

## A Message from John Paul R. VP of Field Operations

**Think it. Plan it. Do it.** That is our safety mantra. It's not just a saying but it's how every day on the job should start.

**Think it.** What am I about to perform? What are the potential hazards? What challenges are involved? These are a few questions that we should ask ourselves before every task. Sometimes just going through the motions is how people get hurt. Carefully examine what you are about to do and ask a few questions to make sure you and others are as safe as possible.

**Plan it.** You take pride in your work and even greater pride in the incredible things we accomplish as a team. High performance teams start every day with a plan that considers every aspect of the task. Being aware of the risks and following every detail of the plan helps us to be far more successful in preventing injuries and incidents. Proper planning can keep everyone safe so you can go home at the end of the day healthy and in the same shape you left home that morning.

**Do it.** A plan is only effective if it's thought through and followed through in every detail. Every one of us shares the responsibility for the plan, knowing their part and executing the plan safely. When an unexpected hazard present itself, it is your job to stop and reevaluate the task. Ask for guidance if necessary and communicate to the team of the hazards and come up with a solution. This gives us all the power to solve problems, move our projects forward, reinforce a culture of trust and complete the day without incident or injury.

Our crews are a team. It takes every member of that team to follow the plan exactly and look out for each other. We all play a part in making the whole team successful. Everyone needs to be all in, own their part and set the bar to perform with pride and safety every day. This makes our company stronger, safer and more successful.

I wanted to drill down on a safety message to start the new year. Safety is the number one priority here at Rose Construction. We want everyone to end each workday healthy and incident free. Working safe, reducing the incidents and avoiding injuries are great challenges of the construction industry. But if we Think It, Plan It, Do It every day we have a chance to hit our goal of ZERO. Zero accidents, incidents or injuries. I challenge everyone to be intentional every day in 2025 to take ownership of the safety plan and execute that plan to the best of your ability. Let's make 2025 our safest and most successful year yet. Happy New Year!



## OUR MISSION

With Honesty, Integrity, and Quality as our Cornerstones -- Provide an unmatched Service Experience that consistently EXCEEDS our clients' expectations in EVERY aspect of the business process!



# PROJECT HIGHLIGHTS



Stockdale's - Covington, TN



Mueller Brass - Covington, TN



# PROJECT HIGHLIGHTS



## John Roberts Toyota - Manchester TN



## ERMCO - Dyersburg, TN

### OTHER PROJECTS IN PROGRESS

Riviana Foods - Memphis, TN  
JLL Carrier - Memphis, TN  
Landers Cadillac - Memphis, TN  
Thompson Caterpillar - Jackson, TN



Unilever - Covington, TN  
Mueller Brass - Covington, TN  
Thompson Machinery, Briley Pkwy - Nashville, TN  
Bongards - Humbolt, TN



NSK - Dyersburg, TN  
Munford Veterans Plaza Ampitheater - Munford, TN  
Uncle Nearest Distillery - Shelbyville, TN  
American Greetings - Ripley, TN





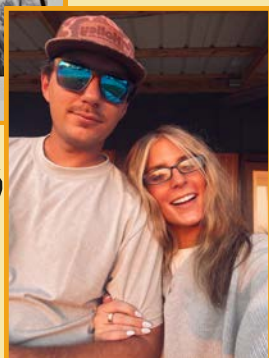
# Employee Spotlight Hayley H.

Hayley H. was born on June 4th, 1997, and has always resided in Covington, TN. When not at work, she enjoys spending time with her sisters, Shelby and Brandi, and boyfriend, Matt, watching a good rom-com movie (specifically, *How to Lose a Guy in 10 Days*), and eating Mexican. Hayley is always up for an adventure, so she likes to travel to new places with her sisters and best friends Reagan and Gracyn.

Her favorite book is *Gentle and Lowly* by Dane Ourtland. Hayley has been the Employee Services & Marketing Support at Rose Construction for a year and a half. She loves all the interaction that she gets with people, as well as the event planning with each thing Rose Construction hosts. Hayley's work nickname is "Sunshine". Hayley is very thankful to work at a faith-based company where she is always surrounded by those that love her the way Christ loves!



Hayley & Matt



Hayley & Family



Brandi, Hayley, Shelby



Reagan, Hayley, & Gracyn



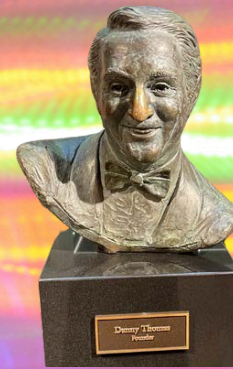
# St. Jude Tour

WELCOME

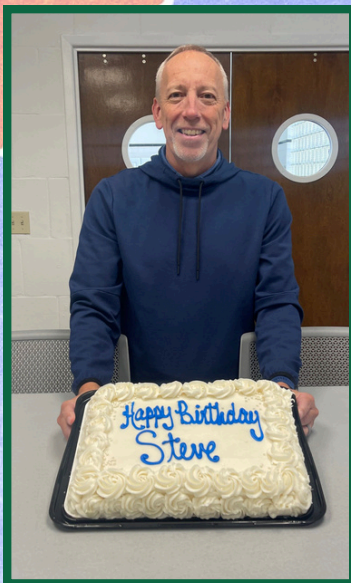
**ROSE**  
— CONSTRUCTION —



On Tuesday November 19th, Hayley, RJ, Carmen, Carson, Bryan, and Holly all had the privilege of touring St. Jude Children's Research Hospital. St. Jude has had a huge impact on the Rose Construction Family. St. Jude Children's Research Hospital is funded 100% by contributions. Rose Construction allows our employees to make a contribution every week by a payroll deduction and will match the amount contributed by the employees. This is a voluntary contribution, but our goal is to have participation by all employees. With us making this donation, St. Jude has chosen to show their appreciation by letting us be more involved to see what goes on the inside of their hospital.



# Happy Birthday



This November we celebrated Steve's **60**th birthday and Holly's **40**th birthday, with cake and decorations! We are thankful for all that Steve and Holly do in our company and we wish them both many blessings in this coming year.



# Rose Construction 2024 Christmas Dinner

The annual Rose Construction Company Christmas Dinner was held on December 6th in the Family Life Center at First United Methodist Church. So many things came together to make this event special. Rick Laxton once again catered delicious food for all of us. We then ended the night with laughs from our fun Christmas Story game, which included our employee's work and a game of BINGO. It was a very memorable evening shared with the employees and guests who attended. A special thank you to the Christmas Committee Team and everyone involved.





# Middle Tennessee Christmas



The Middle Tennessee Office, along with a few Covington employees and management members, had a fantastic Christmas Dinner at Stones River Country Club in Murfreesboro, TN. The dinner was filled with great fellowship, speeches, and recognition of our employees. Thank you to David C., our Regional VP for Middle TN, and all on our Middle TN team for your hard work and success in 2024.



## Safety Awards

This year, our Safety Award Drawing winner was Carlos A. And our Safety Incentive Awards were Jose G. and Daniel A. We appreciate all their hard work and how they continue to put Safety First!

## Service Awards

At our 2024 Christmas Dinner we recognized the following employees for their benchmark years at Rose Construction: Billy D. (50 years), Keith B. (30 years), Lynn C. (25 years), Jeff B. (20 years), David C. (20 years), Tim B. (10 years), Travis H. (10 years), R.J. M. (5 years), Daniel G. (5 years), and David W. (5 years).



We want to thank each and every one of you for your commitment and loyalty to Rose Construction over the past years.





# ABC TRAINING

of West TN

Over the past few months, three of our Rose Employees have completed courses through ABC, the Associated Builders and Contractors, Training. Congratulations to Angelina G. and Fidel D. for completing the Estimating Course, and Chris B. for completing the Project Management Course.



## FOOD DRIVE

A huge thank you to all of the Rose Construction employees who participated in the 2024 food drive. All of the items that were donated benefited the First United Methodist Church in Covington to help over 400 families every month who are faced with the challenge of being able to buy food.



## SAFETY



On December 16th, Chris B. taught Safety Training with thirty-one employees in attendance. This training consisted of an in-depth look at Ladder and Trailer Safety. The employees looked at the process of inspecting ladders and trailers, using each one safely, and what ladder, or trailer, to use in different situations. Chris also discussed how safety affects our Mod Rate and our standing with ISN Network. We must always be aware of any unforeseen circumstances. Rose Construction takes safety very seriously because we care about the well-being of our employees. Thank you, Chris, for teaching this course and all the employees that attended. Our safety goal is ZERO!

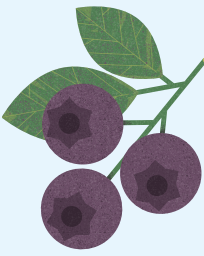
**SAFETY POLICY UPDATE:** all drivers of company and/or personal work trucks that pull a company trailer for company business must drive 10mph less than the posted speed and a maximum speed in any situation to be 55 MPH.







# MY HEALTH MATTERS



- Regular physical activity is one of the most important things you can do for your health.
- Adults need at least 150 minutes of moderate-intensity physical activity each week. This could be 22 minutes every day, 30 minutes 5 days a week, or any other combination that works for you.



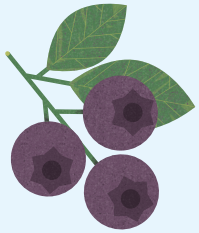
Everyone can experience the health benefits of physical activity—age, ability, race, ethnicity, shape, or size do not matter. A single bout of moderate to vigorous physical activity provides immediate health benefits. Regular physical activity helps prevent many chronic diseases. Some benefits include: improved sleep, lowered risk of heart disease, stroke, some cancers, and type 2 diabetes, reduced stress, and improved weight management.

To start out you want to keep it simple by

- Keep it fun!  
Start with activities, locations, and times you enjoy.
- Be social.  
Try activities with friends or family that you enjoy together.
- Stay local.  
Find a place to be physically active near your home or work.
- Make time.

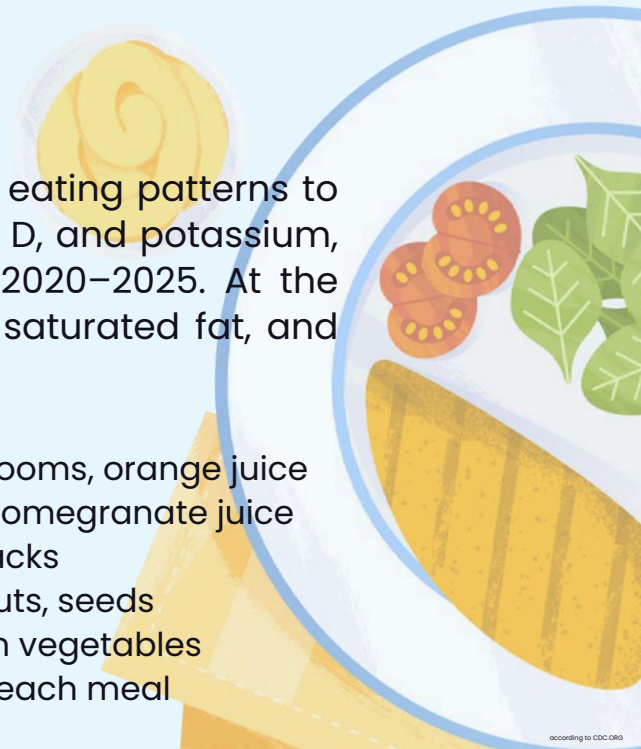
Look for ways to make physical activity a part of your daily routine, such as walking the dog or walking in place during commercial breaks.

## TRANSFORM YOUR PLATE, TRANSFORM YOUR LIFE™



Most people in the United States need to adjust their eating patterns to increase their intake of dietary fiber, calcium, vitamin D, and potassium, according to the Dietary Guidelines for Americans, 2020–2025. At the same time, we need to consume less added sugar, saturated fat, and sodium. Here are some ways to get started.

- **Bump Up Fiber** – oatmeal, beans, lentils, whole fruit
- **Increase Calcium and Vitamin D** – dairy, spinach, mushrooms, orange juice
- **Add More Potassium** – bananas, 100% prune juice, 100% pomegranate juice
- **Limit Added Sugars** – no sugary drinks, no processed snacks
- **Replace Saturated Fats** – use low-fat yogurt, avocado, nuts, seeds
- **Cut Back on Sodium** – use lemon juice, fresh herbs, frozen vegetables
- **Aim for a Variety of Colors** – add vegetables and fruit to each meal





Each year Rose Construction adopts a scripture as a guiding principle in conjunction with our Vision and Mission. For 2025 our scripture is:

**Jeremiah 17:7**

**"But blessed is the one who trusts in the Lord, whose confidence is in him"**

# CONCERN

## EMPLOYEE ASSISTANCE PROGRAM

CONCERN is an employee assistance program provided to you as a benefit by Rose Construction at no cost to you. This benefit belongs to you and may also be used by anyone who lives in your home at no additional charge. CONCERN helps individuals deal with life situations that become stressful through the help of licensed clinical social workers or counselors. To make an appointment with CONCERN or for more information please call 901-458-4000, 1-800-445-5011, or visit [www.concernonline.org](http://www.concernonline.org)

# EMPLOYEE REFERRAL BONUS



The purpose of our Applicant Referral Program is to attract and hire highly qualified candidates for employment by encouraging employees to refer qualified friends and acquaintances to apply. The referral bonus is \$200 per the guidelines of the policy.

**Join Us!**  
**Open Position:**  
**CRAFTSMAN - SPECIAL PROJECTS**

As we enter a New Year, may we always remember and reflect on God's faithfulness.

**"Let all that I am praise the Lord: may I never forget the good things he does for me." Psalm 103:2**

If you have any information that you would like considered for the next newsletter, please contact Hayley at [h.honshell@roseconstruction.com](mailto:h.honshell@roseconstruction.com) or (901) 476-9600.

The Rose Review is published every other month.