



# The Chambers Connection

**Chambers Construction**

Volume 4 Issue 2  
March 2019

•BUILDING WHAT'S IMPORTANT IN PEOPLES' LIVES•

## President's Message



Dave Bakke, President

### "The New Normal"

Welcome to construction 2019. Look around you. Just about everywhere you go, there is something being constructed. Not just here; everywhere. We participate in a Peer Group with 8 other like-sized construction companies located across the US. They are in Oklahoma, Texas, Massachusetts, Minnesota, Arizona, Ohio, Kansas and Georgia. We meet every 6 months, discuss issues we are faced with and brainstorm solutions. All those states are building, as is the rest of the country.

Guess what, our Peer Group have many of the same issues. By far the biggest issue facing

all our companies is the lack of qualified manpower, the lack of young talent entering the work force and the aging workforce. This isn't just a problem Chambers faces. It's what we in the group now refer to as "The New Normal." It is an issue that is not temporary, but an issue we will be dealing with for a long time to come. The unfortunate part of this is there is not a quick solution, it is going to take time to re-build and train a new age workforce. At Chambers we are feeling the pinch every day. We have very few jobs that couldn't use more foremen, carpenters and laborers.

I've been asked by some "Why do we continue to self-perform so much work?" The answer is obvious to me; we do better work with our own people than we can have done by others. We have great people! We have great field, office and support staff. We do good things, we build great projects, we provide for families, businesses, and people.

We have made a conscious decision to go the other way

from the norm, to increase our work force, even in these times when finding safe, trained and qualified people is difficult. We are committed to continue to build our company around our people, and not become a construction management company, or suitcase contractor. In a sense we are taking the hard road but feel in the long run we are better for it. While it is hard now, it will pay dividends down the road. We are becoming a stronger company because of our people.

My sense is "The New Normal" is here to stay. It's how we learn to adapt that will matter. How we learn to work smarter with less. How we communicate with each other. How we problem solve. How we create opportunities. Its how we will separate ourselves from the rest. Its how we'll be recognized as the leader of "The New Normal."

Thank you again for all you do; and "Go Chambers!"



### Northern Gold Foods

**Self Performed Work:**  
Footings, poured in place walls, 340,000 SF slab on grade, concrete loading dock footings & walls, doors, frames & hardware, specialty items, sack & patch precast walls

### Heartfelt Guest House

**Self Performed Work:**  
Concrete, misc. specialties items

### Jerry's Springfield

**Self Performed Work:**  
Demolition, carpentry, misc. metals, specialties, doors & hardware

### Willamette Valley R & D

**Self Performed Work:**  
Concrete footings, slab on grade patch back, doors, frames & hardware, LVL joists, assemble laboratory tables

### KVAL

**Self Performed Work:**  
Concrete and wood framing

### Oregonians Credit Union Gresham

**Self Performed Work:**  
Wood framing

### Civic Park

**Self Performed Work:**  
Concrete, slab on grade, footings and grade beams

### Looking Glass River Rd

**Self Performed Work:**  
Misc. steel install for fence

### Kendall Lexus

**Self Performed Work:**  
Demo, concrete, wood framing, trim carpentry, doors, frames, hardware, specialties

### Kendall Chevy GMC

**Self Performed Work:**  
Demo, concrete, wood framing, trim carpentry, doors, frames, hardware, specialties

### Kendall TRU/UVI

**Self Performed Work:**  
Demo, concrete, wood framing, doors, frames, hardware, specialties

### Pape' Ag & Turf Hwy 99

**Self Performed Work:**  
Doors, frames & hardware, misc. framing, toilet accessories

• Build long-term relationships before short-term gains • Build it like you own it

• Stay positive; play to win-win • Be a teammate; communicate and act to build respectful and trusting relationships

• Find the time and create opportunities to help each other • Be a problem solver, bring solutions daily •

**Congratulations to Debi Creager who has joined the 2019 Board of Directors for the Springfield Chamber of Commerce!**



Debi Creager, VP/CEO



Chambers Construction

6 5,691

HOURS WORKED WITHOUT INJURY OR INCIDENT

2/28/19

## Employee Spotlight

### Jason Londo...



Jason is a superintendent who joined the company 5 years ago. He is currently working on the KVAL project. Prior to joining our team he spent 7 years in the Navy as a United States Naval Construction Battalion, better known as the Seabees and had other previous experience working with general contractors.

He grew up in Coos Bay, but has lived in Eugene for the last 9 years. He has been married for

19 years, has four children and a fourth grandchild is on

the way. Jason enjoys hunting, fishing, hiking and camping in his spare time. He and his wife are looking forward to building their own home when they find property on the McKenzie.

Jason's favorite projects have been working on the River Road Elementary School and APEL. He has really enjoyed the camaraderie of working with his fellow coworkers. He really appreciates the way Chambers treats their employees and is very happy with the generous insurance they provide.

Chambers Construction appreciates Jason, he is a great example of representing the Chambers Core Values.



### Welcome New Team Members



Garrett Castle, Project Engineer/Estimator



Mike Good, Superintendent



Cody Shovey, Carpenter



Rick Harrison, Carpenter



Sean Naegele, Carpenter

## Employee Spotlight

### Introducing Michael Good, Superintendent

Mike has recently joined the Chamber's team as a Superintendent at the Pape' Ag & Turf project. He brings over 20 years of construction experience.

He was raised in Salem and worked many years for the Oregon Department of Corrections where he met his wife of 26 years who was also employed there.

He moved to Pendleton to work for Lanz Cabinets and then transferred to Washington before spending sev-

eral years in Montana working in Construction. A couple of his favorite projects have been a school in Lambert, Montana and a 6-story parking garage that covered half a city block, which won an award for concrete excellence.

He has since sold his land where he and his wife enjoyed trail riding with horses and building saddles. Now they enjoy spending their time in their RV and making the most out of being outdoors. They are both avid hikers and hope to one day

complete the Oregon portion of the Pacific Crest Trail.



### Introducing Garrett Castle, Project Engineer/Estimator



Garrett has recently joined the team as a project engineer/estimator. His previous positions include 6 years working for a commercial general contractor. He started as

a laborer, shop foreman, equipment operator then worked his way into a project engineer and safety coordinator position. He also worked for a civil engineer as a construction inspector in the Portland area.

Garrett has been married 2 years to his

wife Max and they recently have moved back to Garrett's home town of Eugene. They enjoy the outdoors, hiking, camping, backpacking, and fishing. They hope to be able to take road trips exploring the beautiful northwest national parks and to visit somewhere tropical.

When asked what he enjoys most about construction, he says it's exciting to be part of building a long-term structure that he can feel part of for years to come. He is happy to be working for Chambers Construction and is proud of its professional, high-level, and respectful business reputation. He hopes to continue with his construction career with the goal of project manager.

### Know Your Hard Hats



When you see an orange or blue hard hat, you are looking at an apprentice. Give them tips where you can and teach them to always work safely. The orange hats mean the person is under 18 –they have different break requirements and limitations with and around certain tools and equipment. See Superintendent, or call Mark Harrington or Scot Moore for more information.

### Apprenticeship Classes

**Date:** March 23rd  
**Time:** 7:00am-3:30pm  
**Topic:** Floors

**Date:** April –TBD  
**Time:** 7:00am-3:30pm  
**Topic:** Wall Framing & Advanced Wall framing

These classes are open to all Chamber's employees and you are paid for your time in class. Please contact Mark for more information at mharrington@chambers-gc.com or by cell 541-972-0997.

#### April/May Anniversaries

Tammy Crafton	29
Darell Stinson	22
Ron Hartman	12
John Wright	6
Ryan Briggs	5
Pam Hansen	4
Kim Hutchens	4
Anthony Johnson	4
Janelle Welling	3
Tim Cabbie	1
Sarah Focht	1
Shawn Tull	1

#### Birthdays

Sean Naegele	4/2
Pat Duerr	4/5
Tammy Crafton	4/6
John McCoy	4/12
Leroy Wyant	4/13
Horacio Garcia	4/14
Jack Makarchek	4/15
Gina Fernandes	4/16
Levi Connelly	4/17
Jacob Wilson	4/24
Frank Travis	4/29
Jenna North	5/1
Paul LaRose	5/3
Darren Babcock	5/9
Michael Good	5/12
Todd Keffer	5/26
Andrew King	5/31



## Employee Spotlight

### Meet Your IT Department



Kim Hutchens joined the company in 2015 as an IT Assistant to Debi Creager. Today she *IS* the IT department with Debi as her back up when she's on vacation.

Kim has an associate's degree from Lane Community College and a bachelor's degree from the University of Oregon. She grew up in Creswell Oregon where she continues to live today.

Kim enjoys spending time with her daughter Alex. They especially enjoy aerial obstacle courses and zip lines. Kim also enjoys movies, cooking, baking and reading in her spare time.

She shares a talent for technology with her brother who is head of IT at a hospital in Texas. Kim's father is a retired firefighter/paramedic and her mother is retired

after 35 years with Bi-Mart.

Kim is a dive master and has gone diving on the Oregon Coast, in Washington, Hawaii, the British Virgin Islands and the Catalina Islands off California.

She comes from a long line of military and she served in the Army. Her grandfather served in the Navy where he was at the bombing of Pearl Harbor, her father and an uncle served in the Air Force, another uncle served in the Marines and her brother in the Army. We salute and thank you for your service!

Kim works long hours, taking calls at any time of day or night from employees, will gladly meet with employees anywhere she's needed and works after hours to keep our systems up and maintained. In a nut shell, she is responsible for 66 computers, 57 cell phones, 54 iPads, 118 monitors, 46 scanners, 14 large screen TV's, 26 licensed software's and all the required accessories.

Thank you Kim – keep up the good work!



### Project Manager, Superintendents and Carpenters

Any employee who refers an applicant receives a \$.50/hour increase when the employee is hired for as long as they stay employed with us up to one year. That equates to a \$1,000 employee referral fee for new hires who stay for a year or longer. Please direct experienced carpenters to our website to apply. Tell them to check the employee referral box and fill in your name. You can also let Stacy Ivey, Frank Travis or Scot Moore know of your referral.



Tim Jacobs, Superintendent

### Hard at work at Heartfelt Guest House



Ken Smith, Carpenter

## Employee Spotlight

### Wellness Employee Spotlight

In the movie the Goonies, there is a dance scene called the Truffle Shuffle. That being said, my wife and I participated in St. Vincent DePaul's Truffle Shuffle which supports families of Veterans. This event was held on February 10<sup>th</sup> at Alton Baker Park. We were joined by co-workers Ryan Briggs, Kim Hutchens, Darell Stinson, and Doug Sullivan, along with members of their families. It was a cold and chilly day, but we all had a lot of fun doing the 2 mile walk together. We even got a Euphoria Truffle at the end. We look forward to doing more wellness activities in the future.

~Ron Hartman



Come join the Wellness Committee. We will now be meeting at lunch time, once a month on a Friday. Your input and involvement is valued and we will provide lunch and other fun incentives. Email Erin [elawrence@chambers-gc.com](mailto:elawrence@chambers-gc.com) for more info.

## Upcoming Wellness Monthly Events March & April

### Two Events to Choose From on March 23rd

#### Hack N Dash Fiddlers

Date: Saturday March 23rd, 2019  
Event Schedule: 9:00 a.m. First Wave Begins  
Location: Fiddler's Green - Eugene, OR



#### Alsea Falls Spring Fling

Date: Saturday March 23rd, 2019  
Event Schedule: 10:00 a.m.  
Location: Alsea Falls - Alsea, OR



#### Eugene Marathon

(Benefitting Relief Nursery)  
Date: Saturday/Sunday April 27th & April 28th 2019  
Event Schedule: Varies per Event  
Location: Autzen Stadium – Eugene, OR



TO REGISTER OR HAVE QUESTIONS EMAIL

[wellness@chambers-gc.com](mailto:wellness@chambers-gc.com)

## News



Several of our team members were privileged to attend the Springfield Chamber's 69th Annual Awards and Installation Banquet on Friday, January 18th at the Lane Community College Center for Meeting and Learning.

The banquet brings together more than 300 influential community leaders, elected officials, business executives and chamber members to celebrate the great community spirit and citizens of

Springfield, Oregon.

We were honored when Chambers Construction was announced as the prestigious Pillar of the Community award winner. The award is given to a business or organization that has made a long-standing impact on the community.

When accepting the award, Dave Bakke said, "We'd like to thank you for this award, we are honored and humbled by it. I'd also like to give credit to our employees— they are awesome."

It was a fun, inspiring night for our team, full of great food, rich conversation and civic pride! We look forward to 2019 and beyond with enthusiasm, continuing our legacy of building and maintaining relationships with our clients and the community.

There were nine other nominees for the Pillar of the Community award: Women's Care, Eugene Cascades & Coast, Bicoastal Media, Branch Engineering

Inc, Looking Glass Community Services, Dickey's Barbecue Pit, Volunteers in Medicine Clinic, Emergency Veterinary Hospital and Timber Products Company.

The deserving recipient of the Pillar of the Community Award is an organization that has made a long-standing impact on the community. It is a company that has had significant impacts on employment, innovation, stability and contributes to the community beyond their core business.



Brian Erickson, Mark Harrington, Dave Bakke, Ron Nelson, Tammy Crafton and Debi Creager

## 5 Steps to Set Your Financial Goals

Some of the most important actions you can take to prepare for your financial future are to set your personal goals and create a plan to reach them. Without clearly defined goals, you may feel like you are not getting any closer to where you would like to be. Here is the good news: it doesn't have to be complicated to develop a strategy to meet your goals. Follow these 5 steps to get a foundation laid out to move you closer to your financial goals.

1. Make a list of your future financial "wants" – be sure to include a mix of short-term, medium-term and long-term goals on your list.
2. Prioritize your goals – create a timeline for each goal based on when you will start working toward it and how much you will need to reach the goal.
3. Be specific – about the actions you will take to reach your goal. Break down a large goal into "mini-goals" to stay motivated.
4. Find the resources – in order to put money aside you must determine where it will come from and how much you have available. Create a budget and track your spending.
5. Stay on track – check in on the progress of your financial goals constantly to identify your successes and adjust as needed.

### Financial goal examples

#### *Short-term (less than 1 yr)*

Paying off a small credit card balance or saving for a family vacation.

#### *Medium-term (1-5 yrs)*

Putting aside money for a down payment on a house or paying off a car loan.

#### *Long-term (5 or more yrs)*

Preparing for retirement or saving for college tuition.

### Finding extra finances – a few things you can do to find extra money to put toward your financial goals.

**Have a yard sale** – sell the clutter and put that money directly toward your future.

**Don't eat out as often** – cutting out one \$10 meal per month saves you \$120 per year.

**Pay off your debt ASAP** – allowing more money to go toward your financial goals.

**Enjoy the outdoors** – it is free entertainment, healthy and will save you money over going to the movies.





## News

### The Making of a Chambers Construction Commercial



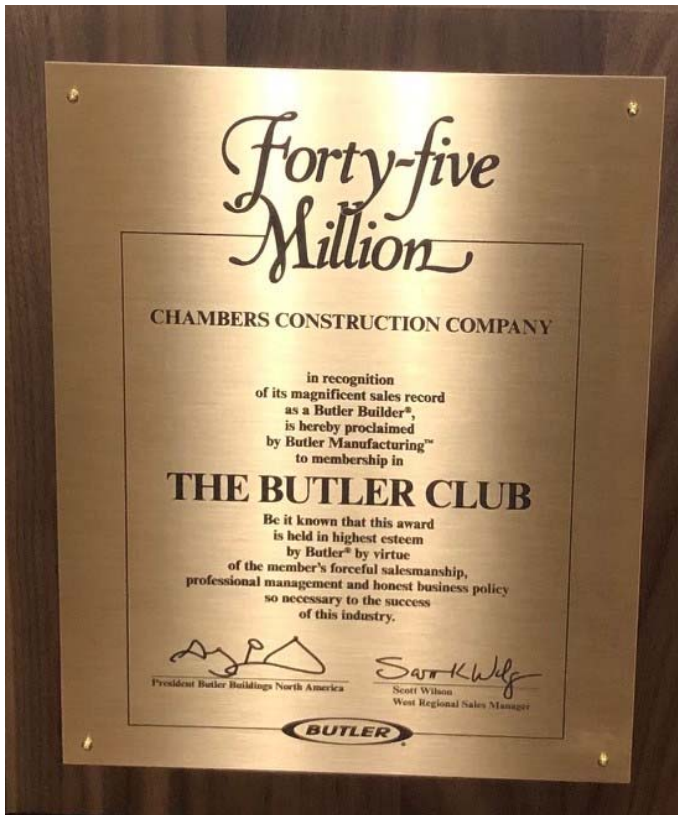
You may have noticed some familiar faces on our newest commercial that premiered during the Superbowl. Tony Rodriguez worked with KVAL to produce a commercial that highlighted the Chambers reputation of quality, trust and community while emphasizing our strong connection with Butler Manufacturing and “*Building What’s Important in Peoples’ Lives.*”

Nice work Tony Rodriguez, Chris Boyum, Brian Anderson, Nancy Thornton, Shawn Hussey, Joe Hartsock, Kellie Norris, Sarah Focht and Aaron Hamrick!



### Chambers Hits \$45 Million in Butler Sales

Tony Rodriguez, Butler Sales Division Manager, recently accepted membership into “The Butler Club” and an award for the company selling \$45 million in Butler steel since we became a Butler Builder in 1974. Congratulations and thank you to all past and present employees involved in the construction and sale of Butler products!



Eugene Swim & Tennis, Hardin Optical, UO Moshofsky Center



## OSHA's Top 10 Workplace Violations of 2018

Fall protection violations topped the list again in 2018 as having the most issued citations.

10. Eye and face protection. (1,536)
9. Machine guarding. (1,972)
8. Fall protection training requirements. (1,982)
7. Powered industrial trucks. (2,294)
6. Ladders. (2,812)
5. Lockout/tagout. (2,944)
4. Respiratory protection. (3,118)
3. Scaffolding. (3,336)
2. Hazard communication. (4,552)
1. Fall protection general requirements. (7,270)



**Chambers Construction did NOT contribute to those numbers! Keep up the good work!**

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### CESCL Training (Certified Erosion & Sediment Control Lead)

Our state's water resources including its streams, lakes, wetlands, marine waters, and groundwater provide ecosystem services in the form of recreation, drinking water, tourism, wildlife habitat, and industrial use. When rain water, also known as *stormwater*, carries salt, sand, soil, pesticides, fertilizers, leaves and grass clippings, oil, litter and other pollutants into nearby waterways, it can negatively impact the ecosystem services that water body can provide. Because of these concerns, federal and state laws regulate surface and groundwater pollution from stormwater runoff.

The construction industry has to be vigilant about staying on top of the regulations. The fines for violating regulations can cause projects to run over budget and over time. These fines are solely the responsibility of the general contractor and could be detrimental to a company if they

were to be found at fault for non-compliance.

CESCL certification is required in the state of Oregon by the Oregon Department of Environmental Quality (DEQ) for personnel responsible for construction stormwater inspections and sampling at construction sites.

Chambers Construction is pushing for foremen, quality control, project engineers and superintendents to become certified as soon as possible. There are classes that are held twice a year and they are two-day trainings. The certification is good for 3 years and at the time of expiration all that is needed is a one-day refresher to maintain valid certification. Chambers' proactive approach will ensure that we are eliminating problems before they have a chance to appear.



Examples of BMP's (Best Management Practice) for stormwater at Civic Park.





Hopefully spring will show up in the coming weeks and we will all look to do a lot more activities outdoors. This means fishing, hiking and other strenuous activities that we don't usually do during the winter months. When we engage in these activities, just like the strenuous activity at work, we should all think about adopting a regular stretch and bend regimen.

Studies have shown that a regular stretch and bend regimen before work can reduce "on the job injuries" by nearly 33%. It goes without saying that we can carry this over into our home life and further reduce the chance of injury.

Injuries, like pulled back muscles or tendonitis due to not stretching can cause us considerable physical & financial problems with things like loss of work, costly medical bills and can often linger on for long periods of time. If you are like me, your time off is important to pursue personal interests and spend time outdoors doing things with family. So, it's a real bummer when I'm laid up and can't do anything due to sore muscles or something more severe such as a pinched nerve or pulled muscle.

A morning stretch adopted on a regular basis is one way to work out the stiff muscles and prepare us for needed time off. It can be as simple as doing some jumping jacks or touching your toes a few times before you start your day. One benefit to doing the stretch and bend on our jobsites is that some of us will adopt this in our home life as well.

When starting a stretching regimen it's important to start slowly and ease into your stretching. Try not to overdo



it. You will gain flexibility and limberness as you repeat this routine everyday. You should see steady improvement the more you continue to make it a habit. One of the exercises that I try to do everyday is to touch my toes with my fingertips. This may sound simple, but with some severe injuries in my younger years, this is tough for me to do. I need to really take my time doing this everyday. If I don't and I miss a couple of days, then my muscles stiffen up and I become much less flexible and I'm opening myself up to further injury.

By adopting a simple morning routine of stretching and bending as well as good nutrition, before you participate in strenuous activities, you can help insure that you're physically ready to undertake that hike or bike ride you've been wanting to do all winter.

One of the goals of the wellness program at Chambers is to ensure that all our people are equipped with the tools to enjoy life to its fullest, stretching and bending daily is another tool for all of us to add to our bag.

To all, we say ENJOY!

~ Doug Sullivan ,Wellness Committee



**\$\$ Trivia Drawing \$\$**

The last drawing had several employees submitting entries, Gregg Wallsmith's name was drawn for the \$50.00 gift card. The answer was Pete Moore Hospice House and Serenity Lane Coburg Campus.

How many millions of dollars have we sold as a Butler Builder since the beginning of our partnership in 1974?

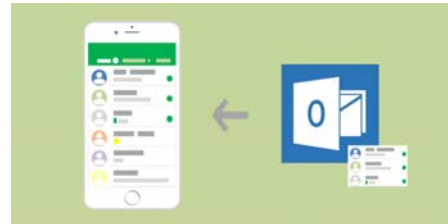
For a chance to win this time, submit your answer to Pam Hansen by April 10th at [phansen@chambers-gc.com](mailto:phansen@chambers-gc.com) or call her at 541-868-8521 to be entered into a \$50.00 gift card drawing.

# itb+ IT Bytes

## Contacts

The contacts on our company issued iPhones and iPads are populated from our company email contacts. If you add contacts into your phone, you need to take the time to verify that the contact has populated into your Outlook contacts. Most often if you have added a contact to your iPhone or iPad it will not have added to your Outlook contacts. If your device (iPad or iPhone) fails or is upgraded any contacts that are not in your Outlook contacts will likely be lost. It is a good rule of thumb to go through and update/clean out your Outlook contacts at least once a year. Quite often we have multiple contacts of the same people.

The calendar function also doesn't always populate into your Outlook calendar if you add an item from your iPhone or iPad. As with contacts it is best to add them from your computer to populate down to your devices.



## Caught in the Act!

We recently announced including reports of employees caught demonstrating our core values while doing their work to the "innovations suggestion challenge" where employees can win \$100 for their suggestion or report and be entered in a \$500 annual drawing at the end of the year.

### January entries were:

- "We recently replaced some of the carpet in our office because the material was failing. The manufacturer wouldn't stand behind the product. Rubenstein's offered to replace it at their cost. Tammy Crafton asked if we could split the cost in keeping with our core value to 'build long-term relationships before short-term gains.' We have a long-standing, mutually beneficial relationship with Rubenstein's, it was through no fault of theirs that the carpet failed – the installation was not the problem, we appreciate their willingness to take care of it and agreed

with Tammy that splitting it would be in line with our core values." Submitted by Debi Creager.

- "Jason Londo at KVAL: Yesterday Chambers, NW Steel and Haps Masonry all worked together to install a complicated steel plate/bolt detail on top of the masonry walls. They all played nicely with each other, the work got done correctly and it all fit. The above story feels like CV's #2, #3 and #4." Submitted by John Wright.
- "OCU in Gresham is a challenging project and Darell worked well with the installers to get the flooring installed in the new lobby area with the facility open for business. Darell was a good partner in the process and he demonstrated all 6 of our core values in the process. Chambers is fortunate to have good quality people working here." Submitted by John Wright.

In a random drawing of the 3 entries Darell Stinson and John Wright were drawn for the award.

### February entries were:

- "I'd like to nominate Jenna North

for following our core value #2, 'Be a teammate, communicate and act to build respectful and trusting relationships.' Jenna has to communicate with so many in the office and field in order to do her job and she does it with a sense of humor, clearly and patiently." Submitted by Dave Bakke.

- "I would like to thank both Tana and Peggy for living Chambers Core values by staying positive, playing to win-win, being true teammates, communicating and acting to build respectful and trusting relationships and finding the time and creating opportunities to help. They have helped me a lot by assisting me when I have had a heavy workload, helping with the newsletter and helping me with events I have worked on for Dave as his assistant. I appreciate your positive attitudes, your wisdom and your willingness to help me be better at my position!" Submitted by Pam Hansen.

In a random drawing of the 2 entries Tana, Peggy and Pam Hansen were drawn for the award.

Congratulations to all our winners. All entries will be in the year end drawing.

## Project Spotlight

### Northern Gold Foods



Pictured from left to right, Breck Hosford, Patrick Waldynski, James Cowles, Andrew King, Cristian Hernandez, Adam Hastings, Gina Fernandes, Darren Babcock, Jacob Wilson, Doug Sullivan, Horacio Garcia, Garret Frerichs, Brandon Fuson, Logan Zenk, Frank Travis, Ryan Briggs, and John Wettengel (not pictured: Scot Moore, Steven Serjeant, Anthony Johnson, John Peters, Mark Harrington, Ken Smith, John Tejada, Ron Miner, Aaron Hamrick, Shawn Tull and Izayah Moriguchi.)

The Northern Gold Foods project is located in Junction City and began in the fall of 2017. Chambers Construction has had a long term relationship with the parent company—Grain Millers and this has been by far the largest sized construction we have built for them. This building will have over 340,000 square feet of concrete.

Northern Gold is a leading manufacturer of a wide assortment of granola. They are based out of Canada and are excited to expand their business in this new location.

Frank Travis, Doug Sullivan and Ryan Briggs have done a great job forming a strong construction team. We have many new team members on this project and some came to us with only residential construction experience. We have heard many times that this team works hard, works well together and has grown to be a great example of Chambers *“Building it like you own it.”*





## Looking Back...

### U.S. Bank Tower

At 111 feet tall the US Bank Center is the 10<sup>th</sup> tallest building in Eugene/Springfield. Chambers Construction completed the 90,000 square foot, 8-story structural steel building in 1997. Located in downtown Eugene on the corner of Willamette and 8<sup>th</sup> Street the high-rise building houses prominent law, financial, retail, and development firms along with other notable businesses. We should all feel proud of another Chambers Construction project that adds to the economic well-being of the community.



U.S. Bank Tower



U.S. Bank Tower—Main Lobby



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