

A Message from John Paul VP of Field Operations

As we step into the New Year, we're often tempted to move faster—set bigger goals, chase the next milestone, and fill every open space on our calendars. This year, I invite us to do something different. Let's slow down.

Progress doesn't come only from constant motion; it comes from clarity, presence, and intention. When we take the time to pause, we make better decisions, do higher-quality work, and protect what matters most. Slowing down helps ensure that we work thoughtfully and safely, looking out for ourselves and for one another.

Safety is not separate from success—it is essential to it. By staying present in the moment, following proven practices, and speaking up when something doesn't feel right, we create an environment where everyone can go home safe at the end of the day.

The New Year is also an opportunity to be more present—with our work, our teams, and the people who matter most in our lives. By enjoying the moment, we strengthen relationships, sharpen our perspective, and build a foundation for sustainable success.

As we move forward together, let's lead with intention, value balance, and commit to working safely every day. Here's to a New Year defined not by how fast we move, but by how fully—and safely—we show up.

Happy New Year!

John Paul



Erik K. - January 1st
Michael L. - January 7th
Terry S. - January 12th
Billy D. - January 20th
Jennifer M. - January 30th
Jeff A. - February 1st
Jeff B. - February 8th
John C. - February 9th



New Years Day - January 1st

Martin Luther King Jr. Day - January 19th

Lincoln's Birthday - February 12th

Valentine's Day - February 14th

President's Day - February 16th

Washington's Birthday - February 22nd

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



**THOMPSON MACHINERY,
BRILEY PKWY - NASHVILLE, TN**



ERMCO - DYERSBURG, TN

PROJECT

HIGHLIGHTS



**TIPTON CHRISTIAN ACADEMY -
COVINGTON, TN**



**MCCOY CONSTRUCTION & FORESTRY
EXPANSION - LAVERGNE, TN**

OTHER PROJECTS IN PROGRESS

- JLL Carrier - Memphis, TN
- HT Hackney - Covington, TN
- Town & Country Ford - Madison, TN
- Won Ton Foods - Laverne, TN
- AWG Vehicle Maintenance Facility - Hernando, MS
- Gallatin Ford - Gallatin, TN
- Bongards - Humbolt, TN
- TwelveStone Infusion Center - Louisville, KY
- Homer Skelton CDJR Roof - Millington, TN
- Newlywed Foods - Dyersburg, TN
- American Greetings - Ripley, TN
- Gibson Co. Waterline - Trenton, TN

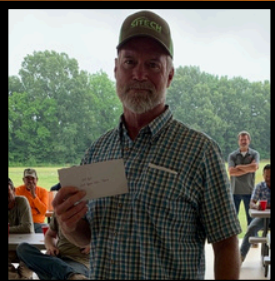
EMPLOYEE SPOTLIGHT

R.J. M.



R.J. M. was born on November 21, 1958, and is originally from Chicago, IL. R.J. is a proud father of three children—R.J. III and twin daughters, Maggie and Sarah. Outside of work, R.J. is an avid hunter who began hunting on his own at just 12 years old and has since hunted big game across many parts of the world. When it comes to favorites, R.J. keeps things simple—his favorite food is meat, preferably medium rare. His favorite travel destinations include Africa and Honduras. He doesn't follow sports, as he'd rather be outside enjoying hands-on activities. In his downtime, he enjoys the movie *White Hunter, Black Heart* starring Clint Eastwood, reading Stephen King novels, and listening to classical crossover opera like Andrea Bocelli, along with classic rock from the 1970s. An interesting fact many may not know is that Rose and Lynn C. are the only bosses R.J. has ever had. For most of his life, he worked for himself, owning multiple businesses, primarily taxidermy studios, since high school.

He has been a Superintendent with Rose Construction for six years, bringing a wealth of experience and independence to his role. What he enjoys most about his job is the challenge of solving problems across the diverse projects he oversees. He considers it a blessing to have worked with the same core team—Lonnie, David, and Daniel—throughout his time at Rose Construction and credits Lenora as an incredible source of direct support, noting her patience and dedication with appreciation and humor. He states, "I don't know who else would put up with me this long." We are very thankful to have R.J. in our Rose Construction Family.



In Loving Memory of

KENNETH C.

We are deeply saddened by the passing of Kenneth C. on December 4, 2025. Kenneth was a cherished member of the Rose Construction family who faithfully served our company for 30 years. We are grateful for the time God allowed us to work alongside him and for the many lives he touched through his service and friendship. While he will be greatly missed, we take comfort in knowing he is now at peace and that his legacy will continue to live on here at Rose Construction. Please continue to pray for Kenneth's family in the days to come.

"Blessed are those who mourn, for they will be comforted." — Matthew 5:4



Rose Construction Christmas Dinner 2025



The annual Rose Construction Company Christmas Dinner was held on December 5th in the Family Life Center at First United Methodist Church. A lot of hard work and thoughtful details came together to make the evening special. Rick L. once again treated us to a delicious catered meal. We had a great time playing BINGO and testing our knowledge with festive Rose-themed and Christmas trivia. It was a wonderful night enjoyed by all employees and guests in attendance. A heartfelt thank-you to the Christmas Committee Team and everyone who helped make this event a success.

Middle Tennessee Christmas

On December 10th, the Middle Tennessee Office, joined by several Covington team members and leadership, enjoyed a wonderful Christmas

Dinner at Stones River Country Club in Murfreesboro, TN. The evening was marked by a warm fellowship, thoughtful remarks, and well-deserved acknowledgement of our team's achievements. We extend our appreciation to Regional VP David C. and the entire Middle Tennessee team for their dedication and accomplishments throughout 2025.



Safety Awards



This year, our Safety Award Drawing winner was Jonathan P. And our Safety Incentive Award winner was Luke P. We appreciate all their hard work and how they continue to put Safety First! Both very well-deserved awards.

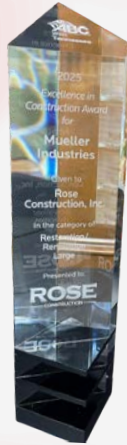
Service Awards

At our 2025 Christmas Dinner, we recognized the following employees for their benchmark years here at Rose Construction: Lynel H. (35 years), Cleavette B. (25 years), Glen K. (25 years), Martin G. (25 years), John Paul R. (15 years), and Cary E. (5 years).





Excellence in Construction Awards Dinner



On November 20th, a few Rose Construction employees attended the Associated Builders & Contractors (ABC) of West TN Excellence in Construction Awards Dinner. At this dinner, Rose Construction was recognized by ABC of West TN with an award for our outstanding work on the Mueller Brass project following the tornado in March 2023. This achievement reflects the dedication, craftsmanship, and teamwork our crews brought to every stage of the build. We're honored to be acknowledged for a project that showcases our commitment to quality, innovation, and delivering excellent results for our clients. We want to thank everyone that was a part of this project.

CHILI COOKOFF

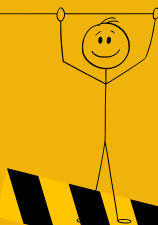


This November the Covington office held our annual Chili Cookoff. Thank you to our chilicooks: Lenora Barry, and Steve; as well as everyone who brought delicious desserts and sides to go along with it. We had a wonderful time getting together and eating all the different chili that was provided while socializing with the team!

SAFETY TRAINING

On December 18th, Kenny B., with Fortier, taught Scaffolding Safety Training to fourteen of our employees in attendance in person and six in attendance by zoom. This training included proper scaffold set-up and foundation requirements, fall protection and cross-bracing, platform construction and use, correct erection and dismantling procedures, access ladder requirements, electrical safety, falling object hazard prevention, and scaffold loading and capacity limits.

SAFETY FIRST



LANDERS *Cadillac* OF MEMPHIS



On December 4th, Landers Cadillac of Memphis proudly celebrated the grand opening of their newly renovated dealership. Rose Construction was honored to complete the full renovation, bringing new life to the facility through thoughtful design and high-quality craftsmanship. The refreshed showroom, upgraded service areas, and enhanced customer amenities reflect the strong partnership between Landers Cadillac and our team. We are grateful for the opportunity to help bring their vision to life and look forward to seeing the dealership thrive. We want to thank Project Manager, Terry S. and Superintendent, Angelina G. for all their hard work during this project, as well as the Landers Team for trusting us through the whole process, and all the other members working behind the scene to make this project successful.



Food Drive

FIRST UNITED METHODIST CHURCH

We want to thank all of the Rose Construction employees who participated in the 2025 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.

A graphic header featuring a hard hat on the left and stylized fireworks on the right. The text is centered and reads:

NEW YEAR'S RESOLUTION: MAKING SAFETY HABITUAL

Science suggests that it takes time for a repeated action to become a habit. Some research says you can develop a habit in just 21 days, while other research says that it takes more than 100 days for an action to become a habit. Whether you do it in 3 weeks or 3 months, if you talk about safety with your crew every day, safety will become a topic that they think about habitually.

Here are some ideas to help you make safety less of a chore and more of a habit:

- Put it in your calendar. If you have “Safety Training” in your calendar every day, you’re more likely to get it done. You can enter “Safety Training” into the calendar on your phone or computer, or, if you prefer analog record keeping, you can write “Safety Moment” at the top of each page of your notebook.
- Tell your team that you’re creating a safety streak. Rather than posting one of those signs that says “X number of days since we’ve had an accident” post a sign that celebrates how often you all discuss safety. People respond to positive reinforcement. And nobody likes to break a streak!
- Turn downtime into a safety training opportunity. You and your crew are often kept waiting because deliveries or other contractors are behind schedule. You can turn that idle time into accident-prevention time.

However you choose to do it, the way to build a habit is by using the tool of consistency. See if you can discuss safety on your jobsite every day, at least briefly. Engaging with your crew about safety frequently and consistently will help everyone to develop the good habit of safety!

Each year Rose Construction adopts a scripture as a guiding principle in conjunction with our Vision and Mission. For 2026 our scripture is:

“God is our refuge and strength, an ever-present help in trouble.”

– Psalms 46:1

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.MyConcernEAP.com

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 Positions:

- **MECHANIC / CDL CLASS A DRIVER**

“Come now, let us reason together,” says the LORD. “Though your sins are like scarlet, they shall be as white as snow; though they are red as crimson, they shall be like wool.”
Isaiah 1:18.

If you have any information that you would like considered for the next newsletter, please contact Hayley at h.o'brien@roseconstruction.com or (901) 476-9600.

The Rose Review is published every other month.