



The Chambers Connection

Chambers Construction

Volume 2 Issue 3

May 2017

Presidents Message



Dave Bakke, President

Over the last few years the new Ownership Group has continued to discuss the direction we'd like to steer the company. What we discovered was we didn't have true alignment in goals for the company. We decided unanimously to get aligned and ventured into a lengthy process to first identify existing company values in order to align our goals and vision for the company moving forward.

We worked with professionals who facilitated us getting to the "core" of who we are as a company. Daily our focus is on "what" we do as a company. We build buildings and we do it very well! As do our competitors, who would also claim to do it well. So, what makes us different? How?

With these experts, we focused on discovering our "Core Ideology." You may ask what is Core Ideology? It is a combination of our *Core Purpose – why we do what we do, and*

Core Values –how we achieve our Core Purpose. This sounds simple, but the reality is, it was hard work! It required multiple all-day meetings with some intense brainstorming; literally dragging out our deepest thoughts and ideas.

Considering the group consists of 6 very different personalities, we are very pleased with the result and feel we hit the mark. Part of the process included interviewing 20 employees to get feedback on what we came up with. That said, I'll take this opportunity to roll-out the official Chambers Construction **Core Purpose (why) and Core Values (how) we do what we do:**

Core Purpose:

- Building what's important in peoples' lives.

Core Values:

- 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
- Put long-term relationships before short-term gains
- Build it like you own it.

While the purpose and values may seem simple on the surface, the interpretations of each one can vary. In the coming months, we will continue to explain more in depth why we feel these are a true representation of Chambers Construction.

If anyone would like to discuss the Purpose and Values, I would encourage you to reach out to any of us (Debi, Brian, Pat, Frank, Chris and myself). We are all available and would really enjoy the opportunity to explain the process and the meaning of our Core Ideology.

When we completed the work, we all agreed the Core Purpose and Core Values are aligned with who Chambers Construction is today and will continue to guide the company for years to come.

Very simply, we expect all members of the Chambers Construction team to diligently abide by these values and strive to live them, to represent Chambers in a positive and meaningful manner as our Core Purpose and Core Values exemplify. It's this ideology that makes me proud to tell people, I work for Chambers Construction.

Regards,
Dave B.



Oakway Center /Hyatt Place Hotel
Dave Bakke, Jon McCoy, Darell Stinson, Kevin Manning, Mel Taylor, Jerry Barr, Levi Connelly, Ron Hartman, Kenyan Hansen, Mike Hogenson, Adam Hastings, Anthony Johnson, Steven Serjeant, Todd McNally, Paul LaRose, Ryan Briggs, John Roe, Crispin Nunez, Max Brockmann, Ron Miner, Horacio Garcia, Tim Jacobs, Kellie Norris, Erin Lawrence, Cassandra Dare

River Road Elementary School
Frank Travis, Dennis Montgomery, Nancy Thornton, Jason Londo, Mel Taylor, Phil Finzer, Cassandra Dare, Todd Keffer, Isaac Zornes, John Peters, Ron Miner, Leroy Wyant, Crispin Nunez, Steven Serjeant, Roberto Sanchez, Gregg Wallsmith, Gary Martin, Horacio Garcia, Todd McNally, Mike Hogenson

Yogi Tea
Pat Duerr, Jack Makarchek, John Wright, Jon Baugus Gregg Wallsmith, Mark Harrington, Gary Martin, Ron Miner, Crispin Nunez, Levi Connelly, Horacio Garcia, Roberto Sanchez, Leroy Wyant

PakTech Cottage Grove
Chris Boyum, Don Brockman, Dave Hoffman, Shawn Hussey, Ryan Briggs, Anthony Johnson, Ron Miner, Steven Serjeant, Max Brockman

Milland Properties
Chris Boyum, Dave Hoffman, Kevin Belden, Steven Serjeant, Anthony Johnson, Crispin Nunez, Jason Londo, Roberto Sanchez, Gregg Wallsmith, Gary Martin, Leroy Wyant

Pastini Pastaria
Dave Bakke, Kellie Norris, Tim Jacobs, Jerry Barr, Adam Hastings, Anthony Johnson, John Roe

Grain Millers Flaking Penthouse
Phil Finzer, Dave Hoffman

The Child Center ICTS
Frank Travis, Kevin Belden, Ryan Briggs, Adam Hastings, Roberto Sanchez



Employee Spotlight

Horacio Garcia...

Horacio is originally from Guerrero, Mexico which is near Acapulco. He has been in Oregon for 25 years. He currently resides in Springfield with his three children, Ivan, Karen and Jair. Horacio really enjoys taking care of his home, his garden and spending time with his kids. He frequently plays soccer and volleyball and enjoys fishing. He does go back and visit his family in Mexico, but loves Oregon and is really happy working for Chambers Construction. Horacio recently passed the United States Citizenship exam. Congratulations Horacio!

Horacio is currently working at the Yogi Tea jobsite. He originally began working for Chambers in 2009. He was laid off and returned in 2013 and has been a valuable, versatile member of the Chamber's team. He is skilled in many areas with carpentry and concrete. He previously had experience in concrete before joining Chambers. Frank Travis stated that "Horacio is one of our well rounded concrete guys. He has knowledge of forming, placing, finishing and has done some of the best concrete patching I have seen in a long time. He enjoys what he does and is a huge asset to our team." Thank you Horacio for all your hard work!



Congratulations to Chris Boyum who graduated from the 2016-2017 Leadership Eugene-Springfield class !

The purpose of Leadership Eugene-Springfield is reflected in its goal to create knowledgeable, networked, skilled, involved and passionate leaders who will:

- advocate for and represent the community as whole.
- value the interaction of government, business and charitable institutions in creating a healthy Eugene-Springfield economy.
- be involved in creating a positive future for their community.

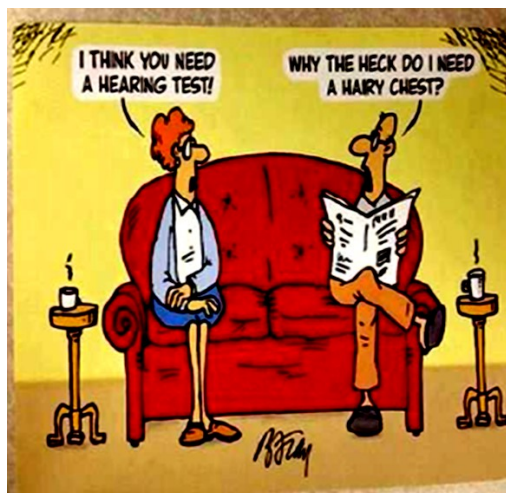


Jun/July Anniversaries

Dave Hilles	45
Dave Bakke	25
Brian Erickson	21
Debi Creager	18
Frank Travis	14
Mark Harrington	13
Chris Boyum	13
Shawn Hussey	12
Ted Corbin	4
Gary Martin	4
Tim Jacobs	4
Ron Miner	4
Horacio Garcia	3
Nancy Thornton	3
Phil Finzer	2
John Peters	1

SAVE THE DATE!!!

Chamber's annual **mandatory** hearing test for **all company employees** is set for **Tuesday, June 20th** located in the warehouse. Stacy Ivey will be sending out a memo requesting that you call her to schedule the time to do your test. The test takes about 5-7 minutes. We will be testing from 8:00am until 4:45pm.



Birthdays

Janelle Welling	6/3
Brent Shjerve	6/4
Todd McNally	6/14
Tana Baker	6/18
Tim Jacobs	6/21
Cassandra Dare	7/4
Adam Hastings	7/7
Kenyan Hansen	7/12
Dave Hilles	7/13
Jerry Barr	7/28

Employee Spotlight



Ron Miner, Oakway /Hyatt



Tim Jacobs, Pastini Pastaria



Todd Keffer, River Road Elementary



Ron Hartman, Oakway/Hyatt



Steven Serjeant River Road Elementary



Pat Duerr & Erin Lawrence



Mike Hogenson, Oakway/Hyatt



Ronald McDonald Walk: Kellie Norris, Pam Hansen, Dave Hoffman, Cassandra Dare, Jenna North, Erin Lawrence, Kim Hutchens and Scot Moore with family and friends.



Jon McCoy, Oakway/Hyatt



It Can Wait 28 Challenge

Distracted driving is the act of driving while engaged in other activities – such as using a cell phone or smart phone, talking to a passenger, rubbernecking, texting, eating, drinking, smoking, attending to child passengers or pets, grooming, reading, including maps, using a navigation system, watching a video, adjusting the radio, CD player or MP3 player or adjusting temperature controls. These activities take the driver’s attention away from the road and compromise the safety of the driver, passengers, bystanders and those in other vehicles.

Behind the wheel, driving is your primary job.

The Company’s Cell Phone Policy states, “Employees may not use cell phones while

operating a motor vehicle during normal working hours, while on the job outside of normal working hours, whether in a company vehicle, or using a personal vehicle for company purposes.”

Traffic safety experts classify distractions into three main types:

- Manual (hands off the wheel)
- Visual (eyes off the road)
- Cognitive (mind off the task)

Many safety studies have focused on the cognitive and found that even when a driver’s eyes are on the road and hands are on the wheel, sources of cognitive distraction cause significant impairments to driving, such as:

- Suppressed brain activity in the areas needed for safe driving;
- Increased reaction time (to peripheral detection and vehicle braking);
- Missed cues and decreased accuracy (to peripheral detection; and
- Decreased visual scanning of the driving environment (or tunnel vision).

Driver interactions with in-vehicle speech-to-text systems and hands free phones create the highest level of cognitive distraction among the tasks assessed. Simply put: **“hands free” does not mean risk free!**

Why does texting have such a bad reputation? Because it involves *all three types* of distraction, all at once. Text messaging creates a crash risk 23 times greater than driving without distraction.



Talking on a cell phone quadruples your risk of an accident, *about the same as if you were driving drunk.*

10% of all traffic fatalities are due to distracted driving, over 3500 deaths a year in the United States.

Despite these statistics, 37% of drivers admit to having sent or received text messages while driving, 18% admit doing so regularly. And 56% of drivers use hands free devices.

Let’s end distracted driving - take the **“It Can Wait for 28 Challenge!”** For the next 28 days resolve to let the distractions wait until you are done driving:



I pledge to be an attentive driver:

- Turn off your cell phone when you get in your vehicle
- Put your phone on silent mode and place it where you can’t peek at it.
- Use an app that blocks your ability to receive or send texts while driving.
- Allow the passenger to operate the phone.
- Let someone else drive so you can

freely make or receive calls.

- Pull over to make calls or texts.
- Turn your phone back on when you are done driving.

At the end of the challenge, the new habit will be one where we don’t allow distractions while driving. Good luck everyone!



INNOVATION IDEAS

Ideas submitted in 2017 so far include:

Installing a simple dash cam in the company cars in the unfortunate event of an accident—Isaac Zornes

During slow times have Cook Off Contests with a planned menu—Tana Baker

Have a dedicated email address for subcontractors to send in subcontracts and change orders— Pam Hansen

Use hands free speaker phones—Tana Baker

Suggestions for training and recruiting the next generation of construction workers—Mark Harrington

Congratulations to Mark for winning the \$100 award for his suggestion. All suggestions will be in the year end drawing for \$500.

We encourage employees to submit their ideas to Tana Baker via her email at tbaker@chambers-gc.com or mail them to her at the office, or send them in with a superintendents’ paperwork.

Thank you to everyone who has submitted an innovative idea and keep those bright ideas coming!

Employee Spotlight

Don Brockmann...

Don Brockmann is a name we often hear with high regards in his ability to get the job done well. Don started working for Chambers Construction in 1988. His first job site was Industrial Publishing/Koke Printing and his first superintendent job was overseeing the construction of Dave & Diza Hilles' home.

Some of his favorite projects have been working with Pacific Retirement Services who own Cascade Manor and Rogue Valley Manor. Don had to live in Medford for two years for the Rogue Valley Manor job and he has been able to personally visit some of his work at Cascade Manor, as he has good friends that reside in one of the homes there.

He says it is very exciting to go in and mobilize a jobsite, and extremely satisfying when you finish a project with a happy owner.

When asked what he likes most about his job he enjoys the people he works with and the relationships he has built, he has made many good friends from all the projects he has been involved with over the years.

He has been tasked with training some new hires at Chambers and the advice that he would give them is to come to work with an attitude that you want to learn, keep your mouth shut, your eyes

open, and learn from the guys that know what they are doing.

Don's hometown is Coquille. He has three grown sons; Alex, Max and Joe. He will be a grandfather soon. Don spent about 12 years heavily involved with the Boy Scouts and a lot of time backpacking with his boys.

Don and his wife Rosemary have a vacation home that he built himself in Bandon and they enjoy golfing and bicycling. They are very involved with Cycle Oregon and have gone on rides up to 100 miles a day.

Don has been playing guitar for about 5 years and he also enjoys fishing. He volunteers weekly at the KVRM radio station and helps promote it. He plans on volunteering as a ranger at the golf course at Bandon Dunes.

Don will soon begin his last project with Chambers Construction building the Chinook Winds parking garage and plans on retiring at the end of this year. He is looking forward to more traveling adventures with Rosemary and they plan on visiting Bellagio, Lake Como Italy in fond remembrance of their wedding at the Bellagio Hotel in Las Vegas.



Memories

"I first worked with Don on Waterford Grand. The original superintendent had quit and the company put Don in the middle of the fire!

We worked very closely together in the trailer for a good year or so. He's an avid golfer, and a Grateful Dead wanna be.

While in the trailer, Don would always have the radio turned on to the Sheldon High School station where he volunteers.

John Wright

He would always ask me 'what's the name of this song, or who's this band?' I'm old school 70's rock and roll and he has enlightened me to different kinds of music. I invited him to the KISS concert last year and we had a blast!

I've grown very fond of Don, he's a good guy, a good husband and a good company man. This photo is him on a balcony at Waterford Grand, surveying the project. The company is very lucky to have Don."

Memories

"Because we are both superintendents, it is rare, and in fact has been a long time since Don and I have worked together. This doesn't detract from the respect I have for Don as a colleague however, as the same contractors work for Don as work for me, and he is always referred to with the utmost respect from all those I have inquired of.

I can say that Don has always been a good friend and we have on occasion watched a game or had lunch together. Just the other day Don called me up to have lunch as a friend and to purposely encourage me to hang tough on the difficult job I am working on. That meant a lot to me and was much appreciated.

Mostly I know from observing in action and by the resulting fruits, Don is a great father and has raised some wonderful boys."

Jon McCoy

Employee Spotlight

Don Brockmann Word Search

See if you can find these projects and words associated with Don.

C	T	S	A	C	R	E	D	H	E	A	R	T	S	U	P	P	O	R	T	S	E	R	V	I	C	E	S	B	U	I	L	D	I	N	G	R	T
O	F	N	E	R	A	N	D	F	L	E	M	M	I	N	G	E	S	L	N	M	X	E	E	B	A	G	L	S	T	A	C	I	R	K	L	L	N
O	B	S	N	O	I	T	I	D	D	A	E	C	A	L	P	R	O	N	A	M	E	D	A	C	S	A	C	H	A	Y	C	R	O	N	E	S	A
S	G	T	L	L	E	Y	M	A	O	F	F	C	L	L	E	Y	M	A	C	A	S	C	D	A	C	P	O	M	U	L	B	T	Y	O	A	C	L
B	N	R	O	G	U	E	V	A	L	L	E	Y	M	A	N	O	R	H	E	A	L	T	H	C	A	R	E	B	S	D	U	T	H	I	F	F	P
A	D	A	N	A	T	C	A	S	C	D	T	O	F	F	C	L	L	E	Y	M	A	R	R	Y	D	A	I	M	F	J	I	I	M	S	E	B	T
Y	F	C	N	L	O	F	F	C	T	E	G	A	R	O	T	S	I	N	I	M	R	E	B	R	E	G	T	H	O	A	L	N	D	N	L	U	L
C	E	S	N	P	T	L	L	E	Y	M	A	T	C	A	S	C	D	M	C	R	A	F	T	S	M	A	N	J	R	C	D	A	H	A	D	O	A
I	P	A	C	I	F	I	C	S	O	U	R	C	H	E	A	L	T	H	P	L	A	N	S	A	R	R	Y	E	A	I	T	E	P	D	S	H	
T	I	N	L	N	I	M	S	L	L	E	Y	M	A	I	M	R	R	Y	M	O	F	F	C	M	N	J	I	M	S	S	N	C	G	X	U	T	P
Y	R	T	H	E	L	C	A	S	C	D	R	R	Y	O	F	F	C	L	L	E	Y	M	A	M	O	T	H	E	T	C	G	I	A	E	K	U	S
H	P	E	A	C	E	H	E	A	L	T	H	M	O	C	K	U	P	P	A	T	I	E	N	T	R	O	O	M	S	A	I	C	R	S	K	D	A
A	S	L	L	A	P	A	K	T	E	C	H	O	F	F	I	C	E	C	O	T	T	A	G	E	G	R	O	V	E	D	I	A	A	U	R	E	L
L	N	I	M	T	C	A	S	C	D	S	I	N	N	E	T	D	N	A	M	I	W	S	E	N	E	G	U	E	R	E	R	B	G	P	O	N	E
L	N	T	H	E	I	M	F	O	O	T	B	A	L	L	P	O	O	L	I	M	R	R	Y	C	E	R	R	Y	V	M	E	L	G	M	T	T	V
A	L	B	E	R	T	S	O	N	S	S	P	R	I	N	G	F	I	E	L	D	T	H	A	M	O	A	I	A	M	E	N	A	S	R	A		
N	P	J	S	I	R	C	A	S	C	D	T	H	O	F	F	C	M	R	R	Y	M	R	O	C	A	S	C	D	C	N	O	V	I	C	L	E	R
D	C	E	U	N	O	F	F	C	O	S	M	I	T	H	I	N	D	U	S	T	R	I	A	L	P	A	R	K	E	O	D	I	K	R	L	C	G
P	D	R	O	G	U	I	M	O	F	F	C	T	T	C	A	S	C	D	U	E	K	I	M	A	O	E	T	H	B	R	E	S	R	O	R	D	
O	E	R	H	K	O	K	E	P	R	I	N	T	I	N	G	T	H	M	T	L	O	F	F	C	A	X	B	I	L	E	L	I	A	N	R	E	N
L	E	Y	D	X	F	R	R	Y	E	S	U	O	H	L	A	M	I	N	A	N	D	M	S	M	S	C	A	N	U	X	T	O	P	A	K	A	A
I	F	S	R	O	E	K	O	F	F	C	K	T	H	L	N	D	O	U	R	R	Y	R	C	T	A	E	N	M	E	T	U	N	S	M	N	T	D
C	G	R	A	I	N	M	I	L	L	E	R	S	T	R	A	I	N	S	T	A	T	I	O	N	B	L	D	G	R	E	M	O	D	E	L	I	N
E	H	E	Y	L	T	E	L	U	R	R	Y	T	N	D	L	N	T	M	Q	S	N	D	U	I	M	S	O	V	I	R	E	F	N	D	I	O	A
D	L	M	L	T	O	N	K	C	A	S	C	D	M	I	O	E	E	O	E	I	M	M	T	A	O	I	N	M	V	I	M	F	I	A	M	N	S
E	L	O	I	P	N	T	M	O	F	F	C	R	V	N	W	U	A	C	A	R	R	Y	I	S	A	O	I	M	E	O	N	I	W	C	I	C	E
P	A	D	H	R	H	O	T	H	N	D	M	A	T	A	I	M	I	S	O	N	D	S	N	A	S	R	N	D	R	R	U	C	K	S	T	E	N
T	H	E	P	T	A	R	N	D	R	U	P	L	R	K	S	V	A	E	U	T	T	G	I	M	R	R	Y	R	I	M	E	O	A	E	N	E	
S	A	L	T	H	L	M	P	O	P	S	K	T	N	D	R	O	O	A	M	N	N	X	Q	R	A	N	D	S	X	O	S	O	C	R	T	G	
E	I	M	T	E	L	N	S	U	T	O	A	S	H	E	R	M	A	N	B	R	O	T	H	E	R	S	L	I	N	N	D	N	P	A	E	U	
I	B	O	F	F	C	E	D	A	P	N	R	I	S	N	T	K	I	T	N	D	G	A	Y	A	B	N	D	P	K	O	K	E	I	P	U	R	E
S	M	O	T	I	M	U	L	R	D	I	G	N	L	K	Q	B	R	H	X	A	D	B	N	M	K	O	K	E	P	G	T	N	H	X	Q	L	L
M	U	T	M	A	R	F	L	C	N	D	A	R	B	S	U	P	E	R	I	N	T	E	N	D	E	N	T	H	P	I	M	C	R	S	O	L	
I	L	U	R	T	C	B	O	N	D	M	H	I	N	M	A	N	N	E	W	B	O	T	T	L	I	N	G	F	A	C	I	L	I	T	Y	B	I
C	O	Y	C	I	L	M	S	B	U	R	N	D	K	O	K	E	L	E	Z	N	D	K	O	K	E	M	T	C	I	R	R	O	D	L	B	A	
U	C	M	T	C	P	O	T	H	C	A	R	P	E	N	T	E	R	S	L	C	A	S	C	D	F	L	I	A	K	O	K	E	F	U	L	Y	R
P	O	S	P	A	I	M	F	O	N	D	C	A	S	C	D	B	R	O	N	D	N	T	H	L	F	K	S	L	F	R	R	Y	C	O	R	T	
G	U	T	N	M	V	O	L	U	N	T	E	E	R	M	R	R	Y	N	K	O	F	F	C	B	I	L	R	R	Y	H	O	T	H	K	H	E	S
R	M	Y	I	M	T	N	D	R	L	P	I	M	N	T	H	N	S	C	R	R	Y	X	C	G	I	M	D	R	G	E	R	N	F	M	M	A	
A	S	T	H	P	D	U	O	J	O	R	D	A	N	S	C	H	N	I	T	Z	E	R	M	U	S	E	U	M	Y	G	J	A	S	A	I	O	N
D	I	M	E	N	I	O	F	F	C	N	D	R	G	C	A	S	C	D	N	D	K	E	L	L	O	P	Q	C	H	A	T	H	L	N	R	D	I
E	S	D	A	R	R	Y	C	A	S	C	A	D	E	F	A	B	R	I	C	A	T	I	O	N	O	N	D	C	A	S	C	I	T	G	E	P	
S	M	T	T	H	S	I	L	L	A	V	R	O	C	L	L	I	F	D	N	A	L	Y	E	L	L	A	V	T	H	N	D	I	M	P	H	L	A
T	A	P	L	E	A	S	A	N	T	H	I	L	L	S	C	H	O	O	L	D	I	S	T	R	I	C	T	A	D	D	I	T	I	O	N	S	C
B	D	C	K	F	R	L	O	O	W	A	T	E	R	F	O	R	D	G	R	A	N	D	A	S	S	I	S	T	E	D	L	I	V	I	N	G	B

- Albertsons Springfield
- Alpine Catering
- Animal House
- ATandT
- Bandon
- Carpenter
- Cascade Fabrication
- Cascade Manor
- Cascade Manor Campus Expansion
- Cascade Manor Exterior
- Cascade Manor Place Addition
- Chinook Winds Parking Garage
- Coos Bay City Hall and Police Dept Seismic Upgrades
- Craftsman
- Dept of Human Services
- Duck Fan
- Eugene Sand and Gravel Asphalt Plant
- Eugene Swim and Tennis
- Excelsior
- Football Pool
- Gerber Mini Storage
- Grain Millers Train Station Bldg Remodel
- Hilyard House
- Hinman New Bottling Facility
- Holly Square TI
- Jerry's Remodel
- Koke Printing
- Lane County Mental Health
- LCC Building 11 Remodel
- Mentor
- Nascar
- Ofner and Flemming
- Pacific Metal
- PacificSource Health Plans
- PakTech Office Cottage Grove
- Peace Health Mock-up Patient Room
- Pleasant Hill School District Additions
- Rogue Valley Manor Health Care

- Rosemary
- Rustic Flats Pavilion Terrace
- Sacred Heart Support Services Building
- Sani-Pac
- Scouting
- Sherman Brothers Linn

- Smith Industrial Park
- Stewart and Company
- Superintendent
- TCI Cablevision Offices
- Three Sons
- UO Columbia Hall
- UO Fenton Hall

- UO Jordan Schnitzer Museum
- UO Student Recreation Center Lobby Remodel
- US Forest Service Blue River Valley Landfill Corvallis
- Volunteer
- Waterford Grand Assisted Living

Memories

"I've known Don Brockmann aka: 'MacGyver' for 25 years. Don has always had the uncanny ability to make something work without always having the right ingredients, parts, or help. It didn't matter if it had to do with family, a project, scouting, volunteering, cooking or finding your way back to the city from out in the middle of a corn field.

Within the first week of working with Don he said, "it isn't broke until it can't be fixed." That pretty much sums up how Don approaches life. Never quit, there is always a solution, there is always an upside; no matter how dire things may get.

Working with Don has been a great experience, knowing Don as a friend has been even better."

Dave Bakke



Animal House was Filmed while Don attended the U of O.

Memories

"I started my first day at Chambers Construction on a Don Brockmann job; for upwards of 20 years I have been fortunate to be on many of his projects.

DON... the quintessential optimist whose glass is always half full.

The Manager...making coffee an hour before anyone arrives, adjusting from yesterday's disappointments, planning for today's successes.

The Colleague...making it personal, taking a minute to ask, "How was your night?" or "Do you have any plans for the weekend?"

The Schmoozer...building relationships with

Subs, Owners and Inspectors, while the smell of microwave popcorn hovers over the conversation.

The Superintendent...forgoing personal plans, delaying vacations, choosing today's lunch options from yesterday's sandwich still uneaten or the previous day's apples, simply because there wasn't time.

I will leave the accolades of 'Profits' and 'Projects' to others; surely there will be many. As for myself, Don has been a Teacher, Mentor, Confidant, and Coach, and I am proud to call him my friend."

Darell Stinson



Health and Fitness, the Minimalist Way

Nia Shanks of [Lift Like a Girl](#).

Minimalism provides myriad benefits. Less stress. More time. A greater appreciation for the people and events that truly matter in your life.

The Minimalist Guide to Health and Fitness

Follow these bare essentials to improve your health while saving precious time, and even money.

Move your body in a way you enjoy. Traditional “exercise” is not mandatory. Sure, you can join a gym if you’d like but it’s not necessary. You can perform [bodyweight workouts](#) at home or use free weights if you’d like to engage in resistance training.

Take advantage of local parks and go hiking, ride a bike, or anything else available in your area. Trying a new hobby is a terrific way to discover new passions and appreciate your body for the wonderful things it can do. You can also perform these activities with the family so everyone can improve their health and spend quality time with each other.

What you do isn’t near as important as doing something consistently. Aim to move your body on a near daily basis for at least 20-30 minutes. Remember the possibilities are endless ranging from bodyweight workouts at home to exploring local parks.

Search your local area and see what you can find to explore.

Eat well, simply. Nutrition can seem complicated as a result of fad diets that come and go every few months, but it needn’t be. Research has proven what matters most: make sure your diet consists mostly of real, minimally processed foods. Eat a variety of fruits, vegetables, nuts and seeds, beans and legumes, dairy, eggs, fish and seafood, and meat and poultry. (You can omit the animal products if you’re vegan or vegetarian).

A few other key guidelines are beneficial: make eating fruits and vegetables a high priority, stop eating once you’re satisfied but not stuffed, enjoy your favorite not-super-healthy foods on occasion. This way you can still enjoy events like birthdays, anniversaries, holidays, and other occasions that include your favorite foods without unnecessary guilt.

Focus on the lifestyle, not the goals. One of my favorite sayings is the journey is the destination. Even if you have excess weight to lose don’t focus exclusively on that goal. Instead concentrate on the daily

journey. Enjoying delicious, satisfying meals with your family and moving your body in an enjoyable way. Do those things consistently and the additional benefits, such as weight loss, will be a tremendous side effect.

Strive to make eating well and moving your body in an enjoyable way part of your daily life. Enjoy the journey and additional results will follow.

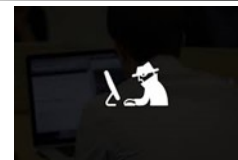
Do these things for the right reasons. Most images and messages for health and fitness revolve around aesthetics: all for the sake of improving how you look. But don’t get caught up in that propaganda. Eat well and move your body to discover the amazing things it can do. Getting and staying strong and agile will help ensure you avoid injury, age gracefully, and allow you to continue doing the activities you enjoy, as well as trying new ones.

Losing excess weight can certainly be a benefit to improving your health and fitness habits, but don’t lose sight of the other, perhaps better, benefits you can reap from moving and eating well daily.

Focus on applying those few tips consistently—move your body frequently in ways enjoyable to you, eat well in a simple way, enjoy the journey, and do these things for the right reasons—and you’ll improve your health, fitness, and quality of life, the minimalist way.

itb+ IT Bytes

I’d Rather be Fishing



Considering recent events where we have been the victim of email spoofing, we thought to share some information on what spoofing is and a few other malicious things that are prevalent out there right now. Remember, **do not open links or attachments from unknown senders or that look questionable.**

Email Spoofing – Occurs when email is sent with falsified “From:” information to appear that the message is from a friend or some other legitimate source. This is like sending a letter with a forged return address. We’ve seen a lot of these lately.

Phishing Email – is designed to steal money by obtaining sensitive information such as usernames, passwords, and credit card details. Phishing often directs users to enter personal information at a fake website, and may contain links to websites that are infected with malware. Phishing email often looks like it comes from your bank or credit card company telling you they need updated personal information. The last known phishing scams toward our employees looked to come from Bank of America.

Trojan Horse – or Trojan is a type of malware that is often disguised as legitimate software. Once activated, you can be spied on, have sensitive data stolen and give backdoor access to your system. Our malware software has really curtailed this risk for us.

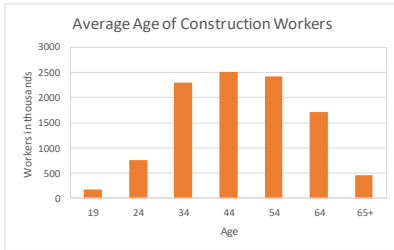
Computer Hackers are people, not computers, who create computer threats. Computer predators victimize others for their own gain or for the challenge of it. Anyone who uses a computer connected to the Internet is susceptible to the threats that computer hackers pose. Our business requires we use the Internet on a regular basis. The company uses firewalls, updates our operating system regularly, maintains browser security settings, uses spam filters, and uses the best security, malware, antivirus and antispyware software protection available. Additionally, you need to:

- Do not download any software to a company computer
- Avoid questionable websites
- Don’t open messages from unknown senders
- Immediately delete messages you suspect to be spam
- Continually check the accuracy of personal accounts and deal with any discrepancies right away
- Use caution when posting personal Web pages, and limit personal information you post
- Keep financial information out of online conversations as much as possible

News

The Future of Skilled Labor in Construction and What Chambers is Doing About It

For the past few years, America has been going through a shortage relating to skilled trades. This is true across the country, including Eugene, Lane County and Oregon. 80% of construction companies report that finding skilled employees is a big challenge. The reality is that while construction has steadily grown in recent months, we could move our economy forward faster if there were more skilled workers available to fill badly needed positions. For better or worse, we are just seeing the beginning of the shortage of skilled labor and filling this gap is going to take a concerted effort from all of us.



Several factors have negatively impacted the skilled labor job pool, getting us to the shortage we now face:

- When the recession hit, many who were not able to find jobs left the industry and have never returned, accounting for about a 17% gap of the pre-recession numbers.
- Many high schools have phased out shop classes.
- Parents have increasingly steered their kids to four year colleges and white-collar careers.
- Many 2 year colleges have phased out construction-related courses.

- There are limited and sub-par training options for blue-collar careers.
- There is a hyper focus on technology by the younger generation, with almost no exposure to blue-collar careers.

Several new arising factors could provide opportunities to get the focus on construction again:

- The cost of a college degree results in years of debt to repay for the graduate.
- Many with degrees can't find employment in their chosen fields, making it difficult to pay off that debt.
- Long term debt is causing many students and their families to reconsider other less costly options.
- Those coming out of trade schools have much less debt – or none.
- The use of technology in the construction industry is rising and expected to continue as one of the emerging solutions to the labor shortage. This could attract some of the younger generations.
- Many high schools, including in Lane County, are trying to bring back shop programs, bringing some attention once again to our industry.
- More than half of skilled trade workers are over 45, which means there are and will continue to be opportunities for employment for millennials entering the workforce.
- Many economists point to construction as sustainable and well-paying for new workers entering the workforce.

We need to take advantage of the emerging changes and attract younger workers to our industry.

Journeyman carpenter, Mark Harrington recently submitted an innovative idea of

reaching out to high school students to get them in an apprenticeship program with us. He is willing to organize the training, talk to the local schools, interview students, get them into the program and work closely to guide them through the process to become a journeyman carpenter. The company is willing to invest in the cost of training, to assist in organizing the program and communicating it to local schools, **and we ask that each current employee assist with the on-the-job training of these new workers.**



A worker in the training program will be identified by their blue Chambers hard hat so that you can recognize them, observe how they are performing, provide correction where needed, and help them work safely. Speak up to encourage and assist them!

We will offer occasional Saturday training, in addition to on-the-job training. You may be called on to assist in training on a Saturday. Your time will be paid and we ask that you contact Scot, Frank or Mark to volunteer information on where you would like to help. Are you particularly competent with certain tasks – concrete, finish carpentry, hanging doors, laying floors, demolition, caulking, etc.? If so, we'd like to hear from you.

What a wonderful opportunity to teach others a trade, attract workers to our industry, help them avoid education debt, keep our industry working, fill some of the labor gaps we are seeing and more that are coming, to share our knowledge and experience with others, and to allow others to provide for themselves for a lifetime. Thanks to Mark Harrington for providing the idea and his willingness to lead the program!

Employee Appreciation Evening at PK Park July 6, 2017

Watch The Eugene Emeralds vs Tri-City

Sign up starts May 25th

Gates Open: 6:00 p.m.

Arrival at 6:50 p.m.

Game Time: 7:05 p.m.

VIP @ 1st Base Picnic area

Food served from 7pm-8:30 pm

2 drink tickets per person served through the 7th inning

Parking Pass included



Project Spotlight

Caddock Electronics

As with many projects for high tech, Caddock Electronics was built with a strict confidentiality agreement. Chambers was invited back to build the latest expansion of the Glide, Oregon campus for a R & D leader in performance resistors. The 30,000 sf single-story structure was designed to match the first two buildings occupied by Caddock.

Construction in Glide presented some challenges for the Chambers team because of the 2015 Glide wildfire and an unusually wet winter to follow. The smoke and flames were close enough to the jobsite that construction had to stand down for nearly two weeks as containment efforts were made by the Department of Forestry.

The site prep's schedule was re-established, however, severe erosion of the subgrades on successive weekends in the Fall created an immediate schedule impact on the project. Teaming with the sitework contractor, Chambers worked to establish a solution that kept construction of the unaffected areas of the building on schedule. Pat Duerr's team established schedules for resolution of the earthwork issues, foundation/steel/underslab, and finally building and site improvements.



The completion date for the overall project was a critical target because Caddock Electronics was closing a facility in Southern California and relocating employees and their families to Oregon. A family owned and operated business in a competitive industry was using a strict time table in order to keep valuable staff.

The R & D facility is structural steel with brick and metal panel exterior walls. Due to the manufacturing and prototyping work conducted at Caddock, a sizeable electrical service was brought to the site and the attention paid to the required mechanical systems was extensive. Weekly job meetings in Glide, Oregon centered on schedule, critical path for owner supplied equipment and quality control on MEP.

Lessons learned on the first two campus buildings were used throughout the execution of the project to ensure owner requirements were met. After the final push for completion and with all accounts settled, the hard work paid off with savings returned to the owners and badly needed high-wage jobs brought to Douglas County. Great job Pat Duerr, Nick Pappas, Levi Connelly and Mike Hogenson.

Save the Date

6.16.17

JOIN US FOR A PARTY
to celebrate



DAVE HOFFMAN'S RETIREMENT

FRIDAY JUNE 16, 2017 - 4:00 PM - 7:00 PM

CHAMBERS CONSTRUCTION
3028 JUDKINS ROAD EUGENE OR
541-687-9445



Food & Beverages
@ 4:00 pm

Retirement Toast
and/or Roast
@ 5:30 pm



What is the name of this tool?



Send your guesses by 6/15/17 to Pam Hansen at phansen@chambers-gc.com or call her at 541-868-8521 to be entered into a drawing for a \$25 gift card.

Congratulations to Tana Baker for winning last issues question with the correct answer of "Portland Cement" 5 people submitted the correct answer, with Tana's name drawn for the prize.

Looking Back...

Levi-Strauss & Co. Office Building

A true fast-tracked design-build project, the Levi Building on Chad Drive in Eugene was designed, permitted and constructed in 7 months.



At 62,000 sf, the preparation for pouring the building slabs was completed long before full design was available from WBGS (now PIVOT Architecture).

To meet the demanding schedule, Project Manager Dave Bakke divided the building into 4 quadrants and awarded the drywall work to 4 firms; Benny Bartel, Haas Contracting, Hatfield Ceilings and Jackson Ceilings. Elva Duvall was the Superintendent who got to coordinate the 4! We provided clean up and disposal of debris.



Dave and Elva developed a close working relationship with the building department and inspectors to keep this project moving timely. The building was completed on schedule and was occupied by Levi-Strauss & Co. in January 2000 and epitomized the true meaning of team work!



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

