

Chambers Construction

Volume 9 Issue 1  
January 2024

*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

### "2023"

2023 was all-in-all a good year for the company. We completed many projects which resulted in positive results not only financially but relationship-wise, too. The owners were happy, the quality was high, the likelihood of more repeat or referred work is probable. Most jobs achieved projected margins, and our risk exposure was low. All positive things when it comes time to close out the year.

The strength of our team was shown well when it came down to crunch time on several projects: most notably the YMCA. The last

quarter of 2023 was when the Y needed help from all fronts within the company. When asked, people responded. When doubted by many, Chambers stepped up and made it happen. I tip my hat to "everyone" who helped on nights, weekends, and holidays, but I feel the leadership team on-site accomplished what some said couldn't be done, and quite frankly, I feel many were betting against them. However, the tireless effort of our field team was phenomenal. It's something they, and everyone at Chambers, should be proud of.

2023 was a significant landmark year for Chambers. The new ownership structure is set up for the long-term growth of the company; that along with the realignment of the leadership team has resulted in newfound energy and positive direction for the company. The primary goal of the leadership team is to provide more opportunities for training, self-improvement, and stronger

overall teamwork within the ranks. The common theme among the national construction industry is how the focus on training, improving employee rates of success, quality of life, and growth opportunities are the highest priorities.

For those who wonder why we are focusing so much on this, it's because we feel self-improvement on and off the job makes a difference in the quality of life for everyone. The downstream advantages for the company are that we will be stronger and more efficient, and we'll continue to show that we are the best contractor in our market. Yes, that's right, the best. Different from any others by a long shot, we aren't typical when it comes to contracting. Our approach is different, our goals are different, and the focus on our team is different. We are different, we are Chambers.

Thank you for all you do and Go Chambers!

- Dave



### Bigfoot Beverages

Self-Performed Work: Demo, rebar install, fine grade, screed, forms, concrete, structural steel, blocking, finish carpentry, roof maintenance, steel doors & frames, toilet accessories and bike racks.

### Camas Ridge Elementary School

Self-Performed Work: Concrete, framing, finish carpentry, doors, fine grade, grout, edge forms, stair risers, screed, treads & landings, wall forms, blocking, roof hatches, access doors & panels, toilet accessories and flagpoles.

### Civic Park Phase II

Self-Performed Work: TBD

### Eugene Family YMCA

Self-Performed Work: Stair treads, forms, concrete, grout, structural steel, framing, backing, finish carpentry, roof hatches, doors, tile, access doors & panels, site accessories, fencing, playground & gym equipment and miscellaneous specialties.

### Fargo PEMB

Self-Performed Work: TBD

### First Interstate Bank

Self-Performed Work: Demo, partitions, structural steel install, blocking, sheet metal flashing & trim, doors and toilet accessories.

### LTD Eugene Station Modernization

Self-Performed Work: TBD

### The Shedd Institute

Self-Performed Work: Demo, window furring, finish carpentry, stage modification, partitions, framing, millwork install, roof railings, doors, aluminum windows, and access doors & panels.

State of the Company  
Wednesday, March 6th



**CHAMBERS CONSTRUCTION**

**42,233**

**HOURS WORKED WITHOUT INJURY**  
12/31/2023

### PROJECTS BIDDING



**33 Large Projects**  
\$273,251,525

**18 Small Projects**  
\$605,874

## Employee Spotlight



Julie cave diving in Mexico!

### Julie Green

Julie Green is one of our Project Engineers and she is working on three of our current projects. Julie has been in the construction industry for 34 years and we have been lucky enough to have her on our team for the past three! Julie started as a temp in the engineering department at a Southern California hospital. Next thing she knew, she was the liaison between the hospital and three general contractors! Since then, Julie has worked in several different areas of the industry. One of her favorite things about the job is that every day is different and brings along a new challenge. In addition to that, Julie enjoys creating the team bond for each project that she works on.

As an Air Force family, Julie moved from the East Coast to Germany and back to the states where she landed in Klamath Falls. She moved to California for a while but brought her daughters to Eugene and her extended family members have all made their way up as well. She recently gained a grandson, of whom she is very much in love!

When Julie isn't working, she can be found kayaking, singing karaoke, going to car shows and traveling. She has seen Monet's gardens in Paris, the Mayan ruins in Mexico and has even raced in a NASCAR series! Someday, she would like to go to Greece and Egypt to explore the ancient ruins.

When asked about Chambers, she said that she feels truly blessed to work for such a reputable company and great group of people.

We are so lucky to have you on our team, Julie! Thanks for all that 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

**November's "Trivia" Winner: Julie Green!**

Last issue we asked, "What does PEPI stand for?" and the answer was Privately Engineered Public Improvements.

**This Month's Trivia Question: What is the 2-dimensional drawing that shows all the details for a project?**

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

# Employee Spotlight

## Meet Your Project Manager Team

Chambers' team of project managers includes Dave Bakke, Chris Boyum, Tim Cabble, Kevin Ebert, Nancy Thornton, Frank Travis, John Wright, and Logan Zenk. Their main job is to oversee the building process from start to finish. This includes everything from maintaining the construction schedule, to managing subcontractors to ensure quality and timeliness. In addition to these tasks, they are also in charge of creating and maintaining relationships with new and existing clients, dealing directly with owners and architects, assisting in gathering information for proposals, and keeping track of all the documentation involved on the job. Each job presents new and unique challenges and skills that our experienced team is able to take in stride.

As you are probably aware, some of our PMs hold multiple roles in our company and sometimes they are managing several projects all at once! You will often find them in the office, but they make regular site visits to each location.

We are lucky to have this great group managing all the projects here at Chambers. Thank you for all you do, team!



Dave Bakke



Chris Boyum



Tim Cabble



Kevin Ebert



Nancy Thornton



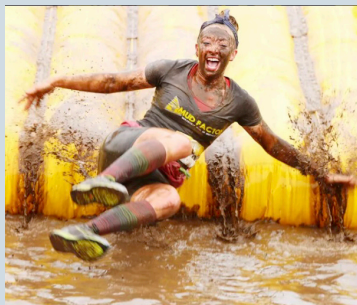
Frank Travis



John Wright



Logan Zenk



### Mud Factor Mud Run!

Are you interested in taking part in the Mud Run this year? Wellness will take care of your registration fee! If you would like to sign up, email Kristen Ross at [kross@chambers-gc.com](mailto:kross@chambers-gc.com). Please check their website for additional information and other fees (not covered by Chambers) at [mudfactor.com/eugene](http://mudfactor.com/eugene).

**Saturday, May 18th**  
**Eugene MX Park in Junction City**  
**Adult Waves : 11:00, 11:15, 11:30 a.m.**

### New Team Members



**Tyler Keffer**  
Apprentice Carpenter



# 4 Your Health

## How to Quiet a Racing Mind For Better Sleep

Can't put that racing mind to bed? Whether it's stopping you from quickly falling asleep or staying asleep, there's no question that an unsettled mind can be a major obstacle to sleep. "It's one of the most common problems we hear in our sleep clinic, especially from people struggling with insomnia," says Lawrence Chan, DO, a professor of sleep medicine.

The problem is more than annoying. Racing thoughts at bedtime – even if they aren't anxious or worried thoughts – might contribute to sleep problems in people who have insomnia. Researchers noted that this is different from rumination, which is defined as obsessive, repetitive thinking that tends to focus on negative content.

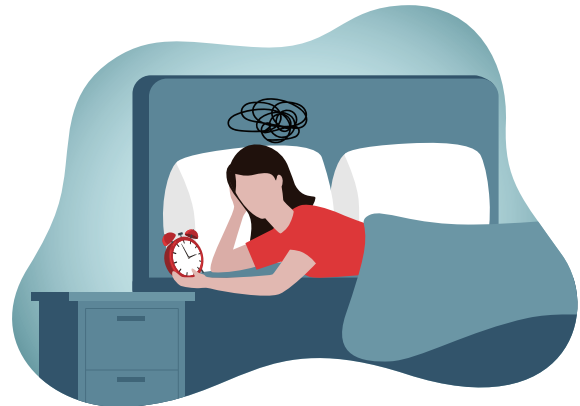
There's a reason many people can't stop thinking about things before bed. Your brain is collecting new information all day long, explains Michael Breus, PhD, a clinical psychologist in California. "Not until you climb into bed do you have any quiet time, and all of that information, including your worries, comes flying through the door", he says.

Your anxious thoughts and rumination can also keep you awake. If you tend to wake up in the middle of the night and a racing mind won't let you get back to sleep, it may mean that something is bothering you more than you thought. This most likely is a sign that something stressful is going on in your life.

Whether you're stressed, excited or just replaying your day, use these tips to help quiet your racing mind.

### When you Can't Fall Asleep...

- **Ditch the Devices** — Stop using smartphones, laptops, and tablets right before bed. The light from the screens messes up your melatonin production, which makes sleep physiologically harder to achieve; they can also heighten anxiety and worry if you're reading stressful news.
- **Schedule 'Worry Time'** — Schedule 15 to 30 minutes a day, at least an hour before bed, and write down those worries. Plus, create one action item you can do to help with the issue. Thinking through potential stressors early in the day can help ease how much you worry about things when you're going to sleep.



- **Create a Routine to Power Down Your Brain** — At least 30 minutes before you go to bed, start your preparations, and then do something relaxing like listening to music or reading. Keep it consistent, and you'll train your body to expect sleep after that relaxation period.
- **Maintain a Consistent Sleep Schedule** — Going to bed and waking up the same time every day is one of the pillars of good sleep hygiene. If you try and go to bed too early, when your brain's not ready to sleep, it will focus on other things. This can keep the brain excited and awake.

### If You Wake Up in the Middle of the Night...

- **Get Out of Bed** — This may seem counterintuitive but climbing out of bed after about 20 minutes of worrying is the tried-and-true advice sleep doctors suggest. If you spend time in bed worrying, your brain will associate the two and not be able to sleep.
- **Write Down Your Worries** — Keep a notepad and pen by your bed and write down the worries that are keeping you awake. Keep in mind this is not the same as pre-structured worry time, since you're getting your worries out of your head so your mind can rest.

These are just some helpful tips to try and use when sleep is hard to find or you're struggling to stay asleep. Also, remember everyone has trouble sleeping from time to time, but if restless nights become the norm rather than an occasional occurrence, tell your doctor. If you're experiencing symptoms of insomnia, there are ways your doctor or a sleep specialist can help.



## Employee Spotlight



### Caught in the Act!

In December, **Kim Cailteux** nominated **Julie Green** for CV #2, 3, and 5. "Julie stops by periodically and provides useful information and feedback from jobsite meetings and interactions with the field teams. She's very knowledgeable about all the moving parts on her projects and knows just what information will be helpful to keep things moving smoothly in my world and for the PMs. I appreciate her consistent support across many projects! She's a long-term relationship builder and a true example of a team player and creating opportunities to help one another." Good work, Julie!

**Mike Jenkins** nominated **Steve Kopki** for CV #2, 3 and 4. "He finds opportunities to help others complete tasks and is willing to go out of his way to help everyone around him. He shows up when needed and does whatever it takes to get the job done. He's great to work with!" Great example of an excellent team player!

**Steven Serjeant** nominated **Rick Harrison** for CV #3, "for jumping in to replace a bad ballast in a warehouse light that went out. He saved Scot and I time and brightened a corner of the far side warehouse." Thank you, Rick!

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



### Caught Mentoring!

In December, **Keenen Johnson** nominated **Rock Hunsaker** for, "his remarkable commitment to excellence and his invaluable role in not only my development, but also the positive impact on our projects."

**Daniel Gallinger** nominated **Chris Anthony** for his, "essential impact on not only my growth in the apprenticeship program, but with my work ethic and personal commitment to Chambers. He has been a key figure throughout my time with the company, not just because he teaches me during class, but because he takes personal time to give advice and care towards my experience."

**Liz Becker** nominated a couple people for mentoring apprentices on jobsites – **Joshua Reece** and **Rock Hunsaker** for, "taking time at the Shedd Institute to teach a few apprentices how to do the tasks we were working on. They were patient and kind as well."

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



### Innovation Suggestions

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.

### February/March Work Anniversaries

Brent Shjerve	26
Levi Connelly	20
Kim Cailteux	17
Brian Anderson	10
Todd Keffer	9
Leroy Wyant	9
John Roe	7
Peggy Burian	6
Breck Hosford	6
Michael Good	5
Anderson Vanberg	5
Wes Bell	4
Malcolm Burke	4
Kristen Ross	2
Cheryl Williams	2
Steve Kopki	1

### Birthdays

Brandon Wells	2/2
Tyler Keffer	2/12
Daniel Gallinger	2/14
Amber Keffer	2/21
Kellie Norris	2/21
John Wright	2/21
Dave Bakke	3/1
Tim Cabble	3/1
Scot Moore	3/7
Steven Serjeant	3/7
Brianna Marcantoni	3/8
Joy Pendowski	3/10
John Roe	3/14
Nancy Thornton	3/18
Liz Becker	3/22
Mike Hogenson	3/26



## News



### Punch List

The Punch List module is a place to log all punch list items for a project and track the progress. You can log items, put a pin on the drawings, and add a photo all from your phone or iPad. This makes it helpful for the subcontractors to see the items they need to fix in the exact location along with a photo and a description so there is no question about what is needed to be done. The great thing about this is no more blue tape! We are also able to let the architect, engineers and owners log their punch list right into Procore as well, so we aren't having to manage multiple lists and systems.

Typically, we go through a project and do our punch list before the architect/owner does theirs, that way we aren't doubling up on items and we have a chance to get things ready before they walk through the job.

In our SOP for the punch list located on the Training Center website, there is an outline of the procedures and how to set up and process through the Punch List tool. This will be done by the project engineer and the superintendent for the project. Once a subcontractor has been assigned a punch item, they need to go into Procore and mark it as ready for review once completed (preferably with a picture). Then each item needs to be checked by the project engineer or superintendent before closing an item out. Because the subcontractors go into Procore to do daily reports, there is no reason they can't check punch items as well. This will minimize the need to print off punch list items for each trade.

A more detailed description of how to use this tool can be found in the SOPs on the Procore Training Center website.

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



### SPD at Heritage Bank

Our Small Projects Division has been remodeling a space for the newest Heritage Bank branch in Eugene! They will be holding an open house at the new location. We will share details when we have them so you can check out the wonderful work our SPD team completed!





### Staying Safe in Winter Weather

Working in the rain presents several safety hazards. However, you can take steps to reduce your risk of accidents and injury. Here are some tips!

#### Take your Time

You may feel tempted to work faster in the rain, but DON'T. The rain makes surfaces and roads slick. Pay attention to your surroundings and move more deliberately, especially if you're using ladders or scaffolds.

#### Wear Your Rain Gear

Rain gear includes both a raincoat and pants. Make sure the material is ventilated and that it will be comfortable for long periods of time. Don't forget your hands and feet! You should wear gloves that have a strong non-slip grip and shoes with deep treads to prevent slipping.

#### See Clearly

If you wear safety goggles, treat them with an anti-fog spray to reduce low visibility. Wear hoods or hats to keep rain out of your eyes. When wearing hoods, make it a point to turn your head to look both ways and above and below you when moving around the jobsite.

#### Surface Hazards

Concrete becomes slick in the rain. Broom or squeegee concrete surfaces to keep the water removed as much as possible. Clearly mark roof edges and always wear fall protection.

#### Use the Right Tools

Never use tools that are not designed to be used outdoors while it is raining. Select hand tools that have a textured, non-slip grip. Spider boxes should be on flat, stable surfaces so they can shed the water away from the outlets as it pours. Don't use frayed cords, keep the ends of cords out of puddles, plug tools into GFCI outlets and keep tools out of the water. These practices should happen at break time and the end of the day as well.

#### Be Visible

Always wear high-visibility clothing to ensure that you are seen by fellow workers and bystanders. Replace gear or vests that have become dull and are no longer reflective.

See Scot Moore if you need to replace any rain gear.



Our team in their rain gear pouring concrete at Gilham



Subcontractors ready for the rain at Camas Ridge!



Putting up fencing at the YMCA on a rainy day

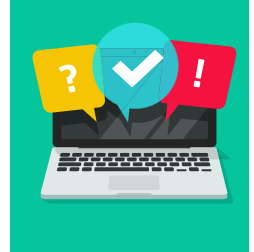


## News

# itb+ IT Bytes

### IT Help Desk

Remember, if you need help with an IT item, please email [ithelp@chambers-gc.com](mailto:ithelp@chambers-gc.com). This will create a ticket for our IT support team to resolve the issue.



### Food Truck Lunch Celebration!

Join us in celebrating the completion of the new Eugene Family YMCA as well as Camas Ridge Elementary School on **Wednesday, March 6th at 1:00 p.m.** We'll be bringing in food trucks to the office as a treat for everyone. This lunch will be before the State of the Company meeting. Show up hungry!



### Apprenticeship December Class

The apprenticeship class in December included some competition with their fellow classmates. The apprentices tested their skills and accuracy in multiple "games" set up by Mark Harrington and Chris Anthony! Once they were done with these, the class also completed some forklift training!



Jubal Brumble doing forklift training



Apprentices doing a nail hammering challenge!

## 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!

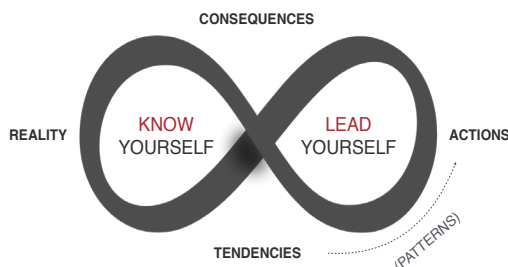


### Apprentice Referrals

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 - Know Yourself to Lead Yourself Tool

We all have tendencies that create patterns of actions and behavior which generate consequences that ultimately shape our current reality. Therefore, if we want to change our reality, we must find the tendencies that form the patterns of action which are generating the undesired consequences. Only by understanding the connection between these elements can we intentionally and accurately target the areas of growth and learning that will bring about the reality we desire for ourselves as well as those we lead. The infinity symbol in the diagram below represents the need for constant, continuous reflection on the components of behavior and consequence that shape our reality.



### New Year's Resolutions

This year, we asked employees if they wanted to share their New Year's resolutions with everyone and here are some of their goals for 2024. You've got this, team!

#### Julie Green

My goal for next year is to declutter and downsize a bit.

#### Joy Pendowski

Go for walks at lunch and remember to reach out to people on their special days.

#### Cheryl Williams

My resolution is to stay healthy.

#### Kevin Ebert

Be kind to others and always take the high road in interpretation, presentation and content.



## News

### Kids Santa Party

It was another successful year for our annual Kids Santa Party at Chambers! Thank you to all of the families that joined us to celebrate the holidays and to our committee for putting on such a fun party!



Our helper elf and Santa!



The Boyum family



Part of the Burian crew



The Warnick twins



The Sabanal family



The Smith family



## Project Spotlight

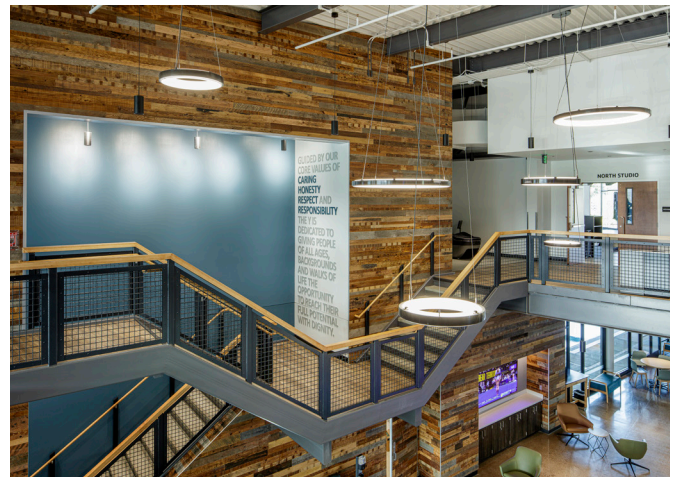
### Eugene Family YMCA

When a community comes together around a much needed facility, great things happen. Such is the case with the new Eugene Family YMCA. After several years of fundraising and community and state support, this project broke ground in June 2022. With an aggressive schedule, our team set forth to construct the \$35.5M, 75,000 SF, two-story facility that features numerous discipline-specific fitness studios, spacious workout areas, an outdoor terrace for classes, a childcare center, an aquatics center, gymnasium and indoor track, a teaching kitchen, outdoor play areas, and so much more. Not to mention, the project was also built to the highest seismic standards so it could be an essential facility for our community should a significant event occur.

All together, this YMCA is the second most expensive Y project in the country, just behind another project in New York. But what's especially notable about this is that the Eugene YMCA opened nearly debt-free as a result of people believing and investing in the new center.

Pulling the construction of this project together required an admirable amount of team spirit with everyone pitching in where needed to keep things on schedule. With determination, we made it to the finish line for the Y's grand opening reception and ribbon cutting in December 2023. The facility turned out beautifully and will touch generations of local families for years to come.

Thank you to everyone who worked on this project! Jon Baugus, Liz Becker, Wes Bell, Anthony Braunger, Ryan Briggs, Jubal Brumble, Malcolm Burke, Eric Burnette, Levi Connelly, Daniel Gallinger, Horacio Garcia, Clayton Gordon, Ricky Harrison, Ron Hartman, Adam Hastings, Mike Hogenson, Breck Hosford, Jacob Keffer, Todd Keffer, Tyler Keffer, Cael Kent, Steve Kopki, Gunnar Larsen, Jacob Laughlin, Brianna Marcantoni, Ethan McConnell, Scot Moore, Izayah Moriguchi, John Peters, Chris Pirtle, Steven Serjeant, Frank Travis, Anderson Vanberg, Gregg Wallsmith, Brian Warnick, John Wettengel, Leroy Wyant and Logan Zenk!



## Looking Back

### Murphy LVL Sutherlin

In 2008, Chambers Construction completed Murphy Company's Laminated Veneer Lumber (LVL) Manufacturing Plant and Distribution Center in Sutherlin, Oregon. The 214,000 SF facility was constructed with pre-engineered metal and features a standing seam roof system. The plant, once complete, created 80 new jobs for the local community.

Project Manager: Dave Hoffman



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