

2021 Accomplished Under 40 Award Recipients



Cole Billings
Broker
Skjersaa Group

Professional Accomplishments:

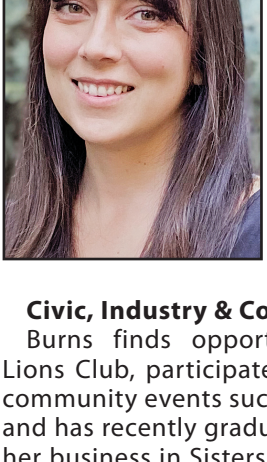
In his relatively short career as a real estate broker in Central Oregon, Billings has assisted with 159 transactions and established a reputation for facilitating them with integrity, professionalism and efficiency. Billings is an owner-partner of Megaphone Coffee Co., which provides good coffee and good jobs to the Bend community.

Civic, Industry & Community Involvement: In addition to being an active local volunteer, Billings donates ten percent of his profits to environmental, educational and housing initiatives in Central Oregon and beyond.

Specific Characteristic that Distinguishes Them from Their Peers: Billings consistently receives five-star online reviews from clients for his fresh approach, responsiveness, compassion and honest advice to help them achieve their real estate goals. His peers in the local real estate industry appreciate Billings' tactful, professional and direct communication as well as his gift for level-headed negotiation.

Business Leadership Philosophy:

Billings' deep passion and understanding of the Bend community — combined with his extensive knowledge of local real estate—creates a positive and seamless experience for clients and colleagues alike. His appreciation for entrepreneurship, architecture and design helps him collaborate with clients to ensure their lifestyle goals are met.



Danielle Burns
Designer
Steele Associates Architects LLC

Professional Accomplishments:

Burns has been with Steele Associates Architects since 2018. She attended The Ohio State University graduating with a bachelor of science in architecture and began her professional career in Denver, Colorado focusing in construction. Burns moved to Bend with the opportunity to work at Steele Associates Architects as a designer. She and her husband recently started a new business, Funky Fauna Artisan Ales, a small brewery in Sisters, focused on barrel aged mixed culture beer (expected opening Winter 2022).

Civic, Industry & Community Involvement:

Burns finds opportunities to volunteer through the Bend's Sunrise Lions Club, participates in the annual Deschutes River Clean Up as well as community events such as the Resilience Festival. She is a City Club attendee and has recently graduated from the Leadership Bend class of 2020. Through her business in Sisters, she is planning to contribute to the local community as well as Central Oregon.

Specific Characteristic that Distinguishes Them from Their Peers: Burns is defined by an incredible focus and tenacity to solve issues and create designs and documents. Throughout her career she has demonstrated professional growth and a continued desire to learn. She is extremely efficient and quick with client's project development. Burns has a desire to make a positive impact in the community through her professional career and entrepreneurial business pursuits.

Business Leadership Philosophy:

Burns believes that leadership entails keeping an open mind, learning from the perspective and experiences of others and having a desire for continued personal and professional development. She believes that leadership can be utilized in more than just business, be that by making an effort to treat others with kindness or taking advantage of problems by initiating change and allowing for growth. Burns believes there is more than one way to exercise leadership.



Tiffany Cordano
Office Manager
Cascade Heating and Specialties, Inc.

Professional Accomplishments:

Originally hired on as an administrative assistant, Cordano quickly rose to be our office manager and has excelled at managing a company of 60-70 employees through a company software switch, a global pandemic, policy changes and the overall day to day workings of our construction company. She is looked to as a mentor and first point of contact on way more things than she needs to be, wears many hats and always responds quickly to the needs of others.

Civic, Industry & Community Involvement:

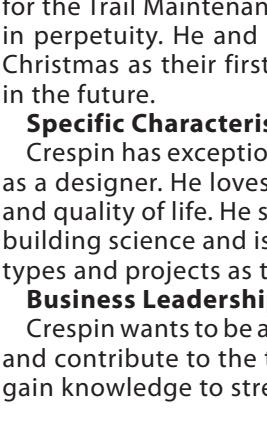
- Volunteer basketball coach for BPRD
- Youth basketball coach and strength trainer for 15+ years
- Previous basketball coach at Simpson University
- Volunteered and served underprivileged youth in the states as well as Mexico, Australia, Nepal, Thailand, Africa and Japan
- Safety advisor for Cascade Heating

Specific Characteristic that Distinguishes Them from Their Peers:

Cordano was brought into a business that was going through a lot of changes. Ownership, business philosophy and culture were changing, and then we were handed a pandemic that led to even more challenges. As a construction company, we were apprehensive on the future, but 2020 was our biggest year in 50 years, and 2021 is looking to be better. Cordano is the backbone of all, of it and we could not ask for a better leader. She listens well, advocates for others and is extremely supportive.

Business Leadership Philosophy:

Cordano's leadership style has always been based on teamwork. She has hired an incredible office staff in an environment that has been incredibly difficult to find employees. Her ability to surround herself with people that want to work with her and live in her culture is unparalleled. She is passionate about her own growth as well as the growth of those around her. She always wants to do all she can to help others accomplish their goals, and facilitate a culture where we all learn from one another and help each other. It takes a team atmosphere to do what we do, and Cordano is truly the leader of this team — and we are thriving because of her.



Lucas Crespin
Project Architect
Steele Associates Architects LLC

Professional Accomplishments:

Crespin graduated from the University of Colorado—Boulder in 2007 with a bachelor's degree in Environmental Design and an emphasis in architecture. He has 15 years of experience in many different building types from courthouses, prisons, commercial and custom residential in locations across the U.S. and Canada. He completed the Architectural Experience Program to be eligible to take the Architect Registration Exams and passed those six exams over the course of a month. He is a member of AIA. He is part of the Steele Associates Architects team as of this year, and has gotten involved in many new projects in his time there.

Civic, Industry & Community Involvement:

Crespin is new to Bend, but excited to get involved in this community. In Steamboat Springs, Colorado, he directed the Steamboat Springs Running Series which donated over \$30,000 to local nonprofits, volunteer coached at the local high school for both track and cross country and sat on the board for the Trail Maintenance Endowment Fund to maintain trails in NW Colorado in perpetuity. He and his family donated presents through Saving Grace for Christmas as their first charity in Bend and are excited to get involved more in the future.

Specific Characteristic that Distinguishes Them from Their Peers:

Crespin has exceptional focus to learn and grow as an architect and develop as a designer. He loves to see how regional design affects human interaction and quality of life. He stays up to date with current architectural methods and building science and is excited to get involved with the team in new building types and projects as they are available.

Business Leadership Philosophy:

Crespin wants to be a positive force and always strives to grow in architecture and contribute to the team and client in every way possible. He continues to gain knowledge to strengthen value to the client and team.



Penny Farrow, CISR Elite
Personal Insurance & Operations
Brown & Brown Insurance

Professional Accomplishments:

Farrow is our personal lines team lead and operations manager. With 13 years in the insurance industry, Farrow is an expert in her field. She leads a team of top-notch performers in our Bend office, is our internal operations liaison and manages a \$2 million book of business. She currently has her Certified Insurance Service Representative (CISR) designation.

Civic, Industry & Community Involvement:

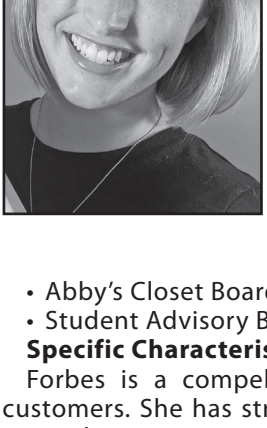
It is not unusual to find Farrow volunteering for various nonprofit events within in our community in her free time. Animals and homelessness are her biggest passions, however she also serves two nonprofits locally. Youinity, an organization dedicated to bringing anti-bullying prevention programs and workshops to Central Oregon Schools, as well as Oregon Mortgage Association, where she collaborates with businesses to bring education and support to the mortgage industry. She is also involved with the Bend Chamber of Young Professionals Social Committee, where she works with a team of driven individuals to bring social and educational events to our community.

Specific Characteristic that Distinguishes Them from Their Peers:

Farrow is an exceptionally bright, vivacious individual who makes friends with everyone, everywhere she goes. She is fearless, determined, optimistic and dedicated.

Business Leadership Philosophy:

Farrow is a loyal, dependable and results driven team player who will jump in at any time to help her teammates succeed. She leads by example daily by educating, encouraging and motivating her team. She enjoys seeing teammates excel in their current positions and being promoted to new positions.



James Fleming
Personal Insurance Sales Executive
PayneWest Insurance

Professional Accomplishments:

Fleming is an insurance agent with PayneWest Insurance and previously owned James Fleming Insurance Agency, INC with COUNTRY Financial. He has been helping clients with their insurance and financial needs in Central Oregon and beyond for ten years. Fleming has won multiple company awards throughout his career including their top award of All American multiple times. His passion for helping clients protect their assets and achieve their personal and professional goals has helped changed the narrative of a tough and sometimes unpopular industry for his client base.

Civic, Industry & Community Involvement:

Fleming is an active board member of the Rotary Club of Bend. He is also the Chair for the Interact Club of Mountain View High School where he helps high school kids plan out projects to help the community on top of helping to run a successful leadership team. Fleming has been a past president and is still active in his BNI networking group. During the pandemic, he also bought meals for frontline hospital workers and was able to make a nice donation to St. Charles Medical Center from his previous company's Operation Hero's initiative.

Specific Characteristic that Distinguishes Them from Their Peers:

Fleming is one of the friendliest people I've ever known. Always smiling, with an infectious laugh that makes him so fun to be around and at ease even during difficult conversations. Another specific characteristic that distinguishes Fleming is he picks up the phone and I know he goes above and beyond for his clients. He's not just our insurance agent, he's our friend, and his care and concern comes through. I recommend Fleming to anyone who asks about insurance. He's the guy you want in your corner.

Business Leadership Philosophy:

Fleming's business philosophy is to lead by example and be honest and look out for the best interest of others. Clients who put their trust in Fleming do so because they know he is always working for them and understands how important it is to have someone present, professional and knowledgeable available to them when they need assistance.



Sydney Forbes
Co-Founder & CEO
Tensil Tech

Professional Accomplishments:

Forbes is an OSU 2017 bioengineering alumni who started her career working at pharma and 3D printing startups in the Bay Area. She moved back home to Oregon in 2020 to be closer to family, and continue working on her startup, Tensil Tech, where she is the co-founder and CEO.

Civic, Industry & Community Involvement:

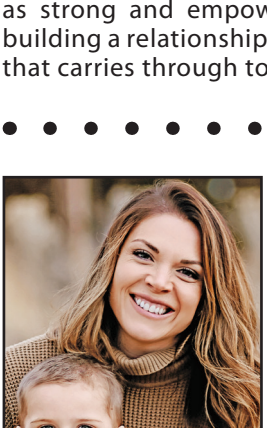
- Bioengineering
- Entrepreneur in oral health
- OSU Alumni Career Ambassador 2019-Present
- Selected for the Redmond Parks Committee as of May 2021

Specific Characteristic that Distinguishes Them from Their Peers:

Haines has an enviable work ethic, a diverse skill set and is incredibly intuitive. She brings her extensive experience and collaborative approach to every project and thrives in facilitating the success of her co-workers and their clients.

Business Leadership Philosophy:

Service-oriented, Haines creates a culture of loyalty, positivity and work ethic by exhibiting those characteristics in both her personal and professional lives.



Kever Henry
Professional Accomplishments:

Redmond Rotary President 2020-2021, 25 seasons of coaching Track and XC, Washington and Oregon realtor for Keller Williams, property manager for Henry and Son's Enterprises, master's degree.

Civic, Industry & Community Involvement:

- Chair of Redmond Rotary ASDP/Daughter Dance
- Ridgeview High School Aspire Mentor
- Rotary Board member
- SPIN instructor at R.A.C.
- Keller Williams ALC member and Culture Committee Chair

Specific Characteristic that Distinguishes Them from Their Peers:

Henry is a young man that loves to be involved and make a difference. Sponsorship Chamber golf events, donating time and money to all things Rotary, serving and chairing committees and focusing on our youth.

Business Leadership Philosophy:

Henry believes that leaders are the ones willing to do the things that no one else wants to do. He believes in life being a balance of challenge and fun. He stands for Service Above Self.



Karen Hinckle
Office Manager
State Farm — Paul Finch

Professional Accomplishments:

At just 28 years old, Karen has climbed the ranks to manage three different State Farm insurance offices in Alaska, Ashland, Oregon and Bend. Her Passion for developing communities and helping others has led her to excel in her industry.

Civic, Industry & Community Involvement:

This passion for helping others has also led to her involvement at a variety of non-profits, including her offices volunteer days at The Family Kitchen here in Bend.

Specific Characteristic that Distinguishes Them from Their Peers:

Growing up in a non-conventional household, she began working hard at the age of 13, and lived independently at age 16. Her mother immigrated here from the Philippines to work and find a better life. Hinckle has lived her life with this on her sleeves. She is proud of her heritage and where it has led her in her career.

Business Leadership Philosophy:

Hinckle is a relational leader. She holds a firm belief that a company is only as strong and empowered as its employees. She spends countless hours building a relationship with her staff to spread a sense of love and importance that carries through to both her employee's professional and personal lives.

Gail Hodge
Corporate Engagement Manager & High Desert Rendezvous Coordinator
High Desert Museum

Professional Accomplishments:

In 2017, Hodge was hired as the Museum's Events Manager, responsible for oversight of countless internal and external events ranging from lectures to weddings to corporate parties. In 2019, she was promoted to philanthropy and charged with stewarding and cultivating business relationships and management of the High Desert Rendezvous fundraiser.

Civic, Industry & Community Involvement:

Hodge has worked with civic-minded organizations to include J Bar J and Big Brothers Big Sisters. She is passionate about providing mentorship opportunities to youth.

Specific Characteristic that Distinguishes Them from Their Peers:

Hodge has a warm personality and thoughtful nature. She is attentive to detail, composed under stress, a successful multi-tasker and excellent delegator. She excels positively with her can-do attitude and has proven to be flexible and adaptable. In addition, Hodge is creative; sharing innovative ideas to foster improvement and growth.

Business Leadership Philosophy:

Hodge demonstrates her commitment to our mission daily. She consistently goes above and beyond to execute high level work. She is a team player and an active listener, striving to meet into organizational goals, but that of our sponsors and donors. She is poised, professional and worthy of recognition.



Derek E. Hopp, JD, MEM, PMP
Clinical & Business Manager
Therapy Works Physical Therapy

Professional Accomplishments:

As the clinical and business manager of Therapy Works Physical Therapy, Hopp has implemented evidence based practices, collaborated with health care organizations and supported financial recovery and growth within the COVID pandemic through a focus on excellent patient care and decreasing the total cost of health care in the community.

Civic, Industry & Community Involvement:

Hopp gained extensive leadership and management experience as a U.S. Navy submarine officer. Additionally, he has been personally involved

with multiple community organizations including a prison outreach food bank, Christian organizations and veterans' organizations. Currently, Hopp is coordinating a partnership between Therapy Works Physical Therapy and OSU-Cascades' brand new Doctor of Physical Therapy Program to provide clinical support to students. In his role at Therapy Works Physical Therapy, Hopp is also collaborating with other healthcare providers to increase access to care and quality of healthcare outcomes.

Specific Characteristic that Distinguishes Them from Their Peers:

Hopp is a Bend native with master's level education in leadership, finance and law. He has well developed ability to analyze and improve clinical systems and financial performance while simultaneously supporting and improving staff quality of life. His greatest assets are his kindness, integrity, ability to advocate for others and work ethic.

Business Leadership Philosophy:

Hopp provides a data-driven transformational leadership style through direct observation, data transparency, elimination of waste and implementation of best practices. He supports those he serves by learning individual's goals and working collaboratively towards achieving those goals. He believes in a growth mentality and demonstrating passionate, ethical and hard work at all times.



Ryan Johnson
PMP/Estimator
Brent Woodward, Inc.

Professional Accomplishments:

Johnson, a Redmond High School and Oregon State Business School Graduate, has worked for Brent Woodward, Inc. as an Estimator and Professional Project Manager (PPM) in the energy industry for 6.5 years, managing large-scale drilling projects across the Pacific Northwest and beyond. He also launched his own successful small business three years ago, Oregon Outfitters, LLC, which offers guided hunting and fly fishing trips as well as firearm and suppressor sales in Central Oregon.

Civic, Industry & Community Involvement:

Johnson's passion for the outdoors led him to serve as a mentor and conservation lead for the Bend Chapter of The Mayfly Project, where he volunteers his time mentoring local foster children through the sport of fly fishing. In this role, Johnson introduces the kids to their local water ecosystems, with a hope that connecting them to a rewarding and therapeutic hobby will provide an opportunity for them to have fun, feel supported, learn life skills and develop a meaningful lifelong connection with the outdoors.

Specific Characteristic that Distinguishes Them from Their Peers:

Johnson prioritizes creating a work-life balance that allows him to live a professionally challenging, service driven and passion fueled life. He loves his profession and volunteer work allow him to transition between easygoing mentor, enriching the lives of underprivileged youth, to PM running or supporting major construction projects, to guide, helping others to enjoy his passions and the outdoors. Johnson effortlessly adapts to his audience in each of these roles with a sincere passion that leaves people energized and inspired.

Business Leadership Philosophy:

Through guiding and mentoring, Johnson has been able to see the tangible results of investing time and energy into people. He is great at setting his clients up to be successful and then allowing them the autonomy to seal the deal whether that be catching a fish or finding success elsewhere in life. He carries these experiences into business and strives to lead by example. He invests in himself through classes, CE and certifications in order to make himself a better leader and colleague.



Gregory S Lankston III CPA, MBA
Partner
Capstone Certified Public Accountants, LLC

Professional Accomplishments:

Lankston has eight years of tax experience. He holds a bachelor of science in business with an emphasis in accounting from the University of Arkansas as well as a masters of business administration from the University of Oklahoma. Lankston has experience in various industries, including real estate, entertainment/advertising, manufacturing, medical and legal.

Civic, Industry & Community Involvement:

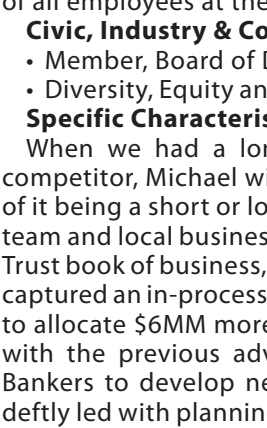
- Secretary of Treasurer in BNI
- Involved in creating educational, nonprofit and board activities

Business Leadership Philosophy:

Lankston was made a managing partner at Capstone CPAs at the age of 30. Average partners at typical local CPA firms are in their early 50s. I feel that this distinguishes him from his peers and from the other partners, as he has a different outlook and approach on most managerial planning.

Business Leadership Philosophy:

Lankston manages what is typically a high-stress industry by taking a low-stress approach. He maintains a calm demeanor in what may normally be stressful environment. Lankston is always available to teach and train even when under stress or short on time.



Cody A. Michael, CFP
Assistant Vice President
Wealth Management Trust Advisor
U.S. Bank Wealth Management

Professional Accomplishments:

Michael is the number ten ranked BDO Trust Advisor in Community Banking at U.S. Bank. He accomplished this performance with results in all scorecard categories generated by demonstrating extraordinary performance in Core Behaviors. Michael is number two in Community Banking for completed financial plans by Trust Advisors and Portfolio Managers in 2020.

Michael was recognized as a Legend for his 2020 performance at U.S. Bank, which is the highest honor U.S. Bank employees can earn, and is typically awarded to the top five percent of all employees at the bank.

Civic, Industry & Community Involvement:

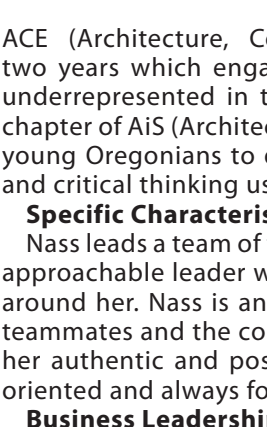
- Member, Board of Directors, Volunteers in Medicine Central Oregon
- Diversity, Equity and Inclusion Ambassador, U.S. Bank Community Banking

Specific Characteristic that Distinguishes Them from Their Peers:

When we had a long-term Trust Advisor leave the bank to work for a competitor, Michael willingly took on this new territory without the certainty of it being a short or long term assignment. He worked with the entire Wealth team and local business and retail colleagues to retain the vast majority of our Trust book of business, while working through digital channels. The team even captured an in-process case in which the client was so impressed, they decided to allocate \$6MM more to U.S. Bank Asset Management Group than they had with the previous advisor. By teaming with Wealth Bankers and Business Bankers to develop new business with high net worth clients, Michael has deftly led with planning on multiple significant relationships that has resulted in high revenue wins for multiple business lines. Michael's implementation of new initiatives and technologies is best in class. Because he's an early adopter, his peers and teammates often reach out for assistance. Our team is further ahead on initiatives, like salesforce action plans and goals discovery, because of Michael's foresight and selflessness. As a young African-American, Michael was impacted by the passing of George Floyd. In a relatively non-diverse market, Michael chose to step up through his participation in our diversity and inclusion panel to help educate and inform team members across the division. Michael was incredibly honest, sincere and compassionate as he shared his life experience and the impact of recent civil unrest. The response to Michael's contribution to this discussion was tremendously positive. Part of Michael's success undoubtedly comes from his ability to connect with others, treating everyone with kindness and respect. His knowledge and professional credentials set him apart from most of the people he works with, yet he is so approachable, everyone looks for opportunities to include him in their client engagements. From a client perspective, Michael is guided by fiduciary principles of putting the client's best interests before his own.

Business Leadership Philosophy:

Michael sets the standard in our division of U.S. Bank for collaborative activities and partnership. He has effectively and meaningfully cultivated relationships and collaborated with our business banking, leadership, mortgage, retail and wealth banking colleagues. He is highly regarded by all, including administration and operations team members that support his practice. Michael is a diligent, subject matter expert, devoted to serving his clients. He is frequent asked to assist other team members with planning related issues and is known for his willingness to help.



Kathleen Nass
Project Manager
Fortis Construction, Inc.

Professional Accomplishments:

Nass has over ten years of experience in the construction industry and has worked her way up to a project manager position in a competitive environment for a top 100 company in Oregon. She has completed multiple projects around the Country while focusing on on-time delivery. Nass continues to work on a large Data Center Campus and is passionate about finding successes with clients, teammates and the community.

Civic, Industry & Community Involvement:

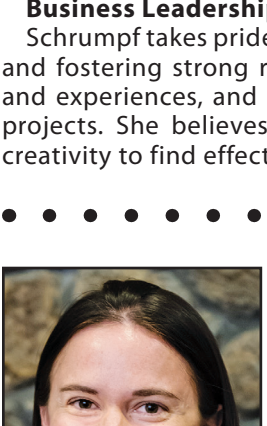
Nass has been involved in the local chapter of ACE (Architecture, Construction, Engineering) Mentorship Program for two years which engages students and communities that are traditionally underrepresented in the industry. She has also been involved in the local chapter of AIS (Architects in Schools) for the last three years, which introduces young Oregonians to design while encouraging problem solving, teamwork and critical thinking using hands-on demonstrations and presentations.

Specific Characteristic that Distinguishes Them from Their Peers:

Nass leads a team of teams in a primarily male dominated industry. She is an approachable leader who is adamant about developing and lifting up others around her. Nass is an active listener which allows her to best serve clients, teammates and the community. She isn't afraid to tackle issues head-on, and her authentic and positive energy sets her aside from others. She is team-oriented and always focuses on finding the win for all involved.

Business Leadership Philosophy:

Nass believes in direct feedback and challenging teammates to be the best they can be both personally and professionally. She genuinely believes in building personal relationships and cultivating a safe environment for collaborative communication for people to learn and grow.



Kate Schrumpt
Project Manager
Rosendin

Professional Accomplishments:

Over the course of her career, Schrumpt has been involved in improvements to data center fire alarm design requirements and implementation, spearheaded market analysis to identify labor shortages and implement project incentives and driven process improvements through the application of Lean Six Sigma tools. Currently, Schrumpt is managing the electrical scope for a Facebook data center build.

Civic, Industry & Community Involvement:

Schrumpt has supported her community by volunteering with the Habitat for Humanity, Toys for Tots, March of Dimes, United Way and the Wooded Warrior Project.

Specific Characteristic that Distinguishes Them from Their Peers:

Schrumpt is a highly driven professional in the construction industry and paves the way for positive innovation. She has a proven record of working collaboratively across the organization and managing highly impactful projects.

Business Leadership Philosophy:

Schrumpt takes pride in leading her team by encouraging individual growth and fostering strong relationships. She values her teammates' personalities and experiences, and how everyone contributes to successfully completing projects. She believes in fostering her team members' independence and creativity to find effective solutions and deliver superior results.



Michelle Seiler-Godfrey, Ph.D.
Program Development Manager
High Desert Museum

Professional Accomplishments:

Seiler-Godfrey is the program development manager at the High Desert Museum. In this role, she has significantly increased grant revenue to include multiple federal awards from the Institute of Education and Library Services, the National Endowment for the Humanities, and the National Endowment for the Arts. Further, she is a leader in our DEAI work, has established an evaluation program at the Museum and coordinates several strategic initiatives. She also has a Ph.D. in History from the University of Iowa.

Civic, Industry & Community Involvement:

Seiler-Godfrey fosters community building through invaluable partnerships with organizations, such as the Deschutes Public Library and the Museum at Warm Springs, and relationships with Native Knowledge holders. She is dedicated to working in deep partnership with tribes and Native people to increase understanding of the Indigenous Plateau, and is truly grateful for the people she has had the opportunity to know through collaborative projects at the High Desert Museum.

Specific Characteristic that Distinguishes Them from Their Peers:</