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President is Message

Lisa Walter-Sedlacek, Laurel Bay Gardens, Inc.

It's December in the Pacific Northwest. I've always wondered why December isn't considered winter. It seems so odd that the start of winter is the day of winter solstice, the shortest day of the year, and the beginning of light returning to our days.

Last year I visited Stonehenge. While the plant material at the site was minimal, it definitely framed the hardscape and the vision of its builders. When you walk the site, you feel an immense power of that landscape and the significance of its meaning to people.

As landscapers, we create and build things every day with our installation and maintenance of landscapes. We nurture and guide the outside view of the world to create significance in our communities' lives. And OLCA is a key to our success.

While walking around the OLCA Expo earlier this month, I was excited to feel the energy of the crowd and the vendors. The classes and vendor show were full of new ideas and faces, helping us become better at our jobs in this ever-changing world.

I was also reminded how we are so fortunate to have all the dedicated OLCA volunteers. Special thanks to the OLCA Expo committee chaired by Ken DeSantis and Jim Vachter and assisted by a great committee in making this year's Expo a success. The committee has spent countless hours guaranteeing a great EXPO and are working hard on developing EXPO into a Field Day event next year. Stayed tuned for exciting news on Expo 2020!

Thank you to our Environmental Resource Committee chair, Annie Baumberger and the dedicated members of the ERC, whose renewed interest and dedication worked many important issues to



our industry, such as the regulation of 2 cycle blowers, consumer awareness of pesticides, and collaboration with other important stakeholders involving ERC.

Special thanks to Bob Grover, who chaired both the Government Affairs and Education committees. Bob and the members of the government affairs committee worked with our lobbyists to help us navigate this year's legislative session. This group spent many hours responding to the rapid developments and helped OLCA maintain an industry voice to our representatives. Bob also worked with our Education committee maintaining a strong relationship with our education partners to keep the landscape industry as a viable educational and professional path for our youth.

Thank you to this year's board of directors: Directors at Large: Javier Rodriguez and Bryan Gyllen, Associate Directors: Adam Harris and Ron Putz, Certification Director: Peter Timmen, Portland Regional Director: Tyrone Foster, Central Oregon Regional Director: Angie Snell, President Elect: Jeremy Tobin, Immediate Past President: Jesse Brough and Secretary/Treasurer: Jim Larson. All of these amazing individuals have volunteered countless hours over the years to make OLCA a viable organization and a benefit for its members. Without their support, OLCA would not be what it is today.

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OLCA Volunteers needed for our January 2020 Community Project to Complete an Innovative Playground & Outdoor Classroom in North Portland!



Mark your calendars for a rewarding Community Service Project this January 2020!

The OLCA Portland Regional Chapter is enlisting local members to complete a Naturescape Playground and Outdoor Classroom for the amazing K-5 students of Sitton Elementary School. (Stay tuned: we're coordinating a date with Sitton.)

Sitton has a large field — empty except for vintage playground equipment and the outdoor classroom we previously built that's ready to be transformed into an inclusive, wheelchair-accessible Naturescape. Ideas for extended learning experiences include a sensory garden, labyrinth, free play space, wind chimes/music, outdoor reading time, and science & art classes.

Here's What We'll Need From Fellow OLCA Members:

 A volunteer project manager. Over the next couple of months, the PM will work with Tyrone Foster, OLCA Portland Chapter Community Service Chair, to develop a plan. Duties will include:

- Meeting with Sitton's principal to examine the space and discuss our chapter's vision for the Naturescape.
- Producing a design (or coordinating one with a designer) for the school's approval.
- Presenting the work project outline to OLCA's Community Service Committee.
- Coordinating the overall project plan/schedule.
- 2) During construction in January, OLCA will also need:
 - Landscape companies to volunteer personnel who can

provide labor and vehicles

 Vendors to donate materials such as hardscape and plants.

To help make this project a dreamcome-true for these deserving kids, please contact Tyrone Foster at tyrone@precisionlandscape.com.

Thank you for helping us give back to the community.

The Sitton Community is diverse racially, culturally, linguistically, and socio-economically. As a Title I School, all students receive free and reduced-price meals at school. Sitton offers a Dual Language Immersion Program in Spanish, and its philosophy is "All of our students belong to us."



Glyphosate Alternatives

By Danny Vandecoevering, Agronomist at Wilbur-Ellis

The topic of Glyphosate is complex and challenging. There are a small number of studies, which suggest a limited connection between Glyphosate and cancer. Conversely, there are several studies which conclusively suggest Glyphosate poses no carcinogenic risk. Regardless, the association of Glyphosate and cancer in public perception abounds. To put it plainly, the conversation isn't going away anytime soon and being prepared with an alternative is paramount.

Glyphosate allows landscapers to be relatively certain they will always be able control weeds. Alternatives vary in their efficacy based on rate, application technique, weed species, weather, and several other factors. Comparing the cost of Glyphosate to alternatives becomes somewhat of a moot point as we begin to consider other costs. For example, the cost of labor to retreat weeds, the cost of having unsatisfied customers, or the cost of wasted product when an application simply didn't work. To simplify, cost is a function of how certain we can be a given product will provide control.

Here's my *opinion* on how products rank in terms of certainty:

Glufosinate Based Herbicides: Best Certainty

- Limited mobility in plant provides improved control compared to other alternatives
- Products Available: Cheetah Pro, Finale

Diquat Based Herbicides: Fair Certainty

- Contact chemistry only, but works in a broader range of temperatures than other contacts
- Products Available: Reward

Acids: Limited – Fair Certainty

- Many products in this category
- Spectrum of weeds controlled can be inconsistent
- Highly subject to many factors (weather, weed species, location, timing, etc.)
- Products Available: Scythe, Axxe, Suppress, FinalSan, Acetic Acid (Vinegar) Based Products

Essential Oils / "Natural" Herbicides: *Limited Certainty*

- Many different products fall under this umbrella, efficacy seems to be limited and cost is high
- Subject to many of the same environmental factors as acids
- Products Available: Weed Zap, Limonene

Alternative chemistries can provide effective control of landscape weeds but doing so will require a fundamental shift in mindset. Here are a few keys to success:

- **Coverage** Contact herbicides only control what they touch, full coverage is critical. Using a surfactant can be the difference in a product working well or not at all.
- **Timing** Alternatives can be highly effective on small emerging weeds. Treating weeds as the emerge needs to be a priority.
- Re-Treatment Control of larger annual and perennial weeds often requires multiple applications. Hand – pulling perennial weeds is often the best control measure.
- Emphasis on PPE Many alternatives are more acutely toxic than Glyphosate. Many of the acids can cause skin burns, respiratory irritation, or serious eye damage.
- **Pre** Emergent Herbicide Program – Getting away from Glyphosate will

increase cost of control per weed. Using pre-emergent herbicides will reduce the number of weeds to control and keep costs down over time.

 Commitment to Mulching – Mulches are very effective at suppressing germinating weeds. Coarse mulches are far more effective weed suppression methods when compared to a fine compost or "Beauty Bark".

The on-going referendum on Glyphosate is a challenge for the landscaping industry. However, the right combination of available tools and shift in mindset are a recipe for long term success.

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Safe Driving & Cell Phone Usage

Reprinted from NALP Landscape Industry Essentials - August 2, 2019

Unfortunately, more than 80 percent of the nation's 94 million cell phone owners use them while driving (at least sometimes). Today, safe driving means knowing the rules around cell phone usage when driving. In the past few years, cell phone usage has been an issue in several lawsuits, and employers may be held responsible if a worker causes an accident while talking on the phone. In fact:

- Many states have legislation to regulate cell phone use while driving
- Cell phone records can be subpoenaed to prove the employee was on the phone when the accident occurred

Safe Driving & Cell Phone Usage: Policies & Training

So why aren't employers more concerned about cell phone usage in vehicles? Interestingly, the distraction problem may not exist as much with two-way radios, which are as much a staple of contractors as cell phones because those calls are usually much shorter. However, some states that ban handheld phones may consider two-way radios in the same manner so you should check with your state's regulations on the use of two-way radios.

While there is no guaranteed defense to liability, developing appropriate policies, training and enforcement mechanisms can help limit potential liability including:

- Prohibit employees from using cell phones while driving on company time
- Adopt cell phone safety guidelines and focus on training and enforcement

- Direct employees to comply with all state and local laws governing cell phone use
- Require employees to pull over to the side of the road to take phone calls
- Prohibit cell phone use in adverse weather or difficult traffic conditions
- Prohibit texting, reading or writing while operating the vehicle
- Each company should determine whether the benefits of employee cell phone use outweigh the risk.

Safe Driving & Cell Phone Usage: Establish a Written Policy

To protect themselves, companies should consider establishing a written policy restricting any use of a cell phone incorporating some or all of the above suggestions and ensure employees read and sign the written policy. After an accident, the other driver's attorney usually tries to obtain the driver's cell phone records. The attorney will be attempting to prove negligence on the part of the landscaper so he or she can seek recovery from the employer.

One of the issues that all fleet owners need to consider is that depending on the state and circumstances of the claim, if gross negligence or other severe conduct is proven, the award from the court may include punitive damages. By law, several states will not allow your automobile insurance carrier to pay the punitive damages portion of an award. There is a theory that punitive damages are meant to punish people for their bad acts. Therefore, it's against public policy for someone to avoid the consequences of their "bad acts."



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OLCA thanks our supporters for their generosity and urges members to demonstrate their appreciation by returning our sponsors' support.

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2019 Landscape Expo

















OLCA Expo a HUGE Success! By Ken DeSantis and Jim Vachter – Expo Committee Co-Chairs

What an EXPO! This year's event sold over 10,000 square feet of exhibitor space! Each year this event becomes stronger and more relevant for our industry.

Before recapping 2019, the committee would like to let you know we are in the market for some fresh talent! Many of the current members have been at it for quite a while and an infusion of ideas would be beneficial. The meetings are productive, engaging, and usually come with delicious lunch, so please let us know if you'd like to be a part of the team!

Looking back at the 2019 expo, the feedback from both exhibitors and attendees was great. With positive

feedback, both groups felt like they accomplished their goals and appreciated the organization of the event. The exhibit hall was filled with friendly, familiar faces as well as a handful of new exhibitors that we were happy to welcome. Big hits throughout the day were the Expo App, demonstration on tradeshow floor; cash give aways, the quality of education, a fantastic Expo Portland Chapter Kick-off Party and the flow of traffic through the exhibit hall.

Thank you to all who participated and we look forward to an even bigger production next year! Mark your Calendars for 2020 as we are bringing back the Field Day element!





Thank you go our 2019 NW Landscape Expo Exhibitors!

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Miracle Wheel Barrow LLC Northwest Graphic Works Northwest Shade Trees LLC OBC Northwest, Inc. Oregon Landscape Contractors Board **Oregon Turf & Tree Farms OSU Horticulture** PAPF' Peterson Cat Portland Community College Portland Rock & Landscape Supply Power Chevrolet Rain Bird Rexius Scotsco Inc Serendipity Nursery **ShelterWorks** Simplot Partners SiteOne Landscape Supply Western Interlock Wilbur - Ellis Co

How 3 Landscape Businesses Bring Action to Core Values Reprinted from NALP Landscape Industry Essentials – October 24 2019

Company culture is increasingly becoming a differentiator for landscape businesses. A positive, productive culture has the power to make prospective employees and customers want to partner with you. Even more important, they'll make them want to stay with you. While it can be simple to describe what your company does, as in the services it provides, it's not always as easy to define culture. That's because culture is a feeling. Capturing that feeling starts with identifying your company's core values.

Core values are what support the vision of your landscape business and help shape its culture. They are the

essence of your company's principles, beliefs and philosophies. They educate clients and potential customers about what your company is about and clarify your company's identity.

Let's look at new research highlighting the importance of culture for a business. In addition, we'll show you how three landscape professionals told attendees at last week's LANDSCAPES event how they get employees to buy in to their core values.

Better Culture = Greater Business Performance An accounting professor at Columbia Business School teamed up with three co-authors from Duke's Fugua School of Business to survey more than 1,400 North American CEOs and CFOs over 13 months. Overwhelmingly, the executives say a healthy corporate culture is essential for a company to thrive. Among the findings:

- More than 90% say culture is important at their businesses.
- 92% say they believe improving their company's corporate culture will improve the company's value.
- More than 50% say corporate culture influences productivity, creativity, profitability, value and growth rates.



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 Only 15% say their company's corporate culture is where it needs to be.

Who is responsible for shifting a company's corporate culture? Seventy percent of respondents agree with the statement, "Leadership needs to spend more time to develop the culture."

The survey also asked whether, if negotiating an acquisition of another company, corporate culture would make a difference. Some 46% say they wouldn't go through with a deal if they found that an acquisition target had a corporate culture that was not aligned with their own company's culture.

You Have Core Values. How Do You Make Them More Active and Not Just Words on a Wall?

During the LANDSCAPES session, "Keys to Getting Ahead in the Lawn and Landscape Profession," three landscape professionals shared their tips on how they make their vision and mission statements, as well as core values, more present in their day-today activities.

Brett Lemcke, Casey Hurd, Bruce Moore and Mark Maslow (from left to right) speaking at LANDSCAPES.

Southern Landscape Group, a \$5.5-million business with 75 employees, defines their core values as quality, teamwork, passion and professionalism. "We have a vision statement and a mission statement and core values," explains Mark Maslow, president of Southern Landscape Group, Evington, Virginia. "We talk regularly with our team about how all of the decision making we do as a team can be driven back to our core values. Every time someone shares an idea or solution, we ask how it impacts our core values. When your team can constantly tie back their decisions to these core values, they

become more than just words on a wall."

At Eastern Land Management, a Stamford, Connecticut-based, \$12-million, 150-employee business, weekly tailgate talks highlight core values. "We recognize someone in the group who represented the core values best that week and provide them with gift cards," explains company vice president Bruce Moore Jr.

At R.M. Landscape, Hilton, New York, "we use a phrase called 'values in action,'" explains company president Brett Lemcke. "We found that to be something employees could grab onto. We've evolved employee of the month to this values in action and are getting more engagement from it. It brings people into the conversation and makes them feel proud of what they are supporting." How are you driving core values and company culture at your landscape business?

OLCA 2020 Upcoming Events

JANUARY

9 Portland Regional Chapter Meeting

JUNE

5 Portland Regional Chapter Golf Tournament

> For more information about these events go to www.oregonlandscape.org

Welcome New Members

REGULAR MEMBERS

Kevin Schindler Autumn Leaf Landscaping, Inc.

George Bowman Bowman Landscapes

Michael Mooers Happy Goat Landscaping

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2019 Landscape Award Winners Show Case the Beauty in Their Work

By Jim Larson - Portland Regional Chapter President

We have strived to create beauty out of what nature or man provides. That is where landscape architects, contractors, and designers work their magic. Even building architects such as Frank Lloyd Wright worked with nature to create some of his most inspiring homes.

Your professional landscape projects anchors the building (either home or commercial) to the site. A landscape architect or designer should work with a landscape contractor, and where possible the building architect to design a project with plant material suited for the site as well as building materials to create the hardscapes including decks, walkways, fences, outdoor kitchens and so on. This helps to create the visual appeal for the client.

Portland Regional chapter 2019 Landscape Award Winners







Commercial Landscape Maintenance less than \$5,000/month - 1st place Aspen Creek Landscaping - Le Puy B&B

Commercial Landscape Construction over \$250k - 1st place Aspen Creek Landscaping - Domaine Serene Clubhouse

Residential Landscape Construction \$75k to \$150k - 1st place Aspen Creek Landscaping- Gores



Residential Design/Build \$75k to \$150k - 1st place Landscape East & West- McCoog Residence

Residential Design/Build 35k to \$75k- 1st place Landscape East & West- Dodge Residence

Landscape Construction Residential \$75k to \$150k - 2nd Place Landscape East & West- Frankel Residence

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Landscape Renovation Residential less than \$35k - 1st place Nature Works - Jordan Residence (PICTURE 7)

Landscape Maintenance Residential less than \$500/month - 1st place Nature Works - Lynch Residence



Residential Design/Build \$75k to \$150k - Grand Prize Winner Structures In Landscape - Putnam Residence

Deadline for 2020 Landscape Award entries March 20th, 2020

Watch for information coming out shortly after the new year.

I hope to see you at upcoming chapter meetings or events. Let's keep the landscape community vibrant in the Pacific Northwest. A lot of us say we live in God's country in the Pacific NW, or we wouldn't want to live anywhere else. Let's show it in our work and by working together to create beauty for nature and people.

CONTINUED FROM PAGE 2

And a special thank you to Stacey Barrett, Geoff Horning and the staff of Update Management. Their dedication and management of our organization has been vital to our success.

As I close out my year as President, I feel so fortunate to be a part of the

OLCA board. I am filled with pride and gratitude for our organization and its volunteers. Here's to the new year, new board, and OLCA's 2020 vision!

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Legislative Report from the Capitol

By Bill Cross & Niki Terzieff, OLCA's Government Affairs Advocates

With the new year around the corner, the 2020 legislative session isn't far behind. The good news is that in the even-numbered years, the legislative session is "short". The Oregon constitution limits it to a maximum of 35 days in length. This year, session will begin on February 3 and must adjourn by March 8th.

Originally intended to provide the Legislature an opportunity to adjust biennial budgets mid-cycle and to take other corrective actions that may have resulted from measures passed during the previous regular session (odd-numbered years), the "short" sessions have become "compressed mini-regular sessions" with full-blown robust agendas.

Legislative leadership has tried to impose some restraints by restricting the number of measures that can be introduced. State Representatives get two bills, Senators one, interim committees three (though Ways and Means and Rules committees are not subject to these restrictions) and the Governor five. This will result in approximately 200 bills during the short session.

However, it is not the quantity, but the scope of the bills introduced that pushes what the legislature can effectively do in 35 days. Observers worry that more complex legislation should be dealt with in the regular session when there is more time to address the problem and develop the solution. Instead, the majority party looks at the short session as an opportunity to pass measures that they couldn't quite get passed during the regular session.



That will likely be the case again in 2020. The 2019 session produced the Student Success legislation which included the adoption of a Commercial Activity Tax (CAT) to fund it...to the tune of over \$2 billion a biennium. A very complex tax, the Legislature will consider a variety of technical changes and some more substantive changes. However, proponents of the Student Success legislation will not likely agree to support significant exemptions from the tax that would result in diminished revenues.

Of greater controversy is the reintroduction of "cap and trade" or "cap and invest" legislation. Approved in the House during the 2019 session, the measure created such a backlash in rural communities that the Senate Republicans denied the Democrats a quorum by abandoning the state. The Republicans came back the least weekend of the regular session to conduct business only after being assured by the Senate President that the bill (HB 2020) was dead. Proponents of this legislation believe that carbon emissions must be regulated, and that time is of the essence. It is hard to foresee a middle-ground being found in the next several months and rumors abound about whether the Republicans will walk once again...and, if so, will it be Idaho or perhaps someplace warmer.

It is not anticipated that there will be legislation during the short session specifically impacting OLCA but your lobbying team will be monitoring the bills closely and working with your Legislative Committee to evaluate the measures and their effect on your business.

Please feel free to contact us at any time if you have any questions by emailing Bill Cross at bill@ wvcross.com or Niki Terzieff at niki@ leadingedgepublicaffairs.com.



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