

A Message from Erik K. VP of Sales and Marketing

Life can be tough, right? I mean, who hasn't felt like they're just barely keeping their head above water sometimes? With all the craziness going on in the world, it's no wonder things can feel overwhelming. Here at Rose Construction, we're not just about building structures; we're also about building up each other. That means looking out for more than just our physical well-being – it means taking care of our mental health too. After all, as the saying goes, you can't pour from an empty cup. So, here are some tips for keeping your mental health in check while you're on the job: **What to do when you're struggling:**

Read your Bible: Here are a few verses that might help get you started. 1 Peter 5:7; John 16:33; Matthew 11:28-30; Psalms 40:1-3; Deuteronomy 31:8; Psalms 34; Romans 8:38-39. 1 Peter 5:7 says, "Cast all your anxiety on Him because he cares for you."

Take some time for yourself every day. Whether it's going for a walk, spending some time in prayer, or just unplugging from work for a bit, make sure you're giving yourself the care you deserve.

Avoid drugs and alcohol. Did you know that the construction industry actually has the highest drug overdose rate? Overdoses actually kill more construction workers than on the job incidents.

Don't be afraid to reach out if you're feeling stressed or overwhelmed. We're all in this together, and sometimes sharing the load can make all the difference. And if someone reaches out to you, be there for them – you never know when you might need the same support.

Set boundaries between work and your personal life. It's important to have a healthy balance between the two, so make sure you're not letting work take over every aspect of your life.

If things start to feel like too much, **don't hesitate to seek professional help.** There's no shame in talking to a therapist or counselor if you need some extra support.

Educate yourself about mental health. Understanding what you're going through and what resources are available can make a world of difference in how you manage your mental health. And most importantly, remember that it's okay to ask for help. We're all human, and we all have our struggles. So don't be afraid to reach out if you need a helping hand.

Speaking of help, don't forget that Rose Construction offers assistance through our Concern program, see last page for more details about the Concern Program. If you're ever feeling overwhelmed or just need someone to talk to, we're here for you.



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

Dates to Remember

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Daylight Saving Time Begins - March 10th

St. Patrick's Day - March 17th

First Day of Spring - March 19th

Good Friday - March 29th

Easter - March 31st



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 Nissan Renovation – Southaven, MS



Tipton Christian Academy – Covington, TN



PROJECT HIGHLIGHTS



**INFINITI of Cool
Springs Renovation
– Franklin, TN**



**First United
Methodist Church–
Covington, TN**



Riviana Foods - Memphis, TN
Coleman Tractor - Joelton, TN
Mueller Brass - Covington, TN
Stockdales - Covington, TN
Hyve Solutions - Olive Branch, MS
Phoenix Investors - Memphis, TN
TwelveStone Health Partners - Germantown, TN

other projects
underway

Carlen Chevrolet - Cookeville, TN
Landers Auto Sales - Southaven, MS
Christ Church- Arlington, TN
Captain D's- Covington, TN
HT Hackney - Covington, TN
Unilever - Covington, TN
Westlake Pipe & Fittings - Brownsville, TN

2024 KICK-OFF MEETING



Our annual Employee Kick-Off Meetings were held on January 29th at the Covington Shop Training Facility and Covington Office, and then on February 1st at the Middle Tennessee Office. With each meeting, Steve N. started us off by reviewing our Vision and Mission statement and then introduced our 2024 focus scripture: Joshua 1:9. Steve also did a general business update from looking at a great year for 2023 and already starting this new year strong with an excellent backlog and all the divisions in our company being in the positive! Next, John Paul R. highlighted the importance of safety and our overall progress compared to the previous year. He also emphasized how significant it is to have documentation of certifications in safety training, going through the safety checklist, as well as encouraging Project Managers to be more proactive in safety on their job sites. Then, David C. gave us an overview of the Rose Family of Benefits, Health and Wellness importance from our Blue Cross Blue Shield hand-out, the updated 401k plan with ROTH feature, as well as a Training and Development opportunity by participating in Dave Ramsey's Financial Peace University course. Erik K. presented us with encouraging words about our hard work and how much it has shown in the past year with the continuous growth and positivity between our client and company relationship. Last but certainly not least, Paul R. closed us in uplifting words of appreciation and the significance of our mental health, to come and know the Lord is a true joy that gives us peace that will surpass any understanding and in Him will we find our purpose and reason. Rose employees can take advantage of our CONCERN program that helps individuals deal with life situations. We want to continue to focus on our 2024 goals with the playbook for success:

1. No Injuries!
2. Be Client Focused.
3. Meet/Beat Our Schedules.
4. Quality Must Never be Compromised.
5. Work Together as a TEAM!

Employee Spotlight

Malcolm J. was born on April 2, in Covington, Tennessee. He has been married to his wife, Candice J. for 21 years. Together they have a 13-year-old son Tyler and 10-year-old son Trevor. Malcolm's hobbies are hunting, fishing, and watching his favorite sports teams Ole Miss and the St. Louis Cardinals. Malcolm and his family's choice vacation spot is Cabo, Mexico. His favorite food is steak and his favorite movie is Men of Honor. An interesting fact about Malcolm is that he was a former boxer and a Golden Gloves Champion. Malcolm has been a Project Superintendent here at Rose Construction for a little over eight months. He likes all of the help and support that he gets from his co-workers. We thank Malcolm for his continuous hard work here at Rose Construction and his positive attitude while working to exceed the customer's expectations.

MALCOLM J.



WELCOME TO THE ROSE CONSTRUCTION FAMILY



Paul
S.

Special
Projects
Covington
TN



Esteban
B.

Structural/
Concrete



Robert
L.

Special
Projects
Jackson TN



SAFETY TRAINING



On January 9th, in our Covington Shop, Chris B. taught CPR training and Kenny B. taught HAZWOPER Awareness, Hearing Conservation and Noise Protection Safety, as well as Hazardous Identification and Risk Assessment to twenty-one of our Rose employees. Attendees were Ethan E., Thomas D., Jeff A., Randy P., Tommy H., John C., Paul S., Esteban B., Carlos G., Amado C., Ismael R., Luke P., Willie W., Carlos A., Eric R., Travis H., Cary E., Jose G., Glen K., Robert L., and Lonnie B. These training sessions help ensure a safe and healthy work environment for all employees.

On January 25th, Chris B. also presented the annual training at our Shop in Covington with twenty-six field employees in attendance. This training mainly covered what is in the Rose Construction Safety Manual, which includes but is not limited to: Company Policies, TN Drug-Free workplace, Jobsite Safety/PPE, Emergency Action Plans, and OSHA Focus Four.



LUNCH AND LEARN

On Friday, February 16th, Steve N. had the opportunity to be the Moderator at the University of Memphis' Lunch and Learn Panel of Construction. This event was held to spotlight Construction Management to students who are interested in engineering but still do not know which area of concentration they want to go into yet. Steve stated it was a great event and he is thankful for the chance to moderate and introduce Rose Construction to a new group of people. Thank you, Steve, for going out and representing Rose Construction well to those that may not be thinking of construction as a career option.



HEALTH AND WELLNESS

What you can do:

CHOOSE HEALTHIER FOODS:

Eating nutritional foods plays a vital role in our physical and mental health. It is important to include fruit and vegetables in your meals every day and to limit other drinks and foods that contain added sugars. Some easy ways to start could be by replacing unhealthy food with a healthier option. Start out small and simple and then work your way to where you want to be on a healthier level.



ANNUAL CHECK-UPS WITH YOUR DOCTOR/ DENTAL AND VISION EXAMS:

Regular check-ups are beneficial to people of all ages. These annual check-ups can help identify potential issues and give an early detection of any illnesses that could involve treatment. Same as for regular visits to the eye doctor and dentist. Some diseases can go easily unnoticed for a period of time without symptoms. Most of the time, the only way of knowing is by seeing your doctor frequently. If possible, prevention is always better than needing a cure.

EXERCISE FREQUENTLY:

The benefits of exercising are endless. Any form of physical activity, such as walking or lifting weights, is known to maintain your independence with daily activities, improve your sleep and brain health, and reduce the risk of disease. It is recommended to exercise for about thirty minutes every day. Thirty minutes each day can make a lifetime of a difference.



Mental Health in the Construction Workplace

As human beings, all of us face stress when facing challenging situations in life. The death of a loved one, a grave illness, a newborn child, a kid going off to college, financial difficulties, relationship problems, the empty nest syndrome, an impending deadline at work, aging parents, a natural disaster, and the list goes on and on and on... When problems become overwhelming it becomes extremely difficult to focus on work, making this an important safety concern for us in the construction industry.



Mental Health refers to emotional, psychological, and cognitive functioning.

Mental Health is part of our overall health. The most common mental health problems we can all face are anxiety and depression, but these can sometimes become very serious. In the construction industry, we must be concerned about our physical and mental health. **SAFETY** is, and always has been, a major concern in construction because it involves work that is inherently dangerous, requiring employees to be able to focus on what they are doing to avoid injuries to themselves or others.

Suicide, addiction, or mental health are usually not typical focus areas for construction companies. There is a certain stigma associated with these issues that can discourage us from talking about them or seeking help. There's also a culture of "toughness", both physical and mental. Many will turn to drugs or alcohol to cope with their problems instead of asking for help. When we are struggling, we often feel isolated; but knowing someone cares – especially at work – can help us all feel less alone.

What does depression, anxiety, and trauma look like? Know the signs:

Depression

- Irritated mood
- Loss of interest in activities
- Sleeping too much or too little
- Loss of appetite
- Fatigue or loss of energy
- Physical problems or pain
- Feeling worthless
- Feeling guilty for no reason
- Poor concentration
- Thinking of suicide

Anxiety

- Feeling nervous, tense, or restless
- Worrying much of the time
- Sense of impending danger
- Chronic or severe fatigue
- Trouble concentrating
- Trouble sleeping
- Increased heart rate
- Hyperventilating
- Trembling, sweating
- Headaches, GI trouble

Trauma

- Shock, denial or disbelief.
- Confusion, difficulty concentrating.
- Anger, irritability, mood swings.
- Anxiety and fear
- Guilt, shame, self-blame.
- Withdrawing from others
- Feeling sad or hopeless
- Feeling disconnected/numb

We don't have to be mental health workers to help someone who is struggling with depression or anxiety. How can we help? Knowing what to say isn't easy; however, the important thing is to express care and concern in a genuine and nonjudgmental way. Don't ignore it – speak up if you're worried. Show your concern. Respond quickly if you believe your friend or coworker is in crisis. Offer help and support. The ACT Method might help – **A**cknowledge that you've noticed a change in demeanor or mood; **C**are by reminding them that you are there for them; **T**alk about information and resources.

A national study found that 60% of employees who experience mental health issues have never spoken about it to anyone at work.

We are fortunate to work for a company that cares deeply about our total well-being. We want everyone to be safe and happy and healthy. Even though employees may find it difficult to talk about their problems, the company offers help in many ways. Wellness programs are offered to encourage employees to lead healthy lives. Assistance programs like CONCERN are offered as an added benefit, at no cost to employees, to help employees identify problems and help resolve them before they become serious. Employers know that when employees are effectively managing issues that affect them, they are more productive, safer, and happier.

CONCERN is a Baptist Memorial Health Care Employee Assistance Program. The program may be used by anyone who lives in the employee's household, is fully confidential, and there is no charge. To make an appointment, call (901) 458-4000 or (800) 445-5011.



How we think about mental health must change. What often gets in the way of understanding it and seeking help when needed is stigma. Stigma means we have a negative association with a certain idea. Many people feel they will be judged or treated differently if they talk about their mental health struggles.

The first step in reducing stigma and providing support is to start conversations about what mental health looks like, how to talk about it and what can help. It's important to remember that mental health and physical health go hand in hand.

A few quick facts, of the hundreds that can really make us think:

- The rate of suicide in construction is 4 times the national average.
- Alcohol and substance misuse in the construction industry are estimated to be nearly twice the national average.
- Drug overdoses took more than 60,000 lives in 2016 and are now the leading cause of death of people under 50 in the US.
- 1 in 5 adults will have some kind of diagnosable mental illness this year. Addiction, anxiety, depression, bipolar, etc.

So, what does mental health mean for our safety, to you? It means distraction, side effects of medication, inability to work, loss of income, depression, anxiety, fear, anger, pressure, fatigue, increased drug or alcohol use, car accidents, workplace incidents, and the list goes on.

Any one of these can hurt you – or someone you love, or a co-worker. But we probably know that already. It's okay to talk; it's good to talk; it really is time to talk.

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

"Live entirely upon Christ. Living by feelings is a deadly form of life."

Charles Spurgeon

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.

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