



The Chambers Connection

**Chambers
Construction**

**Volume 5 Issue 6
November 2020**

•BUILDING WHAT'S IMPORTANT IN PEOPLES' LIVES•

President's Message



Dave Bakke, President/CEO

"What is Adequacy"

As this year comes to an end, I am hearing more and more from other business Owners how they are struggling to get by and how dealing with the backlash of COVID has caused them to real-in some plans and, in some cases, really scale back. A few of them used the phrase, "we're doing OK" and said the performance of their companies was "adequate" for the current situation.

To hear Owners of other companies talk about being adequate and thinking that is acceptable was disturbing to me. The definition of adequate is "barely satisfactory, mediocre." It's no different than saying "that's good enough" or "you can't see it

from my house" or "that's the way it's always been done." All those phrases go back to an attitude of accepting adequacy as a standard. That's not what we stand for. Those companies that have accepted mediocracy will no doubt struggle to survive.

Let's flip the coin. I have also heard from other business Owners how they are challenging their people to raise the bar. To get better. To look for innovative ways to get ahead of the pack. It's those companies that are now thriving in this COVID world. They weren't afraid to attack the issue; they chose not to real-in. Being adequate is not part of their model. In fact they are taking extreme steps of making major changes in their companies to eradicate adequacy.

Winston Churchill once asked, "what is adequacy?" His answer was "adequacy is no standard at all." He was so right; adequacy is having no standard at all. Do we at Chambers want to be

known as a company that is adequate, that gets the job done but in a mediocre fashion? Do we just get by or do we challenge ourselves to raise the bar and be better than the rest?

Part of our long-term goals, our BHAG, is to be better not bigger. How can we possibly achieve that if we accept adequacy as a standard? My challenge to all of you is be better, don't accept sub-par, or even par. Strive for more. I continue to challenge myself in that regard, I don't always succeed but I don't let failure stop me from trying.

Moving into next year I think everyone needs to ask themselves if they are willing to take the challenge to get better, to make the company better. It'll be hard. Successful people do hard things. Do the hard things to be better, not adequate.

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

-Dave

UNDER CONSTRUCTION

- Kendall Subaru
Completion Date: 12/2020
- Marshfield Jr. High
Completion Date: 9/2021
- Lane County MAT
Completion Date: 4/2021
- PakTech Renovation
Completion Date: 2/2021
- Shedd Re-Roof
Completion Date: 6/2021
- Market of Choice—
Warehouse Addition
Completion Date: 6/2021
- Richardson Sports
Completion Date: 8/2021
- Northern Gold Foods
Completion Date: 12/2020
- First Interstate Bank—
Coos Bay
Completion Date: 9/2021
- Oregonians Credit Union
Completion Date: 3/2021
- Grain Millers—Stair &
Dock
Completion Date: 4/2021
- SnoTemp
Completion Date: 12/2021

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

PROJECTS BIDDING

30 Large
\$145,270,373

17 Small Projects
\$605,189

17,791
HOURS WORKED
WITHOUT INJURY
10/31/2020

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

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

Holiday Announcements



The office will be closed on November 26th & 27th. Job site schedules are determined by the Project Manager and Superintendent and are dependent on the schedule.



Job site lunch will be delivered to Chambers employees on job sites on December 4th. The office will be closed on December 25th and January 1st in observance of Christmas and New Years. Happy and safe holidays to everyone!

Employee Spotlight

Jacob Abbatello...

Jacob is currently employed in the Chambers Apprenticeship Program. He has been with us for 10 months. He had previous residential remodel



construction experience. He enjoys the program and likes working with his hands. He is excited for an opportunity to learn how to build tilt-ups.

Jacob was born in Eugene and lived in Florida and Michigan for a while before returning here 7 years ago. He is engaged to his best friend of 7 years, Jamica and they are expecting their first child in 7 months. Jacob enjoys cycling, mountain biking, skateboarding and video games. Someday he would like to visit the Irish Highlands as he is half Irish himself.

Jacob has had a challenging life and has volunteered for a program called The 15th Night, which helps the

homeless and disadvantaged youth in our area. He someday hopes to help more with homelessness issues. Jacob has a bright, positive and in his words “Life is amazing” attitude.

He is looking forward to a bright future with Chambers. He says this is the best company he has ever worked for, we have great benefits, he likes the people he works with and has been kept very busy here. His goal in the apprenticeship program is to become a journeyman carpenter, but he doesn’t want to stop there. He plans on working his way up and he certainly has the work ethic and “can do” attitude to accomplish it!

A Salute to American Veterans



On Veteran’s Day, we paused 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, James Cowles, Dave Hilles, Kim Hutchens, Jason Londo, Steven Serjeant, and Gregg Wallsmith for your service to our great country!

Introducing Julie Green



Julie has joined the Chamber’s team as a Project Engineer. She brings with her a wealth of 20 years of experience in the construction field. She began working as a construction liaison for a hospital and credits how lucky she was to have wonderful mentors. She spent 6 years working for a large industrial construction company out of Arizona as a field office manager in their Southern and Central California Divisions. She then worked for her uncle who taught her all aspects of managing a construction office, plan reading and P.E. related tasks. She has had several years of working in all of these positions. Most recently she has worked for Lanz Cabinets in estimating and sales.

She currently resides in Veneta and has raised 3 daughters; Barbara, Aimee, and Megan. Julie is very well

traveled as she grew up as a military child who traveled many parts of the globe with her family. She spent most of her educational years in Klamath Falls. As a child she spent 3 months taking a road trip with her family that encompassed the entire 50 states.

Julie’s favorite trip was to Paris and is planning on taking her daughters with her to visit for a dream vacation. She fell in love with the architectural splendor of Paris and especially Monet’s Gardens. Julie is a self-acknowledged adrenaline junkie. She loves white water rafting, skydiving and has even been a NASCAR driver. She has recently taken up golf and has an active social life enjoying Working Women’s Wednesday with many of her past colleagues.

Julie loves the versatility of construction, problem solving and the fact that every project is different. She has wanted to work for Chambers Construction for years and feels truly blessed to be here. She aligns with our core values and is excited to be part of the great reputation Chambers holds.

Know Your Hard Hats



WHITE— Experienced
ORANGE— Under 18
BLUE— Inexperienced

Employee Spotlight

Introducing Evin Avila Avila



Evin has recently joined Chambers as a Superintendent. He brings with him over 10 years of commercial construction experience, specializing in tenant improvements such as: J Crew and Starbucks. He is excited to experience an opportunity for more growth with Chambers. He will be working with John Wright on the upcoming Springfield Family Physicians project. What he loves most about construction is that it is never repetitive. He loves to see the happy client's facial expressions when they first see the completion of their project.

Evin was born in Honduras and has lived in the Eugene area for 17 years.

In his spare time he likes to stay physically active. He enjoys Thai boxing, soccer, hiking, lifting weights and being around people in social settings. He hopes someday to try skydiving and travel South America. He really values the freedom and opportunities America has to offer and he wants to be involved with helping children and the elderly to better themselves here by spending time with them, mentoring or helping financially.

Positive and clear communication is very important to Evin when it comes to dealing with people. It is his belief that you should be friendly, respectful, and treat everyone as important. He has learned to have a good balance in his work and personal life, and he is a very happy and content person.

Evin's philosophy is to learn as much as he can, always strive for more opportunities, and he is excited to work for Chambers as he believes this is a company that keeps their word and has good values.

Introducing Mark Aden



Mark has joined Chambers as a Superintendent. He brings with him over 32 years of construction experience.

He has spent many years with his bags and enjoys framing, carpentry and finishes. Much of his time has been spent as a project engineer and the last 3 years in a superintendent role. He has a 4-year degree in construction management that he obtained in 2014 at the University of Anchorage in Alaska. It gives him a sense of pride to look back at projects he has worked on and helped build.

Mark grew up in Illinois and spent time in Idaho

and Minnesota before residing in Wasilla, Alaska for about 20 years. He recently moved to Triangle Lake about a year ago. He lives with his girlfriend Elisha and his 13-year old son, Nate. When he is not working, he likes to be outdoors; hunting, fishing, hiking, 4 wheeling and downhill skiing. Someday he hopes to try scuba diving.

His favorite project was the Foot and Ankle Clinic in Anchorage Alaska which consisted of a two-story medical facility with an underground parking garage. He was superintendent on that project and really enjoyed the experience.

He is very happy to be here at Chambers and is looking forward to settling down and calling Chambers Construction home until retirement.



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.

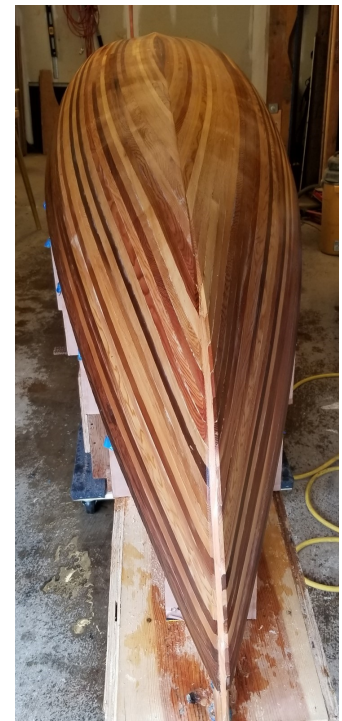
Employee Spotlight

For the Love of Construction



Michael Good spends his spare time crafting this beautiful tandem rowing boat. It is 19' -11" with a 38" beam. It will have two sliding seats and 9'6" sculling oars. The capacity is 600 lbs. The design is called Annapolis Weary.

Thanks Michael for sharing your amazing talent!



Chambers Spirit

Adam Haag shows his Chamber's spirit by sporting a poncho at his son's football game.

Employee Spotlight

Core Value Nomination



In October, we learned that we were being awarded the 2020 Children's Champion Award by a Family For Every Child for the support we give them as they locate families for children in need of a family. We learned that we also stood out this year because Kim Hutchens worked with them on an event where they needed IT support.

That really made an impression on them. I would like to nominate Kim for the Core Value recognition award for taking the time to help others and for bringing solutions to help them solve their IT challenges. Nice job Kim! Submitted by Tammy Crafton.

Tammy and Kim will receive \$100 and both will be in the \$500 drawing at the end of the year.

Trivia Drawing

The winner for the last drawing was Heather Shaffer, she received a \$50.00 gift card. The answer was "Liquidated damages are fines a construction company pays if they don't finish the job on time."

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

Rebar is steel used to reinforce _____.

December/January

Anniversaries

Jon Baugus	25
Darren Babcock	3
Jacob Wilson	2
James Cowles	2
Ricky Harrison	2
Jacob Abbatello	1

Birthdays

Brian Anderson	12/6
Adam Haag	12/6
Ricky Harrison	12/7
Ron Hartman	12/22
Joseph Jacobs	12/26
Jon Baugus	12/27
Chris Boyum	1/1
Taylor Londo	1/17
Kim Hutchens	1/18
John Peters	1/22
Ryan Briggs	1/24



Safety Suggestions

In September, Garrett Castle suggested a system be created that allows employees to submit/document near miss accidents so they can be shared company-wide, making others aware of possible hazards. These will need to be submitted to Scot so we can remove names and jobsites to keep them generic. Garrett received \$100 for the suggestion.

In October, Garrett also suggested having a sign or poster placed in the job office trailers or around the jobsite in plain view showing when to call for emergency services around heart attacks, strokes, or heat stroke. Garrett will receive \$100 for the great suggestion.

He will be entered twice for the 2 suggestions 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.

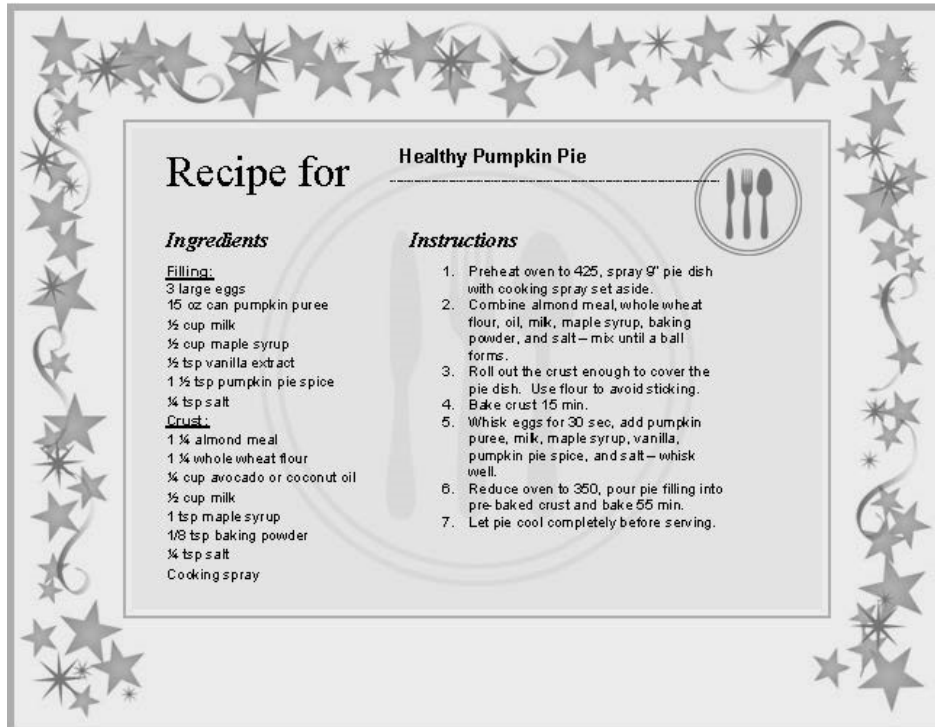


Innovation Suggestions

Pam Hansen suggested using a "Mind Mapping" software as a tool for team collaboration; brainstorming, sharing and organizing thoughts and ideas.

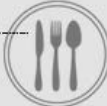
Pam will receive \$100 for the suggestion and will be entered in the \$500 drawing at the end of the year.

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.

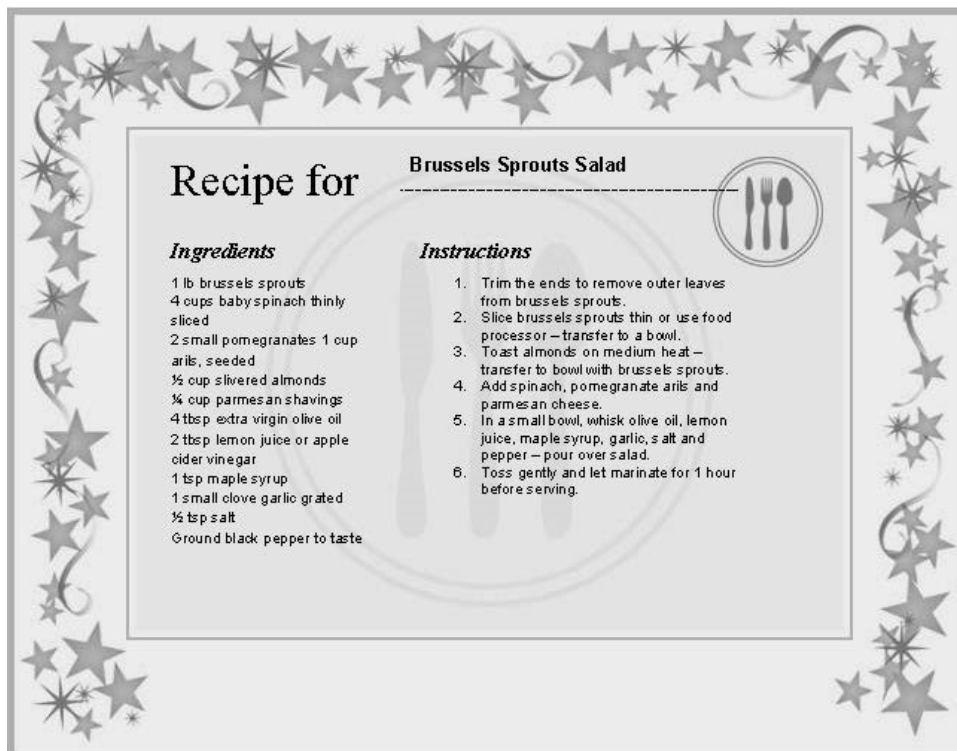


Recipe for

Healthy Pumpkin Pie




<p>Ingredients</p> <p><u>Filling:</u> 3 large eggs 15 oz can pumpkin puree ½ cup milk ½ cup maple syrup ½ tsp vanilla extract 1 ½ tsp pumpkin pie spice ¼ tsp salt</p> <p><u>Crust:</u> 1 ¼ almond meal 1 ¼ whole wheat flour ¼ cup avocado or coconut oil ½ cup milk 1 tsp maple syrup 1/8 tsp baking powder ¼ tsp salt Cooking spray</p>	<p>Instructions</p> <ol style="list-style-type: none"> 1. Preheat oven to 425, spray 9" pie dish with cooking spray set aside. 2. Combine almond meal, whole wheat flour, oil, milk, maple syrup, baking powder, and salt – mix until a ball forms. 3. Roll out the crust enough to cover the pie dish. Use flour to avoid sticking. Bake crust 15 min. 4. Whisk eggs for 30 sec, add pumpkin puree, milk, maple syrup, vanilla, pumpkin pie spice, and salt – whisk well. 5. Reduce oven to 350, pour pie filling into pre-baked crust and bake 55 min. 6. Let pie cool completely before serving.
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Recipe for

Brussels Sprouts Salad



<p>Ingredients</p> <p>1 lb brussels sprouts 4 cups baby spinach thinly sliced 2 small pomegranates 1 cup arils, seeded ½ cup sliced almonds ¼ cup parmesan shavings 4 tbsp extra virgin olive oil 2 tbsp lemon juice or apple cider vinegar 1 tsp maple syrup 1 small clove garlic grated ½ tsp salt Ground black pepper to taste</p>	<p>Instructions</p> <ol style="list-style-type: none"> 1. Trim the ends to remove outer leaves from brussels sprouts. 2. Slice brussels sprouts thin or use food processor – transfer to a bowl. 3. Toast almonds on medium heat – transfer to bowl with brussels sprouts. 4. Add spinach, pomegranate arils and parmesan cheese. 5. In a small bowl, whisk olive oil, lemon juice, maple syrup, garlic, salt and pepper – pour over salad. 6. Toss gently and let marinate for 1 hour before serving.
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News



Chambers Construction won this year's Community Applause Award !

The Community Applause Award, co-sponsored by the Oregon Bankers Association and *Oregon Business* magazine since 1996, is an opportunity to acknowledge the efforts of for-profit Oregon business customers who play a significant role in their community. is recognized at an awards ceremony and will receive a commemorative plaque and \$1,000 to donate to a nonprofit organization of their choice. A professional

video will be produced featuring the company, an organization they support and the nominating banker and will be presented at the awards ceremony. The ceremony will be held in conjunction with the **Bank Leadership Symposium** taking place December 7, 2020 virtually. The winning company is also featured in the March edition of *Oregon Business* magazine and the winter issue of *Banking Matters* magazine.



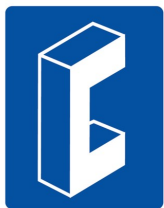
Oregon Cancer Foundation held their annual fundraiser called "Girls Night Out."

One of the most exciting parts of the evening is when they announced the Bra winner created by a team.

CONGRATULATIONS goes to **"Rack E'm Up"** built by **Chambers Construction!!** Congratulations to Debi, Jenna, Tammy, Joy, Kellie and Kim H. for a job well done!! As usual, Chambers added to the fundraising by holding our very own raffle and a total of \$1,667.00 was raised. A big THANK YOU to Peggy and Heather for all your hard work attending to the Raffle items and keeping track of those raffle tickets.

And of course, thank you to each and every one of you who participated with voting on-line or purchasing raffle tickets. It takes incredible people like you and an organization like Chambers Construction to make a difference to those impacted by Cancer living right here in Lane County.

Announcements



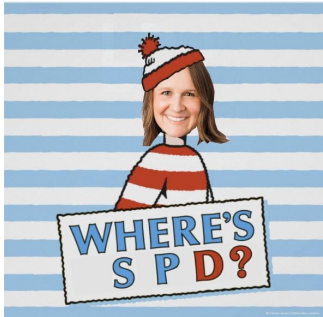
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BENEFITS RENEWAL 2021

Annual Benefits meeting will be held via Zoom on December 3rd. More information to follow.

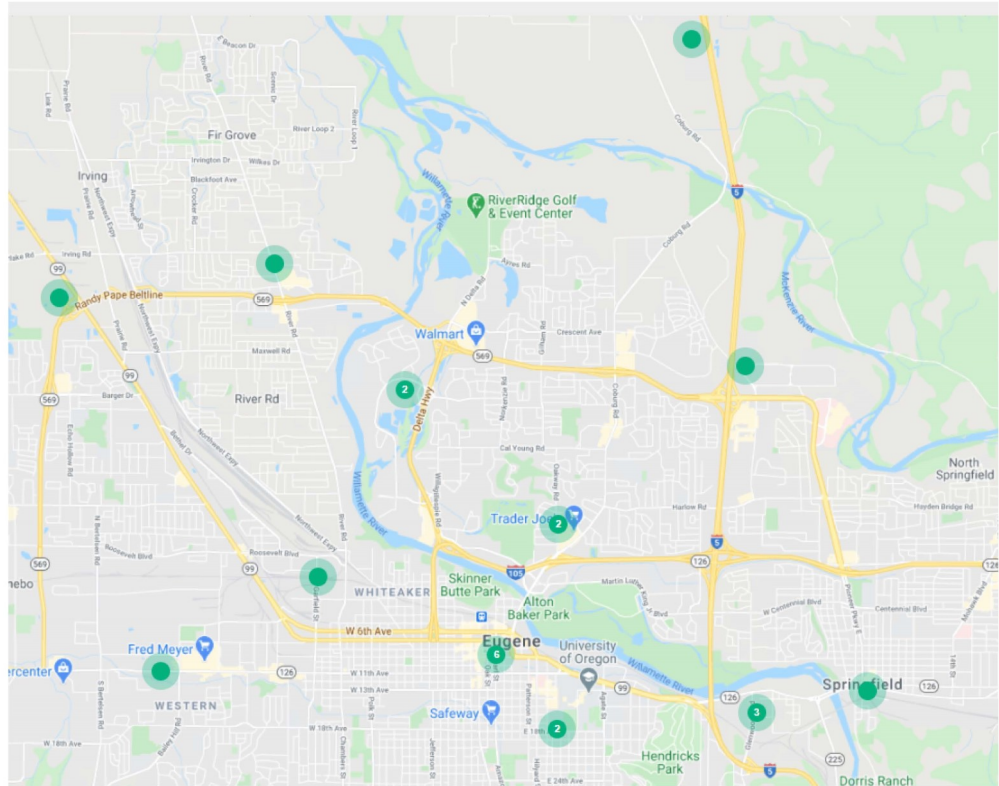


The State of the Company will be a recorded video to be played on December 10th and 11th at 3pm at your worksite.



SPD has certainly been busy around town. Currently they have over 25 jobs in progress and many more in estimating.

This map reflects many of the locations you may spot our SPD vans at work.



itb+ IT Bytes

Cold Temperatures vs Electronics and Batteries

With the frigid temperatures we may have this winter, don't leave your devices (computers, iPad's, iPhone's etc.) in your vehicles without heat. The cold temperatures cause the battery to lose battery life quickly and/or drain completely.

If your device has been drained of power from the cold, take it someplace warm and let it get to room temperature before plugging it in or trying to turn it on. Or you could put the device in an inside pocket or as close to your

body as possible. Letting it warm up first reduces the risk of condensation on your device and rapid temperature changes that may cause damage..

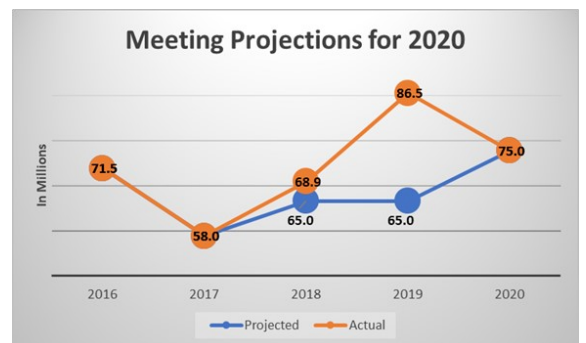


DON'T LEAVE YOUR ELECTRONICS IN THE CAR

If you must, make sure to turn it off and wait until it warms up before turning it on again.

If you have a device in your vehicle, make sure it is covered or hidden.

Meeting Projections for 2020



When COVID hit in March, we took a hard look at projections for volume amidst the pandemic. We reduced our projections for the year down 14% to \$74-\$76 million and the results at 10/31 indicate we will meet our projections. Good job to EVERYONE for working SAFELY through the pandemic!

Kendall Subaru



Lane County MAT Clinic



Reception Area



Atrium



Emergency Preparedness

2020 has been a year none of us will soon forget! Between the pandemic and wildfires, we have been reminded how important it is to be prepared for emergencies! What should we prepare for? Where do we start? Where can we get supplies? What supplies do we need? How do we store them? How do we prepare to leave our homes quickly? So many questions and what makes it further confusing is that we are all different, with different needs and varying emergency possibilities.

We will outline in this article a basic framework for getting started. We highly recommend going to [ready.gov](https://www.ready.gov) for more information. There are many other resources for ordering and organizing for an emergency on the internet.

Step 1: Determine what you need to prepare for. The logical starting point is to decide what you need to be prepared for, what emergency situations you face in your family and your area. Things to consider are earthquakes, tsunamis, home fires, wildfires, floods, pandemics, power outages, extreme winter conditions, terrorist attacks, riots, and hurricanes (or extreme winds).

Step 2: Make a Plan. You need to make a plan with everyone in your household. This will vary considerably from family to family based on the size and ages of the family members. However, the plan should include such things as:

- Communication among family members
- Emergency alerts
- A shelter plan
- Evacuation routes
- Evacuation modes (foot, car, etc)
- Several possible places to go (for options)
- Where to meet up (from home, work, daycare, etc)
- Responsibilities assisting others
- Medical needs (prescriptions/equipment)
- A plan for pets (large and small)
- Protect critical documents & valuables
- Emergency responder information
- Have a battery powered radio (for info)
- Create an emergency supply kit

- Take supply kit with you
- Let family and friends know before you leave and when you arrive
- What to avoid (downed power lines)
- Learn first aid and CPR
- Learn to use a fire extinguisher
- Know how to shut off utilities
- Know how to purify water
- Know how to stay warm



Step 3: Practice your plan. It's important to practice your plan on a regular basis. For example to practice your emergency plan for a home fire, you could set off your fire alarm and all family members go quickly to the designated area to meet. Use a stop-watch, talk about how long it took, how it might differ if you are asleep when it goes off. Discuss what to do if someone is missing. Try doing it again early in the morning while family members are still in bed. Once everyone feels comfortable, repeat practice drills at least annually. Children are growing and changing quickly and you want to keep this current in their minds.

In conclusion, we recently encountered wildfires and saw co-workers, family and friends have to evacuate their homes quickly. Imagine being in that situation when you are making your plan. It helps to put yourself in that situation when determining what you would grab quickly on your way out, how to organize it and where to keep it. Visit [ready.gov](https://www.ready.gov) for more detailed information and resources for preparing yourself for emergencies.

Project Spotlight

The Shedd



The John G. Shedd Institute for the Arts is an education and performance center where people find and nurture community through discovery, creation, and celebration. Chambers Construction recently finished a complete remodel of the four story 30,000 square foot Music School Wing of the Shedd. Almost all interior spaces were demolished and rebuilt for classroom and concert use with extreme emphasis placed on acoustic separation between classrooms and adjacent spaces.

Our Small Projects Division has also been performing ongoing work at the Shedd. Some of their recent projects have been installing a large screen at the Jaqua Hall Stage, building stage “wagons” that are then painted by artists and used as props, and reinforcing the ceiling structure and installing new lighting at the historic Jaqua Hall which was originally built in 1926 as the First Baptist Church.



Basic Disaster Supplies Kit

To assemble your kit, store items in airtight plastic bags and put your entire disaster supplies kit in one or two easy-to-carry containers such as plastic bins or a duffel bag.

A basic emergency supply kit could include the following recommended items:

- Battery-powered or hand crank radio and a NOAA Weather Radio with tone alert
- Water (one gallon per person per day for at least three days, for drinking and sanitation)
- Food (at least a three-day supply of non-perishable food)
- Flashlight
- First aid kit
- Extra batteries
- Whistle (to signal for help)

- Dust mask (to help filter contaminated air)
- Plastic sheeting and duct tape (to shelter in place)
- Moist towelettes, garbage bags and plastic ties (for personal sanitation)
- Wrench or pliers (to turn off utilities)
- Manual can opener (for food)
- Local maps
- Cell phone with chargers and a backup battery
- See ready.gov to download the Recommended Supplies List in PDF form.



Looking Back

Eugene Fire Station #1

Chambers Construction completed the Eugene Fire Station #1 located on the corner of 13th and Willamette in 2005 with Gary Wildish leading the project. This facility houses the Battalion 1 Chief's quarters, the Fire Marshal's office, a truck crew, an engine crew, a basic life support ambulance and an advanced life support ambulance.

Employees still with us, that worked on the project include Mike Hogenson and Mark Harrington. Familiar subs included Egge Sand & Gravel, Hap's Masonry, McKenzie Glass, Umpqua Roofing, Al's Sheet Metal, Haas Contracting, Rubenstein's, Gary Pierce Painting, Omlid & Swinney and Twin Rivers Plumbing.



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