



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

"Pick 3"

There is an old saying in construction about what a contractor delivers to an Owner. It goes like this... When talking about a project with an Owner, many contractors tell them a project consists of three benchmarks, **1) Price, 2) Schedule, 3) Quality**; then they tell them they get to pick two of the three. I don't buy into that. In fact, I feel it goes against everything Chambers stands for.

Chambers has an excellent reputation for delivering projects on time, on budget and of high quality. Historically, our book of work relies heavily on repeat clients or new clients who are referred to us from other clients. How do you think that would go if we only delivered on two of the three benchmarks? Owners would be hesitant to use us again. It

wouldn't take long for the word to get out that Chambers doesn't hit the mark in one of the benchmarks or another.

Let's look at the three benchmarks.

1) Price: If we don't deliver on a competitive budget for any project, the risk of it not moving forward is likely. Our Chambers teams work diligently to analyze and quantify construction costs so our clients can make the best educated decisions to proceed with their project or not. If we don't do our job in the early stages of a project, clients won't have valid information to make decisions.

2) Schedule: If we don't perform and miss completion dates, that usually equates to a loss of revenue for our clients as they aren't able to use the building for the intended purpose. Our Chambers teams work hard to identify schedule risks and deal with the plethora of issues that come up during a build to complete the project on time. If we don't deliver, clients aren't happy. If clients aren't happy, we don't get repeat work or referrals.

3) Quality: We must deliver a high-quality product. I've never had a client tell me they are "OK" with poor quality if the building is completed on time and it's cheap. All of our clients expect us to produce a quality product. I would be hesitant to work for a client who doesn't care about quality. Again, our Chambers teams do a tremendous job on producing quality. Granted we do stub our toe now and again, but we always stand behind our product. Do you think we'd get referrals if we consistently delivered poor quality projects? It's doubtful.

So, for me the attitude has always been "Pick 3." We can't settle for only delivering two of the three. It seems like a fairly simple task to pick three, but the reality is it takes an extreme amount of hard work and dedication to make it happen. When I step back and look at all our teams and individuals at Chambers, it makes me proud to be part of the leadership, proud to tell people I'm part of Chambers. I hope you are, too.

Thank you for all you do and Go Chambers!

- Dave

Camas Ridge Elementary School
Self-Performed Work: Concrete, framing, finish carpentry, doors.

Civic Park Phase II
Self-Performed Work: TBD

GloryBee
Self-Performed Work: Demo, rebar install, concrete, wall forms, structural steel install, framing, doors and roof.

Lane County MAT Clinic
Self-Performed Work: TBD

Papé Corporate
Self-Performed Work: Demo, framing, shelving, bathroom partitions and accessories and doors.

Eugene Family YMCA
Self-Performed Work: Grout, framing, finish carpentry, doors and fencing.

Oregon Urology Institute
Self-Performed Work: Demo, wood framing and finish carpentry.

Oregon Imaging Center
Self-Performed Work: TBD

Marist High School
Self-Performed Work: Demo, pump pour, wood framing, curtain walls, cabinets and concrete.

PROJECTS BIDDING



30 Large Projects
\$281,761,290

33 Small Projects
\$1,349,125



99,809

HOURS WORKED
WITHOUT INJURY
2/28/2023

Chambers Construction celebrates **68 years** in business on April 1st!

Employee Spotlight



Levi Connelly and his pup, Bella!

Levi Connelly

Levi Connelly is our resident expert on all things QA/QC for our jobsites! He has lived in multiple areas of the country like Indiana, Washington, California and Arizona before settling down in Oregon with his wife and two children.

We have been lucky enough to have Levi at Chambers for 19 years! He started as a carpenter and filled in at quality control after his shoulder was injured and he hasn't looked back. Prior to working with us, Levi was in industrial construction in Arizona, building a power plant. One of his favorite things about the job is that he can actively prevent issues from occurring by working with people to prevent common mistakes that cause issues down the road.

Levi enjoys several hobbies outside of work such as hiking, photography and making drone videos. He has even created a YouTube channel with several videos of his adventures, many of which include his beloved dog, Bella! A couple things on his bucket list include hiking to the top of Diamond Peak and to someday travel to Iceland, Switzerland or Norway.

When asked about Chambers, Levi said he enjoys that the company is family oriented, community based and feels like a small hometown company that can really make a difference wherever we go. He also feels like we are constantly trying to make things better for our employees.

We appreciate all you do for us, Levi!

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: Peggy Burian!

Last issue we asked, "How much money per year is lost due to construction equipment theft?" and the answer was more than \$1 billion nationwide.

This Month's Trivia Question: What is the leading cause of injury on construction sites?

For a chance to win this month's drawing and \$50, submit your answer to Kristen Ross by April 15, 2023 at kross@chambers-gc.com or call her at 541-868-8529.

Employee Spotlight

Meet Your Safety Committee

At Chambers, we take the health and safety of our employees seriously. Our Safety Committee has grown over the years and now includes Chris Anthony, Jon Baugus, Peggy Burian, Levi Connelly, Debi Creager, Kevin Ebert, Scot Moore, Kellie Norris and John Wright. We wanted to welcome the newest member, Kevin Ebert, who joined shortly after being hired at Chambers in January!

This team meets once monthly to go over all the safety related issues in the company. This includes discussing current project hazards and what actions to take to mitigate risks, reviewing all accident and incident reports, overseeing third-party safety inspections and reviewing the company's safety related policies to keep them current. They also act as an advisory group to management.

Speaking of safety... don't forget to report near misses! The committee uses these cases to help improve our jobsite safety and prevent the same mistakes from occurring again. You should report when:

- Someone COULD have been injured
- Something COULD have been damaged
- UNSAFE ACT
- UNSAFE CONDITION
- UNSAFE USE OF EQUIPMENT



As you can see, for every 300,000 unsafe acts, there is one fatality. Let's do our part to keep everyone safe! You can use the QR code on page 9 to anonymously submit any near misses you see on the job.

If you are interested in joining the Safety Committee, please contact Scot Moore at smoore@chambers-gc.com.



Introducing Kevin Ebert!

Kevin joined Chambers in January as our newest Project Manager! Kevin was born in Portland, raised in Central Oregon and later moved to California. His family includes his lovely wife and two children who live in Washington and California.

Kevin has 27 years of construction industry experience under his belt and has worked all over the western United States, including Alaska and Hawaii. One of his favorite parts about the job is the sense of completion at the end of a project.

When Kevin isn't working, you can probably find him out golfing, fishing or taking a nap. He has already crossed off a couple of bucket list items including getting a riding lawnmower and driving a Mustang Shelby but he would still like to travel to

Vermont, Connecticut and Maine to see the leaves change and spend a couple weeks at the Smithsonian.

When asked about Chambers, Kevin said he is excited to be a part of the team and to help build a legacy. He is looking forward to meeting everyone!

Welcome to the team, Kevin!

4 Your Health

Spring Clean Your Health

We have all noticed the days getting longer, the weather trying to get warmer and some signs of spring are starting to show here in Eugene! Now is a good time to evaluate your lifestyle and eating habits to make small adjustments to improve your health.

Eat Fresh, In-Season Fruits and Vegetables

Spring weather brings the opportunity for a variety of fresh fruits and vegetables to add to your diet. Foods like bell peppers, mushrooms, zucchini and berries all have micro-nutrients that our bodies need. Try hitting up the local farmers market and see what kinds of produce they have!

Be Mindful of What You Are Eating

Along with warmer weather comes the opportunity for picnics and barbecues which are usually full of fattier meats, potentially unhealthy dips and likely alcohol and sweets. While you don't need to completely avoid these items, it is important to enjoy in moderation. Some swaps that you can make are leaner protein options like turkey and chicken burgers with fresh fruit salads.

Stay Hydrated

Staying hydrated is important year-round, but when it is warmer outside, our bodies can lose moisture more quickly through sweat. Mild dehydration can lead to fatigue and headaches but can progress to more serious health risks as it worsens. To avoid this, try to drink one half to one full ounce of water for each pound you weigh daily.

Get Outside!

Physical activity is important and can be as simple as a neighborhood walk, spending time in the garden or playing with your dog in the backyard. Essentially, the goal is to get up and get your muscles moving. Misbah Keen, MD, states that getting outside "engages all of your senses, and it has a big effect on your mood and self-esteem."

Soak Up Some Sun

Getting some sunshine can help both your physical and mental health. The light exposure can help release serotonin in your body - a chemical linked to boosting your mood. It can also help increase your vitamin D levels which aid in skeletal, cardiovascular, neurological and immune system responses.



Protect Your Skin and Eyes

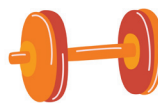
Don't forget your sun protection! Sunscreen, sunglasses and protective clothing can all help keep you protected from the sun's damaging UV rays. Be sure to reapply sunscreen every couple of hours when skin is directly exposed to the sun.

Work on Your Sleep Schedule

If cold, dark winter days threw you off a regular sleep schedule, now is the time to reset! If you have a hard time falling asleep at night try to avoid large meals and exercise two hours before going to bed, limit your blue light exposure on phones and computers just before bed and stay away from caffeine in the afternoons. In addition to this, if you are able to wake up at the same time every day, this helps your circadian rhythm and will make your wake up routine easier as time goes on.

Adapted from [9 Tips for Spring Cleaning Your Health](https://www.everydayhealth.com/wellness/tips-for-spring-cleaning-your-health/) written by Quinn Philips as published on <https://www.everydayhealth.com/wellness/tips-for-spring-cleaning-your-health/>.

Welcome to the Wellness Committee, Peggy Burian!



Peggy will be stepping in to lead the Wellness Committee. If you are interested in joining, contact her at pburian@chambers-gc.com. Keep an eye out for events coming soon!

Employee Spotlight



Caught in the Act!

In January, **Cheryl Williams** nominated **Kim Cailteux** for being a team player, **CV #2**. "She is such a yes person – always ready to back me up at the front desk, even when she's busy and doesn't make me feel guilty for asking." This is a great trait of a team player. Thank you Kim! She also nominated

Peggy Burian for being a great trainer, **CV #3 & 5**. "She is patient, encouraging, and has taught me what I need to know as well as where to find answers when new things come up." All three will receive \$100 and be entered in the year-end drawing for \$500.

In February, **Kristen Ross** recognized **Mike Jenkins** for demonstrating **CV #3**. "Mike sent photos in to show some of the steel progress at Camas Ridge and said he just wanted to offer them in case we could use them on social media. Thanks for going out of your way to help me with a part of my job!" Kristen and Mike each receive \$100 and will be in the year-end drawing for a chance to win \$500!

Peggy Burian reported the following, "I was stopped at a light and noticed **John Wettengel** cleaning up around the Paramount jobsite and **Izayah Moriguchi** talking to a sub in a very professional manner. They both looked like they cared about what they were doing and were both in the proper PPE. Considering they had no idea someone who works at Chambers was driving by and saw them, I felt like it was a 'Build it like you own it' moment." All three will receive \$100 and a chance at the \$500 drawing at the end of the year.

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



Innovation Suggestions

Kim Hutchens suggested translating our policies into Spanish for employees with English as a second language. Kim will receive \$100 for her suggestion and will be entered in the \$500 drawing at the end of the year.

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



Safety Suggestions

Mike Jenkins suggested – "In Case of Emergency Stickers" that go inside or outside of hard hats. Important health information that EMTs or coworkers might need in case of an emergency and contact information. He received \$100 for the suggestion and will be entered in the \$500 drawing at the end of the year.

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

April/May Work Anniversaries

Darell Stinson	26
Ron Hartman	16
John Wright	10
Ryan Briggs	9
Kim Hutchens	8
Janelle Welling	7
Tim Cabble	5
Anthony Braunger	4
Mike Jenkins	1

Birthdays

Jon McCoy	4/12
Leroy Wyant	4/13
Horacio Garcia	4/14
Levi Connelly	4/17
Jacob Wilson	4/24
Frank Travis	4/29
Hailee Horn	4/30
Anthony Braunger	5/8
Mike Good	5/12
Todd Keffer	5/26
Nathan Brinkley	5/26
Ethan McConnell	5/27



News

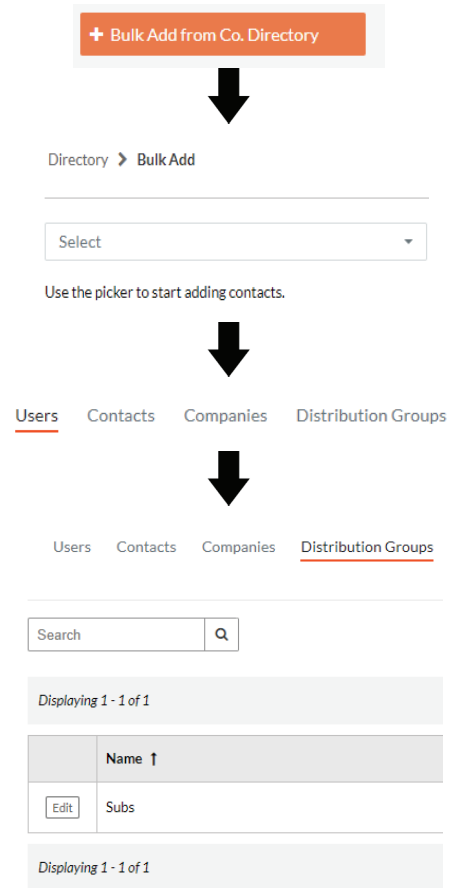


Directory

The Directory in Procore is a great source for everyone at Chambers who is on a project for accessing subcontractor and supplier contact names, phone numbers and email addresses. This is not something that anyone outside of Chambers has access to. The subcontractor company can be added to a project so that Project Managers are able to write their subcontracts or main line POs. We don't want to add people to the project until a subcontract or main line PO has been written.

To add people to your project, go to the orange button on the right (+Bulk Add from Co. Directory) and it will take you to another screen. In the (select box) start typing the name. When you see the name of the person, click the box to notify and then click "add to project". If you can't find that person in the Directory, email prococorecontacts@chambers-gc.com with the full name, email address and phone number of the person to be added. This is quick and shouldn't take long to do. If you have a company that you need to add, send their information to the same email address above. This takes a bit longer, so please be patient. Once you have the subcontractors and suppliers added to your project, you can now create a distribution list. Not everyone has permissions to do this so if you don't, contact your Project Manager, Project Engineer or Procore Contact and they can set this up for you. Having the Distribution List makes It very easy to send RFIs and schedules to all subs at the click of a button.

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



SPD at Papé Corporate Office

The Small Projects Division is wrapping up the 4th floor deck repair at the Papé Corporate office on Goodpasture Island Road!

Nice work Liz Becker, Levi Connelly, Horacio Garcia, Hailee Horn, Mike Jenkins, Ethan McConnell, Jon McCoy, Nancy Thornton and Jacob Wilson!





Crane Safety Tips to Prevent Accidents

Cranes pose potential hazards because the machines themselves and the loads they carry can cause harm when not properly handled. When working with large equipment, it is important to adhere to proper training and safety protocols. The Bureau of Labor Statistics reported that an average of 44 people die in crane related accidents in the U.S. every year. The most common accidents are dropped loads, not using a signal person, contact with power lines, improper maintenance and inspection and improper disassembly and assembly.

Select the Correct Crane for the Job

Choosing the correct crane type ensures safer operation. Cranes are either mobile or fixed and there are dozens to choose from.

Always Utilize Qualified Personnel

For safe operation of cranes, you need a trained person or persons for setting up, rigging, signaling, and operating the machinery. OSHA has regulations in place that allow only trained, certified and properly evaluated people to operate cranes on jobsites.

Read Operator Manuals

Even when employing qualified personnel, it is important to remember that cranes come from different manufacturers and each can have different controls, failsafe devices and features. Those operating or working with cranes should have a very good understanding of the specific one being used.

Perform Daily Operator Checks

The crane operator must use a daily inspection checklist to make sure it is safe prior to operation. These checks include pre-start, engine and safety system checks. They are also required to perform a series of hydraulic system checks. You should consult your site's daily operator for the specific checklist or tasks, which is usually about 40 or more items to check.

Avoid or Clear Obstacles During Travel

Prior to crane travel, it is very important to have a path planned that is clear of all obstacles. Hazards that can't be moved, like power lines or other permanent features, should be avoided by planning a path to keep a safe distance from these objects. A signal person will lead the crane during travel, making sure to alert the operator of potential hazards and to warn other personnel about the crane's movement.



Carefully Stabilize Crane Before Rigging

Mobile cranes use outriggers or other stabilizing features to prevent the crane from tipping over during operation. When you are stabilizing, remember to follow the manufacturer guidelines to extend outriggers. Always use outrigger or crane pads, and never place outriggers over voids, depressions, or unsteady ground. Many accidents and tip-overs occur because of improper outrigger setup, so be certain you've made a solid safety assessment of the outrigger placement.

Rig the Load Correctly

Proper rigging of loads will prevent objects from falling and potentially striking workers on the site. When rigging a load, you should consider using basket or choker hitching which are the two most common methods. A sling angle is used when lifting at any other angle than vertical. Make sure you have a complete understanding of the force, weight distribution and rigging techniques to help ensure a safer lift.

Understand Load Radius

One of the most important concepts to understand is load radius. This means that the further away the load is from the center of the crane, the less weight it can manage without tipping over or collapsing. This is affected by the angle of the boom.

Pay Attention to Load Limits

Many modern cranes include load moment indicators and rated capacity limiters. To determine if a lift is safe, keep these things in mind: rubber vs outriggers, rotation, load radius and reference load charts. ALWAYS know the weight of what you are lifting and discuss it with the crane operator before the lift. This is a crucial part of staying safe.

(continued on page 9)

itb+ IT Bytes

Frequent Issues with Zoom Meetings

Zoom meetings have become a part of our daily routine, especially after these past couple of years, yet we still run into issues with people being able to join calls. It's happened to us all. Here are the top three reasons people run into issues with Zoom and what you can do to avoid getting stuck.

The participant does not have their own Zoom account

At Chambers, one of our Zoom security settings is to only allow authenticated participants to join meetings. People do not need to have a license, but they do need to have their own Zoom account to gain access to a Chambers hosted Zoom meeting. This setting is Zoom's method of authentication. The other meeting guests have to be the specific people invited and they have to have a Zoom account.



Zoom is not up to date

Zoom requires users to be within three updates of the most current version. Keep in mind, Zoom can send out multiple updates per week. A good rule of thumb is to allow time before your meeting to sign in and verify that your account is up to date. To check if your account needs updates, go into the Zoom application. Once you log in, click on your initials in the top right corner of the screen, then click "check for updates." Once Zoom is finished downloading the updates, click Install.

Waiting until the last second to join a meeting

If you're trying to get into a meeting at the last second and you need one of the previous two steps completed, you're likely going to experience delays and some frustration. Remember to give yourself enough time to successfully login and make sure your video and audio settings are set, so you can start your meeting on the right foot.

If you still have questions, please contact IT for help!



Apprenticeship Graduation 2023!

On February 24th, we graduated our third class of apprentices. Friends, family and coworkers gathered to honor their accomplishments and celebrate their hard work. Way to go **Gunnar Larsen, Ethan McConnell** and **Anthony Braunger!**

News

Crane Safety Tips to Prevent Accidents *(continued from page 7)*

Use Proper Communication and Hand Signals

There is a standard set of hand signals and communication protocols that help facilitate the safe operation of cranes. In addition to hand signals, radios are used to make sure there is constant communication with the operator.

Manage Complex Lifts

Complex lifts involve loads that are greater than 80% of crane capacity or greater than 50% of lifts on barges. It's important to have a complex lift plan in place for any scenario, because these present the highest risk for tip-overs or equipment failure.

Consider renting an operated crane as they are needed. This option can be affordable and ensures that a qualified person is available to help with complex lifts and making sure that site safety protocols are being maintained.

Submit Near Miss Experiences

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

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

1. Scan the code
2. 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 or on his cell phone 541-972-0997 for more information. Interested teens are also eligible to attend apprentice classes.

News

Get Your New Chambers Construction Apparel!

— Several Styles to Choose From —



Order Deadline: March 31st

Return your completed order form to Kristen Ross.

If you are paying by credit card, return your paper form to Kristen and then enter your order online to complete payment. <https://ee.chambers-gc.com>

Questions about sizing or want to see samples?

Contact Kristen and she can help you.
kross@chambers-gc.com / 541-868-8529



CPR and First Aid Training!

Chambers will have a training class held on April 12th from 1:00-4:00 p.m.

If you need to update your certifications, contact Peggy Burian at pburian@chambers-gc.com.

Upcoming Events!

We have two upcoming walks that Chambers will be sponsoring, both taking place on Sunday, May 21st. If you are interested in participating in either walk please contact Peggy at pburian@chambers-gc.com!

Bark in the Park

Alton Baker Park at 8:30 a.m.



NAMI Walks

Island Park at 10:00 a.m.



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 nominations and "What's Wrong with this Picture?" submissions. The winners were:

- **Stacy Ivy** for safety suggestion
- **Cheryl Williams** for innovation suggestion
- **Kellie Norris** and **Levi Connelly** for core values
- **Levi Connelly** for "What's Wrong with this Picture?"

Here are some of our other winners with their door prizes!



Grand Prize winner Evin Avila!



Julie Green with the camping prize



Horacio Garcia with the spa basket

Project Spotlight

Oregon Lung Specialists

Chambers Construction was hired to complete a 15,365 SF tenant improvement project for Oregon Lung Specialists in their new location, located in Eugene. The project wrapped up in August 2022 and was an all-around success, with many thanks to the hard-working and dedicated crews who worked on it. Construction consisted of an extensive interior renovation, including new pulmonary examination rooms, minor procedure rooms and an updated administrative office space – all to help better serve their patients.

During the process of construction, there were a few notable items the team navigated. First, there was the building’s main front entry way. Because the vast majority of their patients are older with different accommodation needs, a wider and more accessible entry way had to be constructed. Second, there was also the occasional issue of patients falling ill or passing out in the restrooms, largely due to their heart and/or lung conditions. As a result, the team had to make sure the restrooms were built in a way so medical professionals could have safe access to provide care in those situations. In addition, the restrooms were built

out with special hardware and toilets to accommodate their bariatric patients.

Finally, the project required the installation of a dedicated fiber line from the building directly to PeaceHealth. The Chambers team worked with Builder’s Electric and their underground utility contractor who bored an underground conduit across Chad Drive allowing EWEB to pull the fiber cables through.

In the end, the project finished on time and on budget, making for a very happy client. And, the project looks beautiful, too!

Thank you to everyone who worked on this project and made it a success: Liz Becker, Nathan Brinkley, Dave Brunscher, Horacio Garcia, Mike Good, Julie Green, Ricky Harrison, Ron Hartman, Adam Hastings, Mike Hogenson, Hailee Horn, Breck Hosford, Rock Hunsaker, Mike Jenkins, Gunnar Larsen, Ethan McConnell, Scot Moore, John Peters, Chris Pirtle, Steven Serjeant, John Wettengel, Jacob Wilson, John Wright and Anderson Vanberg.



Looking Back

Cascade Health Solutions

In 2007, Chambers Construction completed a 20,000 SF tenant improvement project for Cascade Health Solutions at Jordan Plaza, located in Eugene. The extensive project consisted of creating administrative and patient exam/treatment areas for occupational medicine physicians, registered nurses, medics, mental health professionals, physical and occupational therapists and psychologists. The work continues to look beautiful still today!

Project Manager: Gary Wildish
Superintendent: Rich Ferrell



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CCB #114258

