



The Chambers Connection

Chambers Construction

Volume 5 Issue 4

July 2020

•BUILDING WHAT'S IMPORTANT IN PEOPLES' LIVES•

President's Message



Dave Bakke, President

"Steady as She Goes"

In nautical terms the phrase "steady as she goes" is an instruction from the captain to the helmsman of a ship, to keep the ship heading steadily on the same course regardless of gusts of wind or crosscurrents. I would say we are certainly experiencing wind gusts and crosscurrents. The environment we are all living in, with political, social and health unrest is having an effect, you could say our ship is listing a bit.

Two months ago, I used the analogy that we were experiencing a red flag situation in a race. I also said that the good teams survive the big crashes. The good

teams come together and rise above the others to succeed. I feel we have done just that; we are still on the track and we are still a contender.

Now I'm no sailor, in fact my wife could tell you I have a hard time getting my boat moored at the dock at times. What I've learned though is you don't turn a boat sharp or approach the dock too fast; if you approach steady and easy the odds for a successful docking increase. The same thing goes for Chambers. We must hold our course. We must continue to stay true to our Core Purpose and still practice our Core Values every day, more now than ever.

My job is to continue to give the helmsmen the instruction to keep the ship steady. There may be times when the instructions aren't clear, correct or concise and the ship will list from time to time and possibly

run a little off course. I am confident though that won't happen often or for very long periods of time. Why? Because the helmsmen and helmswomen are all of you. All of you will keep this ship steadily moving forward, keeping us on course. If we continue to row in unison the ship will run true, if we don't, if we falter; the ship will list and possibly run aground. I know with our team, our people, all of you, this won't happen.

The silver lining of 2020 is how we have shown how we all step up and work to keep this great company sailing straight. Thanks to all of you for keeping us on track and "steady as she goes".

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

-Dave

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

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



Coos Bay Eastside/Millicoma Elementary Schools
Coos Bay

Market District Commons
Eugene

Jasper Mountain Care Facility
Jasper

Kendall Subaru
Eugene

Marshfield Jr. High
Coos Bay

Lane County MAT
Eugene

O'Hara Re-Roof
Eugene

Pape' Materials
Eugene

PakTech Renovation Bertelsen
Eugene



20 Large Projects
\$130,210,051

28 Small Projects
\$843,441

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



Monday, September 7th is Labor Day and is a paid holiday for all employees. The office will be closed. Check with your Superintendent if it is necessary for your crew to work that day.

31,181

HOURS WORKED WITHOUT INJURY
6/30/2020

Employee Spotlight

Leroy Wyant...



Leroy has worked for Chambers for over 5 years. He was promoted to Foreman over a year ago and he is currently working at the Kendall Subaru project. He has over 25 years of experience in construction and had his own residential construction company for 15 years.

Leroy has lived his entire life in the Eugene area. He has been married for 15 years and has 4 children. When he's not working, he is always building things around his home. Presently, he is constructing his own man cave where he can en-

joy playing drums. Fishing, hiking off trails, and hunting are also things he enjoys doing. His dream is to homestead after retirement somewhere in central Oregon.

Construction fits Leroy's aptitude; he can fix just about anything when he sets his mind to it. His favorite task on a project is the layout. He feels Chambers is a great company to work for and that they have been very good to him. He enjoys the people he works with and is always learning more in the overall construction trade.

Introducing Joy Pendowski



Joy has recently joined the team as our new Director of Marketing and Business Development. She brings with her 20 years of experience, with 12 of those years owning a local marketing and design firm. Chambers had been a client of hers for the past two years where she helped us with a variety of design projects and proposals. She has a BA in Graphic Design/Photography and an MBA in Marketing. Joy is a planner, organizer, problem solver, and loves the challenges involved with all aspects of her work. Developing a plan, executing that plan and seeing successful results is very rewarding. One of the highlights of her career was laying the groundwork (branding, product packaging, and website) to create a viable client who made a

deal on the show, "Shark Tank".

Joy has been together with her husband, Michael, for 24 years and they have a 15 year-old daughter Ruby and 13 year-old son Porter. They also have two beloved basset hounds. When Joy is not working, she spends most of her time volunteering as the President and a coach for the Lane Amateur Hockey Association, our local youth ice hockey program. And for fun, she is an avid PEZ collector, having more than 1,000 dispensers from around the world.

Joy is excited to be part of the Chambers team; it was an easy decision for her, because she will get to do all the things she loves to do with people she really enjoys and who work well together as a team. She looks forward to meeting everyone and helping Chambers meet its marketing goals.

Congratulations to Ryan Briggs who has been Promoted to Superintendent!



Ryan has been with Chambers for over six years starting as a Journeyman Carpenter; advancing to Foreman, and now Superintendent.

His hard work, leadership skills, along with excellent repre-

sentation of our Core Values has led to promoting him to Superintendent. He is running the Pape' Material Handling project.

Amber Keffer Graduates UO and Goes to Full Time!



Amber has been with Chambers for three years working part-time. She is a 2020 graduate of the University of Oregon with a degree in General Science and minors in Geology and Anthropology. She has recently transitioned to full time as an administrative assistant. She has been very thankful for the flexibility Chambers offered her while working and going to school. She says everyone here has been amazing to work with.

Amber has done a variety of tasks such as scanning, helping with accounting, marketing, IT and anywhere else she has been needed. Currently, she is helping Debi with special projects. She looks forward to moving up in the company.

When Amber is not working, she enjoys spending time with her boyfriend Jessie and their new pug puppy, Penny. She has always been an Oregon girl, growing up in Springfield. She also enjoys roller skating, cross stitching, embroidery, and video games. She plans on exploring more of the Oregon coast and is looking forward to moving out on her own soon.

Employee Spotlight



Safety Suggestions

In May, Nolan Perkins suggested installing a “competent person” at every job site who has been trained in OSHA standards that can operate as dedicated eyes for avoiding safety hazards. This could be helpful where there is a high number of subs and extensive details for Supers to manage. He received \$100 for the suggestion.

In June, Kris Vannett suggested providing large print outs on how to perform CPR on site. They would be laminated and could provide a good reference during a crucial, stressful time if CPR is required to save an individual. Kris will receive \$100 for his suggestion.

Both 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.



Innovation Suggestions

We received 1 innovation suggestion in May.

John Wettengel suggested posting left over materials from job sites, like plywood, 2x's, wood, plastic, any large amount of usable materials that are going to be thrown away, on a bulletin board or website for Chambers employees only. Left over materials would be picked up and taken to the warehouse, then listed on a company website for employees only. This would reduce trash and lower dump fees to the project.

John will receive \$100 for the 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.

“Quotes From the Past”

*“I know, right?” &
“Finer than frog hair!”*



Dave Hoffman, Project Manager
1986-2017

“What do you want now?”



Paula Manning, Accountant
1989-2006

“Jeepers”



Walter Daffe, Chief Estimator
1991-2014

“I can do that!”



Don Brockmann, Superintendent
1988-2017

*“Just git'er done!” & “Oh, it's
all natural baby.”*



Tana Baker, Administrative Assistant
2002 to 2019

“Maybe!”



Dave Hilles, CEO
1972 –Present

*When a PM told her he couldn't turn in his
time card because his computer was down,
she handed him a #2 pencil and told him if
he wants a check he'll turn it in now!*



Shirley Scott, Controller
1963-2000

Employee Spotlight

Core Value Nomination



In June, Kris Vannett nominated John Peters for “building it like he owns it.” They have been pouring a lot of concrete at Kendall Subaru with a 7-day water cure which meant that someone had to work all weekend to make sure there was adequate water on the cure blankets. “John repeatedly offered to come in on the weekends – he understands the importance of this process and has taken it upon himself to insure that we are doing things correctly so we can produce the best quality product for our customer. He stands out as one that is willing to do more than just the required amount of work. He gives it the “extra” effort

that makes Chambers a great builder.”

Also in June, John Wettengel nominated Shawn Hussey for being a “problem solver.” He has worked with Shawn on a number of projects and says, “he always found time to help me and others find better and easier ways of doing our job.”

In a random drawing, John Wettengel and Shawn Hussey were drawn to receive \$100 each for the nomination. All 4 (Kris Vannett, John Peters, Shawn Hussey and John Wettengel) will be in the \$500 drawing at the end of the year.

August/September

Anniversaries

Jack Makarchek	35
Jon McCoy	31
Scot Moore	20
Stacy Ivey	20
Cassandra Dare	6
Todd McNally	5
Adam Hastings	5
Jenna North	4
Aaron Hamrick	3
Ken Smith	3
Nolan Perkins	2
Chris Pirtle	2
Kris Vannett	1
Grant Woolsey	1
Tyler Graves	1

Birthdays

Robert Cushman	8/2
Logan Zenk	8/3
Jason Londo	8/3
Kris Vannett	8/5
Jacob Abbatello	8/12
John Bell	8/12
Mark Harrington	8/18
Pam Hansen	8/27
James Cowles	8/27
Robert Wilson	9/1
Gregg Wallsmith	9/11
Malcom Burke	9/12
Sarah Focht	9/13
Peggy Burian	9/17
Ken Smith	9/23

\$\$ Trivia Drawing \$\$

The winner for the last drawing was John Wettengel, he received a \$50.00 gift card. The answer was “Exit”.

What year was this famous picture taken?



Lunch Atop a Skyscraper

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



Employee Spotlight

4 Your Health

The Wellness Committee held our 1st **CHAMBERS WALK TO THE BEACH EVENT!** A “virtual” walk to Newport Oregon, a total of 122.8 miles over 7 weeks. It began April 6, 2020 and went through May 18, 2020. We had a total of 18 employees sign up, 12 participated, 8 completed the challenge, and Darell Stinson was the grand prize winner. WAY TO GO EVERYONE, IT WAS A LOT OF FUN!!!!



Be on the lookout for the 2nd

CHAMBERS CONSTRUCTION “VIRTUAL” WALK TO BEND AND BACK



This challenge will be a total of 256.2 miles over 8 weeks beginning September 7, 2020 and ending October 26, 2020. Hope to see you there!

Recipe for



Creamy Cucumber, Radish & Tomato Chopped Salad.

Ingredients

- ½ cup mayonnaise
- ½ cup crumbled feta cheese
- 1 tbsp Chopped fresh chives, plus more for garnish
- 1 tbsp chopped fresh dill, plus more for garnish
- 1 tbsp lemon juice
- ¼ tsp salt
- ¼ tsp ground pepper
- 1 large English Cucumber, diced
- 1-pint Cherry tomatoes, quartered
- 1 bunch radish, diced
- ½ med red onion, finely diced

Directions

1. Whisk mayonnaise, feta, chives, dill, lemon juice, salt and pepper in a large bowl. Add cucumber, tomatoes, radishes, and onion and toss to coat. Garnish with more chives and dill, if desired.





Champions – The Partnership Between Camp Alma and Chambers Construction



Shout Out to Mark Harrington!

Recently, there was a fantastic article written by Frosti Adams, Oregon-Columbia Chapter Workforce & Professional Development Manager. It highlights the hard work Mark has put into the partnership with Veterans Legacy.

Excerpts from the article include:

“Mark Harrington, from Chambers Construction talked about the skills program that he designed for Springfield High School’s Construction Club. As he was sharing the scope and sequence of units in his Construction Club program, I immediately saw the potential for this training to be incorporated at Camp Alma. Mark, a Navy vet and recruiter for Chambers, and I met at Camp Alma for a tour, and he immediately saw the physical needs of the camp. They had a massive to-do list that included everything from structural work to painting, and they had a good group of volunteers with very limited construction experience. Chambers donated the time and materials for four apprentices, who along with Mark, began working on the camp’s long list of projects. Chambers Construction and Mark Harrington have been champions for Camp Alma. They are looking forward to future training opportunities with Veterans Legacy to benefit the residents and build a strong base of future carpenters, both residents and local students. They want to serve the needs of Veterans Legacy, just as the veterans there have served us, [and] all involved will be winners.”

For the full article, please visit:

www.agc-oregon.org/champions-the-partnership-between-alma-and-chambers-construction

Know Your Hard Hats



WHITE—Experienced

ORANGE—Under 18

BLUE—Inexperienced

Work Partnering/Mentoring Program

Chambers has implemented a new outline to our Apprenticeship Program that distinguishes the difference between “Work Partnering” and “Mentoring.”

Defining a Work Partner: A carpenter who directly works with 1 or 2 apprentices daily in order to help train and develop the apprentices.

Defining a Mentor: A carpenter, supervisor, foreman or Chambers employee who is providing specialized training to 1 or more apprentices at a job site or in a classroom setting. Mentors often teach a specialized apprenticeship class once a year, (like emergency exit door panic hardware.)

Mark Harrington will supervise this program, and Dennis Montgomery, Frank Travis, Gary Wildish, and Scot Moore will come around to job sites to ensure everyone on the crew understands the program expectations and answer questions.



Stress

Stress is a natural feeling of not being able to cope with specific demands and events. These demands can come from work, relationships, financial pressures, and other situations, such as pandemics, anything that poses a real or perceived challenge or threat to a person's well-being can cause stress.

Stress is a feeling of emotional or physical tension. It can come from any event or thought that makes you feel frustrated, angry, or nervous. Stress is your body's reaction to a challenge or demand. In short bursts, stress can be positive, such as when it helps you avoid danger or meet a deadline. However, stress can become a chronic condition if a person does not take steps to manage it.

Common physical symptoms of stress can include: 1) low energy, 2) headaches and stomach aches, 3) pain in the back or chest, 4) aches, pains, cramps, muscle spasms, 5) fainting, sweating or nervous twitches, 6) pins and needles sensations 7) rapid heartbeat, 8) insomnia, 9) frequent colds and infections, 10) impotence and loss of libido.

Common emotional and psychological symptoms of stress can include: 1) depression or anxiety, 2) anger, irritability, or restlessness, 3) burnout or sadness, 4) feeling overwhelmed, unmotivated, or unfocused, 5) trouble sleeping or sleeping too much, 6) racing thoughts or constant worry, 7) memory or concentration problems, 8) making bad decisions.

Common stress-associated behaviors can include: 1) food cravings, overeating or not eating enough, 2) drug and alcohol misuse, 3) higher tobacco consumption, 4) sudden angry outbursts, 5) frequent crying, 6) social withdrawal, 7) relationship problems.

If stress becomes chronic it can lead to complications that can include: 1) heart disease, 2) high blood pressure, 3) lower immune system.

Outbreaks, such as COVID-19, can be stressful for people. Fear and anxiety about it can be overwhelming and cause strong emotions.

Stress during an infectious disease outbreak can include: 1) fear & worry about your health and the health of your loved ones, 2) changes in sleep or eating patterns, 3) difficulty concentrating, 4) worsening of chronic health problems, 5) increased use of alcohol, tobacco or other drugs.

A survey by the University of Connecticut assessed 23 COVID-19 stressors. From that survey they learned the most common stressor (97% of those surveyed) was reading or hearing about the severity and contagiousness of COVID-19. Between 80-88% of those surveyed were stressed about the duration of social distancing requirements and changes to social and daily personal care routines. ***The survey also showed that respondents were more acutely concerned about the financial consequences caused by the pandemic, ranking loss of job security or income as the most stressful, followed by risk of a loved one's illness.***

You're not alone if you are stressed over the current COVID-19 situation. We are fortunate at Chambers to be able to keep working and not add financial concerns to our stress.

Stress management consists of making changes to your life if you are in a constant stressful situation, preventing stress by practicing self-care and relaxation, and managing your response to stressful situations when they do occur.

“Worry is like a rocking chair: It gives you something to do but never gets you anywhere.” Erma Bombeck



Ways to manage stress:

1. The CDC says, “Take breaks from watching, reading, or listening to news stories, including social media. Hearing about the pandemic repeatedly can be upsetting.” ***There's no benefit to watching the same news over and over.***
2. “Know the facts to help reduce stress. Understanding the risk to yourself and those you care about can make an outbreak less stressful.” ***This gives you a sense of control over something that has very little to control.***
3. “Learn and share the facts about COVID-19 and help stop the spread of rumors. ***When you share accurate information you can help make people feel less stressed, make a connection with them and help stop stigma.***”
4. Avoid caffeine, alcohol and nicotine, or at least reduce them. ***Caffeine and nicotine are stimulants that increase your level of stress rather than reduce it. Alcohol is a depressant in larger quantities and stimulant in smaller quantities – neither helps with stress in the long run.*** Swap for water, herbal teas or diluted natural fruit juices. Keep hydrated to enable your body to cope with stress better.

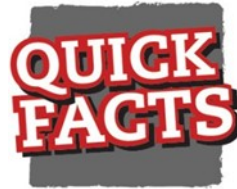
(Continued on pg 8)

Stress (Continued from page 7)

Ways to manage stress:

5. Get some physical activity. Stress elevates stress hormones such as adrenaline and cortisol in your body. **These fight or flight hormones aren't needed so much in the modern age**, so physical exercise can be used as a surrogate to metabolize the hormones and restore your body and mind to a calmer state.
6. Get more sleep. Lack of sleep is a significant cause of stress. Stress also interrupts our sleep as thoughts keep whirling through our heads, keeping us from relaxing enough to fall asleep. **You should aim to go to bed at roughly the same time each day so your mind and body get used to a predictable bedtime routine.**
7. Keep your regular routine. Maintaining a regular schedule is important to your mental health. **In addition to sticking to a regular bedtime routine, keep consistent times for meals, bathing and getting dressed, work or study schedules, and exercise.** Also set aside time for activities you enjoy. This predictability can make you feel more in control.
8. Get help when you need it. Hoping mental health problems such as anxiety or depression will go away on their own can lead to worsening symptoms. **Ask for help when you need it and be upfront about how you're doing.**

Remember the words of Marie Curie (physicist), "Nothing in life is to be feared, it is only to be understood. "Now is the time to understand more, so that we may fear less. Stay ~~calm~~ sane and wash your hands!



Did you know that THC can be detected in your system up to 90 days after use?



Building the Budget Phase II

In Phase I of Budgeting 101 we started by tracking our expenditures. We wrote down everything we spent over the last two months, **so we now have a pretty good idea where our money goes, our spending patterns, our obligations and how much money we have to spend.**

You may have written it down in a notebook, tracked it in an app on your phone or paid everything using your debit card and can get print outs from your bank. Your list might look something like this.

1-Apr	Mortgage	1,200.00	
1-Apr	VISA	75.00	
2-Apr	Dutch	4.25	
2-Apr	Dari Mart	2.99	ice
3-Apr	Jaliscos	68.00	
5-Apr	Tithing	200.00	
6-Apr	Shell	65.45	
6-Apr	Walmart	138.63	groceries
8-Apr	Joe's Garage	45.95	truck
8-Apr	Dutch	4.25	
9-Apr	Doctor	209.00	
9-Apr	Walmart	34.22	gifts

The next step is to create a simple budget. When done correctly you will be able to see monthly 1) your total income, 2) payments on debt, 3) remaining balance on debts, 4) how much you spent in all your categories, 5) how much you put to savings and 6) how much under or over you were on your budget for the month.

This will look different for every person based on our individual circumstances but we will each accomplish the same thing – we will “know how much money we make and we will decide how we will use it.”



There are 2 types of costs – variable and fixed. Variable costs vary each time like groceries, gasoline, going to dinner, electric bills, etc. Fixed costs remain the same like rent, mortgage payments, car payments, auto insurance, health insurance, etc. Fixed costs may adjust occasionally, usually annually, but remain pretty constant over time and are easy to budget while variable costs are a little more challenging.

Set up the Budget Form

You will need 17 columns on your spreadsheet. (A-Q) titled across the page: Balance, Description, Type, Budget, YTD Total, Jan, Feb, Mar, Apr, May, Jun, Jul, Aug, Sep, Oct, Nov and Dec.

A	B	C	D	E	F	G
Bal	Desc	Type	Budget	YTD	Jan	Feb

Column A Balance is where you will list the current balance of any debt.

Column B Description is where you will list your budget categories.

Column C Type will be V for variable or F for fixed.

Column D Budget is the annual budget amount of each category.

Column E YTD Total is a formula that adds up columns F through Q.

Column F – Q Months is where you will total your monthly expenses.

Set up Categories and Type



Based on what we determined over the past two months of tracking expenses, we set up our categories where we will track our income and expenses. **List income first and then the remaining categories by the way you prioritize them.** It might look like this:

Description	Type
Income	F
Emergency Fund/Savings	V
Church/Charity	V
Mortgage	F
Car Payment	F
VISA	V
Groceries/Supplies	V
Electric	V
Cable/Internet	F
Cell Phone	V
Auto	V
Entertainment	V
Gifts	V
Clothing	V
Miscellaneous	V

Estimate the Annual Budget for each Category

Income is fixed if you are paid a salary and variable if you are paid hourly. Either way, you have a general understanding of what you take home monthly, weekly, bi-weekly, etc. Annualize that amount. A monthly take home of \$3,000 would be \$36,000 ($\$3,000 \times 12$). A weekly take home of \$690 would be \$35,880 ($\$690 \times 52$).

Emergency Fund/Savings is where you budget for rainy days, vacations, retirement, etc. You might target \$600 for the year based on your personal plans. This often changes based on saving for a car, to start a family, take a vacation, a kid's college fund, etc.

Charity could be based on \$100/mo to church, \$50/yr to Scouts and \$50/yr to Ronald McDonald House for an annual total of \$1,300.

Mortgage could be \$750/mo for a total of \$9,000 annually. The balance when we start the budget is \$185,000.

Car Payment is \$265/mo for a total of \$3,180 per year. The balance on the car loan is \$12,350.

VISA card balance is \$2,100 and the monthly min payment is \$20/mo for an annual total of \$240.

Groceries over the past 2 months totaled \$645, for an annual average of \$7,740.

Electric bills ran \$2,556 last year (typically listed on your monthly bill) and we replaced the dryer with an energy efficient model so we will plan on that offsetting rate increases.

Cable/Internet is \$79/mo for a total of \$948 for the year.

Cell phone is \$45/mo if we don't go over in usage, for an annual total of \$540.

Auto over the past 2 months totaled \$559, which equals \$3,354 over 12 months and we'll add on maintenance of \$250.

Entertainment based on the past 2 months is only \$50 but COVID will end, so we'll budget \$500 for the year, instead of \$300.

Gifts include Christmas, birthdays, graduations etc. We will determine what we can afford for the year after we budget the rest of our expenses.

Miscellaneous is anything else not itemized above.

	A	B	C	D
1	Sample Budget			
2	For the Year 2020			
3				
4	Bal	Desc	Type	Budget
5		Income	V	36,000.00
6		Emergency Fund	V	(600.00)
7		Tithes/Charity	F	(1,300.00)
8	185,000	Mortgage	F	(9,000.00)
9	12,350	Car Pmt Jess	F	(3,180.00)
10	2,100	VISA	V	(240.00)
11		Groceries/Food	V	(7,740.00)
12		Electric	V	(2,556.00)
13		Cable/Internet	V	(948.00)
14		Cell Phone	V	(540.00)
15		Auto Insurance	V	(1,120.00)
16		Auto	V	(3,604.00)
17		Entertainment	V	(500.00)
18		Gifts	V	(1,000.00)
19		Misc	V	(1,000.00)
20		TOTAL		2,672.00

Next Steps



If you tracked expenses for April & May, you would average them for the 2-month period then take it times 9 to

track your budget for April-December and you will need 3 less columns.

Your YTD formula should be in column E and it will be =SUM(F5:Q5) for twelve months. Copy that formula down through line 20 or whatever your last line ends up. Contact Pam Hansen if you'd like a copy of the sample budget spreadsheet to alter for your use.

Enter your income and expenses for the month on each line item. In the next newsletter we will talk about debt, setting goals and how to revise/maintain our budgets over time.

Note:

Apprentices will be required to bring their budget to the class on budgeting.



Photo Contest!

Please submit any photo you wish, as long as it is taken at your place of work. The picture can be of anything: objects, views, selfies, projects, etc. it can be as creative as you like. Simply share a snapshot/moment of your day.

Everyone that submits a photo will receive a \$10.00 Dutch Bros or Starbucks gift card. The contest is limited to just one photo per employee. There will be **three grand prize winners**, one in each of 3 categories: anything construction related, unique, or beautiful, chosen by and independent judge. All photos will be published in the next newsletter. All employees are eligible to participate.

The three grand prize winners will receive a \$50.00 gift card of their choice.

Please email Pam Hansen at phanen@chambers-gc.com or text 541-554-8496.



SPD Does it Again!

A letter of thanks from Heather Murphy, Executive Director of CASA of Lane County.

“Our Operations Coordinator was able to take a couple of pictures of our newly renovated 'Development/Business' Suite on this gorgeous day and I wanted to share them with you. With the rapid changes involved with COVID-19, our staff has not been into the office to see the completed building. These pictures were sent around and received rave reviews.

We cannot thank you and your amazing team enough for this gift! What a pleasant crew to work with. We appreciate the Chambers team and Steve and Sally Lee for making the connection.”



itb+ IT Bytes

Zoom FAQs



Social distancing has forced us to find other ways to hold meetings. Zoom has made meeting virtually possible and easy, for the most part. A few common questions we get are:

I have accepted the meeting and now I can't find my Zoom link for the meeting in my email.

- Go to your calendar, open the event, the link will be in the body of the invite.

Do participants to a Chambers hosted meeting, need a Zoom account prior to the meeting?

- Yes. At a minimum they need a free account, which only takes a few minutes to create. If they already have an account, they are good to go.
- As a courtesy, Chambers employees should send the instructions for participants found in our SOP files to new attendees.

How do I set a background for Zoom meetings?

- You can download or upload photos or backgrounds you want in the “Virtual Background” section in “Settings” in Zoom, when you are logged in to the app on your computer, iPhone, or iPad. The virtual background on Android devices is not currently supported

What do I do if my video doesn't come on?

- Make sure the lid is up on your laptop and the camera is uncovered.
- If using an external camera, make sure the camera cover is open.

- If “stop video” in the lower left corner has a red line through it, click it to turn it on.

How do I communicate if I am muted?

- On computers you can click on the “Reactions” button on the screen to give a thumbs up or clap.
- On iPad & iPhone, tap on the three dots to get to the thumbs up or hand clap.
- **Remember you will have to click or tap it again to turn it off.**

How can I chat or say more when muted?

- On computers you need to click on the “Chat” button on the screen.
- On iPads & iPhones you need to tap on the three dots to get to the Chat function.
- You have the option to chat with an individual or with everyone. This is a good way to submit a question to the host during the meeting.

Why are some Zoom calls so noisy?

- If all participants are unmuted, callers will hear everyone's background noise. If the host doesn't mute everyone, you should mute yourself.
- There is a mute/unmute option in the bottom left corner of your screen on both devices and computers.
- You can also press the space key to toggle between mute and unmute on some computers.
- When muted you will see the mute symbol in the lower left corner of your picture.

Remember to unmute when you want to speak!

There are many other options available in Zoom not covered in this article, if you want to learn more or have questions, contact IT.

Project Spotlight

Evergreen Family & Women's Health Facility

Tale of the Tape: The project was a total gut/remodel of an existing 2-story 30,000sf wood framed building and parking lot that was vacant for a long time. About the only aspect of the existing building that was not redone was the concrete foundation and exterior skeleton. The existing exterior wood shingle siding was removed down to bare plywood as was the existing rubber roof. We built new underground sewer and storm systems, we installed a total new wet fire sprinkler system including the new feed from the city water supply, we did a new face lift to the “ugly” existing parking lot and installed new landscaping as well. See before and after photos.

We were selected as CM/GC in January of 2018; the competition was Essex and Adroit. We immediately went into budget/pre-construction mode with 2fORM Architecture. An interesting early budget challenge that the client requested was to analyze and compare the cost of utilizing premanufactured interior wall systems vs. standard steel stud build in the field walls. We hooked up with GRIT Building Systems out of Portland who helped educate us and provided budgets. The GRIT premanufactured wall system analysis was an add of \$568K. The client elected to not go with the premanufactured walls.

The initial residency program was replaced with a Women's Health group and the client wanted the project completed as soon as possible. The next \$7.1MM conceptual budget was submitted in October of 2018 and the architect was authorized to start Construction Documents.

In April of 2019 we put the project out to sub bid and the resulting GMP budget was approved. One of our main selling points was to use as many Roseburg area subcontractors as possi-

ble. Approximately 45% of the subcontracts were written to Roseburg area contractors. We mobilized onto the project site in May of 2019. The use of the building was to change it to a medical office which meant a lot of new underground plumbing. The existing building was an old wood framed structure that required extensive seismic upgrades. The structural design was provided by Marquess & Associates out of Medford.

A challenging side note to the project was that there ended up being two separate owner/contractor agreements. One contract included only the 1st floor interior tenant improvement and the other contract was for everything else. Two owner contracts, two job numbers, two sets of subcontracts and two sets of closeout documents for one building. Hopefully not again!

A sincere shoutout to Richard Shugar and his team at 2fORM Architecture, they were great to work with and the building turned out great.

The below quote is from the CEO of Evergreen Family, Dr. Tim Powell.

“And now, the satisfaction of essential ethics is up to us. This building, however beautiful, means nothing if its purpose is not fulfilled. May there always be a sweet spirit in this building manifest in how we treat our patients and one another. It is an ethic better felt than seen or said. Because it is through touching the lives of people throughout Douglas County over years that this value will be experienced. To the staff and patients who pass through these halls, I would say this: “Welcome home.””

A special thanks to all the Chamber's employees involved with the project...

Garrett Castle, Levi Connelly, Robert Cushman, Tyler Graves, Breck Hosford, Scot Moore, Steve

Schattenkerk, Steven Serjeant, Anderson Vanberg and John Wright.

Evergreen Before Remodel



Evergreen's New Facility



Looking Back...

Kah-Nee-Ta Resort

The Kah-Nee-Ta Resort & Spa was built and operated on the Warm Springs Indian Reservation in Central Oregon. The Confederated Tribes of Warm Springs built the resort over the 1960's and 70's and it employed 146 employees at the time of its closure in summer of 2018.

Chambers was hired in 1996 to demo a flood damaged building, rebuild the bath house, decks, pool equipment, relocate tee pee slabs, repair and replace all site utilities and construct new facilities for the restaurant, motel, gift shops, snack bar, game room, mini golf and related support buildings.

Current Chambers employees who worked on the project were Jon McCoy and Jack Makarchek. Familiar subs on the project included Comfort Flow Heating, Twin Rivers Plumbing, Emerald Pool & Patio, and Tomco Electric.

The resort was once one of the largest resorts in Oregon and included a casino that was closed and reopened as the Indian Head Casino on US 26 in Warm Springs.



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