

# THE ROSE REVIEW

July 2026 Edition

## A Message from David C.

*Human Resources & Company Services*

Several years ago, I had a good friend who was a Dozer Operator for a Farmer. His work consisted of clearing trees, bushes, and sloping the fields to control the flow of rainwater. On one particular day, as usual, he parked his small pickup truck near his work site. He proceeded operating the dozer for the day. At quitting time, when he went to his truck, he suddenly realized that he had run over his truck with the dozer sometime during the day. Yes, a true story! It's easy to make this mistake unless we are fully aware of our surroundings at all times. Here at Rose Construction, we have experienced our share of related incidents involving damaging items in our surroundings. For example, non-injury incidents involving generators, concrete barriers, pipe bollards, vehicles, trailers, buildings, and other equipment. Most of these resulted in financial loss. Fortunately, we have not experienced any of these type incidents involving injuries to employees or people. As safety measures most equipment and vehicles have back-up alarms and employees wear high visibility vests. So, what is the point here? It's always important to slow down, check your surroundings (including overhead), move items out of your immediate work area, and be alert at all times. Our goal is "zero injuries and zero incidents." Thank you for all you do to keep everyone safe!

### 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!

# HAPPY BIRTHDAY

Willie W. - July 1<sup>st</sup>  
Chris B. - July 2<sup>nd</sup>  
Abdon Z. - July 2<sup>nd</sup>  
Keith C. - July 7<sup>th</sup>  
Mike S. - July 11<sup>th</sup>  
Rocco M. - July 26<sup>th</sup>  
Lenora M. - July 30<sup>th</sup>  
Brandon D. - July 31<sup>st</sup>  
Luke P. - August 1<sup>st</sup>  
James W. - August 21<sup>st</sup>  
David C. - August 23<sup>rd</sup>  
Donnie B. - August 31<sup>st</sup>

OUR OFFICE WILL BE CLOSED  
IN OBSERVANCE OF

# Independence Day

ON FRIDAY, JULY 3<sup>RD</sup>.

# PROJECT HIGHLIGHTS



**Navy Base -  
Millington, TN**

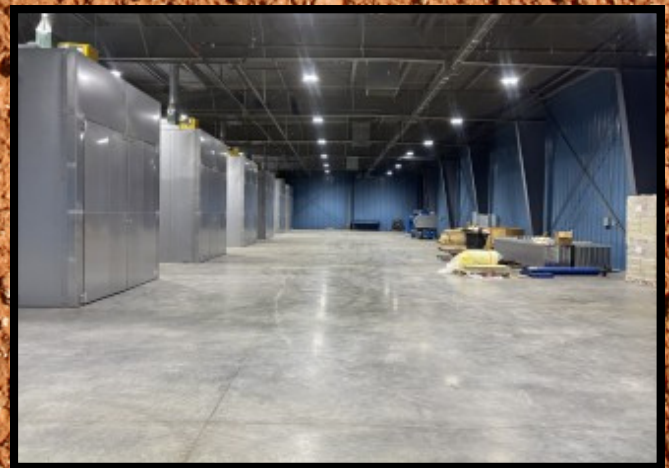


**Catamount Hitachi -  
Alamo, TN**

# PROJECT HIGHLIGHTS



## TwelveStone Health Partners - Spring Hill, TN



## ERMCO - Dyersburg, TN

### OTHER PROJECTS IN PROGRESS

- Landers Quick Lane - Southaven, MS
- Highway 59 Sewer Line - Covington, TN
- Tipton Christian Academy - Covington, TN
- Won Ton Foods - Laverne, TN
- Newlyweds Foods - Dyersburg, TN

- Riviana Foods - Memphis, TN
- Bongards - Humbolt, TN
- American Greetings - Ripley, TN
- Landers Ford Mt. Moriah - Memphis, TN
- McCoy Laverne Site Expansion - Laverne, TN

# EMPLOYEE APPRECIATION + QUARTERLY TEAM EVENT COOKOUT

On Thursday, May 21st, our team came together for the Quarterly Team Event and Employee Appreciation Cookout. We were able to enjoy good food, fellowship, and time together outside of the workplace. Several prize drawings were also held throughout the cookout, adding excitement and fun to the afternoon. It was a great turn out and we are thankful for each employee and all that they do for Rose Construction. Special thank you to our cooks, Randy and Brandon.



# — HAPPY — Retirement to Dwin D.



Dwin walked through our front door nine years ago looking to make a change—from being an on-the-road superintendent to working locally in whatever role we might have for him. We were glad to see him walk in that day, and even more grateful that he chose to become part of our family.

Over the years, Dwin brought not only his expertise across all facets of construction, but also his character and work ethic to every role he held. He began as a Superintendent, successfully leading several large projects. When an opportunity opened in Special Projects, Dwin stepped up to the challenge and transitioned into the role of Special Project Manager.

Dwin's commitment and knowledge have been truly inspiring. Dwin has made a lasting impact on our team, and while he will be greatly missed, we are excited for him as he begins this next chapter in his life.

Thank you, Dwin, for everything you've done.

*-David C.*



## EMPLOYEE SPOTLIGHT

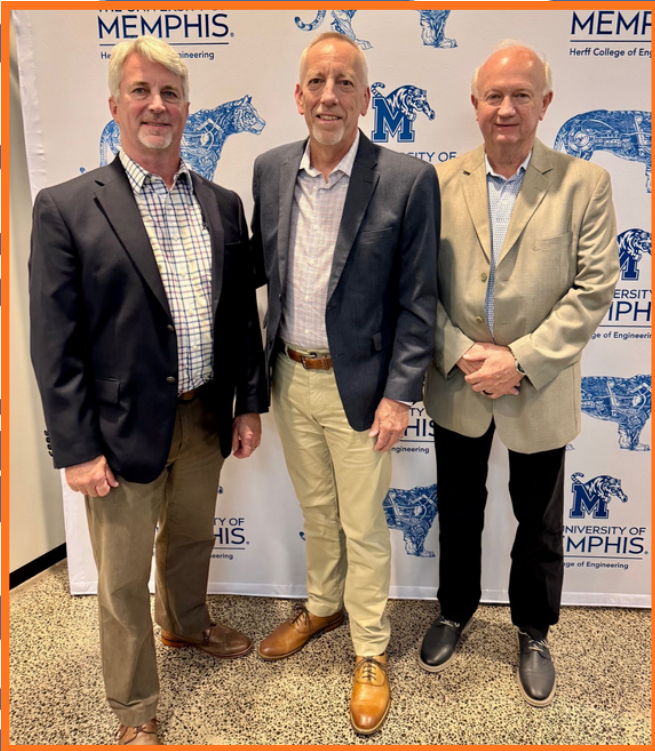
# HOLLY H.

Holly was born on December 28 and lives in Atoka, Tennessee. She is the proud mother of twins, Grant and Grace, who are 27 years old. Grant lives at home with Holly and works for the City of Lakeland. Grace is married and has an 18-month-old son, making Holly a proud grandmother. Holly also helps care for Grant's dogs, Daisy, who is 9 years old, and Marley, who is 2 years old.

Holly enjoys most foods and doesn't have a particular favorite, but she especially loves cooking. When it comes to travel, her favorite destination is the beach, and she is a devoted fan of the University of Tennessee —Go Vols! Holly has been working as the Employee Services Administrator at Rose Construction for about nine months. She enjoys interacting with people and truly appreciates the wonderful team she works alongside each day. We are thankful to have Holly as part of our team and appreciate the positive energy and dedication she brings to Rose Construction.



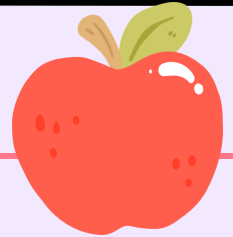
# UNIVERSITY OF MEMPHIS BANQUET



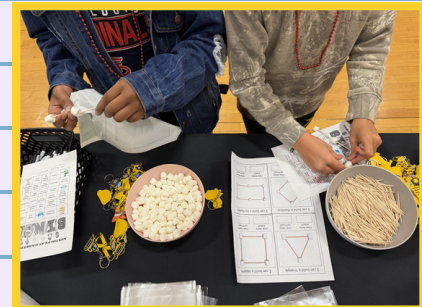
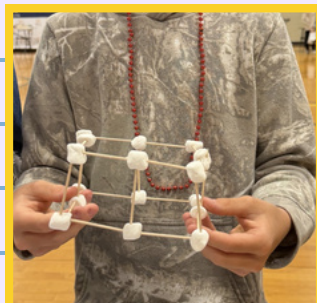
Steve, David, and Bryan attended the Civil Engineering Banquet at the University of Memphis on Thursday, April 30, joining students, faculty, alumni, and industry professionals in celebrating the achievements and growth of the Civil Engineering program. The annual banquet serves as an important gathering that highlights excellence within the civil engineering community, and Rose Construction is thankful to have the opportunity to attend.



## AUSTIN PEAY ELEMENTARY SCHOOL CAREER DAY



On May 7th, Hayley and Holly S. visited Austin Peay Elementary School for Career Day to share information about the construction industry and their work with Rose Construction. The students had a great time participating in a hands-on activity where they used marshmallows and toothpicks to build creative structures while learning about teamwork, problem-solving, and basic construction concepts. It was a fun and engaging day that gave students a glimpse into careers in construction and engineering.



SAFETY

# TRAINING

- On May 21st, 14 employees completed CPR training taught by Kenny B. This training helps strengthen their emergency response skills and enhance home and workplace safety preparedness.



- On May 22nd, 5 employees completed Confined Space Training, taught by Clay D. with Fortier. The training provided essential instruction on safe entry procedures and emergency response requirements for confined space work.



- On June 4th, 13 employees completed safety training on Ammonia Awareness, Benzene Awareness, Hazard Communication, Hydrogen Sulfide, Lockout/Tagout, and Noise Awareness/Hearing Conservation taught by Kenny, with Fortier. The training reinforced safe work practices and hazard recognition to help maintain a safe workplace.



- On June 15<sup>th</sup>, 20 employees completed Hazard Communications with GHS training, Asbestos Awareness Training, and Respirator Fit Testing all taught by Kenny with Fortier. Thank you, Kenny, Clay, and Fortier, for taking the time to provide training for Rose Construction—your knowledge and support were greatly appreciated.

# WELCOME TO the ROSE FAMILY

— CONSTRUCTION —

STEVEN  
C.



*Project  
Coordinator -  
Structural*



ROCCO  
M.



*Assistant  
Superintendent  
(MTN)*

*We're proud to share that both Steven and Rocco graduated in May 2026 with Bachelor of Science degrees in Construction Management. Steven earned his degree from University of Tennessee at Martin, and Rocco graduated from Middle Tennessee State University. Both were valued interns with our team throughout their college years, and it's been rewarding to watch their growth and accomplishments along the way.*

## DON'T BE A VICTIM OF PHISHING

**What is phishing?** Phishing is a scam tactic fraudsters use to impersonate a person or business in order to obtain money or sensitive information from an unsuspecting victim.



**How does it work?** Scammers use public information sources such as websites, LinkedIn, or online directories to try to be as convincing as possible to the recipient. The messages aren't always flagged by spam filters, so human error is possible. In addition to posing as a company executive, fraudsters are also impersonating the IRS, USPS, Amazon, QuickBooks invoices, and more.



### KNOW WHAT TO LOOK FOR



Fraudsters are betting that an employee will glance at an email from a higher-up, overlooking the typos in the email address and the body of the message, simply because it's coming "from" a person of authority. **See the red flags**

The next message will likely involve a request to purchase gift cards and reply to them with the card numbers and even your cell phone number. **Don't fall for it!**

### KNOW WHAT TO DO NEXT

#### Verify legitimacy

Review for the red flags on this handout. Separately contact the actual person or source.

#### Forward to IT

Still unsure? Ask your tech team to check it out and to block the suspicious sender.

#### Delete the message

Don't reply or click links. Never send sensitive info such as cell phone or routing numbers.

#### Always be vigilant

Scam artists continue to get more creative... **Don't let your guard down!**



**Report fraud:** If you realize after the fact that you may be a scam victim, come forward to try to remediate the situation, take protective measures, or involve the authorities if needed.



## SCAMMER RED FLAGS

- 1 URGENCY**  
Scammers purposely utilize pressure and authority by posing to be an executive of a company. They typically want their request filled ASAP or EOD, while they have you "hooked."
- 2 SUSPICIOUS DOMAIN**  
Double check, even triple check, the domain of the email address. Slight variations of an email address are used intentionally. A gmail or other generic email domain can be another warning sign.
- 3 TONE + TYPOS**  
A big tell-tale for fraudsters tends to be spelling errors and poor grammar. Ask yourself, does the body of the message *sound* like the sender? Are their title and email signature correct?
- 4 TOO VAGUE**  
Phishing emails are often short and to the point, lacking context of the request. This can be a red flag, especially when received out of the blue.
- 5 GIFT CARDS OR CRYPTO**  
Whether pretending to be a CEO, CFO, or even the IRS, scammers' requests frequently involve purchasing gift cards, bitcoin, or demanding wire transfers.
- 6 "OFF" FEELING**  
Trust your gut! Weird time of day? Unexpected invoice? Not related to a project you've ever worked on before? Don't ignore your instincts.

### PICK UP THE PHONE

...or walk down the hall or compose a fresh new email. The point is, you must **independently verify** the request with the "person" if you have any doubts at all—don't just reply to the email.



# WHY IS SAFETY SO IMPORTANT WHEN OPERATING HEAVY EQUIPMENT?

There are always risks and hazards involved in operating heavy equipment, which make it imperative to strive for safety. In construction, the operation of heavy equipment is vital and necessary; but operating equipment safely is even more important. Personal injury, loss of life, damage to property and the equipment itself can all result from the improper or unsafe operation of heavy equipment.

Only skilled, trained operators should operate heavy equipment such as excavators, loaders, graders, rollers, bulldozers and the like. Ground-based workers should be trained in how to work safely around the equipment and how to stay clear. Serious injuries can occur if the equipment strikes a worker or if the equipment is rolled over.

## **Primary sources of injury to operators and other personnel working around heavy equipment are:**

- Repairing and servicing equipment in dangerous positions;
- Striking individuals or other vehicles with the equipment, particularly its blade;
- Unexpected violent tipping of the equipment;
- Uncontrolled traffic within or around the work area;
- Overhead power lines, tree limbs;
- Leaving equipment in dangerous positions while unattended;
- Failure of lifting mechanisms



## **The following should be considered when working around heavy equipment:**

- Inspecting the equipment prior to operation to ensure all lights and audible alarms are working properly;
- Making sure there is a defined route and clear visual path for the operator when moving equipment;
- Establishing a danger zone, that is, the working area where contact could result in personal injury or property damage during operations; always doing a full walk-around to ensure no debris or objects are in the way.
- Maintaining a clear line of site between the operator and workers. Blind spots are common – if you can't see the operator, he can't see you.
- Use of a spotter when heavy equipment is in motion, requiring communication between the operator and the workers to maintain safe movement.
- Making sure workers keep a safe distance from all sides of equipment in use.
- Being aware of the swing radius on certain equipment and, if possible, securing the area with barriers or caution tape;
- Making sure other equipment, material and vehicles are at a safe distance from moving equipment;
- Wearing high visibility clothing and PPE;
- Following proper procedures for loading or unloading equipment;
- Being careful when getting in and out of equipment. Checking for slippery surfaces, using the step ladder provided, and asking for help when needed.
- Maintaining a clean work area. Anything from damage to objects, injuries to bystanders, or injury to the operator can occur in a cluttered or messy job site.
- Never working under a suspended or overhead load; and
- Always staying alert.

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:**

# 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](http://www.MyConcernEAP.com)

## America's 250th ANNIVERSARY

As America celebrates its 250th anniversary this Independence Day, we reflect with gratitude on the blessings of liberty, the sacrifices of those who came before us, and the responsibility to pursue justice, unity, and virtue for future generations. From a Christian perspective, true freedom is not only found in a nation's independence but ultimately in God's truth and grace. As Scripture reminds us, “Blessed is the nation whose God is the Lord” (Psalm 33:12). May this milestone be an opportunity to give thanks, seek wisdom, and renew our commitment to serving both God and neighbor..

## 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 POSITION:

- **Project Manager -  
Special Projects  
(Murfreesboro Office)**

Please visit our website  
[roseconstruction.com](http://roseconstruction.com) for more information.

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

The Rose Review is published every other month.