

A Message from John Paul R. Senior Project Manager

An old saying is that days are slow, but the years are fast. Well, that was certainly true of 2023. Looking back, it was truly a remarkable year in many ways. Many projects started, completed, and some are still in the works. We cannot discount the impact of the tornado damage in March. I'm proud of the team here and how so many stepped up to help in repairing businesses and helping friends and family put their lives back together. It goes to show the good-hearted people of Rose Construction and the selflessness our team members so often demonstrate. Thank you all for your time and effort spent helping the community. The first quarter of 2023 was very strong and after the tornadoes hit our team immediately sprang into action in assisting clean up at various locations. Rose has been blessed to help Mueller, HT Hackney, Mallard Cove Apartments St Francis Dr's Clinic and other facilities get things put back together and open back for business. There still is work to be done at these various facilities and a few other businesses around the town. For those who lost their homes or were injured I am truly sorry and hope time will heal souls and bodies. Saying that Rose Construction is blessed would be an understatement. I am so thankful for the team we have. Everyone at the company, from top management to field technicians, is an integral part of our team and we could not operate without each of you. Your willingness to work hard and the collection of individual skillsets here at Rose is something to be proud of. Your commitment to working safely and coming home each day to your families is something we can always improve upon. Looking forward to 2024 we potentially have another great year ahead of us. Our backlog for projects still in progress or under contract and about to get started is very strong. A relatively new customer like Riviana continues to generate more work. Much of our backlog is customers we have served for many years and that is a testament to everyone at Rose. The way you treat others and execute the work leaves a lasting impression that mostly comes back around for more work down the line. I want to remind everyone that working safe should be your top priority. Please remember to take a few minutes before starting each task to assess the situation and identify any hazards. If you are unsure of the appropriate measures to protect yourself and others, please contact your supervisor. Remember to Think, Plan and Do. Supervisors, please communicate and follow through each day with subcontractors. 2024 needs to be the safest year on record. No lost time or significant injuries, no near-misses, no major subcontractor incidents and limit no-injury incidents to a miniscule amount. If we start each day and before each new task by assessing and planning on how to complete that task safely, I know we can reach our safety goals. May 2024 be your best year yet. Here's to your physical, mental and spiritual health. God bless and Happy New Year.

Happy Birthday!

Erik K. - January 1st
Terry S. - January 12th
Billy D. - January 20th
Larry J. - January 21st
Jack G. - January 30th
Jennifer M. - January 30th
Jeff A. - February 1st
Kenneth C. - February 7th
Jeff B. - February 8th
John C. - February 9th

IMPORTANT DATES

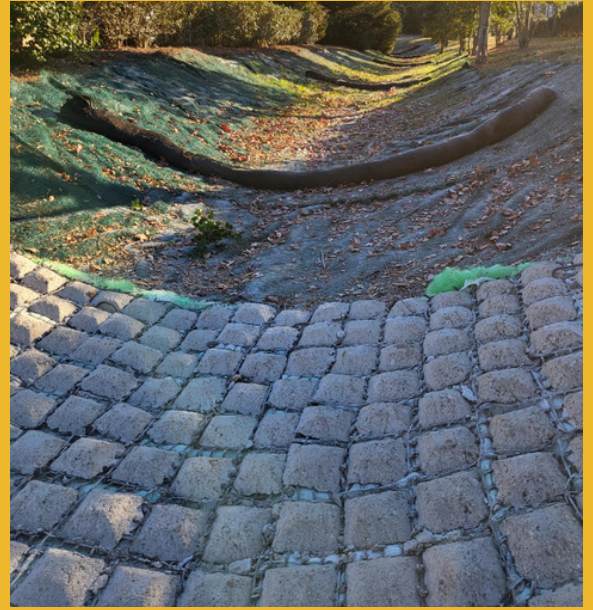
New Year's Day - January 1st
Martin Luther King Jr. Day - January 15th
Valentine's Day - February 14th
President's Day - February 19th



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!

CURRENT PROJECT HIGHLIGHTS



AMSI CAROTHERS GET READY
CENTER- FRANKLIN, TN



COLEMAN TRACTOR- JOELTON, TN



JLL CARRIER REMODEL-
MEMPHIS, TN



CURRENT PROJECT HIGHLIGHTS

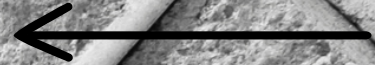


CLASSROOM ADDITION



SPORTS FIELD

**TIPTON CHRISTIAN
ACADEMY
COVINGTON, TN**



**RIVIANA FOODS -
MEMPHIS, TN**



**DEMO AND REINSTALL
WALLS**



FLOOR POLISHING

**MUELLER BRASS
COVINGTON, TN**



Riviana Foods - Memphis, TN
Island 34 Hunting Lodge - Lauderdale, TN
Christ Church- Arlington, TN
FUMC Covington - Covington, TN
Landers Nissan Renovation - Southaven, MS

other projects
underway

Carlen Chevrolet - Cookeville, TN
Landers Auto Sales - Southaven, MS
Bongards- Jackson, TN
Lanxess - Memphis, TN
Tipton Christian Academy- Covington, TN
HT Hackney - Covington, TN

Employee Spotlight

Daniel A.

Daniel A. was born on October 7th in Murfreesboro, Tennessee. Daniel has an Australian shepherd dog named Blu and a girlfriend, Denise, of six years. He loves to eat pizza and hot wings while he watches the Tennessee Volunteers play football. He enjoys traveling to Niagara Falls, watching Star Trek, and boating during his free time. One thing most people don't know about Daniel is that he had to jump out of a military airplane and his parachute collapsed 500ft from the ground when the reserve parachute opened just as he touched down; he received an award for his quick thinking. Daniel has been a Project Superintendent at Rose Construction for two years. Every time he starts a new project, he thinks of the team effort that will be involved in accomplishing the goal of the project. The team helping him bring his assigned project together is very rewarding. Daniel's nickname at work is "Hollywood". Thank you, Daniel, for all of your hard work here at Rose. We are glad to have you on the team!



NEW TO THE **ROSE** — CONSTRUCTION — FAMILY



Bryan H.
Project Manager

FOOD DRIVE

Thank you to all of the Rose Construction employees who participated in the 2023 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.



CHILI COOKOFF



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



CONGRATULATIONS!



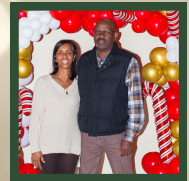
On December 7th, Rose Construction was voted for “Best Contractor/Construction” in the Covington Leader’s fourteenth annual Readers’ Choice Awards. Thank you to everyone in the community who voted for us. We want to continue to help out and make a difference to those surrounded by us. Pictured below are Keith B., Billy D. (holding the certificate), Erik K., and Mike S..



Rose Construction is proud to accept one of the Step Safety Management System Awards from Associated Builders and Contractors (ABC) of West Tennessee. This year our Step Award is GOLD LEVEL. Below is David C. holding the certificate. Our goal every year is to keep safety first in ensuring the protection for ourself and others.



Christmas Dinner 2023



The annual Rose Construction Company Christmas Dinner was held on December 8th in the Family Life Center at First United Methodist Church. So many things came together to make this event special. The winner of our Safety Incentive Program was Amado C., with the drawing winner being Thomas D. Rick Laxton once again catered delicious food for all of us. We also had special music sung beautifully by Reagan R. We then ended the night with laughs from our fun Christmas Story game, that included our employee's work and Glen's favorite saying "ain't no trouble". 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.

Service Awards

This year we celebrated Mr. Paul's 50 years at Rose Construction with a special gift of letters written to him by several employees. We also recognized the following employees for their benchmark years working for Rose Construction: Barry K. (35 years), Les A. (25 years), Erik K., Steve N., and Mike S. (20 years), Ismael R. and Jeff A. (15 years), Chris B. (10 years), and Jose G. and Shayne J. (5 years).



Middle Tennessee Christmas

The Middle Tennessee Office, along with a few Covington employees and management members, had a wonderful Christmas Dinner at Stones River Country Club in Murfreesboro, TN. The winner of the Safety Incentive Program for MTN was David T. 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 2023.





401K

NEW ROTH 401K EFFECTIVE
JANUARY 1, 2024



A new feature added to our current traditional pre-tax 401k plan is the Roth 401k. A Roth 401k is simply a traditional 401k plan that accepts Roth 401k contributions. Roth 401k contributions are made on an after-tax basis, just like Roth IRA contributions. This means there's no up-front tax benefit, but if certain conditions are met, your Roth 401k contributions and all accumulated investment earnings on those contributions are free of federal income tax when distributed from the plan. Please contact HR for more information or if you would like to change your contributions.



Heavy Equipment Training

On December 11, fifteen of our employees completed the "Heavy Equipment Operator Safety Training" course, taught by Clay D. These employees are Jeff A., Thomas D., Manuel J., David W., Robert L., Daniel G., Raymond H., Luke P., Fidel D., Willie W., Carlos G., Martin G., John C., Amado C., and Thomas H. This training covered safety needs for operators and site workers, so they can properly handle heavy equipment on the job sites.



COMMON HAZARDS IN A BUILDING SITE



Though construction site rules and regulations seek to minimize risks, human error and machine failure still present hazards. The following are some of the most common risks on a construction site.

Falling

Per OSHA, falls account for the greatest number of fatalities in the construction industry each year. These falls may occur due to unstable work surfaces, the misuse or failure to use fall protection equipment and human error. Though falls can happen in a variety of situations, many occur when workers are using ladders, accounting for approximately 24,882 injuries and 36 fatalities each year in the construction industry.

Slipping & Tripping

Construction sites can sometimes become a maze of equipment, debris, dirt and more. Navigating around a busy site – even when using caution – can cause workers to slip and trip. Some of the substances and items that may cause a slip or trip include water, mud, grease, oil, dust, powders, plastic wrapping, sloped walking surfaces, gravel, hoses, cables, wires, cords, clutter or debris, gaps in a walking surface.

Slips and trips often cause minor injuries such as strains, sprains, contusions, bruises, abrasions, lacerations, and fractures.

Airborne & Material Exposure

Construction workers face several respiratory hazards and may interact with toxic materials, such as: lead, asbestos, chromium, cadmium. Materials like silica dust and chemical products may present additional hazards on the job. To a degree, the use of correct PPE and training can help shield workers from these hazards.

Struck-by Incidents

Struck-by accidents occur when a worker is hit by a vehicle, falling object or flying object. According to OSHA, one in four struck-by vehicle deaths involves a construction worker; 75% of these deaths involve heavy equipment.

These incidents may occur when a worker is pinned between construction vehicles and walls, is struck by a swinging backhoe, is crushed beneath an overturned vehicle, is struck by trucks or cars on the

job site. Workers may also be at risk for being hit by falling objects anywhere there is overhead work being performed, or by flying objects when using power tools or other activities that could cause an object to become airborne. Protective gear, proper protocol and training can help mitigate the risk of a construction struck-by incident.

Excessive Noise

Much of the equipment used on a construction site generates high levels of noise. Prolonged exposure to loud noise can cause irreversible hearing loss which can occur instantly from a single powerful explosion but is most likely to occur over time with repeated exposure to moderate noise. Common construction equipment that causes noise: fanning saw, backhoe, belt sander, forklift, nail gun, concrete saw or electric grinder, bulldozer, jackhammer, grader or scraper, chain saw. Hearing protection can help preserve hearing when worn correctly and at all times when these noises are present.

Scaffolding

Scaffolding allows work to be completed at tall heights, but if not set-up and used correctly presents several safety hazards, such as falls due to lack of fall protection, scaffold collapse due to structural instability of overloading, tools, work materials or debris falling from the scaffold, electrocution due to proximity to overhead power lines, scaffold planking or supports giving way. OSHA standards dictate how a scaffold should be constructed, who is eligible to build and dismantle scaffolds, the types of safety features that should be utilized, capacity requirements to avoid overloading, etc.

Electrical Incidents

Projects that involve electricity present many shock and electrocution hazards, such as: worker contact with power lines, lack of ground-fault protection, missing or discontinuous path to the ground, equipment not used as intended, improper use of extension and flexible cords.

Burns

Many construction burns come from electrical incidents such as those detailed above. Other burn sources may include arc or flash burns where welding occurs, thermal contact burns from touching extremely hot objects, chemical burns from direct contact with hazardous chemicals.

Material Handling

If done improperly, handling and storing materials on a construction site can become a hazard. This includes both manual handling and mechanical handling with equipment. Manual material handling may cause injuries when workers do not properly grasp or lift a load. Mechanical material handling may cause injuries if the equipment is overloaded, equipment is loaded off-center and tips over, loads are not positioned in the lowest spot when traveling, equipment is not handled according to manufacturer recommendations.

Injuries from mechanical material handling could include fractures and bruises from being hit by materials or more serious struck-by injuries. Another common material handling risk occurs when material is stored in a way that may cause it to fall or collapse.

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

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.

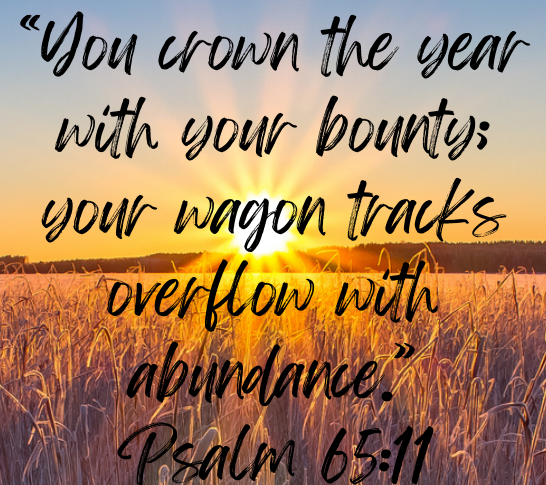


Open Positions:

CRAFTSMAN/CDL DRIVER - FLEX CREW

PROJECT SUPERINTENDENT - WEST TN

PROJECT SUPERINTENDENT - MIDDLE TN



*"You crown the year
with your bounty;
your wagon tracks
overflow with
abundance."
Psalm 65:11*

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

The Rose Review is published every other month.