



# The Chambers Connection

**Chambers Construction**

Volume 4 Issue 6  
November 2019

•BUILDING WHAT'S IMPORTANT IN PEOPLES' LIVES•

## President's Message



Dave Bakke, President

### "Doing Good Work"

2-1/2 years ago we rolled out our Core Purpose and Core Values. Since that time, I feel we have worked hard to live the purpose and values, implement them and build the culture of the company around them.

Our Core Purpose – **BUILDING WHAT'S IMPORTANT IN PEOPLES' LIVES** - is a reminder of why we do what we do. Our Core Values are the tools to achieve the Core Purpose. Many of my past newsletter articles revolve around our core purpose and values, and why they are so important to our future success.

That brings me to this newsletter. Success can be measured in many ways. Whether it be profit, praise, recognition from our peers and the community or simply the pride we all feel at Chambers when a project is complete and we know we did a great job. I believe as we continue to strengthen our culture around our values, we will continue to raise the bar of quality, teamwork and the expectations we expect from each other.

A company's culture takes work, hard work to continue to improve and engrain that culture deep into the DNA of who we are and why we do what we do. While we don't live up to every value 100% of the time, we must keep trying. How we handle setbacks is the true test of our commitment to our mission to be the best in the business. This hard work falls on everyone's shoulders; everyone in the office, the field and in between. The expectation is that we all do what it takes to succeed.

I recognize the challenges of living our core purpose and values, of having them engrained in the culture of the company and not just words on the wall. The biggest challenge I see is what to do when team members don't choose to work and build in line with our core values. We must work to teach and encourage them, so they maintain our values every day, even at the most challenging times. It's hard work and a challenge to get to a higher level in honoring our core values.

Yes, we still have work to do. That said, we are also doing good work. It shows in our projects, our community and amongst each other. Continue to encourage each other, create opportunities and make time to help each other.

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

Dave B.



**Northern Gold Foods**  
29323 Meadowview Rd,  
Junction City

**Civic Park**  
2077 Willamette St,  
Eugene

**Kendall Lexus**  
344 Goodpasture Island Rd,  
Eugene

**Coos Bay Eastside Elementary School**  
1255 Hemlock, Coos Bay

**Market District Commons**  
560 Oak St, Eugene

**Evergreen Medical**  
1937 W. Harvard,  
Roseburg

**Shedd Music School**  
868 High St, Eugene

**Homes for Good Offices**  
177 Day Island Rd,  
Eugene

**Jasper Mountain Care Facility**  
37875 Jasper-Lowell Rd,  
Jasper

**Kendall Subaru**  
388 Goodpasture Island Rd,  
Eugene

• 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

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

## Holiday Announcements



Manager and Superintendent and are dependent on the schedule.

The office will be closed on November 28th & 29th. Job site schedules are determined by the Project



and January 1st in observance of Christmas and New Years. Happy and safe holidays to everyone!

Christmas lunch will be delivered to Chambers Employees on job sites on December 11th or December 12th. The office will be closed on December 25th

Chambers Construction

27,358

HOURS WORKED WITHOUT INJURY

10/31/19

## Employee Spotlight

### Introducing Dennis Montgomery, Superintendent & Steve Magana, Superintendent

#### Dennis Montgomery



Dennis has recently returned to Chambers as a Superintendent in the Small Projects Division. He has over 28 years experience in construction and 17 years as a Superintendent. His favorite project was the Autzen Stadium Addition/Remodel. He started in construction working with his grandfather every summer growing up. Dennis likes the creativity of the construction industry, being able to work outside and the camaraderie developed with co-workers and subcontractors. He enjoys the ever-changing nature of construction and learning new techniques to build.

Dennis has been married 27 years to his wife Lisa and they have 4 children and 5 grandchildren. He has been a life-long resident of the Eugene/Springfield area. They like to be involved in the community and currently volunteer to help homeless youth in our area. Dennis enjoys anything outdoors; archery, elk hunting, fishing, hiking and camping with friends and family. He also enjoys cooking BBQ and smoking food.

When asked how he feels about Chambers Construction he says he remembers when he first started and Chris Boyum turned him loose on a job and said, "Go out and make friends." That said a lot to him; that this was more than just getting the job done and making money. He has witnessed how Chambers operates as a team and how they truly care about employees and our community. He is happy to be a part of the Chambers' team and is looking forward to helping however he can.

Welcome Back Dennis!

#### A Salute to American Veterans



As Veteran's Day approaches we pause to give thanks to all American Veterans who paid for our freedom through sacrifice, service and loyalty to our country. May we never take for granted the privileges you fought for – our right to vote, free speech, religion, carry arms, own homes, raise families – make our own choices as we go through life.

Chambers Construction honors our own Veterans with a paid day off on Veterans Day or another day during the year that works with your schedule. We salute and thank Chris Anthony, Jerry Barr, James Cowles, Dave Hilles, Kim Hutchens, Dave Jones, Jason Londo, Steven Serjeant, Mark Shaffer, Gregg Wallsmith, and Brian Warner for your service to our great country!

#### Steve Magana



Steve Magana has joined Chambers as a Superintendent. He brings with him 30 years of experience; 20 years as a superintendent. He got his start in construction when he joined a roofer's union as an apprentice. His favorite undertaking was the management of multiple projects at a facility on 22 acres for a healthcare organization in Portland. He enjoys the diversity and the continuous education during and after development of construction projects.

Steve was born and raised in Northern California and has resided in Oregon for over 25 years. He is married and has two children. When he's not working, he enjoys hunting, fishing, trail and beach exploring, and kayaking. He has taken helicopter flying lessons and various adventurous fishing and hunting trips. His future plans are to visit Europe and New Zealand, return to Alaska and spend quality time with his family.

Steve feels that Chambers Construction demonstrates its core values, respect, and what is important to others.

Welcome Steve!



#### Welcome New Team Members



**Robert Wilson, Carpenter**

Welcome Robert!

## Employee Spotlight

### John Roe...



John works for Chambers Construction as a Journeyman Carpenter. He is frequently referred to as “A Jack of All Trades”. John has been in construction for 40 years and is our resident drywall go to guy. He enjoys interior finish work and one of his favorite projects was the Olive Plaza Seismic Upgrade as it was different than any project he had worked on before. John is versatile and works on

many of Chambers projects helping out where needed.

John has been married to his wife Jody for 34 years and they have one child Josh who recently graduated from high school, is a deacon of their church and they couldn't be more proud of the young man he has become.

John and Jody were fortunate to spend many years traveling before becoming parents. Some of their favorite destinations include Mexico, Jamaica and many trips to Hawaii. Many of us know that John is an excellent gardener and often shares his bounty with the office, which we truly appreciate. He also enjoys riding quads and a favorite pastime is windsurfing.

John's true passion is one that is so admirable; he is giving back to his community. He and his wife spend a great deal of time giving to the community, especially the working poor. They use their own bonus and overtime money to purchase food that will go straight to those in need and helping a family for Christmas. He believes in communicating and being personable. He feels we spend too much of our lives taking and not enough time giving.

Thank you John for all that you do!



### Safety Suggestions

Employees are encouraged to submit safety suggestions. Each month the winning idea is awarded \$100 and all suggestions, whether chosen the monthly winner or not are entered into a \$500 drawing in December.

Ideas submitted in September and October are:

- Kris Vannett suggested marking locations of fire extinguishers with a RED bulb and exit locations with a GREEN bulb to spot them quicker. He received \$100 for his suggestion and is entered in the drawing for \$500 held in December.
- Garrett Castle suggested keeping a list of emergency contacts for the field crews on site with the Superintendent. Good suggestion but we keep emergency contacts in our payroll system for privacy reasons. The company protocol in the case of an emergency is for the Superintendent to contact Scot Moore immediately. If necessary he contacts Stacy Ivey for the emergency contact of the employee. Garrett is in the drawing for \$500 in December.

The rules are that the idea must be a suggestion to improve safety. Send your suggestions to Peggy Burian at [pburian@chambers-gc.com](mailto:pburian@chambers-gc.com) or drop them by the office.



### Innovation Suggestions

Since 2014 Chambers Construction has rewarded employees for innovative suggestions. Each month, the winning idea is awarded \$100 and all suggestions, whether chosen the monthly winner or not, are entered into a \$500 drawing in December.

Ideas submitted in September and October are:

- Kim Hutchens suggested putting battery backup jump starters in the vehicles that frequent projects so they are equipped to help when a jump is needed. The SPD vans, SPD truck, Scot's truck, Steven's truck, Kim Hutchens car and the 2 office vehicles have been outfitted with them. Kim will receive \$100 for the suggestion and be entered in the \$500 drawing in December.

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

## Employee Spotlight

### Meet Your Safety Committee



Our commitment to the health and safety of our employees includes a 4 person safety committee that meets monthly and may be called upon to attend an occasional special meeting on safety related issues. The committee is to include 2 members from field personnel, 1 member of management and the Safety Director heads the committee.

The committee discusses current project hazards and actions to take to mitigate the risks, reviews all accident/incident reports, oversees the 3<sup>rd</sup> party safety inspec-

tions, reviews safety related policies of the company to keep them current and acts as an advisory group to management.

Our current members are Scot Moore, Debi Creager, Jon Baugus, Levi Connelly and Peggy Burian, Secretary. If you are interested in serving on the committee, please contact Scot and all employees are welcome to attend the monthly meetings. For more information, see the Safety Committee Charter on page 7 of your employee safety manual.

#### December/January Anniversaries

Jon Baugus	24
Darren Babcock	2
Jacob Wilson	1
James Cowles	1
Brian Warner	1
Cristian Hernandez	1
Ricky Harrison	1
Cody Shovey	1

#### Birthdays

Brian Anderson	12/6
Ricky Harrison	12/7
Nolan Perkins	12/9
Ron Miner	12/16
Ron Hartman	12/22
Joseph Jacobs	12/26
Jon Baugus	12/27
Chris Boyum	1/1
Brandon Hilburn-Taylor	1/17
Kim Hutchens	1/18
John Peters	1/22
Ryan Briggs	1/24
Brian Warner	1/27

### \$\$ Trivia Drawing \$\$

The winner for the last drawing was Shawn Hussey, he received a \$50.00 gift card. The answer was "Stud".

### What term describes strips of metal used to seal around roof penetrations?

For a chance to win this time, submit your answer to Pam Hansen by December 10th at [phan-sen@chambers-gc.com](mailto:phan-sen@chambers-gc.com) or call her at 541-868-8521 to be entered into a \$50.00 gift card drawing.



### Chambers Procore Advisors



Garrett Castle, Kim Hutchens, Debi Creager, Kellie Norris, Janelle Welling and Chris Boyum

To contact the group at [procoreadvisors@chambers-gc.com](mailto:procoreadvisors@chambers-gc.com) send an email and one of us will assist you.

## Employee Spotlight

### Wellness Employee Spotlight



Some people say the mind is a terrible thing to waste. It's really a terrible thing to lose.

Mark and I participated in the Walk to End Alzheimer's at Alton Baker Park on Sunday, October 13, 2019. Although it was a beautiful fall day it was very emotional for me.

This cause is very dear to my heart because my Nana passed from this debilitating disease several years ago.

I think the earlier stages of Alzheimer's are the hardest. Particularly because the person knows that they are losing awareness. They are aware that they're losing awareness, and you see them struggling.

I feel lucky to work for a company that supports such an important cause and look forward to participating next year. Hopefully more Chambers employees will join the walk with me. - **Heather Shaffer**

### Wellness Monthly Events — November



#### EWEB Run/Walk to Stay Warm

3.1 mi/10k/5k/400m Kids Dash  
Benefits EWEB's Customer Care Program  
Date: Sunday, November 24th  
Time: 9a.m.  
Location: EWEB Plaza, Eugene



#### Turkey Stuffer 5k

Benefits Willamalane Summer Playground Program  
Date: Thursday, November 28th  
Event Schedule: 8:30a.m.  
Location: Splash! At Lively Park, Springfield

Come join the Wellness Committee. We will now be meeting at lunch time, once a month on a Friday. Your input and involvement is valued and we will provide lunch and other fun incentives. Email Erin [elawrence@chambers-gc.com](mailto:elawrence@chambers-gc.com) for more info.

### Know Your Hard Hats

**White**—Experienced

**ORANGE**—Under 18



**BLUE**—Inexperienced

### Apprenticeship Classes

Classes are held one Saturday per month from 7am-3:30pm.

December class will be concrete with Jon Baugus, date TBD

Classes are open to all Chamber's employees and you are paid for your time in class. Please contact Mark Harrington for more information by cell 541-972-0997 or at [mharrington@chambers-gc.com](mailto:mharrington@chambers-gc.com).



# 4 Your Health

## Healthy Options for Holiday Stuffing

Turkey stuffing is often an essential part of the traditional Thanksgiving meal. For many of us, the holiday dinner wouldn't be complete without this tasty side dish. But stuffing isn't always the best choice for dieters. Calories in stuffing can be sky-high.

If you're trying to lose weight, choose to make a healthy stuffing this year. Use this low-calorie stuffing recipe and tips to keep your weight loss plan on track during the holidays.



### Basic Healthy Stuffing Recipe

#### Ingredients:

- 24 oz. cubed stuffing bread or frozen bread
- 2 tablespoons butter, melted
- 1 teaspoon sage
- Pepper to taste
- 1 cup milk
- 2/3 cup chopped onion
- 2/3 cup chopped celery with leaves
- 1 cup chicken broth

#### Directions:

Mix the butter, chicken broth, and spices. Put milk, onion, celery, and bread in a large bowl. Pour the butter, broth, and spice mixture over and lightly toss.

Bake in a 13 x 9 pan at 375 F for 20-40 minutes, depending on how dry you like your stuffing. Drizzle chicken broth as the stuffing cooks if desired.

#### More Recipes for Healthy Stuffing

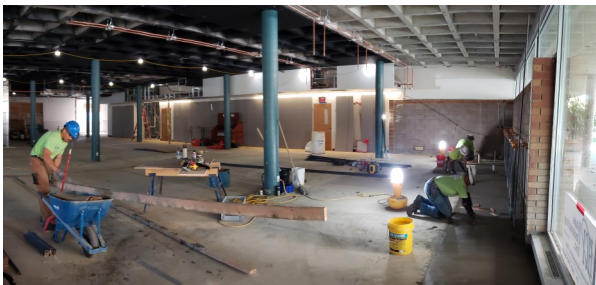
If you choose to eat a vegetarian diet, check out <https://minimalistbaker.com/simple-vegan-stuffing/>. Options for gluten-free eaters, check out <https://www.foodnetwork.com/recipes/classic-gluten-free-stuffing-3416315> will help you to enjoy a healthy holiday.



Medford KTVL's New Studio



Aerial View of Evergreen Medical in Roseburg



Homes For Good



New Turf at Civic Park

## Benefits Renewal & State of the Company Address



Our annual benefits meeting will be held on December 3<sup>rd</sup> starting at 4 pm at the Hilton Garden Inn on the corner of

Beltline and Gateway. This meeting is mandatory for all employees and spouses are welcome (and encouraged) to attend. We will announce changes or updates to company benefits for 401(k), HSA, Medical/Dental/Vision/Pharmacy Insurance, Life Insurance and Long-term Disability coverages. We will have election worksheets you can complete that evening or take home and return to Stacy by December 6<sup>th</sup>.

At 5:00 we will have a sandwich buffet and spouses will be excused at 5:30.



Then the State of the Company address will begin, where we will report on results and company news since the meeting last year. We also have an exciting

announcement you won't want to miss!

We will end with a word from the Wellness Committee, hold the \$500 drawings for safety, core value and innovation suggestions, hand out Christmas gifts to each employee and hold the raffles to see who wins prizes to take home this year! (must be present to win) A lot of good stuff – see you there!

## Chambers Participates in Bras for Cause for the 3<sup>rd</sup> Year



The Oregon Cancer Foundation is a 100% local non-profit organization that raises money solely for Lane County residents undergoing cancer treatment. The money raised in this event helps patients with things like gas money, help with rent or utility bills or to buy groceries. Often during treatment, patients are too sick to work full time so the added funds help compensate for that.

Chambers' 2 teams were Cassandra Dare, Sarah Focht, Kim Hutchens, and Nancy Thornton who created "Chambertarriot" and Tammy Crafton, Debi Creager, Kellie Norris and Jenna North who submitted "Save 2<sup>nd</sup> Base."

The Ladies Night Out Event was held on November 8<sup>th</sup>. "Save 2nd Base" won 1st place in the company bras. \$120,000 was the overall goal for this fund raiser and \$145,000 was raised!

## HALLOWEEN

## FUN



Winners of the contests were : Kim Hutchens' pumpkin, Peggy Burian & Heather Shaffer as Olaf twins costumes and Cassandra Dare's witch finger cookies!



## Saving Pennies for Retirement

We've all heard people say, "I can't believe how fast the years have flown by and now I only have 10 years to retirement and not enough saved to actually retire. I wish I had started when I was younger."

**When is the best time to start saving for retirement?** In our 20's! The reason for that is simple, if we start young, we get a compounding interest factor over time to help our money grow. It takes less and grows larger, making saving fun! Don't forget Chambers contributes 2 pennies per dollar for every 4 you contribute. Setting aside \$100/month is very possible! And you don't want to miss taking advantage of that extra 2% you earn from the match.

### Here's a simple example of how it works:

Investment: \$100/month  
Rate of Return: .67%/mo or 8%/yr  
Start at age 25 for 40 years  
Your Contribution: \$48,000  
Balance: \$353,168

Investment: \$1000/month  
Rate of Return: .67%/mo or 8%/yr  
Start at age 55 for 10 years  
Your Contribution: \$120,000  
Balance: \$183,355

### Let's see what \$100 per month looks like:

\$15/hr full time: \$2600/mo  
You Contribute: 3.8 pennies/dollar

\$20/hr full time: \$3465/mo  
You Contribute: 2.9 pennies/dollar

### With the company match:

Investment: \$100 + \$50/month  
Rate of Return: .67%/mo or 8%/yr  
Age 25 for 40 years  
Your Contribution: \$48,000  
Company Contribution: \$24,000  
Balance: \$529,752  
Value of Company Match: \$176,584 – Take advantage of the 2% match!

**How do I choose investments that make the desired return?** The basic rules of finance are the riskier the investment, the higher the return; the more stable the investment, the lower the return; and the big one – diversify your portfolio. This is so you can include investments with higher returns and investments with more stable returns.

I (Debi) have a degree in finance and I do not choose my own investments. I let the industry experts do that. You should seek a financial advisor if you invest on your own.

If you invest in your 401k, seek information from Troy Haugen, an industry expert available to us. He can be reached at [thaugen@rbgnrp.com](mailto:thaugen@rbgnrp.com) or by cell at 503-951-7105. He also comes from Portland regularly to meet with any of our employees and their spouses. Stacy announces the dates he's in town. Contact her if you'd like to meet with him.

**About Target Funds.** The really great thing about investing in your 401k is that it has many options, including age based portfolios of investments – called target funds. The target is our age. Target funds weight the investments (many investments, meaning it's diversified) based on years to retirement age with heavier weights of higher return investments (various types of stock) toward those with longer to retirement (younger folks) and heavier on the stable investments

toward those with less years to retirement (not as young of folks)!

No matter the target fund, they are always diversified, only the weighting changes. Why is this? As you can see on the graph of historic stock market funds, the market is very volatile, hence riskier, hence the higher returns *over a period of time*.

**When the market drops** (see graph below) and we are invested in our 401k, we can be assured that the money managers are buying up shares of stocks that drop so they can have more to grow the returns as they come back. It's not as simple as that – they do a lot of research and track stocks to know which to buy and sell. However, what's important is that they turn those dips into opportunities for more growth wherever they can! That's why funds can bounce around – falling quickly, a little slower to bounce back but when they do it's often higher than when it started. Hence the growth over time.

**As we get closer to retirement**, the targeted funds are designed to mitigate the effect of big drops (that might come when you want to retire) by investing more of the funds in stable value stocks and bonds. You can see in the graph below that 1929-1932, 1973-1974 and 2000-2002 would have really dropped portfolio values and would not have been a good time to retire if you were heavily invested in the stock market.

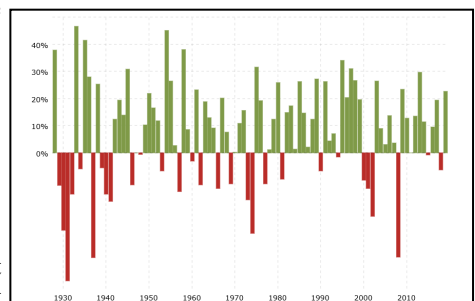
**Remember, the longer you wait** to plan and save for retirement, the more you'll

need to invest each month. While it may be easier to enjoy your 20's with your full income at your disposal, it will be harder to put money away each month as you get older. And if you wait too long, you may even need to postpone your retirement.

So figure out how many pennies you can afford now, get them in your 401k, don't get concerned with the dips – the basic rules of finance include, "don't chase the market," and be sure to get the

company match by investing 4 pennies per dollar, or 4%!

It's also never too late to start, we'll talk about that in the next issue of the newsletter!



**Historical Graph of the S&P 500 1930-2019.** The high positive peaks are (L-R) 38%, 47%, 41%, 45%, 38%, 32%, 34% and 31%. The low points





### Caught in the Act!

Employees submitted the following individuals caught in the act of demonstrating our core values in the months of September and October:

**Pam Hansen nominated Scot Moore** “I would like to acknowledge Scot Moore for representing many of our core values. He works in some capacity with each person in our company and *represents being a teammate*. He is always reliable and you can count on him to take initiative to get things done correctly by *finding the time to support* all employees at Chambers. He is thoughtful, considerate and *builds long-term relationships* both in the office and field. He *stays positive* even when he has many deadlines and is needed in so many areas which makes him a true *problem solver*. I hear so often, from so many employees how great he is to work with and I agree! Thank you Scot for all that you do!”

**Heather Shaffer and Peggy Burian nominated Pam Hansen** “We would like to nominate Pam for living our core values by always stepping in when we need a break, answering phones and always being available to answer our questions. She always maintains a *positive* attitude, despite her busy schedule and she *finds the time to help* us out! Thank you for being such a positive team player!”

**Kellie Norris nominated Kim Hutchens** “I would like to nominate Kim Hutchens for the core values award. She goes above and beyond everyday in her job to make sure all of us are running smoothly. Her job is a very thankless job because we call her when things break or aren’t working. She has many times taken calls and emails while on vacation, home sick, or recovering from surgery to try and get issues resolved. She is a vital part of this company and no matter how stressed she is, she is always ready with a smile to help solve problems. I see her demonstrating CV’s 1-3 – *stay positive; play to win-win, be a teammate; communicate and act to build respectful and trusting relationships and find the time and create opportunities to help each other*. Thank you Kim for being a positive teammate!”

All 3 nominations will receive \$100 for being caught in the act and will be in the year end drawing for \$500 in December.



Jerry’s Springfield Display Work



Heather Shaffer- helping with job site errands



Brian Erickson with architectural students at Market District Commons



## Staying Safe in Wet Weather

Working in the rain presents several safety hazards; however, you can take steps to reduce your risk of accidents and injury. Here are the top tips:

### Take Your Time

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

### Wear Your Rain Gear

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

### See Clearly

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

### Surface Hazards

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

### Use The Right Tools

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

### Be Visible

Always wear high-visibility clothing to ensure that you are seen by fellow workers and bystanders. Replace gear or vests that have become dull and are no longer reflective. See Scot Moore if you need to replace any rain gear.



## itb+ IT Bytes



## Etiquette

In our busy lives, both personally and professionally, business etiquette can go by the wayside, especially when using email. Below are reminders of what to do and not to do with email:

### The do's

- Do make sure emails clearly define the issue, the action items, and any deadline.
- Do proofread emails prior to sending for conciseness, clarity and accuracy.
- Do include a subject line that is thoughtful, clear, reflects the topic and the urgency.
- Do know the audience you are drafting your email to.
- Do double check attachments.
- Do use your manners.
- Do keep your tone professional and use good grammar.
- Do silence your devices at night if emails can wait until the next day.
- Do leave the right impression with your email sign-off and signature.

### The don'ts

- Don't wait more than 24 hours to respond to an email.
- Don't forget to proofread before hitting send.
- Don't send emails at 3 a.m.
- Don't cc without approval.
- Don't shoot from the lip.
- Don't put words in ALL CAPS – it's the same as YELLING.
- Don't reply to messages with "Thanks" or "Ok" unless you need to acknowledge receipt.
- Don't forward messages without explaining why it is being sent and what needs to be done with it.
- Don't use email when another form of communication is more effective, like a verbal conversation.

## Project Spotlight

### Oregonians Credit Union



Oregonians Credit Union, a long-time client of Chambers Construction, hired us to continue their rebranding program with a challenging exterior and interior renovation of their Gresham branch. During 2017 and the early part of 2018, Chambers and Eric Hall Architects designed, value engineered and budgeted the project numerous times. We thought the job was dead but in mid-2018 it sprang back to life and we mobilized in September of 2018.

Numerous challenges existed with the project. Because we do not do a lot of work in the Portland area, the list of familiar and dependable subcontractors was short. Before demolition started, the existing wood mansard that surrounded the existing building had to be tested for asbestos and it tested positive. Chambers had to scramble to find a local company that could handle this size of abatement and luckily found Willamette Construction Services who were qualified to do both the asbestos abatement and demolition of the mansard. This change in scope cost the project about a month delay. The work got done and the designed exterior of the building could continue.

Another notable challenge was the existing credit union branch had to stay open to the public during the entirety of the project. The main design element of the interior was a complete redesign of the teller row. With help from Advance Cabinets, the team orchestrated a temporary teller row in a separate room that allowed the new teller row to be built while the branch stayed open for business. This challenge was met head on by Darrell Stinson and the small Chambers on-site crew. Because of Darrell's expertise, the interior remodel went smoothly and safely.

Substantial completion was achieved May 3, 2019. Due to the success of the project and the client's satisfaction, Chambers will be remodeling another OCU branch in Portland that should start in Spring of 2020.

Many thanks to the Chambers crew who had to endure out of town work and the winter of 2018/2019. We appreciate the fine job of John Wright, Darrell Stinson, Steven Serjeant, Izayuh Moriguchi, Scot Moore, Todd McNally, Mike Hogenson and Ron Hartman.



### 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.

## Looking Back...

### Liberty Banks



Liberty Bank hired us to build and renovate 14 branches for them between 2002 and 2008. The branches included Medford North, Medford South, Grants Pass, Bend Downtown, Bend North, Bend West, Bend South, Redmond South, Coburg Road, Pearl Street, Santa Clara, West 11<sup>th</sup>, Gateway and Thurston.



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

