has been all-in on Prineville for years" said Katy Haines, NAI Cascade's Managing Principal Broker. "This award reflects not only her professional excellence but her genuine belief in the future of Crook County."

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## Cory Bettesworth

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Properties through the ever-changing landscape of the real estate industry. Her leadership style has earned her the respect of executive leadership, staff, and brokers both in her office and throughout the region.

"We are incredibly honored to have Cory recognized with this well-deserved award," said Ryan Buccola, broker/owner of REMAX Key Properties. "Her dedication to our brokers, our company values, and our community exemplifies everything this award represents."

### Building Culture

#### Through Challenge and Growth

Under Bettesworth's leadership, REMAX Key Properties has successfully navigated rapid growth and shifting market conditions while maintaining a culture rooted in ethics, excellence, and collaboration. Her approach extends far beyond managing transactions.

She has created comprehensive training programs, implemented scalable sales systems, and established mentoring frameworks that elevate brokers at every stage of their careers.

Her strategic vision and operational excellence have positioned the brokerage for sustainable success, even during periods of market volatility that challenged many in the industry. "I have to thank our owners Ryan Buccola and Tim Buccola, for the trust and freedom they've given me to help shape and protect our culture," said Bettesworth. "The family feel in our office, the professionalism, and the willingness to share our knowledge — these things exist because of the leadership foundation they have set. I am grateful every day to be part of our REMAX team."

#### Industry Advocate and Community Champion



Cory Bettesworth

Bettesworth's impact extends well beyond her office walls. As an active member of the Business Issues Key Committee, she has been instrumental in strengthening industry standards and advocating for practices that benefit realtors and consumers alike.

Her commitment to servant leadership is perhaps most visible in her community involvement. Bettesworth has been deeply invested in supporting local organizations including First Story, Giving Plate, and Shop with a Cop, reflecting her belief that true leadership means lifting others both professionally and personally.

#### A Model of Servant Leadership

Those who work with Bettesworth consistently describe her leadership as authentic and purpose driven. She creates environments where people thrive, systems that support success, and relationships built on trust and mutual respect. "This award

recognizes what those of us who work with Cory see every day," shared Tim Buccola, owner of REMAX Key Properties. "She embodies servant leadership in everything she does. It's not often that a managing principal broker is recognized this way. Her peers made an excellent choice."

The Cascades East Association of Realtors' Realtor of the Year award is presented annually to a member who demonstrates exceptional professionalism, community service, and contributions to the real estate industry.

Bettesworth is the eighth Realtor of the Year to be celebrated while in the REMAX Key Properties office. Other current REMAX brokers who have been awarded are:

- Angie Mombert, 2024
- Debbie Martorano, 2021
- Sheree MacRitchie, 2013
- Brian Meece, 2008
- Gary Everett, 2002
- Eric Wilson, as *Rookie of the Year*, 2022

[keypropertiesoregon.com](http://keypropertiesoregon.com)  
[cascadeseastrealtors.com](http://cascadeseastrealtors.com)

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Home Primary Care service set to begin in March 2026.

The strategic expansion is a direct response to the challenges faced by home-bound Central Oregonians in accessing primary care.

Over the last several years, while providing Transitions and hospice care to Central Oregonians, ClearPath Healthcare identified a trend of seniors struggling to get in to see their doctor. Many were Dementia patients who could not easily have their routine disrupted. Along with this challenge, many aging seniors struggled to drive from their communities to see their physicians. Caregivers faced the same barriers, unable to leave their loved ones to see their physicians.

ClearPath Healthcare's new service aims to fill this gap, particularly for those who struggle to leave their homes due to age, serious illness, or caregiver limitations. The service will cover a wide geographic area, from Bend up to Madras, and from Prineville west to Camp Sherman.

Key features of the In-Home Primary Care program include:

- **Long Visits:** Appointments last approximately 45 minutes to one hour, allowing

clinicians to focus comprehensively on the patient's disease process and care plan.

• **Membership Model:** To cover the cost of travel, the program is offered through a membership plan, ensuring patients receive prompt, dependable care with as many visits as needed.

• **Proactive Care:** The focus is on regularly scheduled appointments to anticipate and address the patient's health challenges before they arise.

The rebranding to ClearPath Healthcare better reflects the organization's full spectrum of services and commitment to serving all of Central Oregon. The former name, Hospice of Redmond, suggested services were limited to hospice care within Redmond city limits.

ClearPath Healthcare continues to provide:

- **Hospice Care:** Compassionate, high-quality end-of-life care across all of Central Oregon.
- **Transitions:** A free case management program for individuals diagnosed with a serious illness.
- **Community Bereavement Support:** Free support for those grieving, including **Camp Sunrise**, a three-day overnight grief camp for children, and grief support in schools.
- Spiritual Care, Pet Peace of Mind and Veterans Support through the We Honor Veterans Partner (Level 5) program.