

A Message from Paul R. President

On July 4th America will celebrate its 248th birthday. Only by the providence of God did our brave men and women defeat King George and the most powerful nation on earth. Eighty-seven years after the ratification of the United States Constitution, President Lincoln stated in his Gettysburg Address “Our fathers brought forth on this continent a new nation, conceived in liberty, and dedicated to the proposition that all men are created equal.”

Over one hundred years later President Ronald Reagan stated, “Freedom is never more than one generation away from extinction. We didn't pass it to our children in the bloodstream. It must be fought for, protected, and handed on for them to do the same, or one day we will spend our sunset years telling our children and children's children what it was once like in the United States where men were free.”

As we celebrate the July 4th holiday, I encourage you to think about the privilege it is to live in this great country, remember the sacrifice of so many who laid down their lives for our freedom, thank the Lord God Almighty for his Divine Providence and exercise your freedom to vote in the upcoming elections.

HAPPY BIRTHDAY

Willie W. - July 1st

Chris B. - July 2nd

Keith C. - July 7th

Mike S. - July 11th

Ethan E. - July 25th

Lenora M. - July 30th

Luke P. - August 1st

James W. - August 21st

David C. - August 23rd

Cindy D. - August 23rd

Donnie B. - August 31st

Our office will be closed in
observance of

*Independence
Day*

on Thursday, July
4th, 2024!

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



↑ Coleman Tractor
- Joelton, TN



↑ Mueller Brass-
Covington, TN

PROJECT HIGHLIGHTS



↑ Riviana Foods - ↑
Memphis, TN



↑ Thompson Machinery ↑
Nashville, TN

Uncle Nearest Distillery - Shelbyville, TN
Island 34 Hunting Lodge - Lauderdale County, TN
Stockdale's- Covington, TN
Arlington Animal Clinic - Arlington, TN
John Roberts Nissan- Nashville, TN

OTHER PROJECTS UNDERWAY

Tipton Rosemark Academy - Shelby County, TN
First United Methodist Church - Covington, TN
Tipton Christian Academy - Covington, TN



Phoenix Investors - Memphis, TN
Carlen Chevrolet - Cookeville, TN
Unilever - Covington, TN
TwelveStone Health Partners - Multiple Locations



Billy D. 50th Anniversary with ROSE

CONSTRUCTION



"Webster's Dictionary defines dedication as "the state or quality of being dedicated to a cause, activity, etc." Someone has described commitment as being made with the head, while dedication is made with the heart. My Dad hired Billy on May 6, 1974, and I can say without any hesitancy that Billy has been both committed and dedicated to Rose Construction (Rose Iron Works at the time) from the day he was hired. Billy has developed relationships both here in our company and across the Mid-South that have played a significant part in the growth of Rose Construction.

Billy and I worked side by side erecting metal buildings for many years, and those who worked with us will attest that Billy was always the "boss." I am truly thankful for the memories and friendship we have forged over the past 50 years. Billy reminds me of the "Eveready Bunny" he keeps on ticking, so I look forward to the future with this friend and co-worker." - **Paul R.**



Billy stated that he absolutely loves working for Rose Construction. One, out of many, of his favorite things about being with the company for so long is the people he gets to work with, especially the relationships he has built with co-workers and clients. No need to worry, Billy was sure to let us know he is not planning on leaving anytime soon!!

We want to celebrate Billy's 50th Anniversary by hosting a cook-out at the Shop on Tuesday July 30th at 11:30 a.m. We hope to see everyone there to celebrate Billy!



Employee Spotlight

David W.

David W. was born on May 27, 1990, in Covington, TN. He is married to Amber, and they have four beautiful children: Devin, Willow, Chloe, and Ella. In his free time, David likes traveling to Navarre Beach, Florida, watching Ohio State Football or Memphis Basketball and NCIS, as well as fishing and woodworking. David's favorite meal is Cajun alfredo, and he loves reading the Bible and doing devotionals with his family. David, also known as "Super D", has been a craftsman with our Special Projects Jackson Division for five years; he loves all the different things he gets to do at Rose Construction, stating that each day is different. We are glad to have David here at Rose Construction!



SAFETY TRAINING



With safety always at the forefront of our mind, we have been filling up our Summer with many trainings to remember our safety goal zero! On May 5, fifteen of our Rose Employees completed Excavation Safety Training, Trailer Towing Safety Training, and Forklift Safety Training all taught by Clay with Fortier. Then, on May 14th and 15th, twelve Rose Employees completed OSHA 10 Training, where numerous topics were discussed, and taught by Kenny with Fortier.



TCAT TOUR



On June 6th, the TCAT Administrative Office Technology class took a tour of Rose Construction. Lenora M., with help from David C. and Hayley H., presented an overview of who Rose Construction is and what we do. We focused on our mission and core values, emphasizing the importance of working hard because it will also encourage those around you to work hard; as well as to have meaningful relationships with your coworkers. Lynel H. was our special speaker as she graduated from TCAT 34 years ago, then started her career with Rose Construction. Ms. Veronica, the instructor, stated "This is the best presentation and tour they have experienced."



MISSION TRIP



On May 24th Brad A., Project Manager for our Special Projects Division, and others from First Baptist of Covington, traveled to Honduras. They spent the whole week ministering to young children by sharing the word of God. They shared their testimonies, made "FAITH" bracelets to share the gospel, and fellowshiped each night with families. Brad enjoyed seeing the Lord work through them to bring children and families together to hear God's word, as well as reconnecting with people he built a relationship with from the year prior. What a great opportunity for Brad and the members at First Baptist Church Covington.



TEAM MEETINGS



On May 20th, we had our Team Meeting at the Shop and Covington Office, and on May 29th at the Middle Tennessee Office. Steve started us off by introducing the agenda for our Team Meeting and displayed our Vision and Mission Statement. Chris covered our Safety Topics at the shop, and Cindy presented our Safety Presentation at the office, they both went over the importance of taking care of company vehicles, completing weekly inspection checklists, and our new monthly inspection tags for extinguishers on trucks, equipment, and job sites. Cindy also mentioned our safety statistics year-to-date. Then, David introduced what to expect during our Benefits Annual Enrollment for August 1st. He covered details on BCBST, HRA, premiums, and FSA. David also reminded employees about our excellent 401k plan, company match, and the importance of saving for retirement. Steve reminded us of our 2024 Playbook for Success and focused on #1: No Injuries and #2: Be Client-Focused. Steve provided an excellent example of a jobsite compliment where Rose was functioning with a clean construction jobsite in a busy business area. Steve discussed a General Business Update regarding a great start for this year, our backlog is up, and we are working to add the next round of anchor jobs in West and Middle TN. Then, Erik discussed our clients that we are actively working for with more projects coming from them. He communicated the importance of Empathy, Communication, and being Good at What We Do to build and maintain client relationships and be successful. Lastly, Paul Rose closed the meeting by expressing his appreciation for all employees, the importance of keeping trucks clean for a positive image, and a story or compliment from a third-generation construction company that hopes to be like Rose Construction in the future.



RECENT AWARDS



Pictured above; Rose Construction was awarded "Industry of the Year" from the Tipton County Chamber of Commerce.



Angelina completed the Project Management Class and Paul completed the Blueprint Reading Class, both through ABC of West TN.



Pictured to right: Steven completed his OSHA-30 for the Construction Industry as an online course.

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



Chris O.

Structural/Concrete
Division

COY AND JEANETTE ROSE SCHOLARSHIP

We are now accepting applicant names for the Coy and Jeanette Rose Scholarships for Dyersburg State Community College's Fall Semester. If you, a child, or grandchild plan to attend DSCC and would like to apply, please email or contact Human Resources, David C. The deadline is July 25th.



Extreme Heat Can Be Deadly

Most states are experiencing an unprecedented heat wave, and the U.S. is on track for the hottest summer on record.



HEAT is a well-known and recognized occupational hazard that can cause serious or fatal illness.

As summer approaches, days not only become longer, but temperatures rise to extremely dangerous levels, making it very important for us to be aware of the dangers involved and recognize the signs and symptoms of various heat illnesses.

Top ten tips to follow to avoid heat illnesses while working under extreme heat:

1. Stay hydrated - Stay hydrated by drinking small amounts of water frequently. Drink plenty of fluids; drink about 16 ounces before starting work and 5 to 7 ounces every 15 or 20 minutes. Don't wait until you feel thirsty to drink.
2. Avoid dehydrating liquids – Beverages such as alcohol and caffeine can actually lead to dehydration, so it's best to avoid them altogether.
3. Wear protective clothing – lightweight, light-colored and loose-fitting clothing, and personal protection equipment, help protect against heat. Change clothing if it gets completely saturated. Clothing made from natural fabrics such as cotton is best.
4. Pace yourself – Slow down and work at an even pace. Know your own limitations and ability to work safely in heat. Working too hard in the heat can lead to heat exhaustion. To avoid this, workers should take it slow and pace themselves. If possible, they should avoid working during the hottest part of the day.
5. Schedule breaks – Take time for rest periods and water breaks in a shaded or air-conditioned area. Breaks give the body a chance to cool down and reduce the risk of heat-related illness. Take a break at least every 20 minutes to drink fluids, rest in the shade and cool down.
6. Avoid getting sunburn – In addition to wearing the right clothing, workers should also use sunscreen with an SPF of 15 or higher to protect their skin from the sun's harmful rays.
7. Monitor your body – Beware of the signs and symptoms of heat-related illness, such as headache, nausea, dizziness, weakness and muscle cramps. If any of these symptoms occur, take a break, drink fluids and seek medical attention if the symptoms persist.

8. Be aware of heat cramps – Heat cramps are muscle pains or spasms that can occur during or after exposure to heat. They are usually caused by dehydration and electrolyte imbalances. To treat heat cramps, drink fluids and rest in a cool place.
9. Be aware of heat exhaustion – Heat exhaustion is a condition that can occur when the body is unable to regulate its temperature. Symptoms include heavy sweating, paleness, muscle cramps, tiredness, weakness, dizziness, headache, nausea and fainting. If any of these symptoms occur, stop working immediately, drink fluids and seek medical attention.
10. Be aware of heat stroke – Heat stroke is a potentially life-threatening condition that occurs when the body's temperature regulating system fails. Symptoms include high body temperature, hot, red, dry or moist skin, rapid and strong pulse, headache, dizziness, nausea, confusion and unconsciousness. If any of these symptoms occur, call 9-1-1 immediately and seek medical attention.

Whether at work or play, OSHA asks that we remember these three simple words: Water, Rest, and Shade. Taking these precautions can mean the difference between life and death. Some factors that might increase your risk of developing a heat-related illness include:

- High levels of humidity
- Obesity
- Fever
- Dehydration
- Prescription Drug Use
- Heart Disease
- Mental Illness
- Poor circulation
- Sunburn
- Alcohol use

What is Extreme Heat?

In the summer a combination of high temperatures and high humidity can cause extreme heat. People suffer heat-related illness when their bodies are unable to properly cool themselves.

Heat-Related Illness

Extreme heat can lead to severe illness and even death. Heat-related illnesses include:

- **Heat rash**—a skin irritation that looks like a cluster of small blisters. It is caused by excessive sweating during hot, humid weather.
- **Sunburn**—the skin becomes red, painful and abnormally warm after sun exposure. Severe sunburns may require medical attention.
- **Heat cramps**—muscle pains and spasms are often the first sign the body is having trouble coping with the heat.
- **Heat exhaustion**—heavy sweating, headache, dizziness, fainting, nausea and/or vomiting are all signs of heat exhaustion.
- **Heat stroke/Sun stroke**—signs include hot, red skin, rapid weak pulse and shallow breathing. Skin may be wet if person was sweating from strenuous activity, otherwise it will be dry; possible unconsciousness. **This is a severe medical emergency.**

Emergency Treatment

Treatment involves rapid mechanical cooling along with standard resuscitation measures. The body temperature must be lowered immediately. The patient should be moved to a cool area (indoors, or at least in the shade) and clothing removed to promote heat loss (passive cooling). Active cooling methods may be used: The person is bathed in cool water or a hypothermia vest can be applied. However, wrapping the patient in wet towels or clothes can actually act as insulation and increase the body temperature.

Prevention

The risk of heatstroke can be reduced by observing precautions to avoid overheating and dehydration. Light, loose-fitting clothing will allow perspiration to evaporate and cool the body. Wide-brimmed hats in light colours keep the sun from warming the head and neck and block the powerful radiation from hurting the eyes; vents on a hat will allow perspiration to cool the head. Must put cold water in his head or put cold substance to lessen the heat inside the body.

Tips for preventing heat stroke

Drink at least 2 glasses of fresh or low-sugar water 15 minutes before doing the activity. For 100 ml of water, you can add 1 teaspoon of honey or 5 grams of sugar. Don't drink softdrinks because they contain glucose and maltodextrin which inhibits the absorption of water.

HEAT STROKE

About Heat Stroke

High humidity, specific health problems, and the use of some medications increase the risk of heat stroke.

Heat stroke is an outgrowth of two adverse developments on the condition of the body associated with hot weather. When the body is too hot, someone can experience cramps due to hot weather.

If your body temperature is not cooling down, then you can continue experiencing symptoms of heat exhaustion, such as: excessive sweating, nausea, mild headache, and feeling faint.

Heat stroke occurs when the body temperature continues to rise. At this point, emergency medicine needs to be done.



Each year Rose Construction adopts a scripture as a guiding principle in conjunction with our Vision and Mission. For 2024 our scripture is:

Joshua 1:9 "Have I not commanded you? Be strong and courageous. Do not be frightened, and do not be dismayed, for the LORD your God is with you wherever you go."

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



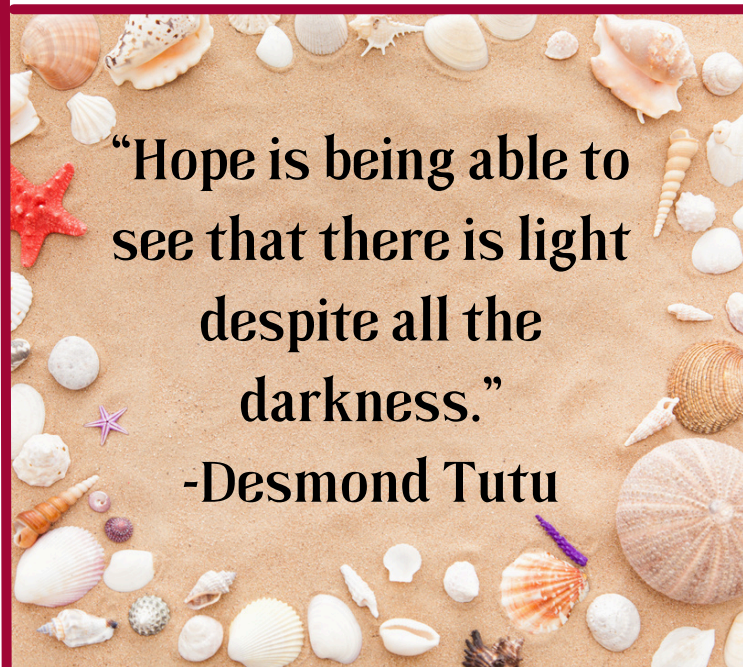
The purpose of our Applicant Referral Program is to attract and hire highly qualified candidates for employment by encouraging employees to refer qualified friends and acquaintances to apply. The referral bonus is \$200 per the guidelines of the policy.

Join Us!

Open Position:

CRAFTSMAN/CDL DRIVER - FLEX CREW

CONCRETE SKILLED LABORER



"Hope is being able to see that there is light despite all the darkness."

-Desmond Tutu

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.