

A Message from Erik K. VP of Sales and Marketing

As we enter 2026, I want to personally thank all of you for the commitment, care, and integrity you bring to work each day. I am grateful for the way our team continues to serve our clients and one another with excellence, even in challenging seasons. Our Vision calls us to provide innovative, responsive, and high-quality Construction and Industrial Services while staying true to the family values and relationships that define who we are. With honesty, integrity, and quality as our cornerstones, our Mission remains clear: to deliver an unmatched service experience that consistently exceeds expectations.

As we move into this new year together, my hope is that each of us remains aligned in purpose, serving with excellence, leading with humility, and honoring God in the work we do and the way we treat others.

*"Whatever you do, work at it with all your heart, as working for the Lord, not for human masters."
— Colossians 3:23*

HAPPY BIRTHDAY

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 8th
St. Patrick's Day - March 17th
First Day of Spring - March 20th
Palm Sunday - March 29th
Good Friday - April 3rd
Easter - April 5th

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



AWG
Vehicle Maintenance Facility
Hernando, MS

Catamount Hitachi
East Loading Dock
Alamo, TN



PROJECT HIGHLIGHTS



Twelvestone Infusion Center
Maryville, TN

McCoy Lavergne Site Expansion
Lavergne, TN

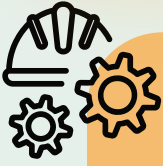


OTHER PROJECTS IN PROGRESS

- JLL Carrier - Memphis, TN
- Tipton Christian Academy - Covington, TN
- ERMCO - Dyersburg, TN
- Won Ton Foods - Lavergne, TN
- Newlyweds Foods - Dyersburg, TN
- Riviana Foods - Memphis, TN

- Bongards - Humbolt, TN
- TwelveStone Infusion Center - Louisville, KY
- American Greetings - Ripley, TN
- Gibson Co. Waterline - Trenton, TN
- Landers Ford Mt. Moriah - Memphis, TN

2026 KICK-OFF MEETING



Rose Construction had our first team Kickoff Meeting for the shop and the Covington office on February 23rd. Steve started us out with a welcome, reviewing our vision and mission and introducing our company Bible verse for 2026. Next, Chris went over Safety Kickoff for shop employees and John Paul went over it with Covington office. Then, David covered the Human Resources and Company Service section with reminders of all the wonderful things Rose Construction offers, like the Employee Assistance Program, Healthcare, FSA, Life Insurance, Personal Planning, Investing in your 401k, and MORE! Steve then brought us into our General Business Update, discussing how 2025 was another excellent year overall. We were slightly higher for our 2025 year. We exceeded our Company Performance Target goals, and our safety number average over three years is better but needs improvement. Our focus for 2026 is Sustaining Excellence! Stick to the Fundamentals. 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. Lastly, Mr. Paul closed with reminding us all about our main focus in a relationship with Jesus Christ. We pray this is a great and successful year for our company and our clients!



EMPLOYEE SPOTLIGHT DESMOND D.

Desmond D. was born October 17th in Covington, Tennessee. He has been with Rose Construction since April 2025 with our civil/flex division. His coworkers gave him the nickname “Triple D”. Desmond said he likes the people he works with and they help him grow his knowledge in construction.

Outside of work Desmond enjoys hunting, riding horses, playing basketball, and reading. His favorite things include the movie Friday, hot wings, the LSU Tigers, and traveling to Nashville. Desmond has been a wonderful asset to Rose Construction. We cannot wait to see how he continues to grow in his important role for our company.



FORTIER TRAINING

On February 11th, 2026, Kenny B. with Fortier did training with twelve Rose Construction employees. The training consisted of the following: Hazardous Waste Operations, Mobile Elevating Work Platform, Forklift, Fall Protection, Electrical Safety with GFCI Protection, and Fire Prevention Protection and Extinguishers.

A few things that they learned about were identifying and isolating of electrical workplace hazards, lift control markings and understanding, fire prevention techniques, tie-off requirements of the lift user, and electrical dangers and distance requirements.

Rose Construction is committed to providing the essentials to be successful and safe to all employees while on the job.



NEW TO THE
ROSE
 — CONSTRUCTION —
FAMILY



Hunter H.
Special Projects



Jovanni D.
Structural/Concrete



Peyton L.
Civil

CAREER FAIR

Erik was proud to represent Rose Construction at the January 16th TCA Career Fair. He enjoyed sharing opportunities in construction and connecting with the next generation of leaders and builders.



CHRIS B. TAUGHT OUR MIDDLE TENNESSEE EMPLOYEES CPR/AED/FIRST AID/BBP ON FEBRUARY 18TH. WE APPRECIATE ALL OF CHRIS' EFFORTS KEEPING OUR MIDDLE TENNESSEE OFFICE CURRENT IN CERTIFICATION.

PICTURED LEFT TO RIGHT:
 DAVID, WES, JOHN,
 PARKER,
 KEITH, DANIEL,
 DAVID, AND DWIN.



BLUEPRINT READING CERTIFICATION



Luke P. recently completed Blueprint Reading class through ABC. Way to go Luke! If one of your team members or you are interested in taking classes through ABC, please speak to David C.



ESTIMATING CLASS



Chris B. completed the Estimating class at ABC (Associated Builders & Contractors). This certification will help Chris in his new roll as Project Manager for Special Projects.

Welcome baby boy Palmer!

Congratulations to Luke and Gabby P. on the arrival of their baby boy. Beau William was born on February 14th, 2026, weighing 7lbs 9oz and 19 1/4in long. Gabby and Beau are both healthy and happy. We pray that this new season of life for the Palmer's is full of love, laughter, and a lot of happiness.



CONGRATULATIONS

it's a boy!

We would like to announce the birth of Matt and Hayley's son. Parker Ray O'Brien was born January 23rd, 2026, weighing 8.5 pounds and 22 inches long. Mom and baby are both healthy and doing wonderful. We wish the new parents all the love, happiness, and snuggles on this new adventure. May God continue to bless Matt, Hayley, and Parker.



SAFETY FIRST

PERSONAL PROTECTIVE EQUIPMENT (PPE) IN CONSTRUCTION: PROPER FIT = PROPER PROTECTION



Head protection should fit the size and circumference of a worker's head, staying on when they look up or down.



Eye protection should be the appropriate size and width for workers' face and eyes, staying on when they move and protecting against intrusion of materials from the front and sides.



Hearing protection should fit the worker's head and ears and should not slip off during work duties.



Respiratory protection should be the appropriate size and shape for the worker's face. Respirators should be NIOSH certified, and tight-fitting respirators should be fit tested prior to use.



High-visibility and flame-resistant clothing should fit the size and shape of the worker's body. It should not cause slip and trip hazards.



Fall Protection harnesses should fit the size and shape of the worker's body. For women, this means the harness design should be proportioned to fit their chest and hips. Fall protection should not cause discomfort in normal daily use, and it should provide necessary protection in the case of a fall.



Hand protection should fit the length and width of workers' hands and fingers. Gloves that do not fit can get caught in machinery or snagged in materials and cause serious injury.

ALL workers should be provided with PPE that fits them properly.

PPE that does not fit properly won't provide the necessary protection from hazards and can even introduce new hazards by being too small or large.



APRIL IS NATIONAL AUTISM AWARENESS MONTH



AUTISM SPECTRUM DISORDER

is a range of conditions affecting social skills, repetitive behaviors, speech, and nonverbal communication.

APRIL IS NATIONAL AUTISM AWARENESS MONTH,

with celebrations to understand this disorder. Here are some facts to learn what autism is and how you can help those who have it.

AWARENESS

- Most obvious signs of autism appear between two and three years old.
- Children may fail to respond to their name or have a reduced interest in people.
- Around one third of people with autism stay nonverbal their whole life.
- Seizures, ADHD, and anxiety frequently accompany autism.



ACTION

- Developmental delay screenings should occur at nine months.
- Autism Spectrum Disorder screenings should be at 18 months.
- Child psychologists and neurologists can help detect autism in your child.

INCLUSION & ACCEPTANCE

- Children with Autism don't get the same sense of inclusion in schools as other children, making them feel excluded and alienated.
- Adults with autism often have trouble getting a job.
- Social inclusion is having access to education, health care, and services.
- The Convention on the Rights of Persons with Disabilities states those with autism have the right to be included in their community.



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 46:1

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

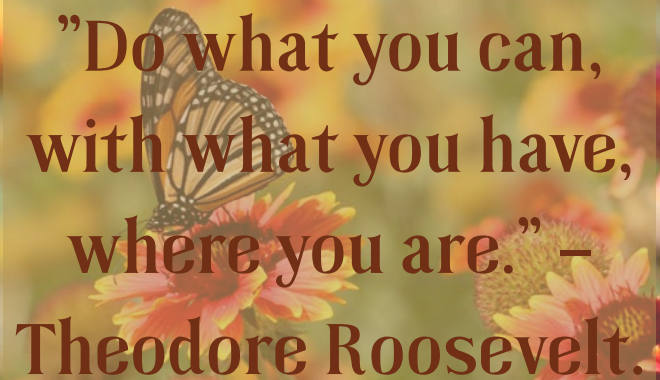
EMPLOYEE REFERRAL BONUS



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 Positions:

NO LISTINGS AT THIS TIME



“Do what you can, with what you have, where you are.” – Theodore Roosevelt.

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

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