



*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

### "Let's Make a Difference"

Here we are three months into 2024 already. It's been a whirlwind start to the year. When we concluded the State of the Company gathering, I took some time to think about what's next. What goal could we set as a company going through this year? Aside from looking for work, getting work, doing work; I landed on **Let's Make a Difference**.

Building on what we talked about in the State of the Company meeting regarding teamwork, self-growth, and expanding on our Core Purpose and Core Values, I thought about how we could do that. How could we build on teamwork? How could we help each other grow? How can we challenge each other to provide solutions? How can we make a difference?

For me, I'm going to work on providing more opportunities for the company and more challenges and opportunities for the individuals who show they want that. I'm going to work on further stabilizing the company structure for the future and improve how the company does business. I'm going to work on relationships in and out of the office. I

haven't figured out what all that means, but I'll chip away at it and hopefully I'll make a difference.

My challenge to all of you is to pick a few items, maybe at home or maybe at work, or wherever you think you can make a difference. Set some goals and make them intentional, purposeful and fulfilling.

I feel if you make a difference with others, you make a difference with yourself. Be good to yourself, **Let's Make a Difference!**

Thank you for all you do and Go Chambers!

- Dave

### Camas Ridge Elementary School

Completion date: 03/24

### Civic Park Phase II

Completion date: 11/24

### Fargo PEMB

Completion date: 10/24

### First Interstate Bank

Completion date: 4/24

### Homes for Good Ollie Court Apartments

Completion date: 9/25

### LTD Eugene Station Modernization

Completion date: 10/24

### Rosboro

Completion date: 7/26

### The Shedd Institute

Completion date: 2/25

### Willamalane Preschool Remodel

Completion date: 7/24

### PROJECTS BIDDING



#### 32 Large Projects

\$296,192,592

#### 20 Small Projects

\$1,033,000



Chambers Construction Celebrates 69 years of business on April 1st!

**63,859**

HOURS WORKED WITHOUT INJURY  
02/29/2024

## Employee Spotlight



A young Ryan Briggs fishing!

### Ryan Briggs

Ryan Briggs is one of our amazing superintendents. He recently finished up working on the new Eugene Family YMCA and is starting to prepare for the Bigfoot job in Coos Bay! Before coming to Chambers, Ryan mostly had residential construction experience but he's happy with the change. While there are many aspects he enjoys about construction, Ryan ultimately feels lucky building something that people will enjoy for many years to come. The problem-solving and sense of accomplishment puts a smile on his face when passing by the projects he has completed.

Ryan was born in Springfield and has spent most of his life in Lane County. He has a wonderful wife who he says "puts up with him" and his two children. One of his favorite hobbies is spending time fishing. In fact, Ryan's top bucket list item would be spending a week at a private log cabin fishing. A close second would be to go to the Bahamas with his family, but also doing some fishing for Sailfish and Mahi-Mahi while he is there.

When asked about Chambers, Ryan said he is thankful to work for a company that takes pride in their work and the people they work with.

Glad to have you on our team, Ryan! Thank you for everything you do.

### Know Your Hard Hats



**WHITE—**  
Experienced

**ORANGE—**  
Under 18

**BLUE—**  
Inexperienced



### 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.

### Trivia Drawing

**January's "Trivia" Winner: John Wettengel!**

Last issue we asked, "What is the 2-dimensional drawing that shows all the details for a project?" and the answer was blueprints.

**This Month's Trivia Question: What year did Chambers become a Butler Builder?**

For a chance to win this month's drawing and \$50, submit your answer to Kristen Ross by April 15, 2024 at [kross@chambers-gc.com](mailto:kross@chambers-gc.com) or call her at 541-868-8529.

## Employee Spotlight

### Meet Your Wellness Committee

Chambers has been committed to keeping our employees healthy by establishing a wellness committee. The committee's job is to encourage healthy habits, movement and engage in local activities like charitable 5k runs and walks. Currently, the members of the committee include Peggy Burian, Amber Keffer, Scot Moore and Kristen Ross.

We are looking for additional members to add to our team so we can dive back into wellness activities and events! If you are interested in joining, contact Peggy at [pburian@chambers-gc.com](mailto:pburian@chambers-gc.com)!



Peggy Burian



Scot Moore



Amber Keffer



Kristen Ross



### Introducing Robert Wyers

Robert Wyers joined our team in January as a superintendent and is helping wrap up the final pieces on the Camas Ridge Elementary School job! He has been in the trades since 1997 and has worked with various construction companies before coming to Chambers. One of the things he enjoys about the industry is the satisfaction of completing a building in the community and knowing he had a hand in creating it.

When he is not working, you can find Robert fishing, horseback riding, or doing things with his family. Robert has a big family including five children with his wife and four grandchildren! He is an avid Ducks fan and one of his daughters plays for the UO Lacrosse team! He recently checked off one of his bucket list items when he went to Europe for a month to visit relatives and had a surprise stop in Croatia!

When asked about Chambers, Robert said he is looking forward to creating relationships with the team and to having a successful career here.



### Introducing Jonathan Leinberger

Jonathan is our newest superintendent, but he has been in the industry basically his whole life. He worked on jobsites with his dad as a bricklayer when he was 13, has owned his own construction company, and worked as a PM at a company specializing in underground utility infrastructure and site development. What he enjoys about the construction industry is that no two days are the same and that you aren't stuck in one place for too long.

Jonathan was born and raised in Lafayette, Ind., but recently relocated to Oregon where he lives with his girlfriend, step sons and his two boys. In his spare time, Jonathan is usually spending time with his family, coaching baseball, traveling to new places, hunting, or playing the guitar. In addition to these hobbies, Jonathan also rides bulls which he has been doing since he was 15! Another fun fact about him is that he lived in Italy and Australia for four months in the summer of 2015. Jonathan hopes to marry his girlfriend and maybe even add another kid to the mix!

When asked about Chambers, Jonathan said he is impressed by how welcoming and upfront the team is and that he is looking forward to his career with Chambers and wherever the future takes us!



## News

# 4 Your Health

### Summer Salad Recipe

#### Ingredients

##### Salad

- 3 Romaine hearts chopped
- 1 cup roasted walnuts
- 1 cup blueberries
- 1 pint raspberries
- 10 small radishes washed, trimmed, and sliced thin
- 5 ounces goat cheese crumbled

##### Lemon Poppy Seed Dressing

- 2/3 cup olive oil
- 1/3 cup lemon juice
- 1/4 cup granulated sugar
- 1/8 teaspoon salt (or just a pinch)
- 1 teaspoon ground mustard
- 1 tablespoon poppy seeds
- 1 tablespoon honey (optional)

#### Instructions

- Toss all of the salad ingredients.
- Whisk together the olive oil, lemon juice, sugar, salt, and mustard until the sugar is completely dissolved. Taste and add more lemon until it has enough of a lemon flavor for you. Add more honey if it becomes overwhelmingly acidic.
- Stir poppy seeds into the dressing.
- Serve salad dressing on the side and allow people to dress their salad to taste.

Recipe from Simple Joy <https://www.simplejoy.com/summer-salad-recipe/>



### Wellness Events!



**Bridgeway House  
Run for Autism**  
Sunday, April 14th @ 2:00 p.m.  
Alton Baker Park



**Run for RMHC  
(at the Eugene Marathon)**  
Saturday, April 27th @ 8:00 a.m.  
Hayward Field



**Bark in the Park**  
Sunday, May 19th @ 9:45 a.m.  
Alton Baker Park

Please let Kristen Ross know if you would like to register for any of these wellness events by emailing her at [kross@chambers-gc.com](mailto:kross@chambers-gc.com)!

# Employee Spotlight



## Caught in the Act!

**Stacy Ivey** nominated **Scot Moore** for CV #3. "Scot decided to call Comcast regarding the wire being taken down by a subcontractor on the Bigfoot job. Normally, this wouldn't be part of his job but he found the time to jump in and help the ones affected. He followed through with all the coordination

that goes with managing Comcast." Nice work finding time to help out, Scot!

**Kristen Ross** nominated **Scot Moore** for CV #6. "During the ice storms, he lost power and still managed to come to the office and keep us all updated on the conditions to let us know when it was safe to come back in. He deserves a pat on the back for building it like he owns it!" Keep up the good work, Scot!

**Julie Green** nominated **Scot Moore, Steven Serjeant** and **Mark Harrington** for CV #3 and 4. "I was struggling with neck pain due to screen and desktop height. All three were eager and helpful in finding a solution. Mark measured, Scot found a solution in house, and Steven did the installation first thing on Monday!" Great job being teammates and helping each other out!

**Jon McCoy** nominated **Todd Keffer** for CV #3, 4 and 5. "Kidsports needed a fence modified for food trucks at an event they had coming up. We didn't have time to coordinate with the fencing company and it needed to be done quickly. I discussed this with Todd and he took the initiative to quickly and efficiently modify the fence for them!" Thanks for living out our core values, Todd!

**Mike Jenkins** nominated **Brian Warnick** for CV #3, 4 and 6. "He always shows up to work with a good attitude and wants to be the best he can at his job. He is always willing to lend a hand and puts his best foot forward to help any way he can. He's a skilled tradesman who is always building it like he owns it!" Great work, Brian!

**Mike Jenkins** nominated **Evin Avila Avila** and **Robert Wyers** for CV #1-6. "Both have demonstrated all core values since coming on board at Camas Ridge. They came into a job that had fallen behind schedule with problems to solve, and they hit the ground running since day one, doing everything possible to get us closer to the finish line." Thank you, Evin and Robert!

All submitting nominations and the nominees will receive \$100 and be entered in the year-end drawing for \$500. Good luck, everyone!



## Innovation Suggestions

**Steven Serjeant** suggested playing *Baby Shark* on repeat outside of our building after hours to prevent overnight campers. "An establishment off of West 11th plays this song on repeat and it works!"

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](mailto:pburian@chambers-gc.com) or drop them by the office.



## Safety Suggestions

Send your safety suggestions to Peggy Burian at [pburian@chambers-gc.com](mailto:pburian@chambers-gc.com) or drop them by the office.

## April/May Work Anniversaries

Ron Hartman	17
John Wright	11
Ryan Briggs	10
Tim Cabble	6
Anthony Braunger	5
Mike Jenkins	2
Shane Carlson	1
Keenen Johnson	1

## Birthdays

Jon McCoy	4/12
Leroy Wyant	4/13
Horacio Garcia	4/14
Levi Connelly	4/17
Frank Travis	4/29
Josh Reece	4/30
Anthony Braunger	5/8
Eric Burnette	5/10
Mike Good	5/12
Todd Keffer	5/26
Ethan McConnell	5/27



## News



### RFIs

That's right, you and your subcontractors can go directly into Procore and fill out the RFI form. It will be saved as a draft that the designated RFI manager (PE/Super/PM) can review and submit to the design professionals. This saves time and increases accuracy. You can attach photos, drawings, or a PDF of the sticky note you used to sketch out a detail. That never happens, right!?

The more information you or the sub can provide for the RFI, the better. You are more likely to get the answer you are looking for from the design professional and not have to re-submit the same RFI five times because the questions aren't being answered. Remember to keep your title to 25 characters or less or the character police will come after you!

Once they are answered, the PE can link the RFIs to the drawings for quick reference. As a reminder, you don't need to download the RFI and save it to the network (F drive) anymore. That is done at the end of the project by our wonderful closeout support team.

We hope this helps! As always, if you have any questions about Procore, contact the Procore Advisory Team at [procoreadvisors@chambers-gc.com](mailto:procoreadvisors@chambers-gc.com).

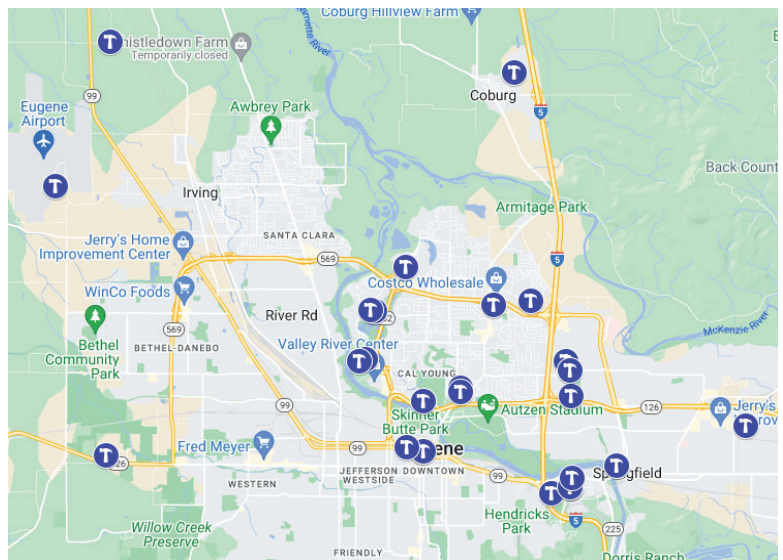
### Project Management

- **RFIs**
- Submittals
- Meetings
- Photos
- Drawings
- Specifications
- Punch List
- Daily Log
- Procore Drive
- Transmittals
- Correspondence
- Reports
- Schedule



### Where is SPD?

Our Small Projects Division has been busy all over town and will be ramping up for their spring and summer projects soon. Keep up the good work, team!



## News



### \$\$ Let's Talk Money! \$\$

Life is about choices, and Chambers Construction has given us a great opportunity to choose how WE want to spend the money allocated for safety. We can choose to spend it in a bad way or a good way.

#### Spending Safety Money the Bad Way

The bad way to spend safety money is choosing not to be involved in safety and/or continuing to work in unsafe situations, and not maintaining communication with each other. The consequence of choosing "the bad way" is that the company gets tied up in spending money caring for individuals when they get hurt, or sustain a serious life-threatening injury. This also applies with damage to equipment and material.

When we choose to be unsafe, we risk the company's reputation, causing it to be tarnished. Money spent on rehabilitation, lost time at work, inflation in healthcare insurance, possible OSHA fines and the lost opportunity to do work in public environments can be significant if we do not maintain safe practices.

As you likely already know, Chambers is required by OSHA to report all recordable incidents. Based on our claims, we get an Experience Modification Rating (EMR

for short). If this number is too high, we can become ineligible to bid or propose on projects. We're currently at 0.89 and we need to make sure we stay below 1.0.

#### Spending Safety Money the Good Way

The good way to spend safety money is to choose to be "all in." This means each and every one of us participating daily to recognize hazards, eliminating those hazards, identifying near misses, and keeping our heads in the game. When we spend money the good way, we get to take advantage of earning safety awards, safety lunches, and other activities that benefit us personally as well as our families. We get to go home safe, feeling good about ourselves, confident in how we care for each other, and we get a little more money to spend how we see fit.

#### Our Goals

Our goal for safety is providing a safe environment, so we can take care of our families and go home every night to enjoy our loved ones. Safety is always our number one goal whether we are using power tools, pouring concrete, working in elevated platforms, or any other task. This can and should apply to our home lives, too. None of us want to see any of our loved ones hurt.

(continued on page 10)

### The Facts

The **Near Miss program** started February 2021. Since its inception, we have recorded a total of four near-miss incidents. The safety committee finds this result unacceptable in our business. Without a doubt, we know there have been more incidents than those reported.

Date	Name	Responses
4/27/21	Anonymous	Using a hot saw to remove metal rods from salvaged wood in a gravel lot. Sparks made it to the other side of a chain link fence where there was an overgrown field. The sparks caused a fire and the fire department was called.
9/1/22	Anonymous	A scissor lift drove over plywood marked "hole". Scissor lift fell through the plywood about 6 inches.
2/1/23	Anonymous	Using a hot saw to cut rebar. Sparks caused a fire on the vapor barrier of the building.
2/1/23	Anonymous	Walking along edge of ridge line not tied off. Passed the safety line looking over the edge of the building talking to a coworker.



# itb+ IT Bytes

## IT Help Desk

Chambers Construction has a team here to help solve **any** IT issue you might have. This could be something big or small, doesn't matter.

You can reach out directly by sending an email to [ithelp@chambers-gc.com](mailto:ithelp@chambers-gc.com). This will create a ticket for our IT support team to resolve the issue.



## Anyone Feel Like Camping?!

Jon Baugus has a large group camping spot at Old Miner's Meadow available on Labor Day Weekend and has offered up some spots to Chambers employees!

If you are interested in using one of the camping spaces, please let Kristen Ross know at [kross@chambers-gc.com](mailto:kross@chambers-gc.com) and copy Jon Baugus at [jbaugus@chambers-gc.com](mailto:jbaugus@chambers-gc.com).

## It's Career Fair Season!

Mark Harrington is working with local high schools and attending career fairs to talk to upperclassmen about considering going into the trades. He is also educating them about our Apprenticeship Program here at Chambers. In January, Liz Becker joined him to attend a Benton County job fair at Oregon State University!



Liz Becker at the Chambers table during the OSU career fair.



## Caught Mentoring!

Send your nominations to Peggy Burian at [pburian@chambers-gc.com](mailto:pburian@chambers-gc.com) or drop them by the office.

All submitting mentor nominations and the nominees will receive \$100 and be entered in the year-end drawing for \$500. Good luck, everyone!



## News

### Submit Near Miss Experiences

Share near miss experiences so everyone can learn from them. We created a QR code to make this easy.

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

1. Scan the code
2. Enter: Job number or name, date, time and a description of the 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!



### Apprentice Referrals

If you know a teenager who is age 16 or older, or an adult looking to change careers, and they are interested in construction, contact Mark Harrington at [mharrington@chambers-gc.com](mailto:mharrington@chambers-gc.com) or on his cell phone 541-972-0997 for more information. Interested teens are also eligible to attend apprentice classes.

### GiANT Professional Development - 70:30 Tool

The 70:30 principle is all about helping us find, or re-establish, a healthy balance between the strengths and challenges we face so we can bring our best to the table and avoid burnout. The GiANT tool kit says that we typically find the most productivity, synergy and fulfillment when we are able to spend 70% of our time doing things that are in our strengths and energizing to us, while the other 30% of our time is spent doing things that are more difficult, draining, and not natural to us. The goal is healthy, lifelong growth while continuing to leverage our strengths and bring our best to our work and life every day.



### Lane United Football Club Tickets

Chambers is a proud sponsor of both the Men's and Women's Football Clubs this year! Part of our sponsorship includes two FREE tickets to each match!

Games begin in May. If you are interested in going to a game, please let Kristen Ross know at [kross@chambers-gc.com](mailto:kross@chambers-gc.com) or call at 541-868-8529.

For game day information and dates, check out their website at [www.laneutd.com](http://www.laneutd.com)!

## News

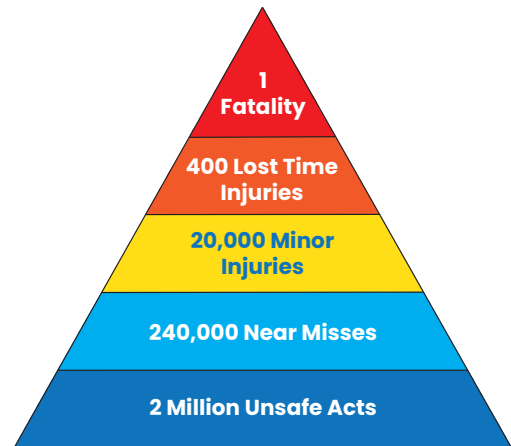
### \$\$ Let's Talk Money! \$\$ (continued from page 7)

#### What Can We Do?

Take five minutes before every task and ask yourself, "What can go wrong? What, if any, hazards are in the way to accomplish a safe working environment for myself and others?" It is our responsibility to identify those hazards and eliminate them before the work starts.

Even with the five minutes we take, things happen, so you need to remain alert so you can react appropriately. Conditions change, something pops up in your mind causing distraction, faulty equipment or materials, something happens unexpectedly, etc. The list goes on and on.

**Participate in the Near Miss program.** This program is anonymous and helps us learn from each other so we can avoid preventable safety incidents. It is NOT a punitive program. The Near Miss program keeps us at the bottom of Heinrich's Triangle, which is where we want to be. If you have any questions about how to use the QR Code or would like some personal instruction, reach out to your foreman, superintendent, project manager, or Scot and we will get you the instruction.



Heinrich's Triangle Theory



### State of the Company \$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 and mentoring nominations, and "What's Wrong with this Picture?" submissions. The winners were:

- **John Wettengel** for safety suggestion
- **Cheryl Williams** for innovation suggestion
- **Joseph Nelson** and **Peggy Burian** for core values
- **Keenen Johnson** and **Rock Hunsaker** for mentoring
- **Jon Baugus** for "What's Wrong with this Picture?"

Thank you all for coming out to the meeting and joining us for the food trucks. We are glad we could come together and celebrate our accomplishments as a team and look forward to what's next!





## Project Spotlight

### Bigfoot Beverages Laura Street

Chambers was hired to complete an office and warehouse space for Bigfoot Beverages in April of 2023. The scope of the project included renovating the office spaces, installing a refrigerator and freezer, adding another dock bay and various exterior site work.

Some unexpected challenges arose that our team was able to overcome to get the project done! One of these challenges was a delay in the construction permit and added scope from the city. Our team worked diligently and adjusted as needed to condense the scheduled timeline. Our team also discovered some damaged roof trusses in the process of the remodel. They jumped into action and repaired about 40 trusses to ensure the client will have a building that lasts for many years to come. Despite a couple setbacks, they wrapped up the project in January and the exterior painting will be done when the weather warms up!

As many of you know, Chambers prides itself on their repeat client base and Bigfoot is no exception. Since the completion of this project, they have asked us to work on another building for them on the coast! This is a great testament to our team and their problem-solving skills.

Thank you to everyone who worked on this project! Chris Anthony, Evin Avila Avila, Anthony Braunger, Levi Connelly, Kevin Ebert, Daniel Gallinger, Horacio Garcia, Mark Harrington, Ron Hartman, Keenen Johnson, Ethan McConnell, Scot Moore, Kellie Norris, Steven Serjeant and Brandon Wells.



## Looking Back

### Giustina Resources Corporate Office Building

In 2013, Chambers Construction completed building a new two-story, 12,900 SF Class 'A' office building for Giustina Resources in Springfield, Oregon. The project was to help the client consolidate their operations under one roof. The design-build project built in collaboration with Robertson Sherwood Architects, involved an accelerated design phase that was key in helping the project see significant savings.

Project Manager: Brian Erickson  
Superintendent: Jack Macarchek



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

