



•BUILDING WHAT'S IMPORTANT IN PEOPLES' LIVES•

President's Message



Dave Bakke, President

"2018 in Review"

Two years ago, in the January 2017 newsletter, I talked about how busy we were in 2016. Two years later, nothing has changed. If anything, we are busier now than at any time in the history of the company.

In 2018 we completed the Chinook Winds Parking Garage, the APEL Expansion, the Kendall Ford Facility, the Jerry's Springfield West Expansion, the Silver Falls Dermatology suite, the Chambers Media Center Re-Roof, the Lane County Charnelton Clinic, the Eugene Eye Care, the Mercedes Van

Service Center, the Grain Millers Flaking Facility and many small projects coordinated by the Small Projects Division. If you look at these projects and the range of what they are and who they are for it paints a great example of why we are the leader in commercial construction in our area.

In 2018 we also had new jobs start up, provided estimates for many potential projects and lined up projects for this year and 2020. In 2016 even though we were busy we were concerned about keeping the momentum up. Because of our team, all of us in the office and in the field, we are still running at a very high volume. This doesn't just happen by chance. It happens because of the dedication of everyone in the company. All those dedicated to find the work, line the work up and build the work; and ultimately turn the work over to Owners who are satisfied.

I'm going to keep banging the drum about our Core Purpose and Core Values. When we established those, we knew to embrace them more fully we need to keep them front and center. I truly feel by doing so we stay on a path of continued success. They are helping us get work, they are helping us get qualified people when the demand for people is so strong. They help us keep our focus on who we are, how important everyone who works for Chambers is and that who we work for matters. We don't take anything for granted, we'll continue to strive to **"Build what's important in peoples' lives"**.

Hats off to everyone for a job well done in 2018, bring on 2019, we love the challenge.

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

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



Northern Gold Foods
Meadowview Rd. & Hwy 99, Junction City

Heartfelt Guest House
116 St. Joseph's Pl., Springfield

Jerry's Springfield
2525 Olympic St., Springfield

Willamette Valley R & D
675 McKinley St., Eugene

KVAL
4575 Blanton Rd., Eugene

Oregonians Credit Union Gresham
247 E. Powell Blvd, Gresham

Civic Park
2077 Willamette St., Eugene

Looking Glass River Rd
550 River Rd., Eugene

Kendall Lexus
344 Goodpasture Island Rd., Eugene

• Build long-term relationships before short-term gains •

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

Apprenticeship Classes

Date: January 19th

Time: 7:00am-3:30pm

Topic: Basic Plan Reading/ Box Forms

Date: February –TBD

Time: 7:00am-3:30pm

Topic: Properties of Concrete/ Tilt Tech.

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

3 5,9 13

**HOURS WORKED
WITHOUT INJURY
OR INCIDENT
12/31/18**

Employee Spotlight

Aaron Hamrick...



Aaron joined Chambers as a carpenter in 2017 and is currently the acting foreman at Kendall Lexus, Kendall Chevy and Kendall TRU UVI. In addition to working previously in construction, Aaron worked many years as an oil field tool pusher/rig manager. He was looking for a change of pace when he first moved to Eugene in 2012 and worked in real estate before returning to construction.

Aaron has been married 17 years and has a 15 year old daughter and 8 year old son. They are a very active family enjoying the outdoors, ocean fishing, going to the moun-

tains, swimming and various fitness activities. Aaron likes training mixed martial arts and body building, and has enjoyed watching his daughter participate in it for the last few years.

After working away from home so many years, he is really happy with working in construction and being able to be home with his family. Aaron is very passionate about being a successful father and he makes the most out of opportunities to spend time with them.

The structure of Chambers is a great fit for Aaron, he really enjoys pre-task planning the work with his crew, seeing the plans and envisioning what it's going to be, before breaking ground. He has had positive, direct relationships with superintendents, enjoys the team interaction and respect that employees receive on the jobsite. He feels that Chambers is a very fair company to work for that truly cares about each employee. Aaron takes a lot of pride in his work and wants to show that with the buildings we erect in and around the Willamette Valley. This is where his kids will grow up and his family calls home.



Welcome New Team Members



Jacob Wilson



Brian Warner



Cristian Hernandez



James Cowles



Logan Zenk

Employee Spotlight

Introducing Logan Zenk and Brian Warner, Project Engineers



Logan Zenk

Logan Zenk joined the company on November 29th bringing 10 years' experience in the industry, with 4 of those as a Project Engineer for a general contractor in Medford. He has a Bachelor's Degree in Architecture: Project Management and welcomes the challenges the fast track design build project of Northern Gold Foods is bringing him. Logan's philosophy of "on a project site, safety comes first" fits perfectly with the Chambers culture and respect for working safe. We look forward to recruiting him to serve on the safety committee!



Brian Warner

Brian Warner came to Chambers on January 7th and brings with him 12 years of construction industry experience. He was born, raised and still resides in the Willamette Valley – in Lebanon. He has an Associates Degree and a Bachelor's Degree in Construction Engineering Management and experience with the Federal Highway Administration, the Corps of Engineers and Greenberry. He served 4 years in the Marine Corps – thank you for your service. He is "team oriented" which makes him another good fit with the Chambers culture and team!

John Roe Delivers Food to Benefit Local Veterans

John and his son Joshua deliver food regularly for the local homeless. Recently when they went, they found the needs had been met, so they took the food to the Eugene Mission who used it for homeless Veterans in the area. They delivered over 500 cans of food, 50 boxes of mac and cheese, 300 tubes of crackers, cans of soda and many other types of foods.



Did you know if everyone who makes \$15/hr. or more would contribute \$1/wk. toward food, no one would go hungry in Lane County? Some ideas to help meet that goal of \$52/yr. include cutting out one coffee purchase a week, turn in cans and bottles, commit to using over time or an extra job to fund this new worthwhile good habit!

If you are unsure where to contribute, it's suggested you purchase non-perishable foods and drop them off at either the Eugene Mission or Food for Lane County to get started. John and his son enjoy helping local folks have food to eat and seeing first hand the good that it does. Keep up the good work John and Joshua!



February/March Anniversaries

Pat Duerr	29
Brent Shjerve	21
Paul LaRose	21
Tana Baker	17
Levi Connelly	15
Kim Cailteux	12
Brian Anderson	5
Jason Londo	5
Todd Keffer	4
Leroy Wyatt	4
John Roe	2
Peggy Burian	1
Breck Hosford	1

Birthdays

Pavlo Prymolenny	2/4
John Tejada	2/5
Shawn Hussey	2/13
John Wright	2/21
Kellie Norris	2/21
Amber Keffer	2/21
Dave Bakke	3/1
Tim Cabble	3/1
Scot Moore	3/7
Steven Serjeant	3/7
John Roe	3/14
Nancy Thornton	3/18
Brian Erickson	3/20
Mike Hogenson	3/26

Employee Spotlight

Chambers Construction Current Apprentices



James Cowles, 1st year



Cristian Hernandez, 1st year



Pavlo Prymolenny, 1st Year



Brandon Hastings Jr., Student



Izayah Moriguchi, 2nd Year



Adam Hastings, 2nd Year



Anderson Vanberg, Student



Gunnar Larsen, Student

Not pictured, Trevon Rowlett, Student



John Peters, 2nd Year

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.

Employee Spotlight

Wellness Employee Spotlight

I enjoy participating in the wellness program at Chambers for a few different reasons. First, it's financial, participating helps the company keep our health insurance costs down which obviously is passed on to us by Chambers paying for our health insurance.

No one really likes filling out the tracking sheets but without them we have no way to prove to our insurance provider that we are actually participating and our requirements are simpler than a lot of other wellness programs.

Second, the wellness events that we are currently involved in as a group also benefit a good cause. We have been repeating some of the events annually and we are always looking for new and fun events to add to the calendar.

The events are very well organized, you can choose to be competitive and race with some amazing area runners or just take a nice walk along one of our rivers on

the path. Additionally the Wellness Committee provides a gift for those of us that attend the event. -**Scot Moore**



Erin Lawrence, Scot Moore, Nolan Perkins and Darell Stinson with family, friends and Sluggo at the EWEB Run to Stay Warm.

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 for more info.

Upcoming Wellness Monthly Events January & February



January 19th

Come and join the Run Hub Team for an afternoon of Q&A, gait analysis, camaraderie, snacks and get \$50.00 to be used in store.

Stop in anytime from 1pm to 5pm at 515 High Street, Eugene ~

February 10th

Benefiting Veteran Families through St. Vincent de Paul
Event Schedule: 12:45 pm Fun Run /Open to all ages
Location: Alton Baker Park - Eugene, OR
Volunteers welcome
Veterans Receive a Complimentary Entry



TO REGISTER OR HAVE QUESTIONS EMAIL

wellness@chambers-gc.com

News

Congratulations to Newly Promoted Foremen...

Since our last issue spotlighting foremen Todd Keffer and Ryan Briggs, we have promoted 3 more individuals to foremen – Gregg Wallsmith, Leroy Wyant and Aaron Hamrick! They each have many years of experience and the ability to direct crews. They can instruct and provide guidelines on routine tasks, plan and implement work to meet deadlines and ensure work is performed safely.



Gregg Wallsmith



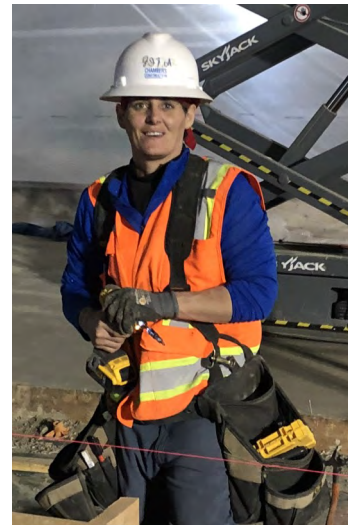
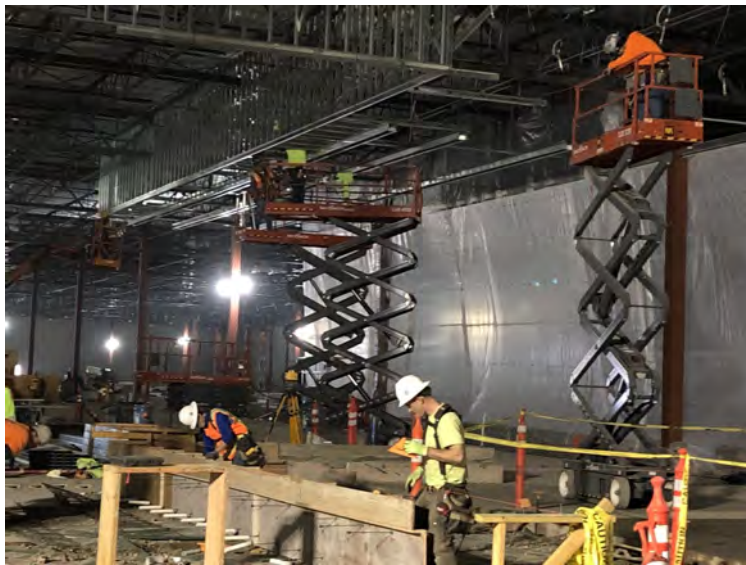
Aaron Hamrick



Leroy Wyant

They are also tasked with troubleshooting issues and proper documentation of time and work. A good foreman adds synergy to the team – helping everyone and the work to be successful. Congratulations and thanks to Gregg, Leroy and Aaron for stepping up to the task!

Northern Gold Foods



Gina Fernandes



Brandon Fuson & Patrick Waldynski



Darren Babcock

News



Civic Park



INNOVATION IDEAS

Since 2014 Chambers Construction has rewarded employees for innovative suggestions. Each month, the winning idea is awarded \$100 and all suggestions, whether chosen the monthly winner or not, are entered into a \$500 drawing in December. This year's \$500 winner was Tammy Crafton!

Ideas submitted in 2018 were:

- Mirrors in the new office wing by Tammy Crafton
- Having a secured iPad on jobsites for subs to use by Kim Hutchens
- Community service project ideas by Tana Baker
- Suggestions for dealing with trade damage by Darell Stinson
- Printing our core values on tee shirts by Dennis Montgomery
- Distributing a social media handout by Tana Baker
- Announce apprenticeship classes to draw attention for participation by Tim Jacobs
- Core values on screen savers on phones by Jack Makarchek
- Tag line on signatures and website by Tammy Crafton
- Calendar for signing in/out company vehicles at the office by Cassandra Dare

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 Tana Baker at tbaker@chambers-gc.com or drop it by the office.

Thanks for all the great ideas submitted and congratulations to all our winners for 2018!



SAFETY SUGGESTIONS

Employees are encouraged to submit safety suggestions. Each month, the winning idea is awarded \$100 and all suggestions, whether chosen the monthly winner or not, are entered into a \$500 drawing in December. This year's \$500 winner was Aaron Hamrick!

Safety suggestions submitted in 2018 were:

- Provide ice scrapers in company cars by Brian Anderson
- Include a quick clot and tourniquet in 1st aid kits by Isaac Zornes
- Facts on eye injuries were submitted and shared in the monthly safety meeting minutes by Levi Connelly
- Use the DuPont STOP program in our safety training by Aaron Hamrick
- Use of Louisville Cross X Step ladders that meet all safety requirements and can lean against walls by Levi Connelly
- Cut holes in the thumb and forefinger of gloves so those fingers can still be used rather than not using gloves by Debi Creager
- Facts on increased workplace injuries during the holidays by Tana Baker

Keep those safety suggestions coming so we can continue to make our work environment more safe and ensure everyone goes home at the end of the day! Send your suggestions to Tana Baker at tbaker@chambers-gc.com, give it to Scot when you see him in the field, or drop it by the office.

Also, be sure to answer the monthly safety challenges. We had 12 \$100 winners last year and the \$500 drawing in December went to Levi Connelly. EVERYONE who submitted a correct answer was entered in the December drawing!



At Chambers Construction we use a “best practice” known as “Pre-task Planning” (PTP) on our self-performed work which is a collaborative process that allows crew members to interact and give feedback on their specific work tasks daily. This safe practice ensures that all employees have a common level of knowledge and can perform tasks in the same way.

The PTP occurs at the start of the day, prior to beginning any tasks, any time the work changes and with new crew members. The company provides a PTP form as a guide for assessing and planning work tasks. While it is an effective tool for addressing many aspects of the work – lifting requirements, manpower, traffic control, materials availability, housekeeping, training needs, etc. – the most beneficial part of the form addresses the specific tasks required for the work.

After reviewing the pertinent documents (plans, specifications, details) break down the construction activities or tasks to be performed. Begin each activity with a verb, for example, “stand, push, pull, grout, install.” Don’t be too broad or too detailed.

Identify the hazards of each activity. Here it is vital for

crews to identify situational and inherent hazards or potential hazards. Consider things like what could go wrong, poten-

Construction Activity (in Sequence)	Hazards	Preparation
Install braces	Heavy lifting, loud noise	Stretching, shared lifts, forklift if possible, hearing protection
Stand panels	Heavy lifting, pinch points and crushing	Be alert and aware for each lift, use proper lifting techniques, gloves
Grout panels	Chemicals, lifting, eye	Review safety data sheets, use proper lifting techniques, wear eye

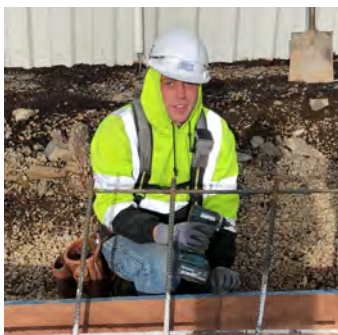
tial consequences, how it could happen, contributing factors. Involve employees in the assessment of hazards – they do the work and often know the hazards and the best ways to work more safely.

Next, consider how to mitigate the hazards, how to prepare for the task to avoid the risks. Specified methods, tools and equipment might be used to reduce or eliminate the hazards. When the hazards cannot be eliminated, safeguards must be put in place.

The use of PTP’s can help job sites stay more organized, make employees feel more engaged in their daily tasks, improve productivity and most importantly – keep them safe!



K
V
A
L



Chris Pirtle



Leroy Wyant

Smart Goals Make Good Resolutions All Year

“A journey of a thousand leagues begins with a single step” wrote Confucius. January brings a New Year, a blank calendar page and with it, new opportunities for betterment. It seems self-improvement, or at least the desire for it, is a shared American hobby. It is why many of us – some estimates say 45%, nearly 150 million Americans – make New Year’s resolutions.

Many people use the New Year as an opportunity to make large bucket lists or attempt extreme make-overs. That’s a nice aspiration, but for all the good intentions only 8% of us keep our resolutions. The great difference between high achievement and falling short in life, is contained in your willingness to launch in the directions of your goals.

To be clear: simply setting a goal raises your chance of achieving that goal... significantly. Yet within weeks or months, many begin abandoning their resolutions. They hit bumps in the road that throw them off stride. Sadder yet, shooting for the moon can be so daunting, many end up failing to launch in the first place.

It is not, the extent of change that mat-

ters, but rather the act of recognizing that lifestyle change is important and working towards it one step at a time.

It is more sensible to set small, attainable goals measured throughout the year. A resolution to eat healthier is not easy to follow. It is easier to follow a plan that says, no chips, soft drinks or candy bars for 6 weeks and then reassess.

Don’t say, “your going to get in better shape.” Be specific, “I’m going to start walking 3 times a week,” or, “I’m going for a bike ride every weekend.” If you can’t measure it, it’s not a very good resolution, because vague goals beget vague results.

I would encourage you to read the tips in the monthly Wellness Newsletter and incorporate some into your daily practices. You could also ask Wellness Committee members for recommendations or help with resources. There are numerous “how to” books, blogs, online articles and plans, to help you as well.

Our resolutions vary. Ask others what their resolutions are, and you will get a myriad of answers:

Get in better shape – eat healthier – spend more time with family and friends – travel – play an instrument – more leisure time – run / walk a 5K. And they are all good goals. What are you willing to give up to keep your resolutions ?

If you want to play an instrument are you willing to give up time spent watching television or on social media and practice 3 or 4 times a week? If you want to eat healthier are you willing to give up pre-packaged, processed and fast foods, start reading labels and spend a little more time in the kitchen? If you want to get in better shape are you willing to give up one hour of your day to take that walk or start exercising?

We can achieve any resolution we make. We can reach any goal. What are we willing to give up for a happy and healthier New Year?

Here’s to 2019. May this be the year all of us get one step closer to the people we resolve to be.

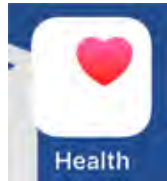
ENJOY !



itb+ IT Bytes

Emergency Information from iPhone Locked Screen

Critical emergency information can be accessed on your iPhone without first responders knowing your phone passcode. If you set up Medical ID they can see information like allergies, medical conditions, along with who to contact in case of an emergency.

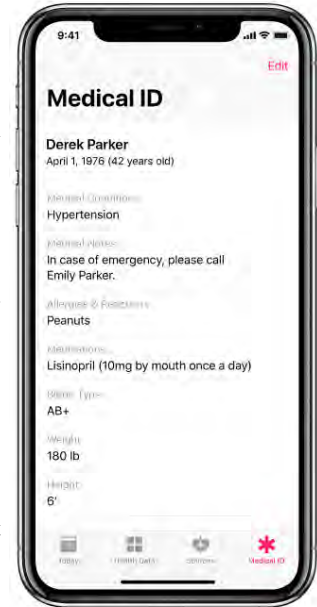


Set up your Medical ID.

1. Open the Health app.
2. Tap the Medical ID tab.
3. Tap Edit.
4. To make your Medical ID available from the lock screen on your iPhone, turn on Show When Locked.
In an emergency, this gives information to people who want to help.
5. Enter in health information like your birth date, height, weight, blood type, medical conditions, allergies and if you're an organ donor.
6. Tap the + to add emergency contacts. They do have to be in your existing contacts list to be added.
7. Tap Done when finished.

Once completed, you can double check what is displayed on the locked screen.
From the lock screen:

1. Tap the Home button (not using the digit (finger) that you use for finger print ID).
2. Tap the Home button again
3. Tap Emergency (bottom left corner)
4. Tap *Medical ID (bottom left corner in red)



\$\$ Trivia Drawing \$\$

The last drawing had several employees submitting entries, Tana Baker's name was drawn for the \$50.00 gift card.

According to the Daily Journal of Commerce, which two Chambers Construction Projects made the 2018 Top Projects Finalist List? (hint: the answer can be found on Chambers Construction website)

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

Project Spotlight

Kendall Ford Showroom and Service Center



5 years ago, Kendall Automotive Group started planning the complete rebuild of the existing Ford facilities on Goodpasture. The existing facility consisted of 6 separate structures that had been constructed over a 50-year span. Many of the buildings were structurally unsound, had leaking roofs and outdated MEP systems. Because of our long-standing relationship with Mr. Steve Lee and his relationship with the Kendall Group we were able to enter into a negotiated contract to build the new facility.



The first task was to review the construction drawings that had been done to date and analyze building systems, time of construction and cost. Through value analysis we convinced the Owner

to switch the design to a Butler CMR-24 pre-engineered steel structure. The change in the structure allowed the project to get started faster and get completed sooner. Ultimately the savings to the Owner by using the Butler design was nearly \$1M and saved 6 to 8 months on the schedule.

The project was broken into 6 phases to allow for an early demolition of some of the buildings, which then allowed for us to begin foundations. 3 months into the project the Owners asked if we could get ½ of the new shop ready for use early, in this case it was 6 months earlier than planned. Dennis Montgomery along with his team and the Owner team figured out how to make it happen, and they did. When the first half of the shop opened, several Ford Executives came out to inspect the work, they were impressed and said we raised the bar for service centers for Ford Motor Company.

Ultimately the main service center was completed in 10 months from the start of construction. Then the showroom had to be modernized to meet the current Ford Motor Company standards. The Owners decided about 8 months into the project to add another section on the building for new car delivery and a 3rd floor train-

ing center. Again, Dennis and his team were up for the challenge. The showroom was completed on time, the added training center lagged a little behind, but did not keep the Owners from moving back in and using the building.

When we were contracted to build the facility the Owner representative promised the Owner we would have the building completed in 14 months, this was before we even had the design ready. We started work in September of 2017 and completed the majority of the work in November of 2018, 14 months. Final occupancy was issued just days ago. Aside from the schedule complexities, we also had a budget to conserve. The budget we gave them in August of 2017 held strong and we were able to return some savings back to the Owner.

This from Mr. Dave Blewett – CEO of Kendall Automotive Group, “Our whole crew was on site Saturday and spent over an hour going through the new building. Mr. Bakke and Kelly were on hand to show us around. What an impressive job on the entire



facility!! Both Paul and I were thrilled at how it turned out and I know the employees are excited to get in and get to work. Dave, to have that building completed in the time line your crew did it in, is simply, in a word impressive. Our management team was very impressed with the quality and the lay out of the entire site. Great job and thanks to both you gentlemen for the attention to your craft. We are very happy with the results. Dave thanks again to you and Kelly for giving up part of your Saturday to show us around. It was much appreciated!”

Chambers is proud to have partnered with the Kendall Group and Mr. Steve Lee on this project. The teamwork from all parties was instrumental to its success. And, Kendall has signed us up to do 3 more projects for them. The ultimate testimony of how when you do right by your customer, good things happen.

The Chambers team on the project included: Brian Anderson, Ryan Briggs, Kim Cailteux, Levi Connelly, Horacio Garcia, Aaron Hamrick, Mark Harrington, Ron Hartman, Adam Hastings, Brandon Hastings, Shawn Hussey, Anthony Johnson, Todd Keffer, Paul LaRose, Jason Londo, Jon McCoy, Todd McNally, Ron Miner, Dennis Montgomery, Scot Moore, Izayah Moriguchi, Kellie Norris, John Peters, Chris Pirtle, Steven Serjeant, Ken Smith, John Tejada, Patrick Waldynski and Leroy Wyant.

Looking Back...

PacificSource

In July of 2003 Chambers Construction completed the 62,000 square foot, two-story structural steel and brick building for PacificSource Health Plans headquarters on International Way in Springfield. The building houses over 300 hardworking employees and as most of you know PacificSource is our health insurance provider. There are eleven buildings on International Way, we are proud to have constructed nine of them!



3028 Judkins Road, #1 Eugene, OR 97403
Ph: 541-687-9445 Fax: 541-687-9451
www.ChambersConstruction.com CCB #114258

