



•BUILDING WHAT'S IMPORTANT IN PEOPLES' LIVES•

President's Message



Dave Bakke, President

With the holidays approaching, we all get inundated with ad's, sales, and the relentless message of buying. It's a good time to reflect on how Chambers helps and gives back to the community.

The company core purpose, *"Building What's Important in People's Lives"* is a message that rings true with me. All of us at Chambers do just that. Beyond building buildings, it's about what we do for the community.

It's important for everyone at Chambers to understand what

we do for the community, and how the support we give back is a result of everyone's hard work and dedication. How everyone at Chambers makes it possible and how everyone at Chambers helps the community. The following are examples of organizations we support by either donating labor, materials, equipment and/or our time.

"Jasper Mountain, Cascade Health Foundation, The Child Center, Kidsports, The Safe House, Looking Glass, Serenity Lane, Saint Vincent DePaul, Salvation Army, Relief Nursery, Oregon Cancer Foundation, Relay for Life, Positive Community Kitchen, Northwest Christian University, Boy Scouts, Girl Scouts, Cornerstone Community Housing, Habitat for Humanity, ShelterCare, Twilight 5K, Pearl Buck Center, Childrens Miracle Network, Duck Athletic Fund, Special Olympics, Eugene Civic Alliance, American Red Cross, The Eugene Mission, Combat Veterans, Honor Flights, Square One Villages, CASA, Stand for Children Oregon, YMCA, A Family for Every Child, First Place Family Center, Angel Hair Foundation, Food for Lane County, local youth sports organizations, local schools, local police, Bring Recycling, and many others..."

In the last 5 years, by either donation of labor, materials, equipment or cash, Chambers has contributed upwards of \$350,000 to these organizations and others. Chambers is a big community supporter and this is possible because of all of you; everyone in the field and the office. I feel it's something you should all be proud of. This is another way, we are *"building what's important in peoples lives"*. Thank you all and Happy Holidays!

Go Chambers,
Dave B.

• 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 •



Grain Millers Flaking Penthouse
Completion Date: Jan 2018

LTD-Maintenance Building & Bus Lot
Completion Date: Jan 2018

Yogi Tea TI
Completion date: Jan 2018

Chinook Winds Casino Resort Parking Garage
Completion Date: Summer 2018

Kendall Ford of Eugene
Completion Date: August 2018

Mercedes Van Service Facility
Completion Date: August 2018

Northern Gold Foods
Completion Date: December 2018

*"Attitude is a little thing that makes a big difference."
Winston Churchill*

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



We are excited to promote our new Small Projects Division! Please help spread the word that we consider...**"No commercial project too small!"**



First Company Van—2017



Chamber's office will be closed on Thursday November 23rd and Friday November 24th for Thanksgiving, and Monday December 25th for Christmas.

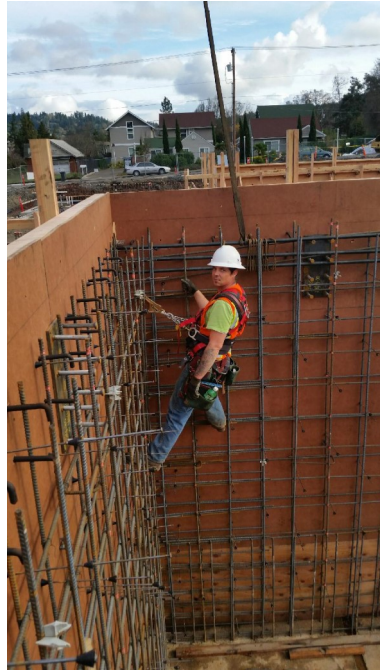
Employee Spotlight

Ryan Briggs...

Ryan Briggs has been with Chambers since 2014 as a journeyman carpenter and has recently been promoted to Foreman. He had prior residential construction experience before joining Chambers. Ryan has a 2 year applied science drafting degree and utilizes his education every day in the field.

When asked what he likes about Chambers Construction, he says that “it feels like a family, he likes how everyone works as a team and enjoys the atmosphere of Chambers.”

His favorite project so far was working at Cascade Manor because it was a large project and challenging. He likes jobs that allow him to grow.



Ryan has lived in the Willamette Valley all his life and he is married with two children ages 13 and 11. When he is not working he enjoys fishing, hunting and golfing. He spent a lot of years volunteering his time coaching soccer for his kids’ teams. Ryan is looking forward to building his own home which he already has designed. He is hoping to build in Cottage Grove as he likes the small town feel.

Don Brockmann has mentioned that “Ryan brings a lot to the table with his super good work ethic and he is a great asset to the team.”

Congratulations Ryan on your promotion and thank you for all of your hard work!



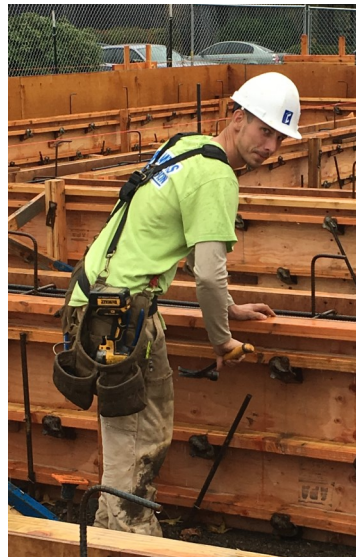
Aaron Hamrick, Kendall



Roy Griffin, Yogi Tea



Ryan Briggs, Mercedes



Steven Serjeant, Mercedes

Dec /Jan Anniversaries

Jon Baugus	22
Kenyan Hansen	2

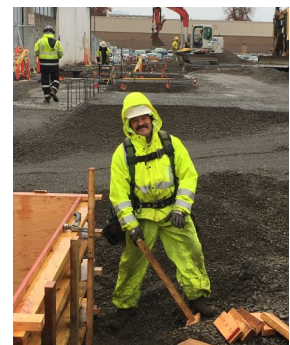
Birthdays

Brian Anderson	12/06
Ron Miner	12/16
Ron Hartman	12/22
Jon Baugus	12/27
Chris Boyum	1/01
Don Brockmann	1/03
Darrell May	1/08
Brandon Hilburn Taylor	1/17
Kim Hutchens	1/18
John Peters	1/22
Ryan Briggs	1/24

2017 Walk to End Alzheimer’s



Shawn Hussey, Kim Cailteux, Scot Moore, Janelle Welling, Stacy Ivey, Cassandra Dare, Darryl Dare & Tammy Crafton



Horacio Garcia, Kendall

Employee Spotlight

Veterans Day 2017

“For the veterans, thank you for bravely doing what you’re called to do so we can safely do what we’re free to do.”

At Chambers construction we honor our Veterans with a paid day off, either on Veterans Day or another day during the year that might fit their schedule better. Thank you to Dave Hilles, Dave Hoffman, Jerry Barr, Gregg Wallsmith, Kevin Manning, Jason Londo, Kim Hutchens, Kevin Belden, Isaac Zornes and Steven Serjeant for their service to our great country.



Meet your Accounting Team...



Stacy Ivey has been with Chambers since August 31, 2000. Her top priority is payroll and HR duties. She also approves

AP, answers mandatory surveys, tracks drug testing and prevailing wage report compliance on public projects and processes W-2's. She is cross trained in accounting to back up Janelle and Jenna if they are on vacation.



Janelle Welling started with the company April 20, 2016. Her main focus is billing owners on all projects and

processing all sub bills through Textura. She trains subs on the use of Textura as needed and is slated to become the Timberline expert for the company in her spare time. Her job requires helping subs get in compliance so she can pay them.



Jenna North started with us September 6, 2016. Her main focus is processing purchase orders,

processing AP outside of Textura and filing 1099's. She is also taking fixed assets from Debi and working with Kim H on tracking them. She backs up payroll in Stacy's absence and assists in sub compliance on public projects.



Ron Hartmann, Izayah Moriguchi LTD



Gregg Wallsmith, Grain Millers

Halloween Fun



Brian Anderson, Kim Cailteux, Kim Hutchens, Jenna North and Tammy Crafton.



Gary Martin

5/1/57—10/27/17

Gary was hired as a carpenter for Chambers on 7/2/12 and worked for the company until his passing. He was an excellent Chambers team member, a good & dependable carpenter, and will be missed by all who knew him. Gary's family plans a small memorial service for him in the spring and we will let everyone know the details at that time.



Gary Wildish



Pumpkin Carving winner by Cassandra Dare

News

Apprenticeship Classes Open to all Chambers Employees.

Once a month on a Saturday, Mark Harrington teaches classes to apprentices at the Chambers Warehouse. These classes are open to all Chamber's employees and they will be paid for their time. Please contact Mark for more information

mharrington@chambers-gc.com or 541-972-0997

Upcoming schedule:

December 16th at 7:00am-3:30pm

Civil plans, grades, lasers and theodolites.

January TBD

Bras For a Cause

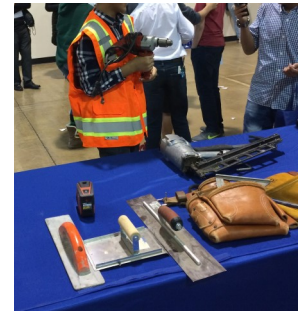
Many of the Chamber's ladies participated in Bras for a Cause. This event is to encourage donations to fight breast cancer by decorating a bra and voting for your favorite. Overall the fundraiser brought in \$80,000 from all participants in our area. Our teams came in 8th and 11th place out of 61 entries. Great job Chambers!



Career Exploration Expo with Lane ESD Outreach



In October, Mark Harrington and Ron Hartman spent the day at the fair grounds with 8th & 9th grade students from across Lane county to give them a chance to ask questions about Chambers Construction's new apprenticeship program and get some hands on learning with tools.



Holiday Drawing



A \$100 gift card of your choice from Pastini's Pastaria or Baker's Boots.

Contact Pam Hansen by December 5th at phan-sen@chambers-gc.com or call her at 541-868-8521 to be entered into a drawing for a \$100 gift card. Congratulations to Kim Hutchens for winning last issue's drawing!

ATTITUDE AND SAFETY

Hard Work

H+A+R+D+W+O+R+K

8+1+18+4+23+15+18+11=98%

Knowledge

K+N+O+W+L+E+D+G+E

11+14+15+23+12+5+4+7+5=96%

Attitude

A+T+T+I+T+U+D+E

1+20+20+9+20+21+4+5=100%

It is our attitude toward safety that keeps us safe!!



REMINDER: Benefits renewal meeting is scheduled for December 12, 2017 from 4:00 to 6:00 at the Hilton Garden Inn in Springfield. Spouses are welcome to join us.



Who Are You Staying Safe For?

Mark Twain said, "It is better to be careful 100 times than to get killed once." That's about as straight forward as it gets! Being careful 100 times is an **attitude** one has chosen toward safety.

Why make that choice? Who do you stay safe for? It might be your spouse, your kids, your grandkids, your hunting dog, because someone needs you, because you have a lot of plans for your life – maybe to sail around the world! Whoever or whatever it is, put that picture on your cell phone or on a frame at your desk and remind yourself why you choose to be safe.

For me, it would be my family. This summer we had the opportunity to take family pictures with 2 of our 5 kids, our daughter (in red), our son (in blue) and 8 of our 17 grandchildren. They are who I stay safe for.

Consider this statistic: 80 out of every 100 accidents are the fault of the person involved in the incident. **Unsafe acts cause four times** as many accidents and injuries as **unsafe conditions**.

Accidents occur for many reasons. In most cases people tend to look for "things" to blame when an accident happens, because it's easier than looking for "root causes," such as those listed below. Consider the underlying accident causes described. Have you been guilty of any of these attitudes or behaviours? If so, you may have not been injured.....but next time you may not be so lucky.

- **Taking Shortcuts:** Every day we make decisions we hope will make the job faster and more efficient. But do time savers ever risk your own safety, or that of other crew members? Shortcuts that reduce your safety on the job are not shortcuts but an increased chance for injury. The correct attitude is to evaluate the impact on safety and stay away from the shortcut if it has a negative impact.
- **Being Over-Confident:** Confidence is a good thing. Overconfidence is too much of a good thing. "It'll never happen to me" is an attitude that can lead to improper procedures, tools, or methods in your work. Any of these can lead to an injury.

- **Starting a Task With Incomplete Instructions:** To do the job safely and right the first time you need complete information. Have you ever seen a worker sent to do a job, having been given only a part of the job's instructions? The right attitude in these situations is to ask for explanations about work procedures and safety precautions. It isn't dumb to ask questions; it's dumb not to.



- **Poor Housekeeping:** When clients, managers or safety professionals walk through your work site, housekeeping is an accurate indicator of everyone's attitude about quality, production and safety. Poor housekeeping creates hazards of all types. A well-maintained area sets a standard for others to follow. Good housekeeping requires an attitude of both pride and safety.
- **Ignoring Safety Procedures:** Purposely failing to observe safety procedures can endanger you and your co-workers. You are being paid to follow the company safety policies-not to make your own rules. Being "casual" about safety can lead to a casualty and is the wrong attitude!
- **Mental Distractions from Work:** Even minor distractions like car trouble, relationship problems, or thinking of home improvements you need to make while working can be a hazardous combination. Dropping your 'mental' guard can pull your focus away from safe work procedures and is not an acceptable attitude for working safely.

Consider this: we had an employee of

another general (on a shared jobsite) fall off scaffolding that we ordered for their use as requested by the owner. He sustained very serious injuries that will affect him for the rest of his life. In the investigation afterward, it was revealed that the employee was **very** distracted with a wife with terminal cancer, who was left child-like after a cancer treatment to her brain, and 2 high school age daughters struggling with the terminal illness and treatment issues of their mother. His distractions, unfortunately significantly contributed to his fall. The wife passed away while the worker was in a medically induced coma. How tragic that he was on scaffolding when he was so mentally and emotionally distracted. With such large distractions, he did not show up with a safe attitude, and was consequently impacted by it.

- **Failure to Pre-Plan the Work:** Chambers Construction requires pre-task plans (PTP's) on all tasks performed on site to help keep workers safe. PTP's are an effective way to figure out the smartest ways to work safely and effectively. Being hasty in starting a task, or not thinking through the process can put you in harm's way. Instead, Plan Your Work and then Work Your Plan.

Who are you staying safe for? Show up with a safe attitude and leave your job site whole and healthy every night!



4 Your Health

According to the Centers for Disease Control and Prevention, this time of year is called “flu season”. **In the U.S. the flu viruses are most common during the fall and winter months. The peaks are between December and February and can last as late as May.** The best way to protect yourself from the flu is to get an annual flu vaccine. **The vaccine is recommended for everyone from 6 months of age and older.**

The U.S. flu vaccines are reviewed annually and updated as needed to match the circulating flu viruses. It takes about 2 weeks after getting vaccinated for the antibodies to develop in your body to protect against the flu. Since 2010, the

CDC estimates that the flu has resulted in 140,000 to 710,000 hospitalizations each year.

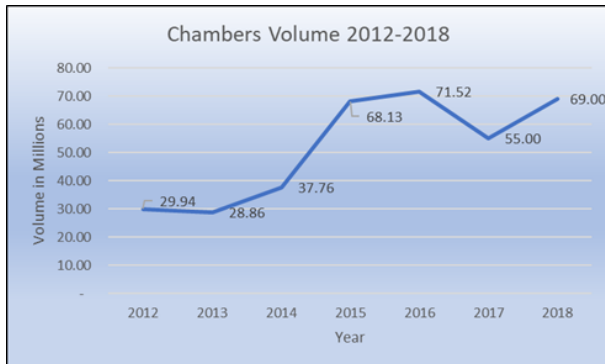


The influenza virus usually infects the respiratory tract that includes the airways of the nose, throat and lungs. This results in inflammation that can cause cough, sore throat, fever and body aches. Most **people with flu symptoms**

should stay home and avoid contact with others. They typically don’t need medical care. In some cases, there are prescriptions called antiviral drugs that can be used to treat severe influenza illnesses.

The flu virus spreads easily on commonly touched public areas and can stay active on surfaces for up to 2 hours at a time. Some everyday preventive actions you can take are **washing your hands** to reduce the spread of germs and staying away from people that are sick. You should **stay home if you are sick.**

Getting your shots, washing your hands, and avoiding others that are sick will significantly increase your chances of staying healthy this flu season.



Company Projects Volume Increase in 2018

2016 was a record volume for the company at \$71.52 million, this year we’ll finish out at about \$55 million, then we project volume will climb back to around the 2016 results. Our current backlog of work is \$29.5 million and we have \$40 million more we are phasing in that needs to be completed before December 2018. Additional work we forecast to come on during 2018 is expected to bump us up to the 2016 volume.

Reminder—we need carpenters and we pay a finders bonus of \$.50/hour to employees who refer carpenters (or any open positions) for as long as the employee is employed with us, up to a year. That could end up being \$1,000 or more to the employee making the referral.

itb+ IT Bytes

Wi-Fi Vulnerability

Our last advice on Wi-Fi settings on your phones was to leave it on so that the phone could use Wi-Fi and cut down on data plan usage. We now need you to reverse that!

There are new security issues that you need to protect against. Unsecured Wi-Fi is vulnerable to attack and your information can be stolen. Do not use public Wi-Fi or leave your phone Wi-Fi on because it will automatically pick it up. Public Wi-Fi that doesn’t require any password is fully vulnerable.

Additionally, do not use Wi-Fi where the password is posted for all to see. It’s not secure if anyone can access it using a public password.

Only use Wi-Fi that has a password provided individually, rather than posted publicly. When you are finished using secure Wi-Fi, turn off the Wi-Fi feature on your device to add an extra layer of protection.

On Apple devices running iOS 11 that have the “new control center,” turning off the Wi-Fi and/or Bluetooth from the control doesn’t turn them off. You must go into Settings and Wi-Fi or Bluetooth and use the toggle switches to turn off the Wi-Fi and Bluetooth features when not in use.



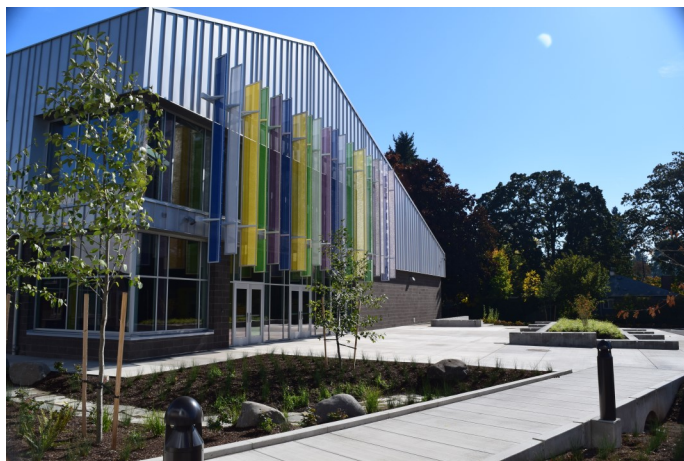
Project Spotlight

River Road Elementary School

The new River Road/El Camino del Rio Elementary School for Eugene's 4J School District was built adjacent to the existing school so that there would be no interruption to the children's school days spanning construction. The hard-bid project was built during a very aggressive construction schedule when the construction market was very busy. Management of the drawings, adherence to the schedule, responses to RFI's and turn around on submittals were high-level challenges during the construction phase.



The new school opened in September 2017 in time for the new school year. As one of Eugene's language immersion schools it has two official names: one English and one Spanish.



The exterior of the glass and metal building is livened up by colorful vertical louvre shade panels 25' tall. They keep direct sunlight out of spaces which reduce cooling costs and broadcast the theme of color used inside. The first-floor interior is predominantly yellow and purple, and the second floor is decorated in green and blue. Both floors are fully united in the media center common area which serves as a library, a gathering area for presentations, a meeting space and the home of the "social stair" which is a place for students to read, talk and study.

Reclaimed, refinished wood on benches and in ceiling acoustic panels soften the interior spaces throughout the school. Large-format displays provide audio/visual presentations in the gym,



common areas and media center. Technology is further integrated throughout with touch-screen projectors and wireless access points for up to 90 devices per classroom. The last areas to be completed on the project were the new sports fields. These were built on the site of the old school.

The 62,100 square foot, two-story school replaced a 50,300 square foot building from the 1950's. The changes are dramatic. The building is highly energy-efficient and will cost substantially less to operate. The whole building is filled with daylight from the large windows and skylights found everywhere. The large open interiors reflect both the latest thinking in teaching environment philosophy as well as building safety. Sightlines throughout the interior of the school allow all spaces to be monitored. Portions of the school can be partitioned off to keep individual areas



secure.

River Road/El Camino del Rio Elementary gives the students and families of the neighborhood a fantastic school, a community meeting place and an inspiring resource for outdoor events for decades to come. The project is a proud, hard-earned accomplishment for our team and our company.

Thank you to all of the team who completed this project: Frank Travis, Dennis Montgomery, Jason Londo, Mel Taylor, Nancy Thornton, Isaac Zornes, Brian Anderson, Scot Moore, Todd Keffer, Ryan Briggs, Horacio Garcia, Roy Griffin, Ron Hartman, Adam Hastings, Mike Hogenson, Gary Martin, Todd McNally, Ron Miner, John Peters, John Roe, Steven Serjeant, Ken Smith,

Wildish Theater



Opened November 2006

Looking Back...

The scope of work for the old downtown McKenzie Theater movie house included demolition of interior walls, a complete rebuild of the foundations, adding seismic bracing to the exterior walls and completely replacing the interior spaces of the building.



Before the Remodel



Updated Seating



The 286-seat live performance theater, "The Wildish" is designed for plays, recitals, concerts, film festivals and civic events. This month there have been performances of the Lion King and upcoming are the Riverside Chamber Symphony, the Amici Classical Music Ensemble and the Latino Movie Series.



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