

A Message from Steve N. Chief Operating Officer

One of our key focus areas for 2026 is “Be Relationship Driven & Professional with our Attitudes”. I am sure each of you have heard, but it is worth repeating, about how important relationships are for our business! In fact, most of our work (>85% I would say) is repeat/referral business. That is a testimony to the efforts of not just our sales team but to each Rose Construction Team Member! We cannot have that level of repeat business if each person on our team isn’t “Relationship Driven and Professional with our Attitudes”. There is a great quote from Zig Ziglar...“I have always said that everyone is in sales. Maybe you don’t hold the title of salesperson, but if the business you are in requires you to deal with people, you, my friend, are in sales.” Each day we have a choice as it relates to our attitudes – both in our professional as well as our personal lives. I challenge each of you as I do myself to look for opportunities to be positive, helpful, enthusiastic, respectful, and proactive in the course of our day! If so, I am certain that we will continue to be a company that is in the Relationship Business for many more years to come!

Happy Birthday

BARRY K. - MAY 1ST

KEITH B. - MAY 7TH

SHAYNE J. - MAY 14TH

TIM B. - MAY 20TH

DAVID W. - MAY 27TH

HAYLEY O. - JUNE 4TH

CARSON E. - JUNE 11TH

DWIN D. - JUNE 18TH

LYNN C. - JUNE 24TH

THOMAS D. - JUNE 25TH

CHRIS O. - JUNE 27TH

Dates to Remember

Mother's Day - May 10th

Memorial Day - May 25th

Flag Day - June 14th

Juneteenth - June 19th

First Day of Summer -
June 20th

Father's Day - June 21st

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

Tipton Christian Academy - Covington, TN



Ball Fields



**Classroom
Expansion**



PROJECT HIGHLIGHTS



**ERMCO -
Dyersburg, TN**



**McGoy
Lavergne Site
Expansion -
Lavergne, TN**

OTHER PROJECTS IN PROGRESS

- Landers Quick Lane - Southaven, MS
- Highway 59 Sewer Line - Covington, TN
- TwelveStone Infusion Center - Spring Hill, TN
- Won Ton Foods - Lavergne, TN
- Newlyweds Foods - Dyersburg, TN
- Waste Management - Nashville, TN
- Riviana Foods - Memphis, TN
- Bongards - Humbolt, TN
- American Greetings - Ripley, TN
- Landers Ford Mt. Moriah - Memphis, TN
- Catamount Hitachi - Alamo, TN

EMPLOYEE SPOTLIGHT

CARY D. E.

Cary Dale E., known around the job site as “Carydale,” was born on December 22, 1973, in Finley, Tennessee. He has been a skilled craftsman with Rose Construction for the past five and a half years, where he especially enjoys the opportunity to work in different places and meet new people. Cary is a proud father of three—Dylan, Makayla, and his youngest son, Austin—and a grandfather to six: James, Noah, Oakley, Wesson, Lucas, and Caleb. At home, he keeps busy with his three dogs: a wolf hybrid named Boss, an Australian Shepherd mix named Bubbie, and a Shih Tzu named Baby. In his free time, Cary enjoys spending time with family and friends, as well as hunting, fishing, camping, and riding his Harley-Davidson. His favorite meal is a good crawfish boil and steak, and his favorite place to travel is anywhere his grandchildren are. A fan of UFC, western movies, and classic literature, Cary names Mary Shelley’s Frankenstein as a favorite read.



CPR Training



On April 9th, Kenny B. with Fortier led a comprehensive certification training session for Rose Construction employees, covering CPR, AED use, bloodborne pathogens, and first aid. The training provided essential, hands-on knowledge to help ensure a safer work and home environment. Those who completed the training included Keith, Malcolm, Lynel, Shayne, Lenora, Jennifer, Bryan, Holly H., Holly S., Brandon, Hunter, and Neal.

NEW to the **ROSE** family

— CONSTRUCTION —



Neal D.
Special Projects



Brandon D.
Mechanic



Cody A.
Civil

MTN COOKOUT



The Middle Tennessee office brought everyone together for a fun employee cookout on April 17th, creating a great opportunity to relax, connect, and enjoy some time outside of the usual work routine. A special thanks to John C. and Keith C., who took charge of the grill and served up a delicious meal for the team.



BUILDER MEETING

Rose Construction was honored to receive the Volume Dealer Award from Varco Pruden, recognizing the company's strong performance and commitment to excellence. John Paul, Steve, and David attended the annual Builder Meeting hosted by Varco Pruden in San Diego California, where they had the opportunity to celebrate this achievement. The award reflects the team's hard work, dedication, and continued partnership with Varco Pruden.



Pictured from Left to Right:
Earl B., Varco Pruden Regional Sales Manager- **David C.**, Rose Construction- **Brian A.**, Varco Pruden District Sales Manager- **John Paul R.**, Rose Construction- **Steve N.**, Rose Construction- **Joe G.**, Varco Prudent District Sales Manager- **Ryan H.**, Varco Pruden President



Pathways Possibilities

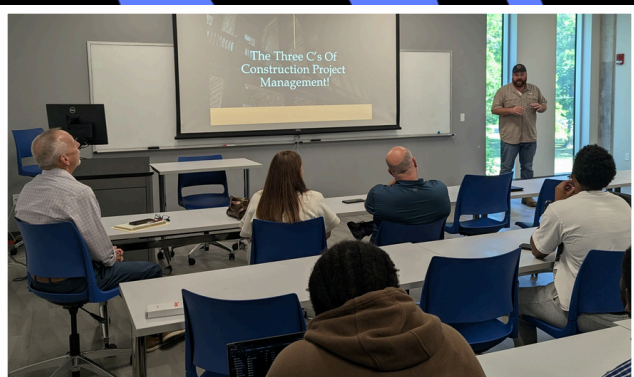


On March 4th and 5th, David, Erik, Carson, and Holly S. participated in West Tennessee's Pathways to Possibilities. This event brings students from schools in Tipton, Lauderdale, Haywood, Fayette, Shelby, Dyer, Obion, and Gibson County come to see all the different career opportunities that they have for their future. Rose Construction is grateful to be a part of these opportunities to reach students from all over Tennessee.

UNIVERSITY OF MEMPHIS TRANSFORMATIVE TECHNOLOGIES COURSE



On April 22nd, at University of Memphis, about 15 students got an inside look at the industry from leaders at Rose Construction. Steve kicked things off with introductions. Next, Erik shared an overview of the company and highlighted Auto Dealership projects, like Landers Cadillac, Ford/Toyota Expansion, as well as our tornado recovery projects like H.T. Hackney, Mueller Brass, and Stockdale's. Then, David talked about the different career paths at Rose and the importance of soft skills in addition to technical knowledge, highlighting "The 3 C's - Foundation for Success: 1. Character, 2. Chemistry, 3. Competence". Jennifer explained how finance and administrative roles tie directly into project success, while Chris gave a real-world look at project management. Chris focused on the 3 C's of Construction Project Management, which included 1. Connect With The Customer, 2. Commit To The Project, 3. Close Out Solid, With Future Work In Mind. The session wrapped up with Steve leading a Q&A, giving students a chance to ask questions and connect what they learned to their future careers.



Heat Exhaustion

vs.

Heat Stroke

Faint or dizzy

Excessive sweating

Rapid, weak pulse

Nausea or vomiting

Cool, pale, clammy skin

Muscle cramps

Throbbing headache

Confused, may lose consciousness

Rapid, strong pulse

Nausea or vomiting

Body temperature above 103°

Red, hot skin



Help the person get to a cooler, air conditioned place. Encourage them to drink water if they're fully conscious.



Call 911. Get the person cool rapidly by laying them in cool water or dousing them with it.

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!

Contact Rose HR at 901-476-9600 if interested in pursuing a career with Rose Construction.



“I believe in Christianity as I believe that the sun has risen: not only because I see it, but because by it I see everything else.”
— G.S. Lewis

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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