

A Message from Erik K. VP of Sales & Marketing

I've been reading a book called Canoeing the Mountains by Todd Bolsinger. It draws a parallel between navigating today's world and the Lewis and Clark expedition to find the Pacific Ocean. Most of you probably remember from middle school social studies that their journey began in Saint Louis, where they set off on the Missouri River, expecting they could paddle their way all the way to the ocean. But as they advanced, they reached the end of their maps, and—surprise!—the river ran out, replaced by the Rocky Mountains. The canoe, which had served them so well up to that point, was no longer useful. So, how do you canoe over mountains? The answer is: you don't. ***If you want to continue forward, you adapt.***

At that moment, Lewis and Clark and the Corps of Discovery found themselves about to venture into uncharted territory. What lay ahead was nothing like what lay behind. In many ways, it may feel like we're navigating uncharted waters right now. In times of uncertainty, it's crucial to stay anchored to our core values.

At Rose Construction, these values guide everything we do:

Honesty: We believe strong, healthy relationships are built on trust.

Integrity: We strive to be the same person with the same values, no matter the situation or the relationship.

Quality: Through our unique approach to projects, we're able to reduce costs, speed up timelines, and minimize unnecessary inconveniences—while delivering superb and safe results.

As we face the unknown ahead, these values will help guide us through uncharted territory, just as they have in the past.



Fidel D. - March 23rd
David C. - March 29th
Bryan H. - March 29th
Carmen J. - March 31st
Malcolm J. - April 2nd
Les A. - April 22nd
John Paul R. - April 24th

Dates to Remember

Daylight Saving Time Begins - March 9th

St. Patrick's Day - March 17th

First Day of Spring - March 20th

Palm Sunday - April 13th

Good Friday - April 18th

Easter - April 20th

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



Landers Cadillac - Memphis, TN



Munford Veterans Plaza - Munford, TN

PROJECT HIGHLIGHTS



Unilever - Covington, TN



Riviana Foods - Memphis, TN

OTHER PROJECTS IN PROGRESS

ERMCO - Dyersburg, TN

JLL Carrier - Memphis, TN

Waste Management - Nashville, TN

Thompson Caterpillar - Jackson, TN



Thompson Machinery, Briley Pkwy - Nashville, TN

Bongards - Humbolt, TN

Maury City Water System - Crockett County, TN

Piccolo Lake Solar Farm - Hickory Valley, TN



NSK - Dyersburg, TN

Mueller Brass - Covington, TN

John Roberts Toyota - Manchester, TN

American Greetings - Ripley, TN

Phoenix - Newport, TN

Kickoff Meeting



On January 27th, we had our team Kickoff Meetings held at the Shop and Office, then at Middle Tennessee on the 30th. Steve started us out with a welcome, reviewing our vision and mission and introducing our company Bible verse for 2025. Next, Chris presented our Safety Kickoff with an illustration of a “safety person” to give everyone a visual of what each employee on a job site should look like, and to use as a safety checklist. Chris reminded us that we are a representation for our subcontractors on what they should be doing too. Then, David (field) and Hayley (office) covered the Human Resources and Company Service section with reminders of all the wonderful things Rose Construction offers, like the Employee Assistance Program, Short Term Disability, Paid day off for approved Volunteer time, Training and Development Opportunities, Investing in your 401k, and MORE! And of course, to enjoy your friends- people (and dogs) are a gift from the Lord, may we never take them for granted. Steve then brought us into our General Business Update, discussing how 2024 was another excellent year overall. We matched our record year in 2023, exceeded our Company Performance Target goals, and our safety numbers improved overall. Our focus for 2025 is Sustaining Excellence! There are 3 main focus points that we can do this, 1. Character is More Important than Reputation, 2. Successful Teams Operate as a Mosaic, 3. Stick to the Fundamentals. Lastly, Erik closed us with words of encouragement to Capitalize on Opportunities and to always look for ways to build our relationship with each other and our clients. We pray this is a great and successful year for our company and our clients!



EMPLOYEE SPOTLIGHT CHRIS O.



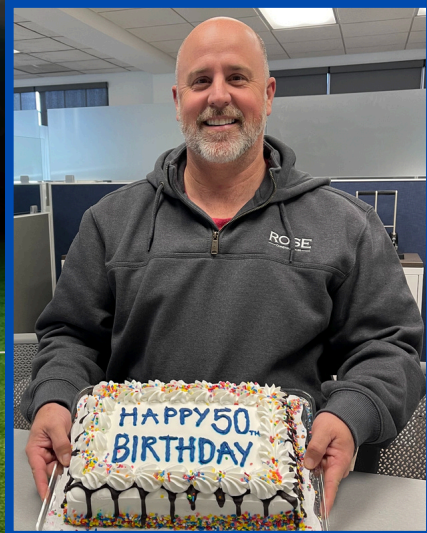
Chris O. was born on June 27, 2002, in Poughkeepsie, New York. Chris now resides in Mississippi with his family and dog, Chapo. When not at work, you can find him at the gym, hanging out with his friends and girlfriend, or playing soccer and video games. Chris enjoys traveling to Oaxaca, Mexico whenever he gets the chance! His favorite food is Hibachi, his TV show is Family Guy, and his favorite sports team is the now 2025 Superbowl Champions, the Philadelphia Eagles! Chris has been working on the concrete crew for Rose Construction for almost a year. His work nickname is "Cristobal" and what he likes most about working at Rose Construction is the work family. We are so glad Chris is part of our team, and we hope for many years of success for him here at Rose Construction!



HAPPY BIRTHDAY

We can't **BELIEVE** Erik is 50!

This January, we celebrated Erik's birthday with lunch from Milano's and cake and ice cream.



We are thankful for his hard work and positive attitude each day. Happy 50th Birthday Erik!

welcome back to the
ROSE family
CONSTRUCTION



Abdon Z.
Structural Concrete Division

CAREER

FAIRS

These past couple of months have been filled with Career Fairs. On January 31st, Erik and Hayley went to the American Society of Civil Engineers (ASCE) Eastern Region Younger Member Conference (ERYMC), where we got to talk to young adults all over the nation who have an interest in Engineering/Construction/Management. Then, on February 5th, David, Hayley, and Erik went to the "Adulting 101" Showcase, where they talked to a thousand of high-school seniors about what they wanted to do in the future and get them more exposed to the construction world!



REAL ID

The **REAL ID Act of 2025** is taking effect **May 7, 2025**. The REAL ID Act requires anyone 18 or older to have a REAL ID or another federally issued photo ID to board commercial flights within the United States and to enter certain federal buildings, military bases, and nuclear power plants.



Have you got your

STAR?

TN Department of Safety & Homeland Security Driver Services Division

LEGACY REAL ID CREDENTIAL

CURRENT REAL ID CREDENTIAL

REAL ID will go into effect on May 7, 2025

for more information on the REAL ID, you can [scan the QR code](#) or visit www.tn.gov/safety/driver-services

SAFETY TRAINING

As we all know, Rose Construction's safety goal is ZERO! One of the main ways we can keep our goal zero is by staying up to date on our training. On January 7th, Kenny, with Fortier, taught Hazardous Waste Operations, Bloodborne Pathogens, and Fire Prevention/Protection Training, with nine employees in attendance. On February 4th, Kenny trained twelve employees on Hydrogen Sulfide H₂S, Spill Prevention/Response, Benzene Awareness, and Asbestos Awareness. Then on February 11th, Kenny also taught Respirator Safety Training and Fit Testing to four of our employees.



OSHA[®] FactSheet

Reducing Falls in Construction: Safe Use of Extension Ladders

Workers who use extension ladders risk permanent injury or death from falls and electrocutions. These hazards can be eliminated or substantially reduced by following good safety practices. This fact sheet examines some of the hazards workers may encounter while working on **extension ladders** and explains what employers and workers can do to reduce injuries. OSHA's requirements for extension ladders are in Subpart X—Stairways and Ladders of OSHA's Construction standards.

What is an Extension Ladder?

Also known as "portable ladders," extension ladders usually have two sections that operate in brackets or guides allowing for adjustable lengths. (See Figure 1, below.) Because extension ladders are not self-supporting they require a stable structure that can withstand the intended load.

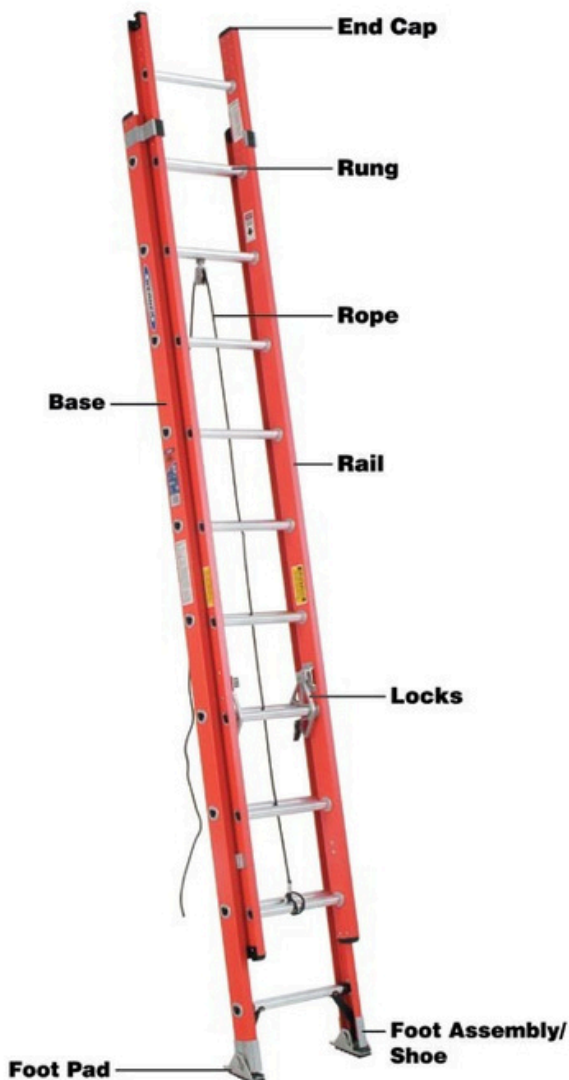


Figure 1: Extension Ladder

PLAN Ahead to Get the Job Done Safely.

- Use a ladder that can sustain at least four times the maximum intended load, except that each extra-heavy duty type 1A metal or plastic ladder shall sustain at least 3.3 times the maximum intended load. Also acceptable are ladders that meet the requirements set forth in Appendix A of Subpart X. Follow the manufacturer's instructions and labels on the ladder. To determine the correct ladder, consider your weight plus the weight of your load. Do not exceed the load rating and always include the weight of all tools, materials and equipment.
- A competent person must visually inspect all extension ladders before use for any defects such as: missing rungs, bolts, cleats, screws and loose components. Where a ladder has these or other defects, it must be immediately marked as defective or tagged with "Do Not Use" or similar language.
- Allow sufficient room to step off the ladder safely. Keep the area around the bottom and the top of the ladder clear of equipment, materials and tools. If access is obstructed, secure the top of the ladder to a rigid support that will not deflect, and add a grasping device to allow workers safe access.
- Set the ladder at the proper angle. When a ladder is leaned against a wall, the bottom of the ladder should be one-quarter of the ladder's working length away from the wall. For access to an elevated work surface, extend the top of the ladder three feet above that surface or secure the ladder at its top.
- Before starting work, survey the area for potential hazards, such as energized overhead power lines. Ladders shall have nonconductive side rails if they are used where the worker or the ladder could contact exposed energized electrical equipment. Keep all ladders and other tools at least 10 feet away from any power lines.
- Set the base of the ladder so that the bottom sits securely and so both side rails are evenly supported. The ladder rails should be square to the structure against which it is leaning with both footpads placed securely on a stable and level surface.
- Secure the ladder's dogs or pawls before climbing.

- When using a ladder in a high-activity area, secure it to prevent movement and use a barrier to redirect workers and equipment. If the ladder is placed in front of a door, always block off the door.



Figure 2: Ladder extending three feet above the landing area.

PROVIDE the Right Extension Ladder for the Job with the Proper Load Capacity.

Select a ladder based on the expected load capacity (duty rating), the type of work to be done and the correct height. There are five categories of ladder duty ratings.

Type	Duty Rating	Use	Load
IAA*	Special Duty	Rugged	375 lbs.
IA	Extra Duty	Industrial	300 lbs.
I	Heavy Duty	Industrial	250 lbs.
II	Medium Duty	Commercial	225 lbs.
III	Light Duty	House hold	200 lbs.

Source for Types IA, I, II, III: Subpart X—Stairways and Ladders, Appendix A (American National Standards Institute (ANSI)) 14.1, 14.2, 14.5 (1982)) of OSHA’s Construction standards. Source for Type IAA: ANSI 14.1, 14.2, 14.5 (2009), which are non-mandatory guidelines.

TRAIN Workers to Use Extension Ladders Safely.

Employers must train each worker to recognize and minimize ladder-related hazards.



**PLAN.
PROVIDE.
TRAIN.**

Three simple steps to prevent falls.

Safe Ladder Use—DO:

- Maintain a 3-point contact (two hands and a foot, or two feet and a hand) when climbing/ descending a ladder.
- Face the ladder when climbing up or descending.
- Keep the body inside the side rails.
- Use extra care when getting on or off the ladder at the top or bottom.
- Avoid tipping the ladder over sideways or causing the ladder base to slide out.
- Carry tools in a tool belt or raise tools up using a hand line.
- Never carry tools in your hands while climbing up/down a ladder.
- Extend the top of the ladder three feet above the landing. (See Figure 2.)
- Keep ladders free of any slippery materials.

Safe Ladder Use—DO NOT:

- Place a ladder on boxes, barrels, or unstable bases.
- Use a ladder on soft ground or unstable footing.
- Ignore nearby overhead power lines.
- Exceed the ladder’s maximum load rating.
- Tie two ladders together to make them longer.
- Move or shift a ladder with a person or equipment on the ladder. Lean out beyond the ladder’s side rails. Use an extension ladder horizontally like a platform.

SIMPLE STEP PLAN

FOR HANDLING THE FLU AT WORK

The U.S. is currently facing the worst flu season since 2009, and employers, like Rose Construction, can’t afford to ignore it. We want to take a proactive stance when it comes to addressing the flu. By implementing effective flu prevention strategies, you can minimize absenteeism, maintain workplace morale, and ensure business continuity. Here’s your three simple-step plan to combat this year’s flu storm:

1. Remind employees of sick leave policies and work-from-home options before flu hits your team.

2. Emphasize Hygiene and Workplace Cleanliness

3. Encourage Vaccination – But Know the Legal Boundaries



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.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:

NONE AT THE MOMENT - PLEASE CHECK BACK LATER!



“We are told to let our light shine, and if it does, we won’t need to tell anybody it does. Lighthouses don’t fire cannons to call attention to their shining—they just shine.”

Dwight L. Moody

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

The Rose Review is published every other month.