

Estacada Recruitment Strategy & Industrial Campus Activation

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This report represents original student work and recommendations prepared by students in the University of Oregon's Sustainable City Year Program for The City of Estacada. Text and images contained in this report may not be used without permission from the University of Oregon.

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About SCI

The Sustainable Cities Institute (SCI) is an applied think tank focusing on sustainability and cities through applied research, teaching, and community partnerships. We work across disciplines that match the complexity of cities to address sustainability challenges, from regional planning to building design and from enhancing engagement of diverse communities to understanding the impacts on municipal budgets from disruptive technologies and many issues in between.

SCI focuses on sustainability-based research and teaching opportunities through two primary efforts:

1. Our Sustainable City Year Program (SCYP), a massively scaled university-community partnership program that matches the resources of the University with one Oregon community each year to help advance that community's sustainability goals; and

2. Our Urbanism Next Center, which focuses on how autonomous vehicles, e-commerce, and the sharing economy will impact the form and function of cities.

In all cases, we share our expertise and experiences with scholars, policymakers, community leaders, and project partners. We further extend our impact via an annual Expert-in-Residence Program, SCI China visiting scholars program, study abroad course on redesigning cities for people on bicycle, and through our co-leadership of the Educational Partnerships for Innovation in Communities Network (EPIC-N), which is transferring SCYP to universities and communities across the globe. Our work connects student passion, faculty experience, and community needs to produce innovative, tangible solutions for the creation of a sustainable society.

About SCYP

The Sustainable City Year Program (SCYP) is a yearlong partnership between SCI and a partner in Oregon, in which students and faculty in courses from across the university collaborate with a public entity on sustainability and livability projects. SCYP faculty and students work in collaboration with staff from the partner agency through a variety of studio projects and service-learning courses to provide students with real-world projects to investigate. Students bring energy, enthusiasm, and innovative approaches

to difficult, persistent problems. SCYP's primary value derives from collaborations that result in on-the-ground impact and expanded conversations for a community ready to transition to a more sustainable and livable future.

Community partnerships are possible in part due to support from U.S. Senators Ron Wyden and Jeff Merkley, as well as former Congressman Peter DeFazio, who secured federal funding for SCYP through Congressionally Directed Spending.

About the City of Estacada

The City of Estacada is located in Clackamas County, Oregon, along the Clackamas River and at the gateway to the Mt. Hood National Forest. With a population of just over 6,000 residents, Estacada combines the qualities of a small community with access to natural, cultural, and economic resources.

Founded in the early 1900s as a timber town and home to workers building the region's first hydroelectric dams, Estacada has continually adapted while preserving its identity as a river-centered community.

Today, Estacada blends small-town character with a vibrant arts culture and abundant recreation. Murals, galleries, and local events highlight a thriving creative community, while nearby forests, rivers, and parks offer year-round opportunities for hiking, rafting, camping, and family activities.

As Estacada continues to grow, city leadership is focused on advancing strategic priorities that support long-term sustainability, economic vitality, and quality of life.

This includes planning for housing, infrastructure, and community amenities that meet the needs of current and future residents while maintaining the city's unique character and connection to the surrounding landscape. With a growing population and a tradition of civic pride, Estacada continues to honor its past while looking toward a sustainable, community-focused future.



Course Participants



Ty Bandaruk

Accounting

Concentration: Operations and Business Analytics



Kaitlin Brookshier

Accounting



Rory Cooke

Business Administration,
Minor: Economics

Concentration: Finance, Entrepreneurship, and Sports Business

Course Description

LUNDQUIST COLLEGE OF BUSINESS HONORS PROGRAM COMMUNITY CONSULTING

Community Consulting is a program designed to create meaningful impacts with local nonprofits in Lane County and surrounding areas. It is a program built and run by students, offering consulting services to local organizations. Community Consulting's main strength is highlighted by the mutualistic relationship it creates between students and organizations; students gain rare hands-on experience, and smaller organizations gain valuable support in areas such as marketing, operations, and data analysis.

Executive Summary

The City of Estacada partnered with the University of Oregon's Lundquist College of Business Honors Community Consulting Program to develop a targeted recruitment strategy for the Estacada Industrial Campus. Students focused on identifying ideal original equipment manufacturer (OEM) recruitment prospects, evaluating the City's competitive position, and recommending actionable outreach strategies to attract investment aligned with community priorities.

The Estacada Industrial Campus represents a key opportunity to expand employment and diversify the local economy. Analysis of regional market conditions, infrastructure, workforce capacity, and comparable sites found that Estacada is well-positioned to attract light to medium industrial users. Key advantages include lower development and operating costs relative to the Portland metro area, strong quality of life, access to regional transportation networks, and existing workforce training pathways. Infrastructure constraints, specifically related to water system efficiency, reinforce the importance of targeting industries with moderate utility demands.

Based on these findings, students recommend prioritizing OEMs in precision manufacturing, outdoor recreation products, advanced materials, and select medical and aerospace components. Students developed a targeted list of prospective firms, emphasizing companies with regional ties, scalable operations, and alignment with Estacada's infrastructure capacity and community values.

To support recruitment, the student team developed tailored outreach strategies based on company size and location. Recommendations include coordinated, relationship-based engagement to increase response rates and differentiate Estacada in a competitive market. For larger and out-of-state firms, positioning Estacada as a cost-effective gateway to the Pacific Northwest was a key recommended strategy, supported by proximity to Portland's workforce and supply chains and reinforced by available financial incentives.

In parallel, the project outlines a marketing strategy to elevate awareness of existing Industrial Campus businesses. Recommendations include developing business profiles, implementing a recurring business spotlight campaign, and expanding use of local and digital communication channels. Community-focused events, such as open houses and job fairs, were also recommended to strengthen connections between the Industrial Campus and Estacada residents.

Economic Tourism and Identity

Key Economic Characteristics

- Economic and population growth which has been supported by new housing, expanding industrial park, and new businesses entering the city
- Business-friendly incentives/programs
- Available land and facilities for growth
- Close to other key cities such as Oregon City and Portland to be connected economically while offering lower land and operating costs

Key Tourism Features

- Outdoor recreation
- Murals
- Quality of life
- Online presence



Outdoor Recreation and Murals

- Clackamas River - rafting, fishing, and riverside recreation
- 25+ Miles of high-quality, well-maintained trails suitable for biking and walking
- Four highly rated disc golf courses; Estacada ranks #2 in Oregon. Multiple parks, campgrounds, and forested areas
- Murals throughout the city which are colourful, unique, and visually engaging
- The murals are funded, designed, and painted by the community
- Murals reflect Estacada's history, values, and local stories



Quality of Life and Online Presence

- Access to rivers, trails, and forested open spaces supports an outdoor-oriented way of life
- Low traffic and short travel times offer a quieter, slower-paced alternative to congested metro areas
- Close community, having vibrant public murals, local events, and a welcoming atmosphere that prioritizes people over pace.
- Information regarding community events, trails, and seasonal activities is currently dispersed and varied on key details
- Collectively, these characteristics may not fully reflect the level of activity and community vibrancy present in Estacada



How Economic/Tourism Identity Affect OEMs

- OEMs will see Estacada economy, housing, industrial complex is growing
- Various business friendly incentives in place
- High quality of life
- Land availability in industrial park with lower prices than nearby cities
- OEMs can grow with the city and grow close ties to the local economy
- High quantity of greenery can closely relate to the OEMs identity/image

Utilities

Utilities – Water

- **Capacity:** Treat 2M gallons/day, effective capacity 1.6M (raw water pump limits)
- **Storage:** 1.9M gallons across 4 reservoirs and new 0.5M storage tank
- **Demand:** Summer peak 1.4M gallons/day, which supports 10k people (average day supports 18k)



Utilities – Water

- **Water loss** *
 - 37% of water lost to leaks (national average of 15-20%)
 - Could signal aging infrastructure or limited monitoring technology
- **Planned improvements**
 - 20-year master plan starting 2025
 - Total estimated cost \$18,620,000
 - \$12,800,000 in the next 5 years

*Water Loss= Unaccounted for (some leaks, meter errors, computing errors, theft, etc)

Utilities – Power

- **Utility Provider: Portland General Electric**
 - River Mill dam (1911)
 - North Fork dam (1958)
 - Faraday dam (1907)
 - Modernized 2019
 - Portland and surrounding areas



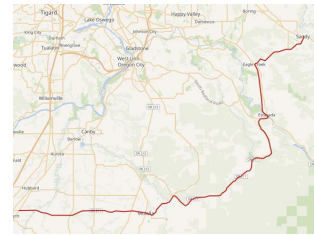
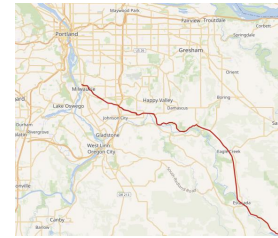
How Utilities Impact OEMs

- **Investment and Time:** Upgrading infrastructure requires time and capital, which could delay relocation or expansion for some OEMs
- **Limited Infrastructure:** Despite limits and water leaks, most light to medium OEMs (75–85%) can operate safely within Estacada’s current capacity
- **Aging Infrastructure:** The older dams may cause reliability concerns, however recent modernization will help reduce this worry
- **Fit for Estacada:** OEMs with low to moderate utility needs, such as precision machining, component manufacturing, and more are ideal for the City of Estacada

Transportation and Access

Estacada's Highway Connectivity

- OR-224 provides direct connection to I-205 and I-5, through Portland Metro
 - Primary Freight Route
 - Serves about 7,500-9,500 in AADT coming through Estacada
- OR-211 provides secondary southern access to Estacada, connecting to Woodburn

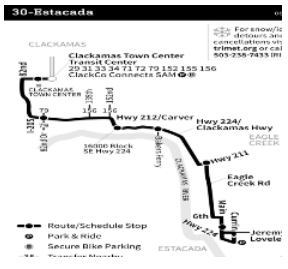
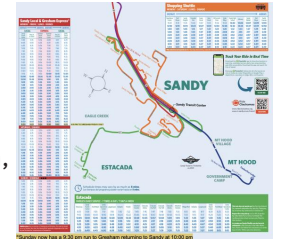


Freight Capabilities

- Oregon Pacific Railroad (OPR)
 - Located in Mollala, OR with direct connection to Union Pacific railroad
- Portland International Airport (PDX)
 - 22nd largest cargo airport in U.S. by total weight of landed cargo as of 2024
- Port of Portland
 - 33rd largest port in the U.S. by total trade in tons as of 2024
- Weight-Mile Tax
 - OR is one of four states to enforce the tax, ranging from \$0.072-\$0.333 per mile, on shipments exceeding 26,000 lbs

Public Transit and Workforce Mobility

- **TriMet Line 30**
 - Runs from Estacada City Hall to Clackamas Town Center (Happy Valley, OR)
 - 14 trips on weekdays, 11 trips on weekends
 - Directly connects to MAX Light Rail, providing connections throughout Portland Metro
- **SAM – Estacada**
 - Runs from Estacada City Hall to Sandy Transit Center (Sandy, OR)
 - 5 Trips Mon-Sat, does not operate Sun
 - Offers Connecting routes Clackamas, Gresham, Mt. Hood Village
- Estacada’s employees have an average commute time of 30.2 min, with about 58% of the workforce traveling 30+ minutes to work

Transportation and Access Overview

- **Strong Highway Connectivity:** Estacada benefits from reasonable proximity to major interstate highways, while not suffering from local traffic congestion
- **Multi-Modal Access to Key Logistics Hubs:** Proximity to a major port and airport along with connections to national rail distribution
- **Minimal Impact from Oregon's Weight-Mile Tax System:** Although the Weight-Mile Tax is somewhat unique, its low rate and limited range will generally not impact new OEMs in a meaningful way
- **Mobile Workforce With Transportation Options:** OEMs can depend on more than just local workforce due to public transportation access to the Portland metro along with a workforce that is willing to travel

Educational Programs

Sabin-Schellenberg Professional Technical Center

- A two-campus regional CTE hub in Milwaukie, OR serving over 6,000 North Clackamas School District students
- Over 17 CTE Programs for students including:
 - Automotive Service Tech
 - Building Construction
 - Electronics Engineering
 - Manufacturing Engineering



Community College

- **Clackamas Community College (Oregon City)**
 - Career Pathway Certificates: auto body repair, CNC operation, energy systems maintenance, welding
 - Apprenticeship programs: construction, electrical, and machinery trades
 - Work full-time while attending classes 1-2 nights per week
 - Program lasts for two to five years
- **Mt. Hood Community College (Gresham)**
 - Apprenticeship programs: construction, building, and mechanical trades

Estacada High School

- **Current programs**

- Agricultural Science: 10.5 credits
- Automotive Service Technology: 8 credits
- Electrical Systems: 1 credit
- Manufacturing: 5 credits

- **Additional opportunities**

- Nearby schools have carpentry, woodworking, forestry, construction, mechanical CAD, and more credits in these classes
- BOLI pre-apprenticeship programs for youth and adults with no prior experience (6-8 weeks)



How Educational Programs Impact OEMs

- **Hands On Foundation:** These programs give students a practical and hands-on experience to explore new career paths. OEMs will be supplied with workers who are motivated and knowledgeable
- **Skill Variety:** Apprenticeships and technical centers will offer a broader range of programs that are covered for a longer amount of time
- **Participation/Accessibility:** Distance from higher level programs may limit participation for some students. High School CTE participation rates were around 54% in 2020, which is much lower than nearby cities. OEMs may need to invest in additional training

Incentives

Financial Incentives

- **RRED Zone Incentive**
 - 3–5-year exemption from property taxes for renewable energy projects
 - Projects over \$5M in investment can qualify, up to a \$250M cap in RRED Zone, and increase the company's full-time employment by 10%
- **Enterprise Zone Incentive**
 - 3-year exemption from property taxes on new buildings, machinery, and equipment
 - 10% increase in full-time employment (maintained for 3 years), sign First Source agreement, and pay 0.1% investment fee.

Financial Incentives

- **Strategic Investment Zone**
 - 15-year exemption from property taxes for Traded Sector Companies with a \$25 million minimum investment
 - Pay 25% of tax savings to local public service providers to offset community impacts with a cap of \$500,000 a year
- **System Development Charges (SDC) Financing**
 - Instead of paying SDCs upfront, any SDC over \$500 can be repaid over 10 years at a fixed 3% interest rate (payments twice a year)

Key Incentives for OEMs

- **SDC Financing:** Not all states or cities charge SDCs, but in locations that do, SDC financing allows OEMs to spread payments over time, reducing upfront costs and easing cash flow
- **Enterprise Zone Incentives:** Lower property tax costs for new investments and reward job growth. Ideal for OEMs looking to start and expand in Estacada
- **RRED Zone Incentives:** Estacada is part of the rare and unique Clackamas County RRED Zone. Combined with the incentive can significantly reduce startup costs for renewable energy OEMs

OEM Characteristics

Characteristics That Make OEMs Fit

- **Low Resource Intensiveness**
 - Aligning with Estacada's available water, gas, and power supplies
- **Strong Market and Industry Stability**
 - Providing Estacada a stable, long-term partner
- **Alignment With Estacada's Community Values**
 - Commitment to environmental safety and creating a community bond
- **Supports Local CTE, Community College, and High School Pathways**
 - Creating opportunities for the workforce surrounding Estacada, and investing into the youth's future job market

Potential OEMs

Lightspeed Aviation

- Lightspeed Aviation is a leading manufacturer in premium aviation headsets and helmet systems
- Headquartered in Lake Oswego, OR, Lightspeed Aviation was founded in 1996
- Specialize in Active Noise Reduction (ANR) headsets providing exceptional noise reduction, communication clarity, and comfort for pilots across general aviation and commercial operations



Why Lightspeed Aviation

- Strong regional industry presence with low industrial impact, allowing Estacada to contribute meaningfully to the Pacific Northwest aviation industry without the heavy demands of an aircraft parts manufacturer
- Aligned with local CTE pathways and cultural values, with electronics focused design that fits existing programs and an long history of supporting youth aviation programs, displaying a commitment to their community
- Advantaged location for company growth, offering tax incentives and available industrial space for them to grow their business without sacrificing proximity to Portland



Tricol Biomedical

- Founded in 2001, with around 11-50 employees, and located in Portland, Oregon
- Hemostatic and wound-care used in both hospital and military spaces. This includes dressings, gauze, and other specialized wound management
- Operations are mission driven with a strong regional presence



Why Tricol Biomedical

- Workforce fits well with Estacada's labor pool, providing them with room for expansion outside of Portland. The 20,000 sq ft facility shows a smaller footprint that will fit in the industrial campus
- Production methods use like precision manufacturing have low energy and water needs. Supply chain needs are simple, transporting small products only
- High school programs are not fully focused on this sector, but basic skills can still be applied. Apprenticeships are more likely to give specific skills necessary
- Fits into the medical sector with Supera Anesthesia Innovations, but does not directly compete with them as they serve different groups



Grand Teton Energy Systems

- Founded in 2006, with around 51-200 employees, and located in Rexburg, Idaho
- Advanced lithium iron battery manufacturer with designs for a variety of applications such as marine, RV, golf carts, industrial equipment, and medical equipment
- No public information about fires related to their battery manufacturing process and they work closely with local firefighters to lower this risk



Why Grand Teton Energy Systems

- Workforce aligns well with Estacada's vision for a stable labor market. The current facility is on the larger end at 45,000 sq ft, but it would be manageable as a satellite facility
- Production methods include battery assembly, testing, and electrical processes. Electrical utility use is moderate, while water use is low. Supply chain needs are simple, transporting small products only
- High school programs are not fully focused on these processes, but basic skills can still be applied. Apprenticeships are more likely to be applicable in this case



Buck Knives Inc

- Founded in 1902, they have between 200-500 employees and located Post falls, Idaho
- They have multiple knife designs and manufactures them for hunting, outdoor recreation, tactical, and everyday carry use
- There products focus on durability and craftsmanship
- Price for the products vary between \$90.00 and \$250.00



Why Buck Knives

- Low water and energy-intensive manufacturing aligning with Estacada's current capacities
- Strong ties to outdoor recreation and craftsmanship fit Estacada's nature-based identity
- Machining, finishing, and assembly needs align with local workforce skills and CTE programs
- A well-known American brand offering long-term stability and positive visibility for Estacada's Industrial Campus



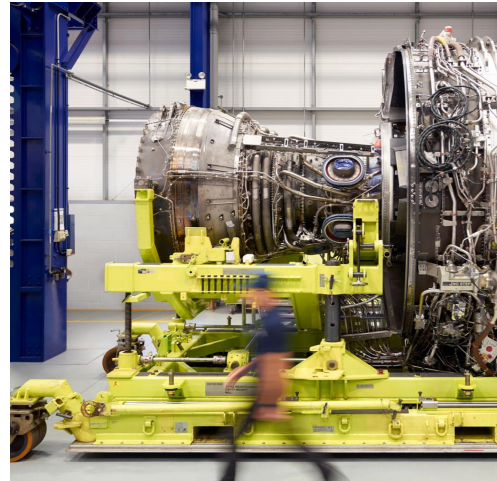
PCC Structurals

- Founded in 1949, have over 10,000+ employees, based in Portland and operate internationally
- Global leader in high-precision investment castings in aerospace, defence, medical, and other industrial markets
- Have Stable business model supported by long product lifecycles, strict certifications, and repeat contracts



Why PCC Structurals

- Focus on high-value, precision manufacturing—well aligned with Estacada's preference for advanced manufacturing
- Supports long-term aerospace and defence supply chains, providing stable employment
- Emphasis on skilled labor, training, and certification to create higher-quality jobs
- Match the context of other OEM's in industrial campus and goal of getting Aerospace manufacturing in Estacada



Incentive Strategies

Best Strategies

Each strategy is for a different type of OEM

- Small/ Medium Sized OEMs Located inside Oregon
- Small/ Medium Sized OEMs Located outside Oregon
- Large OEMs

Each of these OEMs require similar, but unique incentives, method of contact, and value proposition to align with their needs



Strategy One – Small/Medium Inside Oregon

Personalized Mail

- Branded Estacada spade with short engraved message
- Unique, memorable, and reflects Estacada culture

Booklet Content

- Forward-looking invitation to grow in Estacada
- Highlight local culture, natural setting, and small-city accessibility
- Summarize financial incentives: SDC financing, tax abatements, and other advantages
- Include 1–2 OEM case stories demonstrating collaborative industrial environment
- QR codes linking to financing and City resources

Strategy One – Follow Up Strategy

Coordinated Timing

- Send email and place a call when the package is expected to arrive
- Reference the mailed package directly to anchor the conversation

Direct Outreach Objective

- Secure a short introductory call or site visit

Referral Leveraged Introductions

- Seek warm introductions through shared suppliers, business partners, or local OEMs
- Use referrals to increase credibility and significantly raise probability of securing a first meeting

Strategy Two – Small/Medium Outside Oregon

Access to the Pacific Northwest Markets

- Promotes Estacada as a low-risk gateway to the Pacific Northwest
- Highlight proximity to Portland suppliers and workforce without higher metro costs
- Opportunity for a satellite or regional facility to better serve West Coast customers

Physical Mail and Booklet

- Open with strong messaging about expansion opportunities through a coordinated package and well-timed email
- Summarize regional advantages such as local incentives, school programs, and available land

Strategy Three – Large Sized OEM's

Coordinated Physical Booklet and E-Mail Strategy

- Deliver a curated physical booklet along with a simultaneously timed email to ensure visibility and open the conversation with potential OEMs

Promote PNW Expansion Through Estacada

- Position Estacada as an opportunity to expand presence in the Pacific Northwest through a satellite location offering proximity to Portland metro region without the costs of relocating to a major city

Showcase Incentives and Partnership Opportunities

- Highlight applicable incentives for prospective OEMs and emphasize establish businesses on the Industrial Campus that could serve as future business partners in their production process

Presentation Overview

Established Estacada's Identity and Available Resources and Infrastructure

- Assessed current economic landscape and competitive advantages
- Highlighted infrastructural and workforce availability

Identified Potential OEMs and Why They Fit Estacada

- Evaluated OEMs for strategic fit within Estacada's capabilities and long-term vision

Present Outreach Strategies to Begin Recruitment of OEMs

- Developed engagement plans targeted by OEM size and location
- Recommend next steps to build relationships and sell OEMs on Estacada's benefits

Recommendations

To advance implementation, students recommend that the City of Estacada consider the following actions:

- **Initiate Targeted Outreach:** Begin engagement with priority OEM prospects using the recommended outreach strategies, focusing first on regionally based firms with the highest likelihood of near-term expansion.
- **Strengthen Partnerships:** Formalize relationships with regional economic development organizations, industry associations, and site selectors to expand recruitment reach and credibility.
- **Refine Infrastructure Planning:** Continue implementation of planned water system improvements and align capital planning with target industry needs to ensure long-term site competitiveness.
- **Launch Marketing Campaign:** Develop and deploy a consistent Industrial Campus marketing campaign, including business spotlights and coordinated messaging across City and partner platforms.
- **Activate the Campus Locally:** Host pilot events (e.g., open house or business showcase) to increase community awareness, support workforce connections, and build local momentum.

Estacada has a strong foundation to attract and retain advanced manufacturing firms that align with its economic goals and community values. By addressing infrastructure constraints, enhancing outreach efforts, and leveraging its unique assets, Estacada can successfully position the Industrial Campus as a competitive and sustainable hub for targeted OEM investment.

Appendix A

OEM Booklet

Lightspeed Aviation

Description of the Company

- Founded in 1996, employs roughly 40–41 employees.
- Headquartered in Lake Oswego, Oregon, serving global aviation markets.
- Manufactures premium aviation headsets, helmet systems, and pilot gear, including advanced ANR audio platforms.
- Introduced a 2022 line of safety wearables integrating carbon-monoxide sensing into headsets.
- Actively supports youth aviation programs such as Young Eagles and Ray Scholars.

How They Fit with Estacada

- Electronics assembly and testing have low water use and moderate energy loads, ideal for light-industrial zones.
- Aviation presence regionally gives Estacada logistical and workforce synergy.
- Engineering, product design, and electronics roles match CTE and college pathways in STEM fields.
- Small-format products simplify transportation and reduce industrial footprint.



Lightspeed Aviation

Status	Low	Medium	High
Size of OEM (Big, Medium, Small)			
Energy Intensiveness of the OEM			
Water Intensiveness of the OEM			
Land size required (High, Medium, Low)			
Market Stability			
Estimated Relative Investment required to relocate to Estacada			
Alignment with Estacada goals and values			
Do you see this company fitting into the future of Estacada.			
Supply Chain/Transportation Needs			
Risk to automation/AI			
How Related is OEM to High school programs			

TriCol Biomedical

Description of the company

- Founded in 2001 and has between 11-50 employees.
- Based in Portland, Oregon.
- TriCol Biomedical is a manufacturer of advanced hemostatic and wound-care products. Dressing is used in hospitals and military trauma care.
- TriCol Biomedical has a stable business plan because it serves an industry that is necessary and persistent. Lifesaving technologies always have a use, and the company has grown with a stable demand.

How they fit with Estacada

- TriCol Biomedical operates with light-industrial instead of heavy industrial operations, working with Estacada's preference for low utility and land use.
- Their work supports healthcare and emergency response systems, which benefit everyone. Employment is connected to a necessary industry.
- The company's specialized manufacturing processes would align better with apprenticeship programs offered, but CTE programs could teach basic skills needed.



TriCol Biomedical

Status	Low	Medium	High
Size of OEM (Big, Medium, Small)			
Energy Intensiveness of the OEM			
Water Intensiveness of the OEM			
Land size required (High, Medium, Low)			
Market Stability			
Estimated Relative Investment required to relocate to Estacada			
Alignment with Estacada goals and values			
Do you see this company fitting into the future of Estacada.			
Supply Chain/Transportation Needs			
Risk to automation/AI			
How Related is OEM to High school programs			

Grand Teton Energy Systems

Description of the company

- Founded in 2003 and has between 51-200 employees.
- Based in Rexburg, Idaho.
- Grand Teton Energy Systems specializes in advanced lithium iron battery solutions, producing battery packs for RV, industrial, marine, and medical uses.
- Grand Teton Energy Systems serves a renewable energy market, giving it a stable business model that is supported with consistent demand.

How they fit with Estacada

- Grand Teton Energy Systems operates with moderate level manufacturing, not heavy industrial use. This aligns with Estacada's utility limitations.
- Their work supports long-term solutions for renewable energy, supporting employment tied to the growing sector of clean technology.
- The company's focus on battery assembly, electrical processes, and testing aligns with apprenticeships around Estacada. The electrical CTE program is only one credit but could be extended to better fit into these categories.



Grand Teton Energy Systems

Status	Low	Medium	High
Size of OEM (Big, Medium, Small)		Yellow	
Energy Intensiveness of the OEM		Yellow	
Water Intensiveness of the OEM	Green		
Land size required (High, Medium, Low)		Yellow	
Market Stability			Green
Estimated Relative Investment required to relocate to Estacada		Yellow	
Alignment with Estacada goals and values			Green
Do you see this company fitting into the future of Estacada.			Green
Supply Chain/Transportation Needs		Yellow	
Risk to automation/AI		Yellow	
How Related is OEM to High school programs		Yellow	

Buck Knives

Description of the company

- Founded in 1902, between 200-500 employees.
- Located in Post Falls, Idaho.
- They have multiple knife designs for hunting, outdoor recreation, tactical, and everyday carry use, with a strong emphasis on durability and craftsmanship.
- Price for the products varies between \$90.00 and \$250.00.

How they fit with Estacada

- Buck Knives' light manufacturing and assembly processes require relatively low water and energy use, aligning well with Estacada's utility and zoning constraints.
- The company's strong connection to outdoor recreation, hunting, and craftsmanship fits naturally with Estacada's nature-based identity and outdoor-oriented community.
- Buck's mix of machining, finishing, and assembly work matches the skill profile of Estacada's workforce and existing CTE programs without requiring a large labor pool.
- As a well-established, American-made brand, Buck Knives would bring long-term stability and positive brand recognition while integrating cleanly into Estacada's Industrial Campus.



Buck Knives

Status	Low	Medium	High
Size of OEM (Big, Medium, Small)			
Energy Intensiveness of the OEM			
Water Intensiveness of the OEM			
Land size required			
Market Stability			
Estimated Relative Investment required to relocate to Estacada			
Companies demand for high skill employees			
Alignment with Estacada goals and values			
Do you see this company fitting into the future of Estacada.			
Supply Chain/Transportation Needs			
Risk to automation/AI			

PCC Structurals

Description of the company

- Founded in 1949, have 10,000+ employees.
- Based in Portland.
- PCC Structurals is a global leader in producing high-precision investment castings. They offer complex structural components made from superalloys, titanium, aluminum, and other materials for aerospace, power generation, defense, medical, and other industrial markets.
- PCC Structurals has a stable business plan because it serves diversified, high-barrier markets, such as aerospace, defense, and power generation, where long product lifecycles, strict certification requirements, and long-term contracts create predictable, repeatable demand.

How they fit with Estacada

- PCC Structurals operates in high-value, precision manufacturing rather than commodity production, which aligns with Estacada's preference for advanced manufacturing over heavy, bulk industrial uses.
- Their work supports long-term aerospace and defense supply chains, offering economic stability and durable employment rather than cyclical or short-term industrial activity.
- Portions of their operations, such as precision machining, finishing, or sub-assembly, align with Estacada's light-industrial zoning if separated from energy-intensive casting processes.
- The company's emphasis on skilled labor, training, and certification aligns with Estacada's workforce development goals and CTE programs, supporting higher-quality job creation.



PCC Structural

Status	Low	Medium	High
Size of OEM (Big, Medium, Small)			Red
Energy Intensiveness of the OEM			Red
Water Intensiveness of the OEM		Yellow	
Land size required (High, Medium, Low)			Red
Market Stability			Green
Estimated Relative Investment required to relocate to Estacada			Red
Companies demand for high skill employees		Red	
Alignment with Estacada goals and values			Green
Do you see this company fitting into the future of Estacada.		Yellow	
Supply Chain/Transportation Needs			Red
Risk to automation/AI	Green		

TZ Medical

Description of the Company

- Founded in 1992, employs 51–200 people.
- Headquartered in Tualatin, Oregon, with distribution across North America and beyond.
- Designs and manufactures medical devices including hemostasis products, cardiac monitors, EP tools, surgical positioning equipment, and radiation protection gear.
- Supports hospitals, clinics, catheterization labs, and procedural centers with innovative clinician-driven products.
- Known for customer focused product development and value oriented medical device solutions.

How They Fit with Estacada

- Light-assembly, electronics integration, and packaging are ideal for Estacada's industrial profile.
- Compact medical products impose minimal freight and infrastructure impacts.
- Oregon headquarters makes regional satellite expansion efficient and cost-effective.
- Workforce needs match local education pathways in electronics, QC, medical tech, and advanced manufacturing.



TZ Medical

TZ Medical

Status	Low	Medium	High
Size of OEM (Big, Medium, Small)		Yellow	
Energy Intensiveness of the OEM	Green		
Water Intensiveness of the OEM	Green		
Land size required (High, Medium, Low)	Green		
Market Stability			Green
Estimated Relative Investment required to relocate to Estacada		Yellow	
Alignment with Estacada goals and values		Yellow	
Do you see this company fitting into the future of Estacada.		Yellow	
Supply Chain/Transportation Needs	Green		
Risk to automation/AI		Yellow	
How Related is OEM to High school programs	Red		

Rosen Aviation

Description of the Company

- Founded in 1980, employs ~65 people.
- Headquartered in Eugene, Oregon, operating from a 45,000-sq-ft integrated engineering/manufacturing facility.
- Specializes in cabin electronics, including aircraft displays, in-flight entertainment (IFE), and cabin-management systems.
- Offers advanced technologies such as OLED displays, 4K Smart Map systems, and the Celestia operator-designed CMS.
- Acquired by HEICO Corporation in 2025 to expand next-gen cabin tech capabilities.

How They Fit with Estacada

- Electronics-focused production uses moderate electricity and minimal water, aligning with clean manufacturing goals.
- The PNW aviation supply base provides strong regional synergy and skilled labor access.
- Fits well with local engineering and electronics programs for workforce partnerships.
- Produces high-value, low-volume products with minimal logistics impact.



Rosen Aviation

Status	Low	Medium	High
Size of OEM (Big, Medium, Small)		Yellow	
Energy Intensiveness of the OEM		Yellow	
Water Intensiveness of the OEM	Green		
Land size required (High, Medium, Low)		Yellow	
Market Stability		Yellow	
Estimated Relative Investment required to relocate to Estacada		Yellow	
Alignment with Estacada goals and values			Green
Do you see this company fitting into the future of Estacada.		Yellow	
Supply Chain/Transportation Needs		Yellow	
Risk to automation/AI	Green		
How Related is OEM to High school programs		Yellow	

Wurdinger Manufacturing

Description of the company

- Created in January 2002, it has between 11-50 employees.
- Based in Silverton, Oregon.
- They specialize in the design and production of high-quality agricultural and nursery machinery, such as conveyor systems, soil mixing lines, potting machines, and specialized field equipment like the "Whirl Winder" for irrigation.
- Their stability is driven by a diversified revenue stream that serves two distinct, recession-resistant sectors: high-demand agricultural technology and industrial infrastructure, allowing them to pivot production based on seasonal or economic shifts.

How they fit with Estacada

- Wurdinger Manufacturing's light-industrial CNC machining, metal fabrication, and assembly work fits well within Estacada's Industrial Campus as it does not require heavy utilities or large-scale infrastructure upgrades.
- The company manufactures durable agricultural and industrial equipment such as conveyors and material-handling systems, which complements Estacada's existing fabrication and manufacturing base rather than competing with it.
- Wurdinger's emphasis on engineering support, prototyping, and custom solutions aligns with Estacada's goal of attracting long-term, value-adding manufacturers rather than short-term or commodity producers.
- As an Oregon-based company, Wurdinger can draw from regional skilled labor and aligns well with local training and workforce programs, supporting stable job creation and deeper integration into the community.



Wurdinger Manufacturing

Status	Low	Medium	High
Size of OEM (Big, Medium, Small)			
Energy Intensiveness of the OEM			
Water Intensiveness of the OEM			
Land size required (High, Medium, Low)			
Market Stability			
Estimated Relative Investment required to relocate to Estacada			
Companies demand for high skill employees			
Alignment with Estacada goals and values			
Do you see this company fitting into the future of Estacada.			
Supply Chain/Transportation Needs			
Risk to automation/AI			

Traeger, Inc

Description of the company

- Founded in 1987, they have between 500-1,000 employees.
- Located in Salt Lake City, Utah.
- Traeger Inc designs, sources, and sells wood-pellet fuelled outdoor cooking systems, primarily grills but also sauces, accessories and smart cooking tools.
- They have a sustainable business design because they sell grills alongside recurring consumables like wood pellets, accessories, and sauces that generate repeat revenue and develop long term customer loyalty.

How they fit with Estacada

- Traeger's products are rooted in outdoor cooking and lifestyle, which aligns closely with Estacada's nature-based identity and outdoor-oriented community culture.
- Their operations emphasize assembly, packaging, product testing, and light fabrication, which fit Estacada's industrial zoning and utility constraints.
- Traeger's mix of design, engineering, and skilled manufacturing roles aligns with Estacada's workforce development goals without requiring a large labor pool.
- As a well-known, Oregon-connected brand, Traeger would bring economic stability, brand recognition, and long-term growth potential while integrating cleanly into the Industrial Campus.



Traeger, Inc

Status	Low	Medium	High
Size of OEM (Big, Medium, Small)			
Energy Intensiveness of the OEM			
Water Intensiveness of the OEM			
Land size required			
Market Stability			
Estimated Relative Investment required to relocate to Estacada			
Companies demand for high skill employees			
Alignment with Estacada goals and values			
Do you see this company fitting into the future of Estacada.			
Supply Chain/Transportation Needs			
Risk to automation/AI			

Medford Fabrication

Description of the company

- Started in 1940's, they currently have between 11-50 employees.
- Based in Medford, Oregon.
- They do Metal fabrication, assembly, installation, and finishing services. They can do one-off custom builds, or production run. Medford Fabrication can plan, engineer, manufacture, test, and document product processes.
- The prices of services vary, depending on the work.
- With Metal work and fabrication becoming increasingly important, they are likely to continue to grow and have a stable long term business plan.

How they fit with Estacada

- Medford Fabrication's light metal fabrication processes align well with Estacada's M-1 industrial zoning and limited water, gas, and power capacity.
- They complement Estacada's existing metal and fabrication OEMs without directly competing, supporting a compatible industrial culture.
- Their scale and reliance on skilled trades fit the local workforce and CTE programs, enabling gradual, sustainable growth.
- The company would likely qualify for Estacada's incentive programs, improving financial feasibility while supporting long-term community integration.



Medford Fabrication

Status	Low	Medium	High
Size of OEM (Big, Medium, Small)			
Energy Intensiveness of the OEM			
Water Intensiveness of the OEM			
Land size required (High, Medium, Low)			
Market Stability			
Estimated Relative Investment required to relocate to Estacada			
Companies demand for high skill employees			
Alignment with Estacada goals and values			
Do you see this company fitting into the future of Estacada.			
Supply Chain/Transportation Needs			
Risk to automation/AI			

Dextronix

Description of the company

- Founded in 2010, they currently have between 11-50 employees.
- Based in Portland, Oregon.
- They produce medical devices for veterinary use such as airway pipes, CRM Devices(implant to monitor and support heart rhythm, ECG system), ICM Devices (placed under skin to monitor heart electrical activity) etc.
- Product prices have a large range, with some products costing \$86.00 to cardiac software for \$6,564.00.
- Pet ownership is increasing common, and it is likely that medical devices will too become increasingly important. So, Dextronix has a stable business model.

How they fit with Estacada

- Their manufacturing process is mostly dependent on metal and plastics, combined with their care for animals and long-term potential success, they would be a great fit for the Industrial park.
- In addition, they are likely eligible for various finance programs offered by Estacada.



Detronix

Status	Low	Medium	High
Size of OEM (Big, Medium, Small)			
Energy Intensiveness of the OEM			
Water Intensiveness of the OEM			
Land size required (High, Medium, Low)			
Market Stability			
Estimated Relative Investment required to relocate to Estacada			
Companies demand for high skill employees (High, Medium, Low)			
Alignment with Estacada goals and values			
Do you see this company fitting into the future of Estacada.			
Supply Chain/Transportation Needs			
Risk to automation/AI			

Bench Made Knife Co

Description of the company

- Founded in 1979, They have around 200-500 employees.
- Based in Oregon City, Oregon.
- They offer high-quality knives for various situations, such as climbing, outdoor water sports, and other unique designs.
- Prices range from \$200.00 – \$425.00.
- Their product sales has been growing dramatically since 2015, with the number of employees doubling between 2015- 2019.

How they fit with Estacada

- With a workforce of 200–500, regional recruitment is feasible without taxing the local labor pool.
- Benchmade’s products match Estacada’s outdoor-focused brand, serving hiking, climbing, fishing, and recreation markets.
- Revenue of roughly \$80 million signals stability and growth potential while fitting in a rural industrial campus rather than needing an urban hub.
- With revenue being high and having strong sales, in addition to mostly needing metals. The product type, manufacturing process and size could allow them to build another facility for production in Estacada.



Bench Made Knife Co

Status	Low	Medium	High
Size of OEM (Big, Medium, Small)		Yellow	
Energy Intensiveness of the OEM		Yellow	
Water Intensiveness of the OEM		Yellow	
Land size required (High, Medium, Low)		Yellow	
Market Stability			Green
Estimated Relative Investment required to relocate to Estacada			Red
Companies demand for high skill employees (High, Medium, Low)		Yellow	
Alignment with Estacada goals and values			Green
Do you see this company fitting into the future of Estacada.			Green
Supply Chain/Transportation Needs		Yellow	
Risk to automation/AI	Green		

American Woodmark Corporation

Description of the company

- Founded in 1980, with over 8,600 employees.
- Headquarter located in Winchester, Virginia.
- They offer a wide range of products that include semi-custom and stock cabinets, bathroom vanities, and home organization systems. They serve the remodelling and new home construction markets through a diverse portfolio of over 14 brands, distributing their products nationwide through major home centres like The Home Depot and Lowe's, as well as a network of independent dealers and builders .

How they fit with Estacada

- American Woodmark's focus on wood-based manufacturing and assembly aligns with Estacada's historic connection to the timber industry while avoiding heavy, energy-intensive industrial processes.
- Cabinet and component manufacturing relies on moderate utilities and controlled production, making it more compatible with Estacada's light-industrial zoning and infrastructure limits.
- Their operations emphasize skilled trades, finishing, and quality control, which can align with local workforce training programs and gradual skill development.
- Supplying residential construction and home improvement markets offers stable, long-term demand, supporting Estacada's goal of attracting reliable manufacturers that contribute steady employment rather than volatile industrial cycles.



AMERICAN WOODMARK
C O R P O R A T I O N

American Woodmark Corporation

Status	Low	Medium	High
Size of OEM (Big, Medium, Small)			Red
Energy Intensiveness of the OEM		Yellow	
Water Intensiveness of the OEM		Yellow	
Land size required			Red
Market Stability			Green
Estimated Relative Investment required to relocate to Estacada			Red
Companies demand for high skill employees			Red
Alignment with Estacada goals and values			Green
Do you see this company fitting into the future of Estacada.			Green
Supply Chain/Transportation Needs		Yellow	
Risk to automation/AI	Green		

Orchid Orthopedics

Description of the Company

- Founded in 2005, employing 1,000–5,000 employees globally.
- Headquartered in Mason, Michigan, with 47 worldwide facilities, including a major Oregon site in Oregon City.
- Specializes in contract design, development, and manufacturing of orthopedic implants and surgical instruments.
- Offers advanced manufacturing processes including forging, investment casting, machining, plasma-spray coatings, bone-ingrowth coatings, plastics, and sterile packaging.
- Serves leading OEMs across joint reconstruction, spine, trauma, sports medicine, extremities, dental, and cardiovascular markets

How They Fit with Estacada

- Operations rely on CNC machining, finishing, coatings, and medical device assembly, all suitable for Estacada’s light-industrial environment.
- Orthopedic implants and instruments are small, high-value, low-freight-density products, meaning low strain on local transportation infrastructure.
- Existing Oregon presence (Oregon City facility) makes Estacada a logical expansion point within the region.
- As a supplier to global OEMs, Orchid maintains strong, stable demand, offering economic durability for long-term tenancy.
- Workforce needs, machinists, coatings technicians, quality specialists, process engineers, align closely with local CTE manufacturing programs and community college technical pathways



Orchid Orthopedics

Status	Low	Medium	High
Size of OEM (Big, Medium, Small)			Red
Energy Intensiveness of the OEM			Red
Water Intensiveness of the OEM			Red
Land size required (High, Medium, Low)			Red
Market Stability			Green
Estimated Relative Investment required to relocate to Estacada			Red
Alignment with Estacada goals and values		Yellow	
Do you see this company fitting into the future of Estacada.			Red
Supply Chain/Transportation Needs		Yellow	
Risk to automation/AI		Yellow	
How Related is OEM to High school programs	Red		

Liquid Wire

Description of the Company

- Founded in 2016, employs 11–50 employees.
- Headquartered in Portland, Oregon, with R&D and pilot manufacturing operations.
- Produces deformable electronics, stretchable interconnects, strain sensors, and tactile sensing layers built on its patented Metal Gel™ technology.
- Serves markets including wearables, robotics, defense, aerospace, industrial sensing, and medical devices.
- Has raised over \$27M in venture funding, including Deerfield led investment supporting growth.

How They Fit with Estacada

- Light, high-value electronics manufacturing aligns with low-impact industrial development.
- Compact advanced materials products reduce logistical infrastructure burdens.
- R&D and assembly needs align with electronics, materials, robotics, and engineering CTE programs.
- Represents emerging technology growth in flexible electronics and robotics, supporting Estacada's long-term innovation goals.



Liquid Wire

Status	Low	Medium	High
Size of OEM (Big, Medium, Small)			
Energy Intensiveness of the OEM			
Water Intensiveness of the OEM			
Land size required (High, Medium, Low)			
Market Stability			
Estimated Relative Investment required to relocate to Estacada			
Alignment with Estacada goals and values			
Do you see this company fitting into the future of Estacada.			
Supply Chain/Transportation Needs			
Risk to automation/AI			
How Related is OEM to High school programs			

Sawyer Paddles and Oars

Description of the company

- Founded in 1967 and has between 11-50 employees.
- Based in Gold Hill/Talent, Oregon.
- Sawyer Paddles and Oars is a long-standing manufacturer of handcrafted oars and paddles, producing products for rafting, canoeing, and more.
- Sawyer Paddles and Oars has a stable business model because it serves a niche but durable outdoor recreation segment. Demand for outdoor products grew post-COVID, giving exposure to their company and earning a reputation for good craftsmanship. They are also supported by their long-term partnerships with major boat builders that occasionally influence operations.

How they fit with Estacada

- Sawyer Paddles and Oars operates with light-industrial manufacturing, aligning with Estacada's preference for low impact productions rather than heavy industrial use.
- Their work supports outdoor recreation and tourism economies, offering a community connection tied to employment.
- The company places an emphasis on craftsmanship and production that works with Estacada's workforce development and CTE programs, supporting further opportunities in areas such as woodworking.



Sawyer Paddles and Oars

Status	Low	Medium	High
Size of OEM (Big, Medium, Small)			
Energy Intensiveness of the OEM			
Water Intensiveness of the OEM			
Land size required (High, Medium, Low)			
Market Stability			
Estimated Relative Investment required to relocate to Estacada			
Alignment with Estacada goals and values			
Do you see this company fitting into the future of Estacada.			
Supply Chain/Transportation Needs			
Risk to automation/AI			
How Related is OEM to High school programs			

PNW Components

Description of the company

- Founded in 2015 and has between 11-50 employees.
- Based in Seattle, Washington.
- PNW Components is a manufacturer of high-quality bicycle components such as handlebars, pedals, dropper posts, and more. These components are designed for durability, affordability, and accessibility to everyday riders.
- PNW Components has a stable business plan because it serves a growing outdoor recreation market, has extreme brand loyalty in the PNW, uses sustainable packaging practices, and continues to have consistent demand.

How they fit with Estacada

- PNW Components operates with light-industrial manufacturing, aligning with Estacada's preference for low-impact yet high-value production. Processes do not require heavy industrial use, fitting the requirements for utilities and land.
- Their work supports long-term outdoor recreation focused on trails, offering stable employment tied to a popular part of the regional identity of Estacada.
- The company's focus on engineering and machining aligns more with apprenticeship programs, but CTE programs could teach the basic skills needed.



PNW Components

Status	Low	Medium	High
Size of OEM (Big, Medium, Small)			
Energy Intensiveness of the OEM			
Water Intensiveness of the OEM			
Land size required (High, Medium, Low)			
Market Stability			
Estimated Relative Investment required to relocate to Estacada			
Alignment with Estacada goals and values			
Do you see this company fitting into the future of Estacada.			
Supply Chain/Transportation Needs			
Risk to automation/AI			
How Related is OEM to High school programs			

Indow

Description of the company

- Founded in 2010 and has between 20-50 employees.
- Based in Portland, Oregon.
- Indow is a manufacturer of interior window inserts that improve comfort and reduce energy use. They produce custom acrylic panels for residential and commercial buildings.
- Indow has a stable business plan because it serves the growing market of energy efficiency. It also serves the common interests of noise reduction and lowering costs spent on utilities. Indow was supported by venture funding.

How they fit with Estacada

- Indow operates with light-industrial manufacturing instead of heavy industrial, aligning with Estacada's preference for low-impact and sustainable production.
- Their work supports long-term energy efficiency and green city building goals. Employment here is tied to performance and environmental solutions.
- The company's emphasis on precision fabrication works with skills taught in CTE programs and surrounding apprenticeship programs.



Indow

Status	Low	Medium	High
Size of OEM (Big, Medium, Small)			
Energy Intensiveness of the OEM			
Water Intensiveness of the OEM			
Land size required (High, Medium, Low)			
Market Stability			
Estimated Relative Investment required to relocate to Estacada			
Alignment with Estacada goals and values			
Do you see this company fitting into the future of Estacada.			
Supply Chain/Transportation Needs			
Risk to automation/AI			
How Related is OEM to High school programs			

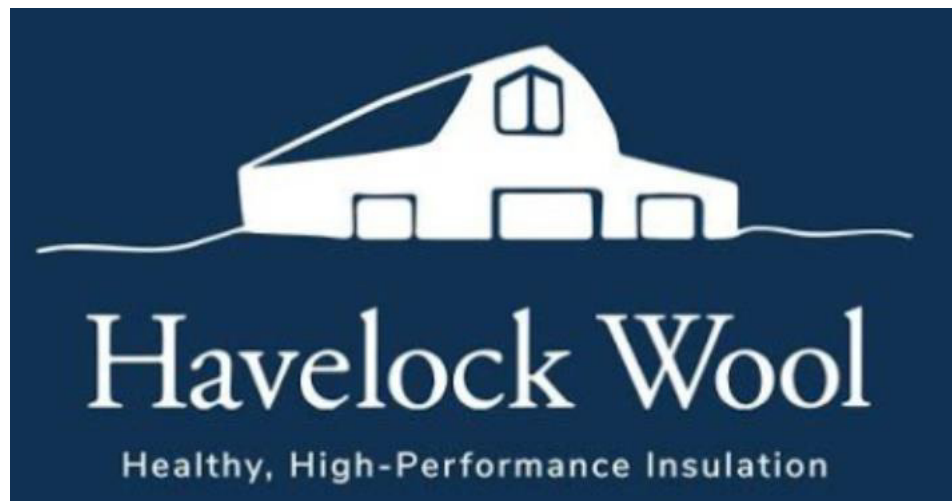
Havelock Wool

Description of the company

- Founded in 2013 and has between 20-50 employees.
- Based in Sparks, Nevada.
- Havelock Wool is a manufacturer of natural sheep-wool insulation for both residential and commercial buildings. This insulation is meant to provide better thermal performance, soundproofing, and increased fire resistance.
- Havelock Wool has a stable business plan because it serves a growing sustainability focused market where there is demand for non-toxic and renewable materials that improve residential and commercial construction.

How they fit with Estacada

- Havelock Wool operates with light-industrial manufacturing, rather than heavy industrial use. This works with Estacada's preference for low-impact and environmentally positive production, as it fits the requirements for utility use.
- Their work supports energy efficiency and green building goals, offering stable employment tied to sustainability practices.
- The company's focus on fiber opening, mat formation, drying, and cutting are more specialized and do not fit as well into CTE or apprenticeship programs. Agricultural science classes could be updated to work with this OEM.



Havelock Wool

Status	Low	Medium	High
Size of OEM (Big, Medium, Small)			
Energy Intensiveness of the OEM			
Water Intensiveness of the OEM			
Land size required (High, Medium, Low)			
Market Stability			
Estimated Relative Investment required to relocate to Estacada			
Alignment with Estacada goals and values			
Do you see this company fitting into the future of Estacada.			
Supply Chain/Transportation Needs			
Risk to automation/AI			
How Related is OEM to High school programs			

AIRE

Description of the company

- Founded in 1989 and has between 20-50 employees.
- Based in Meridian, Idaho.
- AIRE is a manufacturer of high-performance inflatable rafts, kayaks, and catarafts. They produce welded-seam PVC and urethane boats for whitewater, fishing, and other uses. Recently, they have expanded to industrial containment markets.
- AIRE has a stable business model because it serves a popular outdoor recreation segment and now also serves industrial spill-containment markets. They are supported through long term dealer networks, strong brand recognition, and durable product demand.

How they fit with Estacada

- AIRE operates with light-industrial manufacturing instead of heavy industrial use, aligning with Estacada's capacity for production due to utility and land needs.
- Their work supports long-term outdoor recreation focused on the river, offering stable employment tied to the regional identity of Estacada.
- The company's focus on craftsmanship, welding, and assembly aligns directly with courses offered in CTE programs, supporting an avenue of direct hiring or internship opportunities.



AIRE

Status	Low	Medium	High
Size of OEM (Big, Medium, Small)			
Energy Intensiveness of the OEM			
Water Intensiveness of the OEM			
Land size required (High, Medium, Low)			
Market Stability			
Estimated Relative Investment required to relocate to Estacada			
Alignment with Estacada goals and values			
Do you see this company fitting into the future of Estacada.			
Supply Chain/Transportation Needs			
Risk to automation/AI			
How Related is OEM to High school programs			

Accurate CNC Services

Description of the company

- Founded in 2003 and has between 211-50 employees.
- Based in Hayden, Idaho.
- Accurate CNC Services is a precision machine shop specializing in CNC machining, routing, laser cutting, welding, anodizing, and more. They serve multiple industries for both local and regional clients.
- Accurate CNC Services has a stable business model because it serves a diverse group of customers across many markets. Their expertise allows them to adapt to different customer needs.

How they fit with Estacada

- Accurate CNC operates with light-industrial manufacturing instead of heavy industrial use, aligning with Estacada's capacity for production with the current utility and size constraints.
- Their work supports many industries, giving stable employment and opportunities to skilled manufacturing workers.
- The company's focus on welding can fit into manufacturing courses offered in CTE programs. CNC operations would fit more into the apprenticeship programs.



Accurate CNC Services

Status	Low	Medium	High
Size of OEM (Big, Medium, Small)			
Energy Intensiveness of the OEM			
Water Intensiveness of the OEM			
Land size required (High, Medium, Low)			
Market Stability			
Estimated Relative Investment required to relocate to Estacada			
Alignment with Estacada goals and values			
Do you see this company fitting into the future of Estacada.			
Supply Chain/Transportation Needs			
Risk to automation/AI			
How Related is OEM to High school programs			

Aris Hydronics

Description of the Company

- Founded in 2022, employs 2–10 people.
- Based in Milwaukie, Oregon, piloting regional installations and gearing for expansion.
- Develops a fully integrated air-to-water heat pump system replacing furnace, AC, and water heater functions.
- System includes thermal storage, hydronic control units, smart software orchestration, and fan coil deliveries.
- Achieves 45–70% energy savings and won the U.S. DOE EAS-E Home Electrification Grand Prize (2024)

How They Fit with Estacada

- Light assembly operations make Aris a strong fit for Estacada’s clean-tech industrial strategy.
- Aligns directly with Oregon’s electrification, energy efficiency, and decarbonization initiatives.
- Workforce needs match HVAC/R, electrical, and sustainable building CTE programs.
- Compact system assembly creates easy siting options for small to midsize industrial spaces



Aris Hydraulics

Status	Low	Medium	High
Size of OEM (Big, Medium, Small)			
Energy Intensiveness of the OEM			
Water Intensiveness of the OEM			
Land size required (High, Medium, Low)			
Market Stability			
Estimated Relative Investment required to relocate to Estacada			
Alignment with Estacada goals and values			
Do you see this company fitting into the future of Estacada.			
Supply Chain/Transportation Needs			
Risk to automation/AI			
How Related is OEM to High school programs			

Aerobotix

Description of the Company

- Founded in 2005, employs 51–200 people.
- Headquartered in Madison, Alabama, with systems deployed across the U.S. and overseas.
- Designs and builds robotic automation systems for aerospace and defense components, aircraft, and vehicles.
- Provides robotic coating systems, adaptive sanding systems, automated inspection tools, and mobile robotic platforms.
- Known for F-35 support technologies including LO coating surface prep and active-compliance sanding.

How They Fit with Estacada

- Robotics integration requires light industrial space (labs, test cells, ventilation) compatible with current zoning.
- Aerospace and defense automation aligns with the Pacific Northwest's broader aviation ecosystem.
- Strong alignment with workforce programs in robotics, mechatronics, automation, and engineering tech.
- Business model relies on high-skill, low-impact operations, matching Estacada's clean-industry goals.



Aerobotix

Status	Low	Medium	High
Size of OEM (Big, Medium, Small)		Yellow	
Energy Intensiveness of the OEM		Yellow	
Water Intensiveness of the OEM	Green		
Land size required (High, Medium, Low)		Yellow	
Market Stability			Green
Estimated Relative Investment required to relocate to Estacada		Yellow	
Alignment with Estacada goals and values		Yellow	
Do you see this company fitting into the future of Estacada.			Green
Supply Chain/Transportation Needs		Yellow	
Risk to automation/AI		Yellow	
How Related is OEM to High school programs			Green

Acumed

Description of the company

- Founded in 1988, employs 200-500 people.
- Headquartered in Hillsboro, Oregon, operating globally through a broad distribution network.
- Specializes in orthopedic medical devices used in trauma care, joint reconstruction, and surgical fixation.
- Produces plates, screws, rods, fixation systems, and surgical tools, with over 90% manufactured in the U.S.
- Serves hospitals, surgeons, and clinics in a stable long-term market driven by orthopedic demand.

How they fit with Estacada

- Precision machining and small format medical component assembly align well with light industrial zoning and Estacada's existing OEM base.
- Products are compact and high value, minimizing freight loads and transportation strain.
- As an Oregon based OEM, expansion into Estacada would be geographically efficient.
- Strong regulatory compliance and market stability make Acumed a reliable long-term tenant suitable for incentives.



Acumed

Status	Low	Medium	High
Size of OEM (Big, Medium, Small)		Yellow	
Energy Intensiveness of the OEM		Yellow	
Water Intensiveness of the OEM		Yellow	
Land size required (High, Medium, Low)		Yellow	
Market Stability			Green
Estimated Relative Investment required to relocate to Estacada		Yellow	
Alignment with Estacada goals and values			Green
Do you see this company fitting into the future of Estacada.		Yellow	
Supply Chain/Transportation Needs	Green		
Risk to automation/AI		Yellow	
How Related is OEM to High school programs	Red		

SCI Directors and Staff

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