



(L-R) PAUL MACCLANAHAN AND MATT STEFFENS | PHOTO COURTESY OF CASCADE CIVIL CORP

Official Name of Business: Cascade Civil Corp

Address: 255 SE Black Butte Blvd., Redmond

Phone: 541-527-1400

Website: cascadedcivilcorp.com

Contact Email: paulm@cascadedcivilcorp.com

CEO/owners, background:

Paul MacClanahan / Matt Steffens

Number of Employees: 27

Year Established in Central Oregon: 2019

Product/Services Offered: Heavy civil construction — bridge and culvert, retaining wall, concrete paving, curb and sidewalk, excavation, river restoration.

Hot News: Recently moved to our new location in Redmond where we have combined our office, shop, equipment and materials yards to one centralized location at 255 SE Black Butte Blvd.

#1 — Cascade Civil Corp

Some notable local projects we are currently working on:

1. Riverbend Park Access and Restoration Project — Owner: Bend Park and Recreation District and Upper Deschutes Watershed Council (bendparksandrec.org/project/deschutes-river-restoration-planning). Work being performed: construct river access and bank restoration, wetland excavation and development, in-water excavation and habitat improvements as general contractor.

2. Drake Park Project — Owner: Bend Park and Recreation District (bendparksandrec.org/project/drake-park-project). Work being performed: construct elevated boardwalk over Mirror Pond, retaining walls, concrete pathways, parking lot improvements as a subcontractor to Emery and Sons Construction.

3. Bend North Corridor Project — Owner: Oregon Department of Transportation (oregon.gov/odot/Projects/Pages/Bend-North-Corridor-R4.aspx#:~:text=The%20U.S.%2097%20Bend%20North,Support%20economic%20vitality). Work being performed by Cascade Civil: Concrete Paving, concrete curbs, curb and gutter, sidewalk, ADA curb ramps, as subcontractor to Kiewit Infrastructure West Co.

Outlook for Growth: Grow our people and our business will continue to grow as well. Our plan is to remain committed to the success of our people. To best position for their success, the business will remain primarily focused on public works and infrastructure improvement contracting; assuming key subcontractor roles as needed and fulfilling the

role of general contractor where we can provide increased value to public clients through greater self-performance.

What do you attribute your rapid growth to?

We answer a need both locally and throughout the state for a professional infrastructure concrete company capable of rapid mobilization and execution on projects of all size and scale. This focus on public infrastructure throughout our state and region, combined with our core values, pay and benefits, have allowed us to attract, hire, train and retain some of the finest folks in all of construction.

What is your vision for growth and/or expansion over the next five years? Remained focused on our core business of public works infrastructure. Continue to train and retain talented leaders and employees who will answer the need for infrastructure expansion throughout the region. In five years, we envision a company of 40+ employees operating out of our Redmond, OR location building projects throughout Oregon and select regions of Washington and Idaho.

What is your philosophy to running a successful company? For us, success requires uncompromising discipline in following and maintaining our core values of People, Integrity, Collaboration, Service.

People are the backbone of our company; ours are the best in our industry and we are dedicated to their success and wellbeing.

Integrity requires adherence to quality, honesty, timeliness. Collaboration demands teamwork and project-first solutions. Service provides our clients clear value in everything we do.

#2 — Brightways Counseling Group, LLC

Official Name of Business: Brightways Counseling Group, LLC

Address: 7515 Falcon Crest Drive #200, Redmond

Phone: 541-904-5216

Website: brightwayscounseling.com

Contact Email:

angie@brightwayscounseling.com

kevin@brightwayscounseling.com

CEO/owners, background:

Kevin Shaw, LCSW, CADC III/Co-Owner

Angie Shaw, Co-Owner

Number of Employees: 73 in Central Oregon and 10 in Woodburn

Year Established in Central Oregon: 2017

Product/Services Offered: We provide comprehensive behavioral counseling services and Psychiatry services in Central Oregon and the Willamette Valley area. We work directly with PCPs and BHCs to ensure rapid help for our mutual patients. We offer in-person and telehealth options for counseling and medication management.

Hot News: Kevin and Angie Shaw were awarded “Small Businesspersons of the Year — 2022” for the State of Oregon by the U.S. Small Business Administration.

Averaged approximately 200 percent growth each year since 2018. We currently have over 70 employees and are now the largest private behavioral health provider group in Central Oregon.

Outlook for Growth: Our goal has not been to grow. Our goal has been to help people in our community learn ways to cope with depression and anxiety as well as heal from past hurts and pains that keep them from being the best version of themselves. Because the need has grown, it has compelled us to expand to better serve them.

What do you attribute your rapid growth to? In everything we do we believe in breaking down barriers and getting help to the community now. That was our philosophy before and during the pandemic as well. Since we had already started our telehealth program, when COVID came we repurposed all our resources to acquire state of the art technology, implemented quality protocols and trained our staff to provide all our services online. While other groups were laying off staff, we found a way to quickly adjust to our new normal and we expanded during the pandemic. We also have a great relationship with our community partners who we collaborate and work closely with to provide whole person care to our clients.

What is your vision for growth and/or expansion over the next five years? We have learned how to break down barriers that keep people from getting help. We are sharing these ideas with new community partners and are expanding to meet the needs of many people in other areas. Besides having now served people in Bend, Redmond and Madras, this past year we have found others to join our mission which led us to opening an office in Woodburn. In the next five years we will continue to meet community needs



ANGIE SHAW



KEVIN SHAW

which will likely bring us to Salem, Eugene and Portland. We will also expand our telehealth therapy and psychiatry services to reach people in rural areas that struggle with access to therapy and psychiatry.

What is your philosophy to running a successful company? Our employees are just as valuable as our clients, and we strive to make this the best place they have ever worked. The biggest obstacle since starting Brightways is deepening connection and collaboration with each other while adding new staff. We call it growing small while growing big. People in the helping profession will stay at a job that aligns with their values. We have made connection and collaboration a part of everything we do. We have built our business model to reinforce these values with our staff as well as our community partners. We hire and are able to keep our amazing staff as we highly value our employees and work hard to make sure they are well taken care of and happy at their jobs.

To meet the needs of our clients and community partners they need to be able to access help immediately. For our community partners we created a standard called “Right Now Response” which means if we receive a call from our partners, we will either answer that call or text them immediately and let them know that we got their call and how many minutes they will wait to get a call back. All voice messages and emails are returned the same day. If we aren’t able to complete something that day for our community partner, we call them and let them know when they can expect it. For our clients we have created the standard of “First Call Resolution” which is answering the phone within three rings 90 percent of the time. Also, all voicemails are returned ASAP and on the same day the message was left. We are a leader in our industry in trying to make it as easy as possible to get the care they need quickly and not creating barriers to getting help. Finding innovative ways to get clients in quickly drastically increases the chances that person will engage and stay in therapy and complete treatment.



AFFTON COFFELT

Official Name of Business: Broken Top Brands
Address: 2491 NE Twin Knolls Dr. Bend
Phone: 541-306-3079
Website: brokentopcandleco.com
Contact Email: influencer@brokentopcandleco.com
CEO/owners, background: Affton Coffelt, entrepreneurship, home fragrance start-ups

#3 — Broken Top Brands

Number of Employees: 20
Year Established in Central Oregon: 2015
Product/Services Offered: Naturally safe and healthy home fragrance & body products for both men and women.
Hot News: 2023 will see 20-30 new SKU's introduced in various product categories and fragrances. There will be 3-5 new major retailer partnerships will be announced, In addition to strengthening our current relationships with over 2,000 boutiques in both USA and Canada. Broken Top Brands will participate in 1% for the Planet again in 2023, with sights set on shaking up the candle market with a huge sustainability push in the packaging sector!
Outlook for Growth: Our general outlook for growth is positive, both metaphorically and in actuality. Our trajectory has been in the green since fruition and continues to point that direction heading into 2023.
What do you attribute your rapid growth to? Vision from the leadership team, love of the hustle by the sales team, positive motivation from the managers, the attention and care by the production team and passion for the product by the entire company. Our team is proud of what we look like, sound like, feel like and smell like as a brand. We're authentic in everything we do, and customers feel

that and gravitate towards it.
What is your vision for growth and/or expansion over the next five years? Starting in 2023, we're looking to break into markets where we currently don't exist to aid in growth. Based on our research these markets have major potential to return big dividends once the R&D of new products is complete and placement of new products has been established. Each new market is a natural extension of the home fragrance market and a logical next step for us as a company.
What is your philosophy to running a successful company? The answer to this is two-fold for me. The first part is treating your employees like they're your biggest asset. Without them, the machine doesn't work. So, making sure they feel valued, respected, heard, loved and compensated fairly. After that, it's identifying their strengths and weaknesses and setting them up for success in the work place. Your success depends on their success.
 The second part is knowing who you are as a company and staying true to that before anything else. For example, we're a majority wholesale company, and make decisions accordingly. A large part of that is focusing the proper amount of resources towards the maintenance and growth of current relationships with buyers, before we go out and get new ones.

#4 — Deschutes Plumbing Co LLC

Official Name of Business: Deschutes Plumbing Co LLC
Address: 1080 SE Centennial St., #5, Bend
Phone: 541-385-6060
Website: deschutesplumbing.com
Contact Email: casey@deschutesplumbing.com
CEO/owners, background:

Chris Powers: plumber for 20 years. Casey Krahenbuhl: plumber growing up, designed and built golf courses for 20 years and then got back into the plumbing business.

Number of Employees: 13
Year Established in Central Oregon: 1998

Product/Services Offered: Plumbing contractor — commercial, residential and remodels. Full plumbing service department for residential and commercial customers
Hot News: Deschutes Plumbing has moved into the bathroom renovation market. We now are the exclusive distributor and installer of Bath Planet products in Central Oregon. Bath Planet shower and bath systems are a revolutionary way to remodel your bath or shower often in the same day.

Outlook for Growth: We have always ensured that we are the premier service plumbers in Central Oregon and strive to ensure that we do quality work at a fair price. So, even as the residential construction market slows, we believe we are poised to continue to grow. On our construction side, we are focusing on custom homes and multifamily housing.

What do you attribute your rapid growth to? A good team of plumbers, apprentices and office staff. We pride ourselves on creating a good working environment and treating our team members with respect and admiration

What is your vision for growth and/or expansion over the next five years? We really expect to continue to grow, even in a potentially down turning market. We continue to recruit and are always hiring the right person. In our industry,



PHOTO | COURTESY OF DESCHUTES PLUMBING CO LLC

a downturn for some of our competitors could help us in finding and retaining talented plumbers. The market is shifting and we are constantly examining the sectors that are performing the best and focus are time and energy ensuring that we are the best in those sectors.

What is your philosophy to running a successful company? Treat every client and employee with respect. Kindness goes a long way in this world. Answer the phone when clients call. Treat others the way you would like to be treated.

#5 — Marks Auto Repairs SVS LLC



JENNIFER AND MARK HODGES | PHOTO COURTESY OF MARKS AUTO REPAIRS SVS LLC

Official Name of Business: Marks Auto Repairs SVS LLC
Address: 675 S Fifth St., Madras
Phone: 541-475-6140
Contact Email: marksautorepair@madras.net

CEO/owners, background: Mark and Jennifer Hodges
Year Established in Central Oregon: 20+ years in business
Product/Services Offered: Automotive repairs, maintenance such as fluid checks and oil changes, custom exhaust and muffler repair and design, free estimates and diagnostics. We offer towing service if you need help getting your vehicle to our shop for repair. We also provide some small engine repair and some specialty motor rebuilds or vehicle repairs.
Hot News: We became incorporated in 2022. We also purchased the location of our business after leasing it for 20 years.
Outlook for Growth: Jefferson County, Madras area is a growing community. We pride ourselves on being a small town, local business, and we support other local businesses by purchasing supplies and parts from local parts stores when possible. We enjoy being able to give back to the community that has helped us grow throughout the years. We look forward to assisting you in future automotive repair needs, feel free to stop by and see us.
What do you attribute your rapid growth to? We provide quality customer service and friendly atmosphere, and fair pricing. We always try to have the better flat rate than other shops in town. We work hard to meet your expectations, and your satisfaction is always our goal.
What is your vision for growth and/or expansion over the next five years? We are hoping to construct a new building and upgrade our landscaping. We offer tow services, but would like to fence in our property and offer impound services in the future.
What is your philosophy to running a successful company? Treating customers with respect and honesty. Upfront disclosure of maintenance and repair costs. Courteous customer service, doing your auto in a timely fashion.

#6 — NAI Cascade: Commercial Real Estate Services



PHOTOS | COURTESY OF NAI CASCADE COMMERCIAL RE

Official Name of Business: NAI Cascade: Commercial Real Estate Services

Address: 243 SW Scalehouse Loop, St. 1B, Bend

Phone: 541-706-9370

Website: naicascade.com

Contact Email: khaines@naicascade.com

CEO/owners, background:

Walt Ramage, Partner/Broker and Jenn Limomges, Partner/Principal Broker

Number of Employees: 11

Year Established in Central Oregon: 2013

Product/Services Offered: Commercial real estate leasing, sales and management.

Hot News: Since the acquisition of property management mid-2021, NAI Cascade (NAI) has more than doubled our portfolio from 222,830 sq. ft. with 16 properties to 547,527 sq. ft. with 34 properties. With this exponential growth we have been able to add highly skilled and qualified staff to manage and maintain this asset portfolio. NAI Cascade has also been fortunate to secure expansion space in the Evergreen Office Building in the Old Mill, where the owners and NAI Cascade continue to share an excellent working relationship. NAI's Property Management team will expand into the existing space and the majority of the brokerage team will relocate to the second floor, complete with a comfortable lounge area and deck overlooking the Old Mill. Please keep an eye out for an invite to our cocktail hours in the New Year!

Outlook for Growth: Growth in a period of economic uncertainty may look different than it has in the past few years. It will be more about adding to the foundation of the relationships, being resourceful and underwriting the risk in acquisitions. NAI Cascade will continue to support our longstanding clients, providing advisory services and matching them with the right deals at the right time to align with their long-term strategies. Many of NAI's clients were already

expecting a shift in the economy and are well poised to take advantage of opportunities that an unpredictable market may bring.

What do you attribute your rapid growth to? NAI Cascade's growth occurred very organically and can be solely attributed to adding the right people to our team. The growth and increased revenue are a byproduct of finding brokers and managers whose business was based on building relationships. Those relationships have brought us off-market transactions and have put us on the other end of a call when property owners and buyers are looking for a brokerage they trust. NAI Cascade's brokerage team takes the time to thoroughly understand our client's goals and connect buyers with sellers to achieve those goals.

What is your vision for growth and/or expansion over the next five years? NAI Cascade's growth will continue to be focused and intentional: the right relationships with the right people and the right properties. We are careful to say yes to opportunities which align with our philosophies and goals, which also sometimes means saying no to others.

What is your philosophy to running a successful company? NAI Cascade operates under the philosophy that contracts expire, relationships don't. This includes the relationships within our office. Our people are genuinely connected to each other and their clients. They want to come to work every day to grow those connections and provide full-circle service that creates relationships that lasts much longer than a listing contract, or the duration of a sale. Our office culture thrives on self-sufficiency, but also showing up for each other the best we can each day. Jenn and Walt's purchase of the NAI Cascade brokerage at the end of 2020 has launched the next generation of big ideas; focused on the future of CRE, generational transitions, leveraging the NAI global network and building a "Got Your Six" culture.

#7 — Bunk+Brew

Official Name of Business: Bunk+Brew

Address: 42 NW Hawthorne Ave., Bend

Phone: 458-202-1090

Website: bunkandbrew.com

Contact Email: management@bunkandbrew.com

CEO/owners, background:

Frankie Maduzia (Medical Tech) & J. Charles Griggs (Tech Lawyer)

Number of Employees: 13

Year Established in Central Oregon: 2016

Product/Services Offered: Lodging and event venue.

Hot News: Hey! What's better than winning an award for fastest growing business in Central Oregon?? Winning it TWICE!! Fresh off our win in 2021, Bunk+Brew is on a tear as THE destination in Bend for international travelers and outdoor adventurers. Only 2.5 blocks from downtown, Bunk+Brew is hosting live music every weekend and weekly events like trivia, karaoke and film night. Come enjoy our food carts, have a beer, play some pool, make new friends and jump in new Finnish sauna!

Outlook for Growth: Honestly the outlook looks rough. The fear of recession looms. Just as we're congratulating ourselves for surviving COVID, the aftermath of it all is setting in. But at least one thing remains true: people need to get away, to take a break, to do the things they love. And that's why we're hopeful. Because people love Bend, outdoor adventure, beer and Bunk+Brew.

What do you attribute your rapid growth to? This year our biggest push was events. We had bigger names, more shows, wider varieties. We crushed it. We owe it all to our events manager and all the breweries in town that keep us supplied.

What is your vision for growth and/or expansion over the next five years? While hard times are no fun, they sometimes expose us to new opportunities. With the expansion of remote work, we're seeing the emergence of a new kind of working traveler. Rather than coming to Bend for a weekend, maybe now you can come for a whole month! We're preparing for these travelers. We've purchased and expanded onto an adjacent property and we're drawing up plans and seeking out funding to bulldoze and build up. We're building a community where you can work AND play.

What is your philosophy to running a successful company? Community and systems. It can be slippery trying to get both to fit together, but when you do,



PHOTO | COURTESY OF DESCHUTES PLUMBING CO LLC

you'll be rewarded. The best thing we ever did wasn't building this business — it was discovering this community. Once we found the community, we just built a business around it. And the systems are what keeps it going. We work very hard to prepare for the worst so we can go play with peace of mind.

#8 — Broken Top Window Coverings Inc.



PHOTO | COURTESY OF BROKEN TOP WINDOW COVERINGS INC.

Official Name of Business: Broken Top Window Coverings Inc.
Address: 20183 Firerock Rd., Bend
Phone: 541-357-3252
Website: brokentopwindowcoverings.com
Contact Email: rob@brokentopwindowcoverings.com
CEO/owners, background: Rob and Laurie Imhoff — Owners
Number of Employees: 6-7
Year Established in Central Oregon: 2005
Product/Services Offered: Residential and commercial interior and exterior automated shades from Hunter Douglas, Mecho Shade, Draper, Insolroll' and Bali/Graber/Springs Window Fashions.
Hot News: We are performing more and more fully automated residential estates and commercial office spaces — from large data centers to the largest estates, we are continuing to expand and grow throughout all of Central Oregon. We will be looking to grow an additional one to three employees for installation and sales over the next year.
Outlook for Growth: We are excited about the coming year. Our team of dedicated staff are family to us and to each other. This family approach leads

to more and more than success and therefore more financial success for each employee and their families. It has always been our goal to create a purchasing experience that is second to none, and our employers make that happen daily. 2023 will be our best year yet!

What do you attribute your rapid growth to? Dedicated customers who constantly tell their friends about us, and employees with a strong sense of ownership. We strive and continue to offer the highest wages for anyone in our industry. As our people feel ownership, a sense of freedom with their schedules, and like they are compensated reflective of their worth to us, that bleeds into each and every one of our customer encounters and relationships. As we treat each of our new clients as friends and family, there is a loyalty generated that can't be purchased, only earned. Without either piece, we no longer thrive in a competitive environment.

What is your vision for growth and/or expansion over the next five years? We hope to open at least one brick and mortar, modern, state-of-the-art showroom, where clients and potential clients can interface with the many products we offer. As COVID impacted all of our livelihoods, we were fortunate to grow through it. With a dedicated staff and loyal clients, we expect and strive to double in size over the next five years. We would strive to be the best and only option for automated shading within Central Oregon, and possibly beyond. As we grow, the rate will be dictated by our ability to maintain these benchmarks. We will never sacrifice service for growth, as that is paramount to excited and happy clients, employees who are excited to come to the office and client projects each day, and neighbors and friends that we are sure to see at the many activities throughout Central Oregon. At Broken Top Window Coverings, we understand that EVERYTHING in life comes down to relationship. Feeding into and fostering these relationships is how we will continue to grow and reach our goals.

What is your philosophy to running a successful company? As stated previously, be relational in everything we do. We cannot be perfect, and sometimes mistakes happen. Owning these mistakes, and then making them right, is the key to continue success. We try to always put ourselves into the shoes of our clients, listening well, and offering helpful advice based on our experience. A successful company requires a leader(s) who serve their employees well, never ask them to do a job you are unwilling to do, and treat them the way you want to be treated. This recipe is what keeps a company successful.

#9 — Euro Style Inc

Official Name of Business: Euro Style Inc
Address: 223 E Hood Ave., Sisters; mailing PO Box 1421, Sisters
Phone: 541-549-2471
Website: eurosports.us
Contact Email: bsb@bendbroadband.com
CEO/owners, background: Brad Boyd: 33 years own Eurosports; co-founder Peterson Ridge Tr. System; Sisters Trail Alliance Lifetime Member; COTA founding member. Brad was also Sisters City Councilor 2005-06; Mayor 07-08; Mayor 2013-14.
Year Established in Central Oregon: 1989
Product/Services Offered: Bikes, skis, repair, rentals, beer/wine/cider/bottle shop, food cart garden, outdoor beer garden, music venue/trivia night/community events/weekly car show, etc.
Hot News: During the pandemic, morphed business outdoor space so people felt safe to gather, eat, drink and experience community. Innovations included flag system for table cleaning, multiple fire pits, etc. Resulted in growth of business and increased usage as a center of community.
Outlook for Growth: Positive due to increase in visibility, inclusiveness, population growth, friendly and service-oriented atmosphere, reputation and close-by availability of many outdoor activities. Eurosports is seen as an information center to help people have fun. We've made a conscious, intentional decision to be a community center and offer broad and welcoming experiences instead of being just a place that sells and rents gear. We love that people love to come here and be

with people they love, creating memories. People enjoy our experienced- based business and reward us with loyalty: wanting to shop local instead of the internet.

What do you attribute your rapid growth to? Thirty-three years in business with a reputation for integrity, value, dependability, inclusiveness and morphing the business model over the years to meet customers' and community needs. Additionally, the pandemic created a greater need for safe, outdoor gathering spaces and increased interest in outdoor recreation and activities.

What is your vision for growth and/or expansion over the next five years? Continue to meet the needs of the community as it grows and changes by listening and observing. Volunteer and help where needed.

Strengthening our balance sheet; continuing to offer cutting-edge equipment; continued focus on sustainability for buildings and outdoor space, green energy and recycling; and meeting the needs of all generations

Open to transitioning business with fresh ideas either from a new manager or new owner(s) who understand that this is a community resource, not just a retail shop.

What is your philosophy to running a successful company? Show up, pay attention, change with the needs of customers and community.

Diversified revenue streams!

Give where needed, for example: the Peterson Ridge Trail System, which Brad cofounded, now brings in more than several million dollars a year to the Sisters community (per Sisters Trail Alliance research).

Treat everyone (customers, vendors, employees) with honesty, dignity and respect.

#10 — Diversified Heating & Cooling, Inc

Official Name of Business: Diversified Heating & Cooling, Inc
Address: 61511 American Lane, Bend
Phone: 541-323-1840
Website: diversifiedheating.com
Contact Email: rita@diversifiedheating.com
CEO/owners, background:
 Ken Ledbetter (business and HVAC)
 Tanya Ledbetter (business and accounting)
Number of Employees: 36
Year Established in Central Oregon: 2011
Product/Services Offered: Furnaces, A/C's, heat pumps, mini splits, fireplaces, service gas piping, humidifiers, air filtration and annual maintenance.
Hot News: Extended our replacement department. We added second crew and a Comfort Coordinator.
Outlook for Growth: We anticipate 2023 growth at a 15-20 percent in the Service & Replacement departments, new construction will depend on interest rates.
What do you attribute your rapid growth to? We have an amazing team, good managers and a great reputation with customers in the Central Oregon Community. A company is only as good as the team that stands behind it.
What is your vision for growth and/or expansion over the next five years? Our vision is to continue our growth, then the next generation to take the torch over in the next three years. We think Bend and the Central Oregon Area will always be a desirable place to live and travel to.
What is your philosophy to running a successful company? Hiring, developing and retaining team members who are committed to our growth and customer satisfaction. Continuing trust and loyalty among team members and customers alike.



PHOTO | COURTESY OF DIVERSIFIED HEATING & COOLING, INC

#11 — Imagine Stoneworks Inc.



STONE • GLASS • QUARTZ

Official Name of Business: Imagine Stoneworks Inc.
Address: 221 NE Hawthorne Ave., Bend
Phone: 541-312-3885
Website: imaginestoneworks.com
Contact Email: info@imaginestoneworks.com
CEO/owners, background: Rob Angelo
Year Established in Central Oregon: 2003

Product/Services Offered: Imagine Stoneworks provides solid surface solutions for a variety of applications which includes, countertops, wall panels, fireplace hearths and mantels, interior and exterior cladding systems. We are able to use natural stone quartz and porcelain for just about anything that requires a flat surface.

Hot News: We built our own building at 221 NE Hawthorne Avenue in the Bend Central District and moved the operation and showroom in July of this year. Stemach Design was the architect and the building was built by Stilson Builders.

Outlook for Growth: We see the home building market stabilizing and consolidating over the next couple of years. Currently, demand for home building products, stone products in our case remains strong. We usually lag any slowdown in the home building market but our monthly bid counts remain robust. We are seeing a fairly large uptick in larger multi-family/apartment projects that will provide work for our company moving forward. Between those projects and large custom home builds, we see substantial opportunity for growth.

What do you attribute your rapid growth to?

Bend continues to be a growth market that is very desirable for folks that are relocating. That brings in money to build homes, start businesses and build apartment complexes for middle income earners.

What is your vision for growth and/or expansion over the next five years? My vision for growth and expansion heavily relies on the growth of the economy around Central Oregon. We have grown rapidly the last five years but I see a bit of a slowdown in that growth as we move forward mostly due to employee hiring issues and economic uncertainty. I do believe that some of our potential growth may move towards larger, multi-family projects as infill building begins in earnest. I believe that Bend will always be a desirable place to live, therefore, driving organic growth into the future.

What is your philosophy to running a successful company? My philosophy has always been to hire people that have more skill than me for my key positions and pay them well. After 20 years in Bend, this has proven to be a good model. I am also a big fan of not micro-managing unless it is absolutely necessary and letting my key employees implement their own systems and processes.

#12 — BG Agility/NADAC

Address: 262 S Cedar St., #2, Sisters
Phone: 458-218-1181
Contact Email: nadacchris@gmail.com

CEO/owners, background: Brad Boyd
Product/Services Offered: Retail resource for all outdoor activities.

#13 — Precise Flight, Inc.

Official Name of Business: Precise Flight, Inc.
Address: 63354 Powell Butte Hwy., Bend
Phone: 541-382-8684
Website: preciseflight.com
Contact Email: scott.greenstone@preciseflight.com
CEO/owners, background: Doug La Placa, CEO and Scott Greenstone, CFO
Number of Employees: 35
Year Established in Central Oregon: 1981

Product/Services Offered: From major commercial airlines and fleet operators, to business jets, rotorcraft and all segments of general aviation, Precise Flight products make flying safer, and the business of flying more profitable. Our innovative products, including the Pulselite System, Fixed and Portable Oxygen Systems, Fabricated Tubes, Avionics, Environmental Control System, Speedbrakes and Twistlock Drinkware Systems are installed on over 40,000 aircraft around the world.

Hot News: Precise Flight grew its sales by over 50 percent in 2022.

Outlook for Growth: Precise Flight forecasts a sustained growth (CAGR) exceeding 20 percent between 2023 and 2027.

What do you attribute your rapid growth to? Our innovative products, our excellent reputation within the Aerospace industry and our incredibly dedicated and high performance team.

What is your vision for growth and/or expansion over the next five years? Precise Flight forecasts a sustained growth (CAGR) exceeding 20 percent between 2023 and 2027. We will expand our products, customers, capabilities and operational facilities to achieve our growth objectives.

What is your philosophy to running a successful company? We are obsessive about maintaining a culture marked by winning attitudes,



PHOTO | COURTESY OF PRECISE FLIGHT, INC

excellence, accountability, mutual respect/support and rock solid commitments to putting our team and our customers first. These values have enabled us to consistently deliver a very high level of quality, reliability and white glove customer service for many years running. We also have many outstanding suppliers who are vital to our success, including our A+ banking and lending partner, Columbia Bank, who has helped us achieve our aggressive growth by providing the financing that has been critical to our success.

#14 — Composite Approach LLC



PHOTO | COURTESY OF COMPOSITE APPROACH LLC

Official Name of Business:

Composite Approach LLC

Address: 1475 NE Jackpine Ave., Redmond

Phone: 541-316-7161

Website: compositeapproach.com

Contact Email: office@compositeapproach.com

CEO/owners, background:

Brian Harris and Holly Harris

Number of Employees: 42

Year Established in Central Oregon: 1998

Product/Services Offered: Contract manufacturer of composite parts, primarily carbon fiber and fiberglass.

Hot News: We are working with a company developing a novel reusable satellite launch platform that could launch several satellites in a single day without requiring a traditional rocket launch. It has the potential to revolutionize the industry.

Outlook for Growth: We strategized to evolve from primarily an aviation business to a composites manufacturer supporting a wide variety of industries. While we still build a lot of parts for 'things that fly,' our clients base has diversified significantly. We now build parts used in the aviation, aerospace, medical, RV, marine and alternative energy markets. This diversification provides multiple

pathways to significant future growth.

What do you attribute your rapid growth to? Composite Approach has a two-prong approach to business development — working with emerging companies to build prototype projects and building production parts for well established companies and products. Our production work provides the foundation of the business and our prototype and development work provides the 'rocket fuel' for our growth.

What is your vision for growth and/or expansion over the next five years? Composite Approach growth forecast is in excess of 15 percent per year for the next five years.

What is your philosophy to running a successful company? Composite Approach is really a collection of people and the individual relationships that exist with each person both internally and externally to the company. Running a company, or any organization, is largely about managing each relationship. If you can focus on each relationship and interaction every day and do it well... you'll have successful relationships which will lead to a successful company. I am blessed to be surrounded by the best team of people and the best group of customers imaginable. When it comes to the work we do — we must keep quality and timeliness as our top two priorities and we must leave them in that order. We must do what we said we would do — we miss sometimes, but we relentlessly pursue it.

#15 — Premier Printing Solutions

Official Name of Business: Premier Printing Solutions

Address: 63052 Layton Ave., Ste. 170, Bend

Phone: 541-617-9899

Website: ppsbend.com

Contact Email: pps@ppsbend.com

CEO/owners, background: Brett Davis

Number of Employees: 5

Year Established in Central Oregon: 1999

Product/Services Offered: Commercial printing for marketing products such as business cards, brochures, catalogs, postcards, etc. as well as large format printing for display graphics and trade show banners. Packaging products and custom labels printed in house.

Hot News: We are in the process of expanding our website with our new website launch that happened earlier this year. Our goal is to provide more industry information to our customers as well as provide additional support for graphic design, product ordering and product pricing.

Outlook for Growth: As our industry evolves we expect our expanded products such as large format and label products to support additional business growth. Our client base has steadily expanded within and outside of Central Oregon.

What do you attribute your rapid growth to? Wide range of product offerings and supporting our clients through excellent customer service as well as superior print product quality.

What is your vision for growth and/or expansion over the next five years? We will continue to diversify our products and bolster marketing efforts beyond Central Oregon.

What is your philosophy to running a successful company? Empowering employees and making sure to manage expectations.

I really attribute much of our success to the amazing people who work here now and past. We have not been immune to the current staffing troubles and the people here really have stepped up to keep things running smoothly.

Over the last couple years managing expectations has never been more



PHOTO | COURTESY OF PREMIER PRINTING SOLUTIONS

important. With supply shortages, rising costs and staffing issues communicating expectations clearly with clients has helped us keep relationships with clients positive as well as maintain good relationships with my employees.

#16 — Sunset Plumbing of Bend, Inc.



PHOTO | COURTESY OF SUNSET PLUMBING OF BEND, INC.

Official Name of Business:

Sunset Plumbing of Bend, Inc.

Address: 62979 NE Plateau Dr., Ste. 1, Bend

Phone: 541-382-0109

Website: sunsetplumbingofbend.com

Contact Email: hailie@sunsetplumbingofbend.com

CEO/owners, background: Jeff Cook & Rocky & Julie Childress — family-owned business since 1982.

Number of Employees: 19

Year Established in Central Oregon: 1982

Product/Services Offered: New construction in residential and commercial.

Remodels. Service department that serves all of Central Oregon.

Hot News: Sunset Plumbing celebrated our 40th year in business this year.

Outlook for Growth: Continue to grow company along with construction demand. Expand the service department with more technicians and vans.

What do you attribute your rapid growth to? New commercial/home construction and population growth of Central Oregon.

What is your vision for growth and/or expansion over the next five years? To create a better everyday life for our customers and employees with integrity and respect.

What is your philosophy to running a successful company? Recruiting and retaining outstanding people to cultivate employee and customer loyalty.



MONICA ELSOM

#17 — Insure Pacific, Inc./ Prineville Insurance Agency

team of women to sell and service our clients. Elsom has two kids, one just graduated high school and a junior at Linfield University. Before insurance, she was a successful clothing designer for 12 years. She also volunteers for Rimrock Trails Treatment Center and Ronald McDonald House whenever she can.

Number of Employees: 12

Year Established in Central Oregon: 1935

Product/Services Offered: We like to consider ourselves the one stop for insurance. We offer most anything you will need in insurance—for your family and your business. Liability, property, health and life insurance benefits are just a few of the products we offer. After I lost my husband, it solidified for me how much insurance impacts people’s lives. Our team is passionate about helping protect our clients and educating them about what policies are best for them. Customer service and helping our clients protect their assets is our focus. We are licensed in and service eleven states. With over 100 carriers to work with, our agency almost always has an option for our clients!

Hot News: We have a few new team members, and it has made us stronger! This growing team has allowed us to implement new insurance programs and the resources to expand and better service our customers. Workers’ compensation, nonprofits, building owners, veterinarian, farming and employee benefits are just a handful of the programs we have to offer!

Outlook for Growth: We are seeing new business in all directions. Our residential communities are growing, and new businesses are opening every day. Having a solid core, our offices have been able to add more strong local talent—allowing us as a team to become stronger. Each day, we keep moving forward and making sure we take excellent care of our amazing customers. Our new 24/7 phone app is one

of the ways we are streamlining and strengthening our processes to make it easier for clients to manage their insurance.

What do you attribute your rapid growth to? We have a passionate team that takes care of almost any insurance need our customers may have. We like to be the one stop shop! Our customers should not have to run around trying to get the coverage they need. Whether it’s their home, health, business, or bonding, we can cover them. Our customers are very much to thank for our rapid growth! They appreciate our consistent effort, so they send us referrals. Our job is to listen to our client’s needs and find the best fit available, and that is what we do.

What is your vision for growth and/or expansion over the next five years? As we prepare for growth, our team is expanding. Our hope is to expand our agencies in the surrounding areas to build on our success while simultaneously being able to provide more options for our customers. We strongly hope that people will want the local connection to an independent agent instead of the big corporations moving in.

Our team takes the time to file claims, follow claims and ensure that our client’s insurance experience is as seamless as possible from beginning to end. We value that local connection, and we know our customer’s do too!

What is your philosophy to running a successful company? It takes a team to succeed. Recognizing the strengths of each team member and what role they should play and what role they desire is essential. In our offices, each team member is trusted to manage their position and know who to go to for guidance. Education and collaboration are key; the desire for personal growth and having a good attitude are a must! I am so proud and excited for our team to grow together.

Official Name of Business:

Insure Pacific, Inc./Prineville Insurance Agency

Address: 297 NW Third St., Prineville

Phone: 541-447-6372

Website: insurepacific.com/prinevilleins.com

Contact Email:

info@insurepacific.com

info@prinevilleins.com

CEO/owners, background: Monica Elsom owns two local agencies in Oregon. Our agencies are licensed and sell in 11 states. Have built an amazing

#18 — Baggett, Inc.

Official Name of Business: Baggett, Inc.
Address: PO Box 710, Madras
Phone: 541-475-0162
Contact Email: rockyridge620@gmail.com
CEO/owners, background: Lee Baggett, Owner
Number of Employees: 10

Year Established in Central Oregon: 1996
Product/Services Offered: Excavation and materials.
What do you attribute your rapid growth to? Loyalty of good employees, good customer base and experience.
What is your vision for growth and/or expansion over the next five years? Hiring new employees, growing company with new technology, branching out to other types of business.
What is your philosophy to running a successful company? Good customer service and be responsive, work harder than anyone else.

#19 — Bend Mailing Services, LLC

Official Name of Business: Bend Mailing Services, LLC
Address: 20901 Cooley Rd., Bend
Phone: 541-388-0789
Website: bendmailing.com
Contact Email: connor@bendmailing.com
CEO/owners, background: Nick Di Spaltro, software development
Number of Employees: 46
Year Established in Central Oregon: 1997
Product/Services Offered: Full-service transactional mailing, print services, direct marketing mail, commercial envelope manufacturing.
Hot News: We are investing in new equipment that will expand the services we can provide, such as printing on additional media.
 Even more exciting, we are developing a new platform to connect our client's billing processes to our services. Be on the lookout over the next couple of years for updates.
Outlook for Growth: Despite the last few years of supply chain challenges, BMS has been able to maintain steady growth. With some expansion into new market segments, we are expecting to keep that growth even as the global market outlook possibly is diminishing. Historically, the company has performed well during challenges and that should remain constant. We have been able to eliminate some suppliers by producing envelopes in-house, which has helped keep costs down and opened new opportunities through increased flexibility.
What do you attribute your rapid growth to? Our growth is tied to the value-added approach to our services. While many of our competitors are simplifying services, we continue with our data-centric focus. Our proprietary processes allow us to ingest data from our clients and transform that data to a physical media.
What is your vision for growth and/or expansion over the next five years? The core of the business has been historically solid despite economic corrections/downturns. Inflationary and other economic factors duration will result in internal re-evaluations. However, we are looking to transform our business services using our 20 years of experience in helping our clients bill from a mail service company to a business services company. We see great opportunities within the next five year increasing the services we provide - such as the new platform we are developing to more closely connect our clients to the value we produce.
What is your philosophy to running a successful company? Creating a culture of inclusiveness and belonging where all are welcome. Exceeding customer expectations in everything we do and holding ourselves accountable at every step. Embracing change and innovation and looking for new ways to grow our organization and ourselves.



NICK DI SPALTRO WITH RAYLAN (6) AND LELAND (3) | PHOTO COURTESY OF BEND MAILING SERVICES, LLC

#20 — Crossroads BBQ Pit & Pub (Barney Prines Steakhouse & Saloon Corp)



JOE LITZINGER | PHOTO COURTESY OF CROSSROADS BBQ PIT & PUB

Official Name of Business: Crossroads BBQ Pit & Pub
Address: 121 NE Third St., Prineville
Phone: 503-997-8343
Website: crossroadsdinerandpub.com
Contact Email: joe@crossroadsbbqpitandpub.com
CEO/owners, background: Joe Litzinger: 20 years in the industry; have owned several restaurants; have culinary degree.
Number of Employees: 23
Year Established in Central Oregon: 17
Product/Services Offered: Full-service bar and lottery; full menu, ranging from breakfast, lunch and dinner.
Hot News: All products made in-house, including from chicken fried steak to prime rib and everything else in between.
Outlook for Growth: We have a steady growth — from 2015, when we opened on through COVID — with a strong market for catering, we see a good future.
What do you attribute your rapid growth to? We attribute our growth to quality of product and service — along with a large local customer base, also at a fair price. We work very close with our local chamber and businesses, we stay involved.
What is your vision for growth and/or expansion over the next five years? To continue with what is working, with a focus on catering and quality.
What is your philosophy to running a successful company? Nobody looks after your business like you do — in order to become successful you must work!