

Building What's Important In Peoples' Lives

- Stay positive; play to win-win. • Be a teammate; communicate and act to build respectful and trusting relationships. • Find the time and create opportunities to help each other. • Be a problem solver; bring solutions daily. • Build long-term relationships before short-term gains. • Build it like you own it. •

President's Message



Dave Bakke, CEO/President

"Common Theme"

In October, we completed our sixth year of round table meetings with our PEER Group through The Family Business Institute. We completed 10 on-site sessions with contractors in Ohio, Texas, Oklahoma, Arizona, Kansas, Minnesota, Massachusetts, California and Georgia. Chambers held the first group session in November 2017; some of you may remember that. Hence, our cohort is known as "The Oregon Trail Group."

Each session is for three days where we spend upwards of 24 hours holed up in a conference room. We complete a deep dive into each companies' systems, processes, strengths, weaknesses, struggles, recruiting, risk, financials,

business plans, business models, lessons learned, learning and collaborating, and interviewing employees. Then, we spend the evenings at dinner talking more about how each of our companies can do things better and we share stories, good and bad. At the end of each session, we come up with a list of recommendations for the host company; items we see that may help them be better at what they do. Between all 10 companies, the math shows we have spent over 6,000 collaborative hours meeting, learning, talking, and teaching. The great thing about this program is we share everything about our companies with no worries about losing any competitive edge to the other firms. We all grow and learn from each other.

So, here are 10 companies, spread out all across the country, with slightly different business models, that all have very similar problems and concerns. We all deal with competition, labor shortages, material shortages, weather, government, COVID, politics, financial concerns, world

uncertainty, etc. It can be a bit overwhelming, but together we learn and come up with solutions, one bite at a time.

That said, we all have issues we must work through, but here is the cool thing... The common themes we hear about all our companies are **"camaraderie, family, quality, integrity, servant leaders, caring, teamwork, dedication, reputation, reliability, accountability, communication, training, safety awareness, sacrifice, skilled, planners"** and many more descriptions of what makes our companies great at what we do. We aren't perfect, but we're learning. In April, we start the process all over again. The companies will come back to Eugene and do another deep dive into Chambers. I feel we've made great strides since 2017. I'm looking forward to learning more about our company from others' eyes so we can continue to grow and be the best we can be.

Thank you for all you do and Go Chambers!

- Dave



Bigfoot Beverages
1860 Laura St, Springfield

Camas Ridge Elementary School
1150 East 29th Ave, Eugene

Civic Park Phase II
2077 Willamette St, Eugene

Eugene Family YMCA
600 East 24th St, Eugene

Fargo PEMB
1265 S. Bertelsen St, Eugene

First Interstate Bank
899 Pearl St, Eugene

Oregon Imaging Center
3377 Riverbend Dr, Springfield

Oregon Urology Institute
1457 G St, Springfield

The Shedd Institute
868 High St, Eugene

Small Projects Division Jobs Under Construction
SPD is working on 25 various jobs for different owners.

PROJECTS BIDDING



35 Large Projects
\$239,614,525

21 Small Projects
\$108,874



13,400

HOURS WORKED
WITHOUT INJURY
10/31/2023



Upcoming Holidays

- Thanksgiving - Nov 23rd & 24th
- Christmas - Dec 25th & 26th
- New Years - Jan 1st & 2nd

The Chambers office will be closed on these days.

Employee Spotlight



Liz Becker spending time with the horses

Liz Becker

Liz Becker is nearing the end of the Apprenticeship Program and will soon be assisting Levi Connelly in QA/QC on our Chambers projects! Her favorite part about this industry is the versatility and the fact that she doesn't get bored doing the same thing every day. In addition to this, she said the people are great, too.

Liz was born in Eugene, but she has lived in the Veneta/Elmira area her whole life. She is coming up on three years at Chambers this January, but this is not her first rodeo. She grew up around the trades as many of her family members were a part of the industry. In addition to this, she also took four years of carpentry classes in high school.

Aside from work, Liz enjoys spending her time with her siblings, horseback riding, woodworking, fishing and hiking. She has two dogs at home and is a big animal lover. Someday she would love to visit Alaska and Italy.

When asked about Chambers, she said in her opinion it is truly the best company she has seen. She mentioned the way Chambers cares for their employees and makes everyone feel welcome. As a female in the field, she feels the team has been great and supportive.

We are so glad to have you on our team, Liz!

Know Your Hard Hats



WHITE—
Experienced

ORANGE—
Under 18

BLUE—
Inexperienced



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.

Trivia Drawing

September's "Trivia" Winner: Kellie Norris!

Last issue we asked, "Bevel edge, masonry, Mortise, dovetail and skew are five types of what metal tool?" and the answer was chisel.

This Month's Trivia Question: What does PEPI stand for?

For a chance to win this month's drawing and \$50, submit your answer to Kristen Ross by December 15, 2023 at kross@chambers-gc.com or call her at 541-868-8529.



Safety Suggestions

Send your safety suggestions to Peggy Burian at pburian@chambers-gc.com or drop them by the office.

Employee Spotlight

Meet Your Owner Team

Our ownership group at Chambers includes Dave Bakke, Debi Creager, Chris Boyum, Frank Travis, and Brian Anderson. This group works at the senior level on corporate matters and assures all projects have adequate company resources for successful completion.

They are truly dedicated to making our company great!



Dave Bakke, CEO/President



Debi Creager, CFO/COO



Chris Boyum, Executive VP



Frank Travis
VP of Field Operations



Brian Anderson
Chief Estimator

A Chambers Win! Rosboro Project

Our team was recently awarded a project with Rosboro that we are really excited about! Their board of directors gave us feedback on why they chose Chambers over the competition.

The deciding factor was our team and being local. Our capabilities were never in question. They said Andersen and Fortis had nice presentations and made a lot of promises, but in the end, they trusted us based on what we said we would do for them. The vote for Chambers was unanimous amongst their team.

Nice job to everyone involved in securing this project and to all our employees for living out our core values every day. We are looking forward to working with Rosboro!

New Team Members



Eric Burnette
Apprentice Carpenter



Cael Kent
Apprentice Carpenter



Staying Happy and Healthy this Holiday Season

With the holidays quickly approaching, most people are looking forward to the festivities and celebrations that come along with this time of year. However, these holidays can bring along some not-so-healthy indulgences. Here are some thoughtful approaches to enjoying the season without compromising your well-being.

Prioritize Sleep

It can be a busy time of year with holiday parties and long to-do lists. Even with these activities, you should aim for 7-9 hours of sleep every night to help your body recharge for the next day.

Manage Stress

Holiday shopping, travel and events can all attribute to added stress during this time. Make sure you have outlets to help you manage stress like deep breathing, meditation, or yoga. Self-care is important even when you're busy!

Indulge in Moderation

You don't have to skip the cookies and you don't have to feel guilty about having dessert! Just enjoy them in moderation.

Hydration Matters

Water plays an important role in digestion, helps moderate energy levels and contributes to your overall well-being. Make sure you are staying hydrated between the eggnog and hot cocoa!

Celebrate Non-Food Traditions

Find activities that you can enjoy such as volunteering, crafting, or game nights to enjoy with family and friends. This can shift the focus off food and still bring everyone together to create lasting memories this holiday season!

The holidays are a time for celebration. Just don't forget to take care of your well-being to set yourself up for a great start to the new year!



Congratulations, Darell!

Darell Stinson recently retired from Chambers Construction after being part of our team for over 26 years. We sure will miss seeing him around, but we want to wish him a very happy and relaxing retirement!

Way to Go, Marisa!

Marisa Headley joined in on GloryBee's Save the Bees 5K this September and won their costume contest. What a bee-utiful job you did!



Employee Spotlight



Caught in the Act!

In September, **Mike Jenkins** nominated **Kellie Norris** for CV #1, 2 and 3. "Kellie is an absolutely outstanding project engineer, she's great to work with. She listens to everyone onsite, is willing to take suggestions and the time to answer any questions we have, no matter how busy she is. I've never had a project engineer be such a tight-knit part of the crew. I'm so happy to be on this job with her and to have gotten to know her!" Good work staying positive, communicating to build respectful relationships and finding opportunities to help others, Kellie!

A **subcontractor** came into the trailer asking about **Todd Keffer**. He said, "He is one of the best guys you have, works hard and is very knowledgeable." **Frank Travis** said, "I couldn't agree more! Todd is extremely well rounded and is always trying to make tasks go faster. I have seen everything from rough concrete forming to very nice quality trim work. Less experienced guys need to know he can be a good resource for them." Great example of CV #6 building it like you own it and CV #3 making time to help each other!

Julie Green and **Jon McCoy** nominated **Shane Carlson** for CV #4. Shane put together an onsite visual board for the 4-week schedule review at sub meetings to help keep subs accountable for their schedule of work items. The panels are moveable so there is no need to redraw the structure. Good work "Bringing solutions daily!"

In October, **Kellie Norris** nominated **Julie Green** for CV #4. "Julie came to me with an issue in Procore on how to know if an RFI was linked to a drawing without going into each one individually. I was able to add a custom field for a box to check when we link an RFI. Then we can see it from the main RFI list page. This saves printing off hard copy reports and hand marking them." Great job bringing a solution to a problem!

Peggy Burian nominated **Steven Serjeant** for demonstrating CV #3 and 6. "We are building a fireplace for the Kids Christmas Party and we needed help on making the base more stable. Steven volunteered to help and came up with a lot of good ideas. We went with them! Even though it's a cardboard structure, he helped us "build it like we own it!" Thank you for making time to help – Santa and the children will be very happy!"

Anthony Braunger nominated **Tim Jacobs** for demonstrating all six core values. "He is always giving advice and suggestions for new ways of doing things. He makes time and communicates to help and to build trusting relationships. He is always positive, no matter the topic or challenge. No matter what hard things Tim has to overcome each day, he puts everyone first to make sure his team is the best they can be and keeps the project moving positively and effectively." Way to be a team player, Tim!

All who submit nominations and the nominees will receive \$100 and be entered in the year-end drawing for \$500. (Owners are not eligible – sorry Frank.) Good luck everyone!



Innovation Suggestions

Cheryl Williams suggested putting a magnetic sign on our vehicles that advertises when we are hiring. It could say, "We are hiring. Go to chambersconstruction.com for details." If it's magnetic, it could be removed when not hiring.

Amber Keffer suggested requesting emergency contact information from each employee at benefits renewal each year to make sure we are current.

Cheryl Williams suggested an electronic version of check stubs rather than mailed printed copies.

Cheryl and Amber will receive a \$100 for each suggestion and be entered in the year-end drawing for \$500.

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.

December/January Work Anniversaries

Jon Baugus	28
Ricky Harrison	5
Rock Hunsaker	3
Liz Becker	3
Dave Brunscher	2
Kevin Ebert	1

Birthdays

Brian Anderson	12/6
Evin Avila Avila	12/6
Adam Haag	12/6
Keenen Johnson	12/6
Ricky Harrison	12/7
Angie Sabanal	12/17
Mike Jenkins	12/20
Ron Hartman	12/22
Jon Baugus	12/27
Chris Boyum	1/1
John Peters	1/22
Ryan Briggs	1/24
Marisa Headley	1/25



News



Correspondence

The Correspondence module is a place to log and send out ASIs, CCDs, Proposal Requests, etc. We have templates in the tool for multiple applications. When you select the type of document you need, fill out the information, attach the documents provided from the architect and assign a due date. You will want to put who you are sending it to (all subs) under Distribution Members instead of Assignees. This way you have a nice, clean report to print for owner's meetings. If you put them under Assignees, it makes the report very messy!

We have specific (legal) verbiage that goes with these documents, so you should meet with a Project Engineer to get a copy of these items. Once you send them out, all documents should be filed in the Documents module under Contract Documents for easy reference and to download. Once a correspondence document has been approved by the owner, it can be closed and the documents can be uploaded into the other modules. A response can be sent out to all the subs at the time of closing it out to let them know if it was approved and whether or not to proceed.

A more detailed description of how to use this tool can be found in the SOPs on the Procore Training Center website.

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

Project Management

- RFIs
- Submittals
- Meetings
- Photos
- Drawings
- Specifications
- Punch List
- Daily Log
- Procore Drive
- Transmittals
- **Correspondence**
- Reports
- Schedule



SPD at Lane Transit District

Our Small Projects Division kept busy on several LTD maintenance and repair projects this summer! They recently wrapped up two jobs where the scope included repairing the bump rail systems and re-caulking and painting every EmX bus stop in Eugene and Springfield! Nice work, team!



Clayton Gordon, John Wettengel, Wes Bell and John Peters finishing up the last LTD bus stop on Gateway!



Forklift Hand Signal Safety Benefits

Forklift hand signals are useful for directing operators as they transport and move loads on a forklift. Using simple, easy hand signals, a supervisor can ensure the operator carries out the job quickly, safely and efficiently.

Let's look at the safety benefits for forklift hand signals and see how proper signaling can help avoid accidents. There are seven main types of forklift hand signals, including the following:

- Move forks in a specific direction
- Lower forks
- Raise forks
- Tilt mast back
- Tilt mast forward
- Dog everything
- Stop

Why are forklift hand signals important?

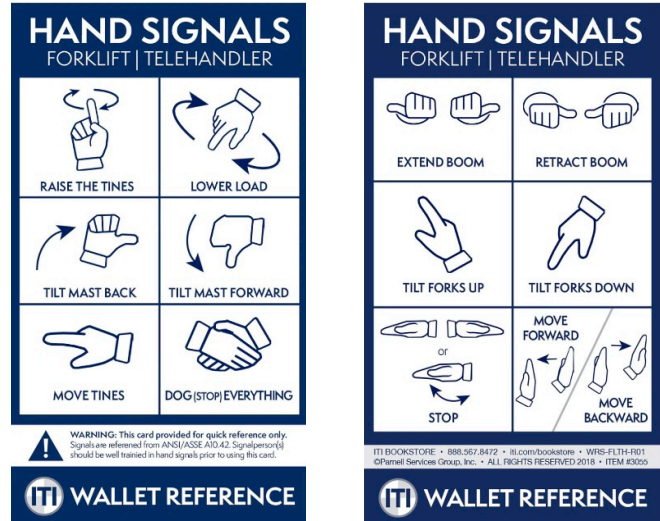
Forklift hand signals are important for a few reasons. With consistent use and proper safety training, companies are able to:

- **Increase Safety** – Forklifts are the cause of 85 deaths, up to 35,000 serious injuries and 62,000 non-serious injuries each year. With proper forklift hand signal use, you can increase safety and keep team members safe.
- **Boost Productivity** – Signal use helps forklift operators do their jobs more effectively, eliminating guesswork and easing the difficulties of managing tough loads.
- **Standardize Operations** – Consistent, standardized hand signal use helps streamline operations, leading to enhanced efficiency.

What is the role of a spotter?

A spotter is the person responsible for issuing hand signals and instructions to the forklift operator. It is important to understand that spotters should **NEVER** look at the forklift operator while spotting – instead they should always pay attention to the load on the forklift.

The spotter should also stand in a safe area where the operator can see them clearly and acknowledge that the signals have been seen and understood.



Requirements for forklift operation:

There are basic requirements for safe, OSHA-compliant operation. The person operating a forklift must be:

- 18 years or older
- Certified for forklift operation by OSHA-compliant training
- Retrained every three years with OSHA-compliant training.

Effective training is the best way to prevent accidents and workplace incidents caused by forklifts. Invest in prevention by having proper training and safety procedures in place.

Forklift Training – Save the Date!

Chambers will have a Forklift Training class scheduled for Saturday, **December 9th at 8:00 a.m.** in the training room. This is for new employees or those who have not yet completed the class.



If you would like to sign up, please contact Mark Harrington at mharrington@chambers-gc.com or call him at 541-972-0997.

itb+ IT Bytes

Cold Temperatures vs. Electronics and Batteries

With the frigid temperatures we may have this winter, make sure you are not leaving your devices (computers, iPads, iPhones, etc.) in your vehicles without heat. The cold temperatures cause the battery to lose life quickly and/or drain completely.

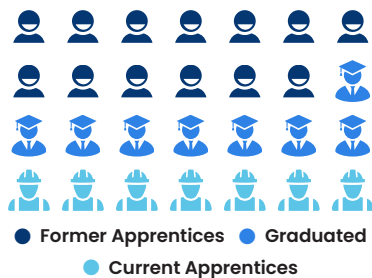
If your device has been drained of power from the cold, bring it someplace warm and let it get to room temperature first before plugging it in or trying to turn it on. Try to put the device in an inside pocket or as close to your body as possible. By letting it warm up first, the risk of condensation on your device and damage are reduced by avoiding rapid temperature changes.

A good rule of thumb is to avoid leaving your devices in the car whenever possible. If you do, turn them off and wait until it warms up before turning them on again. In addition to this, make sure your devices are covered or hidden when in a vehicle to avoid thefts and break-ins.

If you still have questions, please contact IT for help!



Chambers Apprenticeship Program Data



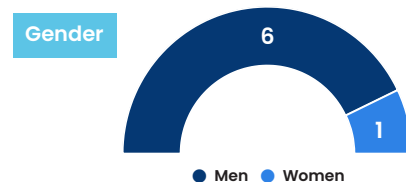
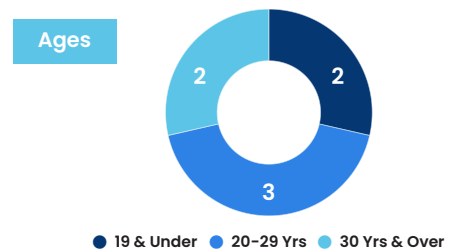
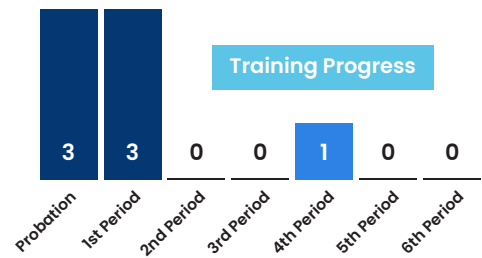
36 + 36 = 6,000
Months Classes Hours of Training

50+
Projects Our Apprentices Have Worked On

Some of Their Recent Projects...

- South Eugene YMCA
- Camas Ridge Elementary School
- The Shedd Institute
- Kendall Bronco Club Showroom
- Papé Corporate Office
- Habitat for Humanity Fischer Village
- 2300 Oakmont Way
- McKenzie School District
- GloryBee

Our Current Apprentice Group



News

Submit Near Miss Experiences

Share near miss experiences so everyone can learn from them. We created a QR code to make this easy.

The report is sent directly to Scot, anonymously. Here's what you do:

1. Scan the code
2. Enter: Job number or name, date, time and a description of the near miss.
3. Submit



We encourage you to share near miss experiences so we can learn from them, reduce risk and create an even safer work environment. Over time, we will see results. It is still important to address them with the Superintendent or Foreman so they can be corrected immediately.

Call Scot or talk to your Superintendent/Foreman if you have questions. Be safe out there!



Apprentice Referrals

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

Santa Is Coming!

Where: SPD Training Room

When: December 8, 2023

Time: 4:00 p.m. – 5:30 p.m.

Company employees' children and grandchildren

Ages birth to 11, to see Santa

Ages 12 and up, your choice to be an elf

Gifts, photos and light snacks will be provided



News

Halloween Fun!

Our team really showed up for Halloween this year and the competition was stiff for our pumpkin, costume and dessert contest. Just take a look at how creative everyone was!

WINNERS!



Angie's first place UFO pumpkin



Shane's first place Pirate Peace costume



Joy's first place Killer Klowns in Outer Space cake



Marisa, Kristen and Joy dressed up



Oreo Spiders



Ken's gnome costume



Graveyard Cakes

GiANT Professional Development Sessions

By now, you have all joined in on your first group session of our new professional development program with GiANT! Thank you all for your enthusiastic participation and we are looking forward to continuing everyone's growth in Chambers.



Project Spotlight

Bagel Sphere

In March of 2023, our Small Projects Division was hired to complete a remodel of the Bagel Sphere shop in downtown Eugene. The project, from start to finish, only took about 90 days, and other than customers hungry for their morning bagels peering in the windows, they didn't see many complications.

The remodel included demo, concrete, casework, finish carpentry, door and hardware, framing and wall covering, painting, plumbing and electrical. This project scope involved self-performed work along with the help of six other subcontractors for various tasks. Because of the way the storefronts are situated, our team was able to block off the front entrance and enter the building through the service hall. This allowed them to avoid any unnecessary foot traffic on the site.

The team that worked on this project all agreed the owner, Justin Freeman, was great to work with! He was flexible, had a vision, and was open to different options.

He even put his own time and effort into a lot of the finishing touches including making and designing the new tabletops and counters, as well as selecting and getting the decorations up. Izayah Moriguchi and John Wettengel shared responsibilities of this project from start to finish and said one of their favorite features in the new space is the wood accent walls that they helped install.

Once all was said and done, Bagel Sphere was incredibly happy with the way it turned out. If you're in the area, stop in for a fresh bagel or some coffee and check out the new space!

Thank you to everyone who worked on this project and made it a success: Malcolm Burke, Rock Hunsaker, Izayah Moriguchi, Ken Smith, Nancy Thornton and John Wettengel!



Looking Back

Homes for Good Office Renovation

When Homes for Good outgrew its facility on Day Island Road, they purchased the old Eugene Public Library building to renovate into new office space. Homes for Good hired PIVOT Architecture to design the new space and Chambers Construction as the general contractor. Homes for Good needed to move quickly, so we had a goal to complete a 10-month project on an eight-month schedule.

The building was in worse shape than first thought with a failing roof, curtain walls and metal decking. We also had to work around a medical clinic that occupied the first floor, which created additional challenges. However, our hard-working Chambers crew, led by Tim Jacobs and Aaron Hamrick, rose to the occasion and, despite these potential setbacks, delivered the finished 35,000 SF project on time.

Project Manager: Chris Boyum
Superintendent: Tim Jacobs



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