

## A Message from David C. Human Resources & Company Services Our Greatest Asset!

I remember being in a group meeting many years ago when the speaker, a financial advisor, asked, “what is your greatest asset?” People, including myself, immediately began to think in terms of material things such as our house, automobiles, retirement savings, etc... To our surprise, the correct or best answer was “You – your ability to work and earn a living.” If we take time to reflect on this, we will realize that it’s true when we consider our work, jobs, careers, and earnings over a lifetime. It’s our ability to provide a living for our family.

Back in the 80’s, Stephen R. Covey wrote and published a popular book entitled, “The 7 Habits of Highly Effective People.” I had the opportunity to hear Dr. Covey speak at a conference when he described these 7 habits: 1) Be Proactive 2) Begin with the End in Mind 3) Put First Things First 4) Think Win/Win 5) Seek First to Understand...Then to be Understood 6) Synergize 7) Sharpen the Saw.

Number 7, “Sharpen the Saw” is what I’d like to touch on today. How are we at renewing our greatest asset in these four dimensions of our life ---- physical, spiritual, mental, and social/emotional? For **Physical**, are we eating the right kinds of foods, getting sufficient rest and relaxation, proactive in our preventative healthcare, and exercising on a regular basis? **Spiritual** – are we stronger today than we were a year ago in our prayer life, study of the Word, fellowship with believers, serving others, and winning souls? **Mentally** – are we committed to continuous learning and growing in our personal and professional development to continually hone and expand our mind? **Social/Emotional** – how are we doing in our interpersonal relationships, empathic listening, and working in harmony with others?

This philosophy falls right in line with our Vision at Rose Construction when we talk about “continuing the tradition of our company history and family values which encourages each on our team to become all that they can socially, economically, and spiritually. Placing a priority on developing relationships that go beyond contractual. Our reputation of honest, integrity, and quality is sacred!”

And finally, why do we continuously emphasize “Working Safely with No Incidents?” I trust you know the answer to this question.

*David, Director, Human Resources & Company Services*



*1 Peter 2:16*

*Live as people who are free, not using your freedom as a cover-up for evil, but living as servants of God.*

## OUR MISSION

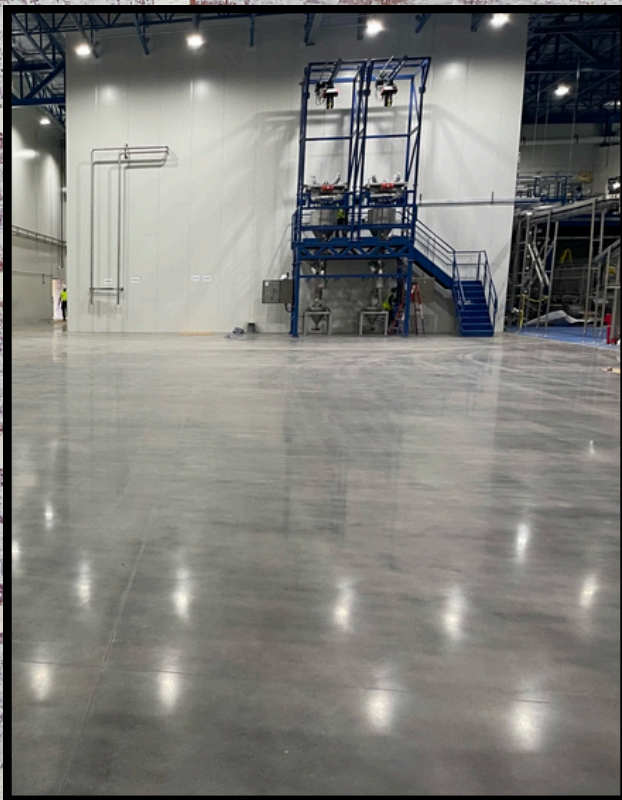
With Honesty, Integrity, and Quality as our Cornerstones -- Provide an unmatched Service Experience that consistently EXCEEDS our clients' expectations in EVERY aspect of the business process!



# PROJECT HIGHLIGHTS



MUNFORD VETERANS PLAZA -  
MUNFORD, TN



RIVIANA FOODS-MEMPHIS, TN



# PROJECT HIGHLIGHTS



PARKING LOT  
ADDITION



## TIPTON CHRISTIAN ACADEMY - COVINGTON TN



## CKS - RIPLEY, TN

### OTHER PROJECTS IN PROGRESS

- JLL Carrier - Memphis, TN
- Waste Management - Lewisburg, TN
- Thompson Caterpillar - Jackson, TN
- Thompson Machinery, Briley Pkwy - Nashville, TN
- HT Hackney - Covington, TN
- Ripley Water Line Replacement - Ripley, TN
- Bongards - Humbolt, TN
- Landers Cadillac - Memphis, TN
- Town and Country Ford - Madison, TN
- Roberts Toyota - Columbia, TN
- American Greetings - Ripley, TN
- Lanxess - Memphis, TN



# Employee Appreciation + Quarterly Team Event Cookout

On Friday May 16<sup>th</sup>, we had an Employee Cookout and Quarterly Team Event. We had a great time fellowshiping with one another over hamburgers, hotdogs, BBQ bologna, and more! Each employee received a gift, we did drawings for various of prizes for fourteen different employees and then ended our time together playing the "Excavator Shuffle" game. We want to thank all those involved in putting the cookout/event together, as well as everyone that showed up and participated in the game.



## OUR TOP 5 WINNERS

1<sup>st</sup> Place: Martin G. (1.14)  
2<sup>nd</sup> Place: Carlos G. (1.16)  
3<sup>rd</sup> Place: Chris B. (1.16)  
4<sup>th</sup> Place: Chris O. (1.27)  
5<sup>th</sup> Place: Ismael R. (2.16)





# EMPLOYEE SPOTLIGHT

## Micah W.



Micah was born on December 16, 1985, and is originally from Collierville, Tennessee. Micah is married to his wife, Keli, who works as a nurse at St. Jude. They have two sons—13-year-old Bonner and 8-year-old Knox—both of whom play travel baseball for the Memphis Tigers organization. Their family also includes two dogs, Gracie and Beckett. In his free time, Micah enjoys hunting, fishing, and watching his boys play baseball.

Something interesting that people may not know about Micah is that he was a professional rodeo bullfighter for five years. He started rodeoing at a young age, continued through high school, and began competing professionally at 19. Some of his favorites include Tex-Mex food, traveling out West or to 30A, and cheering for the Texas A&M Aggies—Gig 'Em! His favorite movie is 8 Seconds and his favorite book is Gold Buckle. He currently serves as a Project Superintendent at Rose Construction, where he has been part of the team for 1 year and 6 months. Known around work by the nickname “El Jefe,” Micah says what he enjoys most about his job is the opportunity to work on a variety of projects alongside a great team he can rely on. He feels that Rose Construction has reignited his passion for the industry, and he looks forward to the future for himself, his family, and the company.



## ROSE — CONSTRUCTION —

Rose Construction is excited to welcome two college students to join us for our Summer Internship Program. We are happy to have Rocco M. join us for the first time, at our Middle Tennessee location, and look forward to the fresh perspective he will bring. We're also thrilled to welcome back Steven C., at our West Tennessee location—it's great to have him with us again! We're confident both of them will have a valuable and rewarding experience this summer.



Rocco M. is a Junior at Middle Tennessee State University, he is working on his Degree in Bachelor of Science, and majoring in Construction Management.



Steven C. is a Senior at University of Tennessee at Martin. He is working towards his Bachelor's Degree in Construction Management.





# Project Completion & Celebration

*MUELLER BRASS, COVINGTON TN*

*Project Manager: Terry S.  
Superintendent: Tim B.*

*We would like to extend our sincere thanks to Mueller Brass for the opportunity to work on and complete the reconstruction of their office and building following the catastrophic tornado in March 2023. It was an honor for Rose Construction to be part of the recovery process and help restore a vital part of their operations. We are proud of the outcome and grateful for the trust they placed in our team during such a challenging time. On May 1<sup>st</sup>, we celebrated the completion of this project with a cookout for Mueller and Rose Employees. Thank you to everyone involved!*





# Team Meetings

Our Team Meetings were held at the Shop and Covington Office on June 30<sup>th</sup> and at the Middle Tennessee Office on June 25<sup>th</sup>. Steve began with a welcome and a reminder of our vision, mission, and company Bible verse. Then, at the shop Chris covered heat exhaustion and heat stroke as a safety topic. And for the office, Steve shared our safety statistics with a reminder of our safety goal ZERO. Both emphasized that safety is our top priority, and by working together, communicating clearly, staying proactive, and supporting one another, we can foster a strong, action-driven culture of safety on every jobsite. Next, John Paul gave us an update on operations and manpower. He also gave the team encouragement, stating, "Everything we do behind the scenes is what helps things run smoothly." David then provided insights about our Annual Renewal for Benefits and the 2025-2026 Plan Highlights: We're continuing with the BCBST health plan, FSA, MetLife insurance, and the 401(k) plan. **Please complete and return the two re-enrollment forms to HR by Monday, July 7th.** Steve returned with a general business update; at mid-year, sales are up from the 10-year average and performance is on track, but finishing strong, prioritizing safety, exceeding client expectations, and creating new opportunities will be key to meeting goals for the rest of 2025. Then, Erik gave a sales and client relationship update with the clients and projects we are currently working with, as well as all the opportunities we have coming up for this year. Last, but certainly not least, Paul closed the meeting with a thoughtful wrap-up speaking on the history of Rose Construction and expressing his thankfulness for the wonderful team we have. He reminded us that each person plays a part in who Rose Construction is and how we operate.



## CAREER DAY AT AUSTIN PEAY ELEMENTARY

On Wednesday, May 7, Lenora and Hayley attended the Career Day for Austin Peay Elementary School. This consisted of about 450 Pre-K through 5<sup>th</sup> grade students. These kids got to build things out of marshmallows and toothpicks, play "pin the hook on the crane", as well as take a goodie bag home filled with coloring pages and construction key chains. We can confidently say they now know more than enough about Rose Construction, and we wish them the best in the future!





# CPR/AED/FA/BBP TRAINING

On May 8<sup>th</sup>, Chris taught CPR, AED, FA, and BBP training to Terry, Tim, Jeff, James, Jonathan, and David.



Welcome to the  
**ROSE** family  
— CONSTRUCTION —



*Desmond  
D.*  
FLEX CREW



# MISSION *Trip* Honduras 2025

Brad A., Project Manager for our Special Projects division, recently returned from his third mission trip to Honduras, with many more planned for the future. This trip was extra special for Brad because his son, Sam, got to join him, as well as other members from First Baptist Church of Covington. During Brad's time there, he shared a powerful message titled "Are You Ready?"—a call to reflect on being prepared to meet the Lord. The team hosted a children's event that welcomed approximately 120 kids, bringing joy and encouragement to the local community. In addition, they led two chapel services at the Abundant Life Christian School (ALCS) in Gracias, Honduras. This mission also included meaningful house visits in the village of Mongual, where they spent time praying with residents and learning about their individual faith journeys.





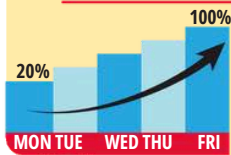


# Prevent Heat Illness at Work

**Outdoor** and **indoor** heat exposure can be dangerous.

## Ways to Protect Yourself and Others

**Ease into Work.** Nearly 3 out of 4 fatalities from heat illness happen during the first week of work.



- ✓ **New** and **returning** workers need to build tolerance to heat (acclimatize) and take frequent breaks.
- ✓ **Follow the 20% Rule.** On the first day, work no more than 20% of the shift's duration at full intensity in the heat. Increase the duration of time at full intensity by no more than 20% a day until workers are used to working in the heat.



### Drink Cool Water

Drink cool water even if you are not thirsty — at least 1 cup every 20 minutes.



### Take Rest Breaks

Take enough time to recover from heat given the temperature, humidity, and conditions.



### Find Shade or a Cool Area

Take breaks in a designated shady or cool location.



### Dress for the Heat

Wear a hat and light-colored, loose-fitting, and breathable clothing if possible.



### Watch Out for Each Other

Monitor yourself and others for signs of heat illness.



### If Wearing a Face Covering

Change your face covering if it gets wet or soiled. Verbally check on others frequently.

## First Aid for Heat Illness

The following are signs of a medical emergency!



- Abnormal thinking or behavior
- Slurred speech
- Seizures
- Loss of consciousness

**1** » **CALL 911 IMMEDIATELY**

**2** » **COOL THE WORKER RIGHT AWAY WITH WATER OR ICE**

**3** » **STAY WITH THE WORKER UNTIL HELP ARRIVES**



Watch for any other signs of heat illness and act quickly. When in doubt, call 911.

### If a worker experiences:

Headache or nausea  
Weakness or dizziness  
Heavy sweating or hot, dry skin  
Elevated body temperature  
Thirst  
Decreased urine output



### Take these actions:

- » Give water to drink
- » Remove unnecessary clothing
- » Move to a cooler area
- » Cool with water, ice, or a fan
- » Do not leave alone
- » Seek medical care if needed



**Occupational  
Safety and Health  
Administration**

Federal law entitles you to a safe workplace. You have the right to speak up about hazards without fear of retaliation. See [www.osha.gov/workers](https://www.osha.gov/workers) for information about how to file a confidential complaint with OSHA and ask for an inspection.



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.MyConcernEAP.com](http://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 Position:

- CIVIL/PIPE CREW MEMBER
- CIVIL & GENERAL EQUIPMENT OPERATORS
- CIVIL TEAM LEAD

**“Relying on God has to begin all over again everyday as if nothing had yet been done.”**  
**-C.S. Lewis**



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.

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