

Building What's Important In Peoples' Lives

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

President's Message



Dave Bakke, CEO/President
"Vinnie the Vacuum"

On a jobsite not long ago, there was a vacuum and its name was Vinnie. Jimmy and Jack were a couple of carpenters on the job. The superintendent asked them to do some saw cutting and grinding, which required the use of Vinnie to vacuum up the slurry and dust. The super told Jimmy and Jack the job should take about four hours.

The day was already halfway over; the super told them they needed to be done before the workday ended. So, Jimmy and Jack set out to do the work. They grabbed most of what they needed from the tool shed; but oops, they forgot an extension cord. Jack went back to get it while Jimmy waited.

Jack returned and they were just about ready, but darn, they forgot Vinnie. This time Jimmy went back. They finally got all set up and started the work, cutting and grinding with water to keep the dust

down, and vacuuming. Well, they didn't get done by end of shift, so they put the tools away and decided to finish it in the morning.

The next morning comes around and the super has a new project for them. But Jimmy and Jack explain they weren't done with the other project. This really threw a wrench in the super's plans. He told them to finish the grinding project and then go on to the next one.

So, they got all set up to finish what should have been done the day before. They start work, but Vinnie doesn't work. They opened Vinnie and discovered the slurry they vacuumed up the day before had hardened and now Vinnie was broken.

Jimmy and Jack went to the super, told him, and he was disappointed to say the least. So, the super calls the shop guy and says he needs a new vacuum. Well, the shop doesn't have another vacuum, they are all broken. The shop guy has to go to the store, get a new \$400 vacuum, and bring it to the jobsite. The shop guy took Vinnie away.

By the time this all takes place it's close to lunch time, so Jimmy and Jack take lunch, lose track of time, and 45 minutes later they get back

to work. They aren't super enthused about still doing this grinding, vacuuming project but they manage to get it done by the end of the day. When they told the super they were done, he frowned and told them the job that had eight hours allotted took 24; and he didn't get other work done that needed to get done to stay on schedule, plus he had to buy a new tool.

A few weeks later, the project manager looked at the job cost report and saw that this one work item used three times the hours it was allotted, and it had a charge on it for a new \$400 vacuum. He also saw where the shop guy charged him four hours. When it all shook out, this one task ended up costing over \$1,000 more than it was supposed to, and the job was a few days behind schedule.

Back at the shop, Vinnie the vacuum is piled up in a broken wheelbarrow with a bunch of other broken tools: Rodney the roto hammer, Sammy the skill saw and Lenny the bubble light. Vinnie asked them what happened to them. They all look at Vinnie sadly, and said, "We all got Jimmy Jacked, too."

"Go Chambers"!

- Dave



Kendall Collision Center
90895 Roberts Rd., Coburg

PakTech Renovations, Phase 3
70 S. Bertelsen Rd., Eugene

Kendall Bronco
80 Goodpasture Island Rd., Eugene

298 Coburg
298 Coburg Rd., Eugene

Gilham Elementary
3307 Honeywood St., Eugene

Shedd Re-Roofing
868 High St., Eugene

Shedd Façade
868 High St., Eugene

White Bird Clinic
1400 Mill St., Eugene

Arcimoto rAMP ONE
311 Chambers St., Eugene

Peggy's Primary
1310 S. 8th St., Cottage Grove

First Interstate Bank, Roseburg
1700 NW Mulholland Dr., Roseburg

2300 Oakmont
2300 Oakmont Way, Eugene

Oregon Lung Specialists
3125 Chad Dr., Eugene

Continued, next page

PROJECTS BIDDING



44 Large Projects
\$147,657,362

11 Small Projects
\$195,044

8,176

HOURS WORKED
WITHOUT INJURY
2/28/2022

Employee Spotlight



Ethan McConnell and his wife

Ethan McConnell

Ethan grew up in Oregon near Monmouth/Independence. His previous construction experience came from high school and his dad being a mechanic.

He moved to Eugene in 2015, married in 2019, and bought a home that he and his wife are remodeling. What he really likes about construction and his job is the ability to learn with hands-on training. Ethan is in the final year of the apprenticeship program and is able to transfer those skills to working on his own house.

He and his wife have two dogs, love the outdoors, have favorite camping spots at Linton Lake, which you have to hike into, and Charlton Lake near Waldo Lake. Their other hobbies are backpacking, spending time with family, renovations, and since his wife is a personal trainer, they have embarked on training for body building competitions. This year, they are training for competitions in the Eugene area and another one in Washington. Ethan and his wife are also vegans, and he is the chef of the house. Whether it's cooking, baking, or barbecuing, he loves it all!

They would love to someday travel through Asia, and since his wife has traveled everywhere, she can be their guide.

When asked what he likes about working for Chambers or the Apprenticeship Program, Ethan said he, "loves the time spent learning on each job and how helpful everyone is."



Introducing Kristen Ross

Kristen is our new Marketing Assistant and she is located in the office next to Joy. Kristen was part of the Portland brewery craft beer sales team, Widmer Brothers, a subsidiary of Anheuser-Busch. She grew up in Bend, Oregon and came to Eugene to attend the University of Oregon, earning a business degree with a concentration in marketing.

Kristen lives in Eugene with her boyfriend and their rescue puppy. She enjoys hiking, paddleboarding, crafts, and going to lots of Eugene Emeralds games in the summer. Welcome Kristen!!



Springfield Creamery
29440 Airport Rd., Eugene

McKenzie School District
51187 Blue River Dr., Finn Rock

O'Hara Catholic School
715 W. 18th Ave., Eugene

**Small Projects Division
Jobs Under Construction**
SPD is working on 26 various jobs for different owners; 7 jobs are with LTD.



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.

Know Your Hard Hats



WHITE—
Experienced

ORANGE—
Under 18

BLUE—
Inexperienced

Employee Spotlight

Meet Your Team – Accounting



Stacy Ivey



Janelle Welling



Amber Keffer

Your Accounting team is a powerhouse trio!

Stacy Ivey has been with Chambers for almost 22 years. She does everything Payroll/HR related and reviews AP.

Janelle Welling has been with Chambers for almost six years. She handles project billings, is a wiz on all things Textura, a subject matter expert on Timberline, and processes budgets in Procore.

Amber Keffer started in 2017 part-time, graduated from the University of Oregon in 2020, and is part of the trio working hard in accounting. She handles all AP outside Textura, assists with Textura, makes weekly job runs, backs up the front desk over lunch and is learning Procore.

These three keep track of all processing of income, expenses, and payroll for every project including the office.

Thank you for all you do!!

Trivia Drawing

January's "Trivia" Winner: Debi Creager!

Last issue, we asked you to submit your favorite subs/suppliers/architects who model our Core Values and a short reason for why you chose them. We received the following submission:

Debi: Richard Travis with Haas Contracting made time to send a couple of his workers to eastern Oregon to help me on a personal construction project in July 2021 (a very busy time for all of us). He also donated the materials for our entry ceiling in the new Small Projects Division office. He suggested it would really look great there – and it does! Thank you, Richard, and Haas Contracting – you strengthen our industry.

Debi is the clear winner! She received a \$50 gift card from Dutch Bros. for being the winner.

This Month's Trivia Question: Claw, sledge and ball-peen are all types of what?

For a chance to win this month's drawing and a \$50 gift card, submit your answer to Sheila Crawford by April 15, 2022 at scrawford@chambers-gc.com or call her at 541-868-8521.

News

4 Your Health



Getting Back Into the Swing of Things

Well, 2022 has arrived and the Wellness Committee is looking forward to getting back into the swing of things. We hope this spring and summer will allow us to promote participation in some community events. It would be nice to have them in-person instead of virtual.

We are looking for several employees to join the Wellness Committee in March or April. If you are interested, please contact one of the Wellness Committee members or email the committee at wellness@chambers-gc.com. For those fairly new to Chambers, the Wellness Committee members are Stacy Ivey, Kim Hutchens, Darell Stinson, Diza Hilles and Scot Moore.

Please continue to turn in your Wellness Tracking Sheets monthly to receive the employer contribution to your health savings account. Chambers Construction is dedicated to helping our employees get the most out of their wellness challenges and goals in 2022.

Stacy Ivey
Wellness Committee member



\$500 Award Winners

At the State of the Company meeting, drawings were held to award the \$500 grand prizes for the safety suggestion, innovation suggestion, core value nominations and "What's Wrong with this Picture?" submissions. The winners were:

- **Sheila Crawford** for safety suggestion.
- **Kellie Norris** for innovation suggestion.
- **Ron Hartman** and **Kris Vannett** for core values.
- **Logan Zenk** for "What's Wrong with this Picture?" contest.

Reminder to Submit Near Miss Experiences

One year ago, an employee submitted a safety suggestion to share near miss experiences so everyone could learn from them. We created a QR code to do just that!



The report is sent directly to Scot, anonymously. Here's what you do:

1. Scan the code
2. Answer these simple questions:
 - a. Job number or name
 - b. Date
 - c. Time
 - d. Description of near miss
3. Submit

We encourage you to share near miss experiences so we can learn from them, reduce risk and create an even safer work environment. Over time, we will see results. It is still important to address them with the Superintendent or Foreman so they can be corrected immediately.

Call Scot or talk to your Superintendent/Foreman if you have questions. Be safe out there!



Safety Suggestions

Jon Baugus suggested having a way to send out text messages to employees to alert them of upcoming events and reminders.

Steven Serjeant reminded us to NEVER plug heaters into spider boxes, as it can cause a fire.

Mark Harrington offered to take a "train the trainer" course for forklift training and to certify or renew certificates for our employees.

All three received \$100 each for their suggestions and will be entered in the \$500 drawing at the end of the year.

Send your safety suggestions to Peggy Burian at pburian@chambers-gc.com or drop them by the office.

Employee Spotlight



Caught in the Act!

In January, **Peggy Burian** recognized **Kim Cailteux** for being a good team player! **She will assist the front desk when a need arises – even with her busy work load, she is happy to help.** She is recognized for CV #3. Her and Peggy each received \$100 and will be in the year-end drawing for a

chance to win \$500!

In February, **Sheila Crawford** nominated **Brent Shjerve** for CV #3. He won several times in the State of the Company drawings and one of the items he won was the jacket from Cabela's. It was the wrong size and he asked Sheila for a receipt to exchange it. She said she'd get it for him and commented that she put her ONE ticket in for that jacket! **His response was, "then I'll just give it to you."** He also gave the wallet (minus the \$100 bill inside) to Evin Avila Avila! That's very kind and generous of Brent and also demonstrates CV #3. He and Sheila both received \$100 and a chance at the \$500 drawing at the end of the year.

To nominate an employee you catch in the act of following our Core Values, send a summary to Peggy Burian at pburian@chambers-gc.com or drop it by the office.



Innovation Suggestions

It seems the discussion around damaged tools at the State of the Company meeting left an impact! In January, **Peggy Burian** suggested putting a section in the newsletter to list damaged tools, the cost of repair and on which jobsite they were damaged. If there is no damage to the tools at jobsites for a specified amount of time, the team could be recognized with pizza or coffee and donuts. Those ideas are being considered. Peggy received \$100 for the suggestion.

In February, **Steven Serjeant** suggested deducting \$100 from the bonus pool for tools returned poorly from the jobsite (like the one below). This tool took 15 minutes to clean and get ready to send out again. It is hard to believe anyone would put that tool in the case caked in mud. That idea is also under serious consideration and Steven received \$100 for the suggestion.

The rules are that the idea must be implementable, even if it's not implemented, and can be a suggestion to improve any aspect of our business. Send your suggestions to Peggy Burian at pburian@chambers-gc.com or drop them by the office.



April/May Work Anniversaries

Darell Stinson	25
Ron Hartman	15
John Wright	9
Ryan Briggs	8
Kim Hutchens	7
Janelle Welling	6
Tim Cabble	4
Joseph Jacobs	3
Anthony Braunger	3

Birthdays

Pat Duerr	4/5
Jon McCoy	4/12
Leroy Wyant	4/13
Horacio Garcia	4/14
Levi Connelly	4/17
Jacob Wilson	4/24
Frank Travis	4/29
Hailee Horn	4/30
Anthony Braunger	5/8
Michael Good	5/12
Todd Keffer	5/26
Ethan McConnell	5/27
Ricky Ramos	5/31

HAPPY
BIRTHDAY

News



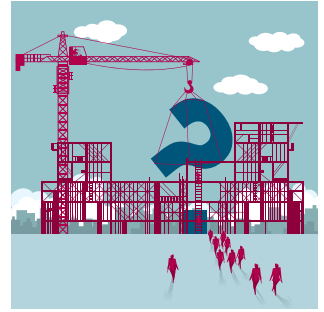
Meeting Templates

In an effort to make our projects more uniform, we have created meeting minute templates to be used on all projects.

The same core topics are on every project, such as safety, 4-week schedule, daily reports, etc. Once you add a meeting template to your project, you can modify and add to it, but this gives you a base to start from. Subs and owners will see the same layout and know what to expect when coming to a Chambers project meeting.

We have also made these templates so that you are able to move items around without having to spend a lot of time recreating items. For example, if you have

a PM on a project who wants the submittals, RFIs and change order topics at an Owner's meeting to always be last, you can add a new topic that comes up in a meeting and simply drag it up, so it lands before those items.



When going into the meeting module, you will see two orange buttons on the right. The top one is "Create Meeting," which can be used for those unique meetings that aren't typically recurring. The next button down is "Create Meeting from Template," which will ask you to choose either an OAC meeting or Weekly Subcontractor meeting template. Pick your meeting and off you go!

Hope this helps! As always, if you have any questions about Procore, contact the Procore Advisory Team at procoreadvisors@chambers-gc.com.



Kendall Toyota

The Small Projects Division is working on the Kendall Toyota electric vehicle monument sign where Ken Smith is the Superintendent.



Common Misuse of Tools

- Not cleaning wheelbarrows and concrete tools after use.
- Not cleaning up concrete spillage. This makes it difficult to remove stakes in hard concrete and the stakes end up bent from trying to pry them out.
- Running over temporary power cords with equipment and vehicles.
- Not greasing roto hammers/chipping guns before use.
- Not bringing banding carts from out of the weather.
- Picking up plate compactor by the handle with a forklift.
- Not turning off the power switch on a fan before you unplug it.
- Using the battery end of a cordless drill as hammer.
- Using anything but a hammer, like a hammer.
- Using a trash can as a sawhorse to cut wood.
- Not using the correct extension cord for the tool being plugged in.
- Using dull saw blades – it shouldn't smell like you are trying to start a fire when cutting.
- Not using the right sized tool for the job – light tools are for light quick jobs; heavy tools are for heavy longer durations jobs. (Example: roto hammers, a bulldog or TE 7 are not designed to drill 100, 3/4" holes in a row)
- When using ANY power tool, make sure it is dry when storing it in its case. Most power tools are water resistant, but moisture will reduce the life of the tool and cost the company money.
- When drilling into metal, use cutting oil whenever you can; this will significantly increase the life of the drill bit and make for a cleaner hole.
- When tools are left in the weather, they can get muddy and wet; if not cleaned, they can rust and not work properly anymore.
- Furnace style heaters should never be plugged into a spider box; it could lead to a fire.



Example of fire hazard from plugging in heater

- Throwing tools around.
- Using a screwdriver as a chisel or pry bar.
- Using "A Frame" ladder as an extension ladder.
- Not setting a proper depth when using a circular saw and you cut the material underneath.

Weapons of Math Destruction™



www.weaponsofmathdestruction.com © Oak Norton

- Using pliers as a wrench and stripping a bolt.
- Using a utility knife and cutting towards the body instead of away.
- Using an angle grinder with no guard.
- Taping back the nose trigger on a nail gun, so it fires by the trigger action only.
- Threading a ratchet strap incorrectly.
- Driving a forklift without a seat belt.
- Not keeping chargers and tools dry when not in use.
- Pinning the guards back on saws – never do this.

Trivia Drawing

What is the most misused tool?

For a chance to win a \$25 gift card please submit your answers to Peggy at pburian@chambers-gc.com or call 541-868-8545.

Chambers Apprentices in Action



Boy Scouts Camp Baker Showers



James Cowles, Chris Anthony, Jacob Wilson



Ethan McConnell



Security

Security is always of paramount importance, and we all need to be diligent, even when it creates additional steps for professional and personal use.

Things to keep in mind:

- Make sure to check the entire email address of emails you receive. Attempting to impersonate (i.e. phishing, spoofing, bad actors) someone else to gain information/steal from you is a frequent occurrence.
- When on the internet, verify the website is correct and look for misspellings. It is common to have websites be one letter off, so most people won't notice it.
- Use multi-factor authentication. Although it can be annoying, it is for your protection.
- When purchasing items online, make sure the website is using "https" in the address. The "s" at the end is important and stands for security.
- Have your passwords 10-20 characters in length and make them something hard to guess.

Apprentice Work Notice

The apprentices will be working in the shop on Saturday, April 16.

SUPERS: They will not be working Monday, April 18 unless they have prior approval to work overtime.

Apprentice Referrals

If you know a teenager who is age 16 or older and interested in construction, contact Mark Harrington at mharrington@chambers-gc.com or on his cell phone 541-972-0997 for more information. They are also eligible to attend apprentice classes.

News

State of the Company Meeting

The 4th annual State of the Company meeting was held January 20, 2022 in the new, almost completed training room. Some of the highlights included introducing Logan Zenk and Adam Haag as supporting our Butler work, and safety recognition awards which totaled \$60,400 in 2021.

12/31/21

1st Qtr \$16,100

2nd Qtr \$13,900

3rd Qtr \$14,600

4th Qtr \$15,800

**TOTAL PAID:
\$60,400**

Our Small Projects Division has been growing at about \$500,000 per year and the work completed in 2021 was run by Darell Stinson, Mike Good, Ken Smith, Evin Avila Avila, Mark Aden and the division is led by Nancy Thornton. The division surpassed \$10 million in revenues since its inception in 2018.



Our estimating team had \$199,653,000 out in current estimates. Joy reminded us that we're all on the team and to keep in mind six key points: 1) Unify our brand across all touchpoints, 2) Promote our core values, 3) Offer a different client experience, 4) Earn every repeat client's business, 5) Deliver consistency, and 6) Create meaningful connections and build relationships.

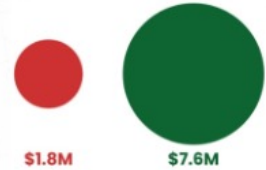
Accounting shared with us that our 401k plan has grown from \$1.8 million in 2008 to \$7.6 million today.

Dave Bakke shared where we are headed in the future and reported that we will pick up our strategic planning

401k Accounts



Employee Contributions
+ Employer Contributions
+ Earnings on Investments
- Plan Expenses
= Total Plan Assets



\$1.8M

\$7.6M

● 2008 ● 2021

99 current participants

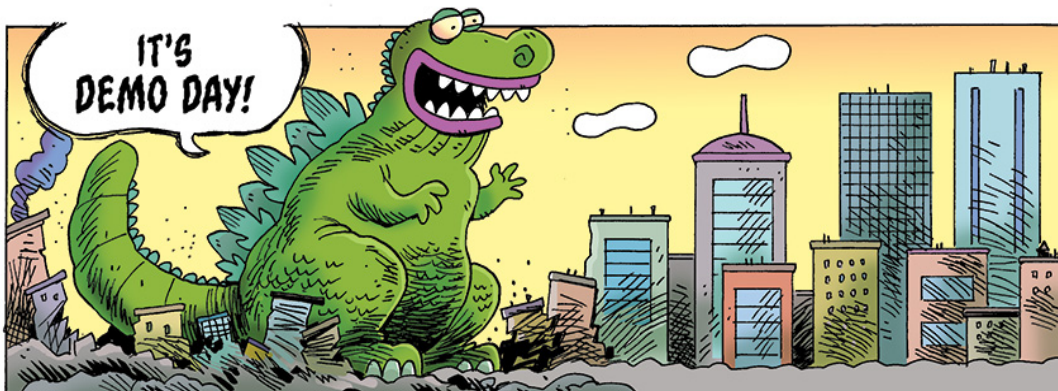
in April, that was interrupted by the pandemic. We have a cross section of 10 employees who will participate in the process.

Our apprenticeship program saw three graduates in June of 2021 and we are planning another graduation this coming June for at least three more who are ready to journey out of the program! The graduates and current apprentices have worked over 80,000 hours on our projects and various charitable projects in the community.

We recognized Jack Makarchek's years of service as he retires from the company. Jack was a superintendent from 1985 to 2021. He continues to consult with us on prospective and current projects. Everyone seemed to enjoy the food, beverages, prizes and company updates.



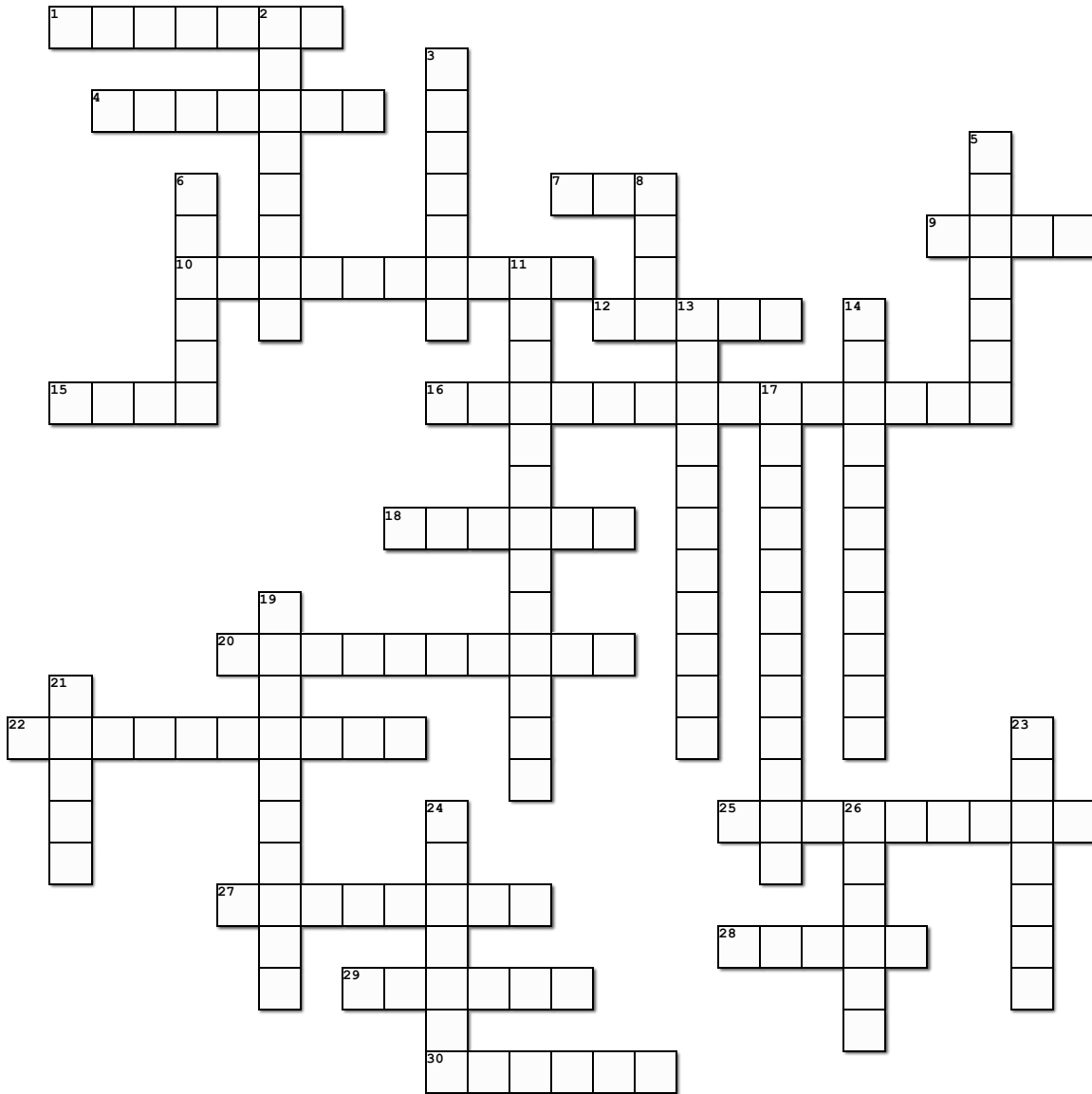
Thanks to all who were able to attend and we look forward to next year's SOC meeting!



News

Construction Terms

Complete the crossword puzzle below



Across

1. A document that lists the types and quantities of materials that will be required for the construction project.
4. Another name for non-bearing wall.
7. A construction model where a single multi-party contract is established between the owner, architect and builder.
9. Type of contractor that would be most likely to use grout?
10. A document listing construction work at the end of the project that does not meet the customer's specifications.
12. Tool that has a chuck.
15. A piece of wood or plastic with a thin, tapered end, used to balance something, is called a _____?
16. A structure that is built on top of another structure.
18. Concrete blocks, stones or bricks in a continuous masonry row.
20. The process of destroying a building.
22. Slab, basement, or crawl space are types of _____?
25. Who decides if a building is up to code?

27. A construction technique to join, fill or reinforce the building structure.
 28. Tool with a bubble in it.
 29. A pneumatically-driven device inserted into the ground to create holes for construction elements such as pipes and heat pump
 30. A horizontal and longitudinal beam used on the roof structure to support the rafters.
- ### Down
2. Waterproof material that keeps moisture out of a house.
 3. Another name for wallboard.
 5. If a stud doesn't run all the way from top to bottom of a wall, it is called a _____ stud.
 6. Main component of drywall.
 8. What part of a house has a jamb?
 11. A contractor's drawing that details the fabrication of components.
 13. Kind of paint to help in fire prevention.
 14. A Ground Fault Circuit _____ keeps you from an electric shock.

17. Construction technique to strengthen the foundation of an existing structure with the use of beams, concrete or base pining.
19. Direction of a wall stud.
21. A strong board or timber that runs parallel to the floor or ceiling and supports it, is called _____?
23. A construction method that uses wood or metal props to support the structure while it is worked on.
24. Siding in which an upper layer overlaps the next lower layer.
26. When a house uses solar energy, you'll usually see _____ on the roof.

Project Spotlight

Marshfield Junior High School

In September 2021, Chambers Construction completed the brand new Marshfield Junior High School for the Coos Bay School District. This is the second new school Chambers Construction has built for the district, including Eastside Elementary School which was completed in 2020.

Marshfield Junior High School is a three-story, 50,500 SF educational facility featuring new administrative offices, gymnasium, locker rooms, commons, science suites and general classrooms. The project also included 113,000 SF of site improvements.

The school was designed and constructed on a fast-track timeline. After sustaining substantial delays due to COVID issues, the project was able to recover the originally scheduled completion date by utilizing insulated, pre-stressed wall panels, fabricated off site. This approach enabled the team to complete construction on time for the start of the 2021 school year.

The application of the pre-fabricated wall panels using graphic concrete (pictured below) is a noteworthy attribute of this project. The unique quality of the graphic concrete application is found only in a few buildings in North America.

Thank you to everyone who worked on this project and made it a success: Adam Hastings, Anderson Vanberg, Anthony Braunger, Breck Hosford, Chris Anthony, Chris Pirtle, Ethan McConnell, Gunnar Larsen, Horacio Garcia, Jacob Abbatello, James Cowles, Jason Londo, John Wettengel, Logan Zenk, Malcolm Burke, Mike Hogenson, Steven Serjeant, Tim Cabble, Todd Keffer.



Looking Back

High Street Terrace Apartments

High Street Terrace, a landmark high-rise apartment building, is nestled in central downtown Eugene. Completed in 1997, this secure complex is seven stories, 60,000 SF and contains 60 condo-quality apartment units along with a private, secured underground parking garage.

Apartments were constructed to be open and bright with expansive windows and high ceilings. Premium quality amenities include a fitness center just off the lobby, onsite parking, bike storage and top-of-the-line laundry facilities. A spacious rooftop terrace on the eighth floor has spectacular views of the city and the Cascades, and is a perfect spot for barbecues and outdoor entertaining.

Floor plans include lofts/studios, one-bedroom, two-bedroom and luxury penthouse suites and are designed with comfort and style in mind.

Project Manager: Dave Bakke
Superintendent: Glenn Hiestand



City View (above) and Studio Apartment Layout (below)



3028 JUDKINS ROAD #1
EUGENE, OR 97403
CCB #114258

