

HUGHES News

Building Space For Business Since 1981

Summer 2006

JHC's Commitment To Continued Education

Employees are the reason a company succeeds, and it's a company's responsibility to make its employees successful. Without a strong team, a company can't thrive. To help everyone succeed, we at JHC are committed to continuing education. To quote Jack Miller, "People ask 'What if I train my people and they leave?' To that I say, 'What if you don't train them and they stay?'"

"In the past year, 20 employees (half of our workforce) have taken advantage of our commitment and have attended a total of 58 classes and seminars."

Our world changes quickly, and even in a relatively low tech industry like construction, a lifetime focus on learning is essential for success and necessary for everyone for whom falling behind is unacceptable. Both personally and professionally, people need to

continue to increase their knowledge or be passed up by the rest of the world.

In the past year, 20 employees (half of our workforce) have taken advantage of our commitment and have attended a total of 58 classes and seminars. Their education included subjects ranging from "Network Security: The Best Offense Is A Good Defense" to "Managing Multiple Priorities." One employee even obtained a real estate broker's license and another learned to weld! (Me!) Classes are either paid up front by the company or employees are reimbursed when they complete and pass them. Educational expectations for management are the same as for everyone else.

Classes and seminars are only a part of the picture. Each day's mail brings an enormous amount of industry information via newspapers, magazines and, yes, even newsletters!



Above: The Belmont Townhomes will be complete this summer. This 28-unit design/build project has been experiencing brisk sales since construction was started last fall. Right: Durham Plaza, Durham, Oregon - Designed by Mildren and Associates, this 44,000-square-foot Class A two-story building will be completed this summer.



The Economy

Many people ask me these days what I think about the economy, construction industry, the "housing bubble," etc. Just because I've been around so long, I guess the implication is that I have developed some sort of supernatural power that I didn't have a few years back. Well, I'd just like to go on record that I have truly figured these things out! I can tell you with absolute certainty that things are going to get better...someday. And that they will get a whole lot worse...someday. And that they will stay the same sometime, too. It's just the timing of these events that I'm never too clear on!

These days there is no shortage of work. Everyone is building something. Our industry's biggest challenge this year is finding enough people to do the work. We're in an economy much like the late '90s, when qualified people were seemingly non-existent. At JHC, we have been anticipating growth in both our commercial and multi-family divisions, and to maintain our high level of service have been investing in our employees.



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Collins Lake Condominium Phases One Through Four Completed

In April, JHC crews completed the last of the 151-unit condominium project at Government Camp. This was the largest job in JHC history, totaling more than \$20 million over a three-year period of construction.

Battling weather, out-of-town logistics, more weather, snow and, did I mention the weather, the project succeeded by virtue of the dedication and hard work of numerous individuals, companies and crews.

We wish to express our heartfelt gratitude to all who worked on this project, but especially to the men and women who battled the winter weather, and to our office staff who processed \$1.5 million in customer-driven changes as each unit was customized for its respective buyer. All 151 units were sold prior to completion.

Have You Considered Design/Build?

The concept is to work as a Team. The design/build approach replaces the traditional method of awarding separate contracts for design and construction.

On a design/build job, the contractor, designers, subcontractors and owner work together as one to build a project that meets or exceeds the owner's expectations. Team members focus on solving problems together rather than placing blame.

What are its advantages?

- Early cost input from contractor
- A guaranteed maximum price
- Time can be saved
- Eliminates change orders
- Design and contractor fees are kept to a minimum
- Legal fees are kept to a minimum
- Construction cost are kept to a minimum
- Misunderstandings are minimized
- Team concept produces the best ideas through a cooperative team spirit
- Completion dates are realistic

—from *Rules You Should Know Before You Build Your Important Project* by Jack Miller



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Have You Visited Our Website Yet?

If not, don't hesitate to check us out at www.joehughes.com



Grand Rental Station, Cornelius, Oregon
This 5,000-square-foot commercial building will house a new equipment rental company.

Planning A Project? Give Us A Call!

If you have questions relating to construction services or would like someone added to our newsletter mailing list, please contact Joe Hughes at 503-624-7100 or e-mail Joe at joehughes@joehughes.com.

And while you're at it, check out our website at www.joehughes.com.

