

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

"Guardians"

A primary role we all play at Chambers is being a guardian. We are guardians for the Owners we work for, and we are guardians for the company itself. Whether it be in the field or in the office, we all wear the hat of being a guardian or protector, if you will.

Our role for any Owner we work for is to protect the project from harm. Harm can be many things... A blown budget can harm the project. As can schedule delays, design blows, poor workmanship, safety, injuries, theft, weather, failing contractors, supply chain issues, equipment failures, ordering and then installing the wrong products,

making sure bills are paid, making sure the workers are paid and complying with an unending number of jurisdictional regulations.

When an Owner hires us to do a project, they need to know they can trust us to protect them from everything and anything that could harm their project. They look to us to safeguard the schedule, quality, budget and safety. We do this all with honesty and integrity, which often times means we need to go above and beyond the written language in the contracts. When needed, we step up to serve and protect the Owner.

What this means is each and every one of us at Chambers is responsible for some aspect of this role. From the field staff making sure what we are installing is correct, timely and within budget; to the office staff who make sure the procedures and processes are completed correctly and timely. Our marketing team needs to know they can promise an Owner we will perform; they are trusting that everyone in the company will

do their job so we can fulfill our obligations to an Owner. If we all do our part to protect the Owners on all facets of the project, then we have succeeded. If we succeed in that, then by default we have protected the company and we all will be successful.

When we perform and fulfill all the written and unwritten obligations to an Owner by being their guardians, good things happen. It's very simple, when an Owner is satisfied, it leads to more work, more referrals and more projects. When we fail to do our job, Owners are not happy, which leads to no referrals and less opportunities.

Our success for decades has been due to our people doing good work; protecting and performing for the Owners. Let's not forget what got us here, let's be the guardians we have always been. Thanks for all you do.

"Go Chambers"!

- Dave



874 Seneca

Self-Performed Work: Rebar install, specialties, doors and hardware, concrete and signage.

2300 Oakmont Renovation

Self-Performed Work: Demo, doors, framing and specialties.

2300 Oakmont - Suites 213/214

Self-Performed Work: TBD

Arcimoto rAMP ONE

Self-Performed Work: Demo, rebar installation, concrete, framing, doors and specialties.

First Interstate Bank - Roseburg

Self-Performed Work: Concrete, framing and doors.

Gilham Elementary

Self-Performed Work: Demo, concrete, rebar installation and specialties.

Grain Millers BRT Addition

Self-Performed Work: Demo, specialties, finish carpentry, doors and frames.

Kendall Bronco

Self-Performed Work: Demo, rebar installation, concrete, doors, framing, lighting and specialties.

Continued on next page

PROJECTS BIDDING



41 Large Projects

\$86,631,448

14 Small Projects

\$313,270



Our office will be closed in observance of the following holidays:

**Independence Day – Monday, July 4th
Labor Day – Monday, September 5th**

14,998

HOURS WORKED
WITHOUT INJURY
5/31/2022

Employee Spotlight



LTD Glenwood Bus Wash Replacement

Self-Performed Work: Demo, specialties, doors and framing.

LTD RideSource Bus Wash Replacement

Self-Performed Work: Curbs, gutters and specialties.

McKenzie School District Grandstand

Self-Performed Work: TBD

McKenzie School District Replacement/Reno

Self-Performed Work: Finish carpentry and framing.

McKenzie School District Seismic Retrofit

Self-Performed Work: Demo, framing and finish carpentry.

O'Hara School Repairs

Self-Performed Work: Framing, railing install, siding, doors, flooring and specialties.

Oregon Lung Specialists

Self-Performed Work: Demo, concrete, framing, specialties and doors.

ReNew Institute

Self-Performed Work: Demo, specialties, finish carpentry and doors.

Richardson Sports Renovation

Self-Performed Work: Demo, doors and framing.

Serenity Lane Spiritual Center

Self-Performed Work: Rebar install, specialties and concrete.

Shedd Façade Renovation

Self-Performed Work: Rebar install, doors and concrete.

South Eugene YMCA

Self-Performed Work: TBD

Springfield Creamery

Self-Performed Work: Clean-up, doors and specialties.

White Bird Clinic

Self-Performed Work: Demo, concrete, rebar, framing, doors, carpentry and specialties.



Anderson Vanberg climbing the Stairway to Heaven in Hawaii

Anderson Vanberg

Anderson was born in Eugene and has lived in Cottage Grove his whole life. Prior to being an apprentice here at Chambers, he did some demo work but has really enjoyed diving into the process of building.

His passion for this line of work began when he was young. His grandfather had a woodshop where he spent a lot of time with him making things. This has transformed into a career choice where he feels that he is learning new things, stays engaged, and gets to experience something different in his day-to-day tasks. Overall, he feels like this is a rewarding job where he gets to see the progress of each project he works on.

Some of Anderson's hobbies include surfing, skiing, riding motorcycles and hiking. He recently went to Hawaii where he climbed the Stairway to Heaven which he mentioned was a very steep and muddy hike. Some day in the future, he would like to try base jumping.

When asked what he likes about Chambers, Anderson said he thinks it is a really good company where people truly care about your progress and want to help you get better and continue to learn more.



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.

New Team Member



Michael Jenkins,
Journeyman Carpenter

Know Your Hard Hats



WHITE—
Experienced

ORANGE—
Under 18

BLUE—
Inexperienced

Employee Spotlight



Joy Pendowski

Meet Your Team — Marketing

Your Marketing team is small but mighty!

This coming July, Joy Pendowski will have been with Chambers for two years. She works on building the company's brand in the community, managing sponsorships and events, working with the executive team on responding to RFPs to secure new projects, preparing educational and sales presentations, managing our website and social media, in addition to heading up our business development activities.

Kristen Ross joined the team in March and she is quickly learning how to do everything from sponsorships to social media to supporting our team in preparing proposals.



Kristen Ross

These two keep track of everything bearing our company logo, media requests, birthday and anniversary recognition, swag, jobsite signage, and so much more. If you need something from them, feel free to swing by! We appreciate all the hard work they do for Chambers.



Introducing... Ruby Pendowski

Meet Ruby Pendowski. Ruby has joined us as an Administrative Assistant and has been learning from several employees in different departments already. She has enjoyed working with Stacy, Kim and Joy so far.

If her name rings a bell, it's because she is the daughter of our Director of Marketing and Business Development, Joy Pendowski. She was born in Sacramento and moved to Eugene where she currently goes to Sheldon High School. Some of her hobbies include playing ice hockey, baking, painting and tennis. A recent fond memory was her trip to Colorado Springs where she fell in love with the mountain scape. Ruby thinks she could see herself living there for college in the future. In addition to that, she

recently took a trip to snowy Alaska where they played hockey, went to the North Pole and saw the Northern Lights.

When asked what she liked the most about Chambers so far, she boasted about the friendly people in the office and said the charity work and community support is cool to see in action. Welcome, Ruby!



Cheryl Williams

If you hadn't already had the chance to meet her as our temp, Cheryl Williams has officially joined the Chambers team as our Administrative Assistant up at the front desk. Her previous job experience was working for FireMed for about 30 years, so she has been enjoying getting to learn something new in this role.

Cheryl was born in Forest Grove, moved to Alaska and ultimately ended up in Thurston, OR where she still lives. She has a big family with her husband- 3 kids, 4 grandchildren, and 6 great-grandchildren. In her free time, you can catch Cheryl playing bingo. She loves it so much that she's even been on a bingo cruise to the Bahamas. In addition to her bingo adventures, she used to go on biker trips with her husband. If you're looking

for a story, Cheryl has a few! When asked what she liked about Chambers, she said, "everyone is always happy, and I love being part of the team!"

4 Your Health



How to Relieve Stress

A small amount of stress can help you perform in challenging situations, but too much stress can lead to problems. Here are some ways you can manage stress to keep it at a healthy level and prevent long-term damage to your body and mind.

Eat Right – Eating a healthy diet is an important part to taking care of your body.

Sleep – The amount of sleep you get can affect your energy level, concentration, and your overall function.

Exercise – Exercise helps refocus your mind on your body’s movements and can improve your mood.

Friends & Family – Being social is a good stress reliever because it can offer distraction, provide support and help with life’s ups and downs.

Laugh More – Laughing causes positive changes in your body and helps with stress responses.

Assert Yourself – Learning to say “no” can help manage your time and your list of things to do. Know your worth and the amount of work you can take on.

Here are a few daily self-care activities to think about:

- Sleep
- Sunshine
- Exercise
- Nutrition
- Hydration
- Positive Content

Let’s all hope we are able to manage our stress levels and have fun with life.

Reminder to 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. Answer these simple questions:
 - a. Job number or name
 - b. Date
 - c. Time
 - d. Description of 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!

Trivia Drawing

March’s “Trivia” Winner: Kris Vannett!

Last issue, we asked you what claw, sledge and ball-peen were are all types of... The answer was hammer!

This Month’s Trivia Question:
Which of these construction types is the oldest?

1. Balloon-frame wood
2. Red Brick
3. Rammed Earth
4. Straw Bale

For a chance to win this month’s drawing and a \$50 gift card, submit your answer to Kristen Ross by June 30, 2022 at kross@chambers-gc.com or call her at 541-868-8529.

Employee Spotlight



Caught in the Act!

In March, **John Peters** recognized **Jon McCoy** for solving problems and building it like he owns it! **“He had me use a corrugated plastic sign in a low spot on a special nana door at the Bronco building to allow drainage and remove any moisture in a recessed concrete pocket the door frame sat**

in.” Jon is a great problem solver and mentor. He is recognized for CV #4 and #6. John and Jon each receive \$100 and will be in the year-end drawing for a chance to win \$500!

In April, **Kellie Norris** nominated **Levi Connelly** for CV #2. At the Serenity Lane OAC meeting, the owners commented how respectful and professional Levi was when he met with them to take aerial photos at the site! That’s a great example of building relationships, CV #2. Levi and Kellie both 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

In March, **Amber Keffer** suggested adding another question to the “What’s Wrong With This Picture” contest and to drop off printed copies in case superintendents run short on time to share it! Check out the added question on the next WWTP that will be left on your jobsites.

Amber receives \$100 for the suggestion and a BIG thanks for being a good team player in ensuring all employees can participate.

In April, **Kellie Norris** suggested we invite Ed Fredette from the City of Eugene to a superintendent meeting to discuss the 1200C permit required on several projects. Kellie receives \$100 for the suggestion.

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.



June/July Work Anniversaries

Dave Hilles	50
Dave Bakke	30
Brian Erickson	26
Debi Creager	23
Frank Travis	19
Mark Harrington	18
Chris Boyum	18
Tim Jacobs	9
Horacio Garcia	8
Nancy Thornton	8
John Peters	6
Amber Keffer	5
Joe Hartsock	4
Gunnar Larsen	3
Chris Anthony	3
Ethan McConnell	3
Joy Pendowski	2
Kevin Belden	1
Sheila Crawford	1

Birthdays

Janelle Welling	6/3
Brent Shjerve	6/4
Joe Hartsock	6/12
Julie Green	6/17
Tim Jacobs	6/21
Izayah Moriguchi	6/22
Anderson Vanberg	7/2
Cassandra Dare	7/4
Adam Hastings	7/7
Sheila Crawford	7/10
Cheryl Williams	7/12
Dave Hilles	7/13
Ruby Pendowski	7/15
Chris Anthony	7/18
David Brunscher	7/20



News

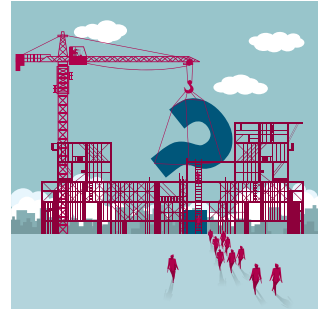


Daily Log

In the last Superintendent meeting, we talked about Daily Logs. This is something everyone should be using every day. The Daily Log gives a record of what happened on the project for that day. This is not only good to have for our records, but also needed for legal reasons.

Make sure you are entering information for each subcontractor that was onsite if they haven't filled out their daily yet. We need to have a record of who was onsite and what they did. In the Superintendent meeting, it was mentioned that it is okay to modify a subcontractor's daily if it isn't accurate – that is not correct. If a sub enters information for that day and it isn't correct, do not modify what they entered. Simply make a comment in the notes section with the correction.

You should also be entering in a manpower entry for yourself and the other Chamber's employees who are onsite. Be as descriptive as possible on what went on that day. This will make it much easier when you need to look back to see when events actually occurred as opposed to relying on memory.



Don't forget to add pictures to your Daily Report!

Procore is working on modifying the Daily Reports module to make it more user friendly. We don't know when this will be released, but we will keep you posted.

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



Helping To Do Good

Our Small Projects Division is busy working on the N. Delta Suite 303 Demolition at the Delta Oaks Shopping Center. The team is doing demo work in the space to open it up for a future possible tenant to lease. The owner, Steve Lee, is donating cabinetry, metal studs, wood columns, lighting, wood doors to BRING and you can see our team helping get the materials loaded up in their truck. Thanks **Todd Keffer** (Foreman), **Horacio Garcia**, **James Cowles** and **Gunnar Larsen** for your work on this project!



News



Solutions for Common Tool Misuse

Not cleaning wheelbarrows and concrete tools after use.

- Clean off while wet, before it hardens. Pre-Task – make sure there's water and a place to clean.

Not cleaning up concrete spillage.

- This makes it difficult to remove stakes in hard concrete and the stakes end up bent from trying to pry them out. Clean concrete away from stakes with a shovel after pouring.

Running over temporary power cords with equipment and vehicles.

- Build a wooden protection (plywood and 2x4s) or use a rubber cord protection speed bump. If long-term, use rubber over the cords or pull them through conduit under gravel.

Not greasing roto hammers/chipping guns before use.

- Put grease inside and/or grease the bit.

Not taking banding cart in out of the weather.

- Move out of weather or cover it.

Picking up plate compactor by the handle with a forklift.

- Use forks under it or straps.

Not turning off the power switch on a fan before you unplug it.

- Turn off the switch.

Using the battery end of a cordless drill as a hammer.

- Use a hammer.

Using anything but a hammer, like a hammer.

- Use a hammer.

Using a trash can, as a sawhorse to cut wood.

- Use a sawhorse.

Not using the correct extension cord for the tool, that it is being plugged in.

- Use 12-gauge for lights or fans. Use 10-gauge for all other tools.

Using dull saw blades – it shouldn't smell like you are trying to start a fire when cutting.

- Ask Super/Foreman for a new blade.

Using the right-sized tool for the job – light tools are for light, quick jobs; heavy tools are for heavy, longer duration jobs.

- Example: roto hammers, a bulldog or TE7 are not designed to drill 100 3/4" holes in a row. Use a TE76 for heavy, longer durations.

Putting tools away wet.

- When using ANY power tool, make sure it is dry when storing it in its case. Most power tools are water resistant, but moisture will reduce the life of the tool and cost the company money.

Drilling into metal without cutting oil.

- When drilling into metal use cutting oil whenever



you can; this will significantly increase the life of the drill bit and make for a cleaner hole.

Leaving tools out in the weather.

- When tools are left in the weather, they can get muddy and wet, and if not cleaned, they can rust and not work properly anymore.

Plugging furnace heaters into spider boxes.

- Furnace-style heaters should never be plugged into a spider box; it could lead to a fire.

Throwing tools around.

- Don't throw a tool to someone; they could get hurt or the tool could get damaged.

Using a screwdriver as a chisel or pry bar.

- Use a chisel or a pry bar.

Using an "A Frame" ladder as an extension ladder.

- Only "Lean Safe A Frame" ladders can be leaned against a wall, otherwise use extension ladder only.

Not setting a proper depth when using a circular saw and you cut the material underneath.

- Use the proper depth with the circular saw for safety and to cause less wear on the tool.

Using pliers as a wrench and stripping a bolt.

- Use a wrench.

Using a utility knife and cutting towards the body instead of away.

- For safety, cut away from the body.

Using an angle grinder with no guard.

- Use angle grinders with guards and consider using a face shield.

Taping back the nose trigger on a nail gun so it fires by the trigger action only.

- NEVER, NEVER do this!

Threading a ratchet strap incorrectly.

- It won't work unless threaded correctly.

Driving a forklift without a seat belt.

- OSHA requires the use of a seat belt.

Not keeping chargers and tools dry when not in use.

- Keep them dry.

Pinning the guards back on saws.

- DON'T DO IT!!

News

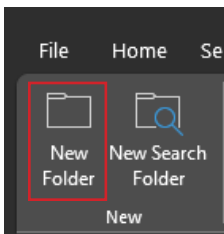
itb+ IT Bytes

Outlook Folders

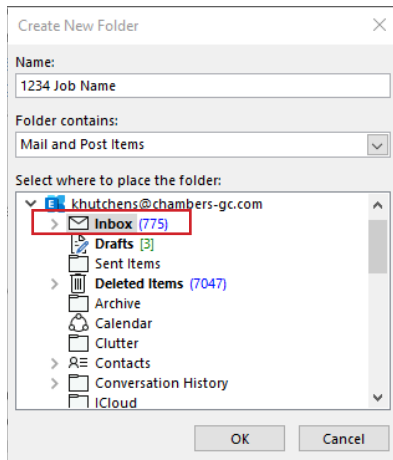
Chambers requires employees to keep emails from jobs as part of the Electronics Guidelines Do's and Don'ts. Your emails need to be filed by the job. It works best to start this from the beginning of a project and file emails as you go.

To create Outlook file folders use the following steps:

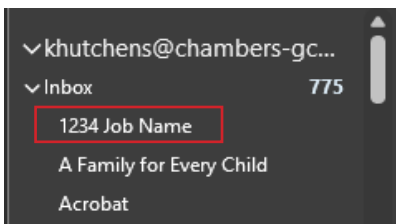
1. In Outlook top toolbar - Click on "Folder"
2. Click on "New Folder"



3. Name the folder and verify the "Inbox" is selected - Click Okay

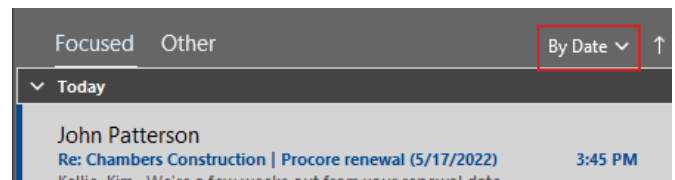


You will see the folder show up in your Outlook folder list.

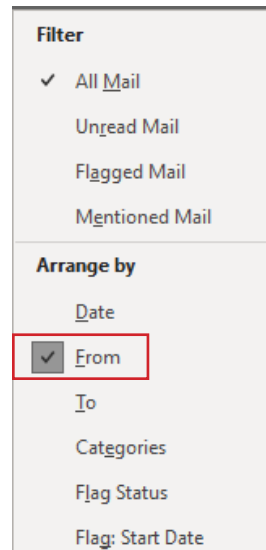


If you are behind in filing or have never (gasp) filed your emails, below is a step-by-step walk-through to help the process go a little less painfully. If you haven't filed your emails before, don't worry about making and filing the emails in extensive folder trees. Just have one folder for the job and put all of the email for that job into that folder. If you are starting out at the beginning of the job it will be easier to create and maintain folder trees for the specific jobs.

In your email click the "By Date" at the top of your emails



Select "From" in the "Arrange by" section



This will sort all of your emails by who they are from and allow you to drag and drop larger chunks of emails to the folders, making the process faster.

To carefully select large groups of emails:

- Click on the first email
- Then scroll to the last email in the group
- Press and hold the shift key on your keyboard
- Click on the last email in the group you want to move. This will highlight the group to allow you to drag and drop it into the folders.

Be mindful you are transferring what you intend to into the correct folder.

News

Did You Know?

Chambers does quite a bit of recycling – behind the scenes for the company – to keep what we can out of the landfills. This includes:



- Cans and bottles
- Eco-sort (construction debris recycle)
- E-waste (computer/electronics)
- Light bulbs
- Paper/cardboard
- Secure shredding
- Used ink cartridges
- Wood recycling

If you want additional information for how to recycle these items on the job sites, talk to Scot, Steven or Kim.



Apprentice Referrals

If you know a teenager who is age 16 or older and interested in construction, contact Mark Harrington at mharrington@chambers-gc.com or on his cell phone 541-972-0997 for more information. They are also eligible to attend apprentice classes.

Upcoming Training Events

The Red Cross will be hosting two **CPR and First Aid training** classes on June 16th in our office. One will be held in the morning from 9:00 a.m. to 12:00 p.m. and the other in the afternoon 1:00 p.m. to 4:00 p.m. To attend, please contact Peggy Burian.

Mark Harrington will be doing in-house **Forklift training**. Classes will be coming up soon, so keep an eye out for dates. Please contact Mark H. with any questions.

Get Your Running Shoes On!



Chambers is sponsoring two local fundraiser 5K races – both are happening this month! All employees and their family members who would like to participate will have their entry fees paid for and get a Chambers Construction team shirt. **Interested? Register by June 8th** with Kristen Ross at kross@chambers-gc.com or 541-868-8529.

- **My Breast Friends 5K** (1980's theme!)
Sunday, June 12th @ 10:00 a.m.
Alton Baker Park
Benefits: Oregon Cancer Foundation
Learn more: oregoncancerfoundation.org
- **Silvan Ridge Twilight 5K**
Saturday, June 18th @ 6:00 p.m.
Silvan Ridge Winery
Benefits: Jane Higdon Memorial Fund
Learn more: janehigdonfoundation.com



Chambers Employee Discounts

As a Corporate Sponsor for the Eugene Science Center, employees of Chambers Construction receive a **15% discount** on family memberships!

The Eugene Science Center offers a fun learning experience for the whole family with activities for everyone.

- Employees must show a recent pay stub to verify their employment with the company (your pay amounts can be blacked out)
- The employee must be one of the named adults on the card (membership cannot be gifted)

In addition, we have several **free admission passes** good for either the Science Center Exhibit Hall OR Planetarium Show – the passes are valid through 9/30/22. If you are interested in getting a few of the admission passes, they are available on a first-come, first-serve basis. Contact Kristen Ross at kross@chambers-gc.com or 541-868-8529.



Company Picnic

**Thursday, June 23rd
6:35pm @ PK Park**

Eugene Emeralds vs. Tri-City Dust Devils

**All-You-Can-Eat
Buffet Picnic at 1st Base
& Game Admission**

**for All Chambers Construction
Employees & Their Families**

**RSVP by June 7th to Kristen Ross
kross@chambers-gc.com or call 541-868-8529**



SAVE THE DATE



**UO Football Celebrates
Construction Day**

October 22, 2022 | Oregon vs. UCLA

Chambers Construction has purchased a limited number of group tickets for our employees – Stay tuned for more details!

JUST FOR FUN...



When you break a tool, then fix it just enough that the next person thinks they broke it

What did you do!?

Project Spotlight

White Bird Clinic

In December 2020, Chambers Construction was hired to complete the demolition and construction of approximately 3,500 SF of interior alterations and 2,000 SF of exterior improvements at White Bird Clinic's two-story Mill Street location. The goal of the project was to upgrade the accessibility of the uniquely-round, 60-year-old structure, as well as splitting the lower level of the building into two separate suites – one for clinical use and one for staff use.

The Chambers team quickly mobilized to get the project underway. Unfortunately, however, a significant amount of asbestos was found which necessitated extensive abatement work before any of our own work could begin. After many months for the abatement to be completed, our team was able to finally begin.

The White Bird project involved the complete reconstruction of the interior of the building to improve accessibility throughout, a new HVAC system for each of the two newly created suites, an accessible exterior concrete ramp for lower level entry, a new accessible restroom in the clinical area, private offices, and security improvements to the site. The project was finished by our team in May 2022.

Thank you to everyone who worked on this project and made it a success: Malcolm Burke, Tim Cabble, James Cowles, Ron Hartman, Mike Hogenson, Hailee Horn, Scot Moore, John Roe, Steven Serjeant, Ken Smith, Darrel Stinson, Jacob Wilson.



Looking Back

Staff Jennings Boating Center

Staff Jennings Boating Center was a local business for 52 years and was located on Martin Luther King Jr Blvd in Eugene. They specialized in fiberglass boat sales which meant they needed a large space to house their inventory. Chambers Construction completed a pre-engineered metal building for them to do just that in 1991.

While the site work was pretty standard, our team recalls the unique building features requested by the owner to catch the eyes of each passerby. The building was painted blue to symbolize a body of water. In addition to this, they chose round windows to imitate the look of portholes in a boat.

In 2010, Staff Jennings had to close their doors which opened up a prime location for new businesses to come in. The BMW dealership selected the site and chose Chambers Construction to work on the building once again. This time, to remodel the space to better suit their needs.

Project Manager: Pat Duerr
Superintendent: Bill Bunch



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