

A Message from Steve N. Chief Operating Officer

Spring is here! Along with the trees and flowers in bloom come hopes of better weather for construction! Also with Spring, starts the beginning of baseball season. I'm an avid baseball fan of all levels and always get excited in anticipation of the new season each year and getting to the ballpark to catch some games. There is a great quote I love from a baseball player I'm sure everyone has heard of - Babe Ruth. "The way a team plays as a whole determines its success. You may have the greatest bunch of individual stars in the world, but if they don't play together, the club won't be worth a dime." Isn't that so true of those consistently excellent successful sports teams? It also applies to our business, which is why it's one of our 2024 Keys to Success — Work Together as a Team! Of course I am proud of each of our individual efforts; we have some very talented folks here at Rose! But mostly, I am proud of how we work so well together as a Team. It is no coincidence that our success for over 70 years in business is driven by the fact we work hard to be a Team and put our clients and the company overall ahead of individual success! Thank you for all that you do for our great company and best wishes for a great Spring!!



Barry K. - May 1st
Keith B. - May 7th
Shayne J. - May 14th
Tim B. - May 20th
David W. - May 27th
Hayley H. - June 4th
Tommy H. - June 10th
Carson M. - June 11th
Dwin D. - June 18th
Lynn C. - June 24th
Thomas D. - June 25th

Important Dates

Mother's Day - May 12th
Memorial Day - May 27th
Flag Day - June 14th
Father's Day - June 16th
First Day of Summer - June 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



Thryve Chiropractic - Bartlett, TN

HT Hackney - Covington, TN



PROJECT HIGHLIGHTS



**Captain D's Sitework -
Covington, TN**



**John Roberts Nissan -
Manchester, TN**



OTHER PROJECTS UNDERWAY

Riviana Foods - Memphis, TN
Mueller Brass - Covington, TN
Stockdale's- Covington, TN
Hyve Solutions - Olive Branch, TN
Thompson Machinery-Briley Parkway - Nashville, TN



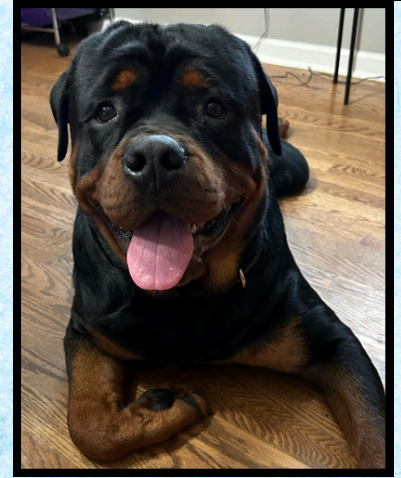
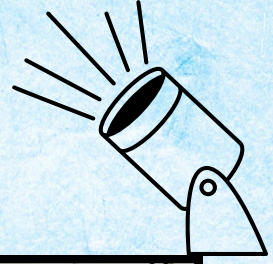
Unilever - Covington, TN
Westlake Pipe & Fittings - Brownsville, TN
First United Methodist Church - Covington, TN
Tipton Christian Academy - Covington, TN



Phoenix Investors - Memphis, TN
Carlen Chevrolet - Cookeville, TN
Landers Auto Sales - Southaven, MS
Christ Church - Arlington, TN
TwelveStone Health Partners - Germantown, TN

Employee Spotlight

John C.



John C. was born on February 9, 1987, in Bethpage, TN. John is married to Cassie and together they have two wonderful boys, Christopher and Buddy, and a sweet dog, Fozzie Bear. When he is not at work, John enjoys fishing, shooting trap, and traveling to Lake James in Nebo, NC. Some of John's favorite things are the Nashville Predators, The Goonies, and fried chicken. He has worked as a Project Superintendent for Rose Construction for two years. John, also known as "Tater Wedge", enjoys witnessing the progress and production at Rose and being able to see things come together and move forward for our clients.

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



Micah W.
Project Superintendent



Scott B.
Middle Tennessee
Project Superintendent



Luke P.
Special Projects



Wes H.
Middle Tennessee
Senior Project Manager

CAREER FAIR

On March 6th and 7th, Lenora, Holly, Erik, and Hayley had the privilege of participating in West Tennessee's Pathways to Possibilities event. Then on April 11th, David, Hayley, and Erik went to Covington High School for their Senior Job Fair. We are all thankful to be a part of these events as we get to reach out to students who may not know what they want to do after school and encourage them to join the Construction Industry.



TIPTON COUNTY COMMUNITY GARDEN



This April, a few of our employees went to represent Rose Construction at the Tipton County Community Garden. All of the food grown in these gardens will be given to First United Methodist Church's Food Pantry. We are thankful for this opportunity to help serve in the community. Thank you for all those involved working on the "Rose Construction Garden."



Carl Perkins Luncheon

On Tuesday, April 16th, the Carl Perkins Center put on a "Celebrity Waiter Fundraiser." The money that was raised for and during the lunch went to the Center to help support families in preventing and dealing with child abuse in West Tennessee. The overall amount that was raised during this luncheon was around \$16,000.00. Thank you to the Rose Ladies: Carson, Hayley, Jennifer, Lenora, Carmen, Lynel, and Holly for attending the fundraiser, and a special thank you to David for being a great celebrity waiter in serving the food.



GO LUCY GO

The Go Lucy Go Foundation helps provide the basic needs of families that are going through a medical crisis. With the money raised for Go Lucy Go, they are able to give comfort and care for these families to have a sense of normalcy during these difficult times.

April 25th was the 1st Annual Golf Tournament for Go Lucy Go. Rose Construction was a sponsor of the tournament and participated with a few volunteers, as well as two different teams playing. Our players were Carson, Garrett, John Paul, Fidel, Terry, Micah, Bryan, and Daniel. The foundation raised over \$90,000 at the tournament, which is given to children and families to help with food, gas, utilities, living expenses, etc. Thank you to everyone who participated and for all the continued support for Go Lucy Go.



RECENT ACCOMPLISHMENTS



Pictured above is Jennifer M. holding the award for "3 Years with NO Auto-Claims" given by Jermei B. with Amerisure. Congratulations Rose Construction for achieving such a significant milestone.



Congratulations to Scott B. on successfully completing his OSHA 30-hour outreach training for the Construction Industry.

Congratulations to David and Amber on their new baby girl, Ella Maple! Ella was born on April 9, 2024, weighing 7 lbs. and 11 oz. Children are a gift from the Lord, may He be praised as we welcome her into this world.



ANNUAL TRAINING



On March 27th, Chris taught the Safety Annual Training Course. This training is used as a refresher course on day-to-day topics that are relevant to our employees and jobs. We had twelve employees in attendance for the training: David, Angelina, Micah, Bryan, Malcolm, Barry, Lynn, Cleavette, Shayne, John Paul, Terry, and Jonathan.



SOLAR ECLIPSE

On April 8th, the team stepped away from our desks to look at the Solar Eclipse. Covington, TN, had a 97% coverage. This opportunity doesn't come up often, so we were glad to get together for this fun experience.





REMINDER OF OUR BENEFITS



OUR **ROSE** FAMILY OF BENEFITS — CONSTRUCTION —

PERSONAL BENEFITS

**Vacation &
Personal Leave
Time**

Paid Holidays – 7 a year

New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Eve, Christmas Day

**Remote work
(considered on an
individual basis)**

**401K Plan offered
and matched by Rose
(Traditional Pre-Tax
& ROTH) (see other
side for details)**

**Transportation to
jobsites in
Company trucks**

HEALTH BENEFITS

**Employee Assistance
Program (EAP) through
CONCERN at no cost for
employee and family
counseling needs**

**Medical, Prescription
Drug and Dental
Insurance options
offered for employee
and family
(see other side for details)**

**Basic Life, AD&D, and
Long Term Disability
Insurance
fully paid by Rose
(see other side for details)**

**Section-125 Flex
Medical
Reimbursement
Program offered and
matched by Rose
(see other side for details)**

**Health and
Wellness habits
are encouraged.**

FAMILY FOCUS AT WORK & HOME

**A "family" working
environment**
"continue the tradition of our
company history and family
values which encourages each on
our team to become all that they
can socially, economically, and
spiritually."

**Acknowledgement of
the importance and
support of employee's
lives outside of work,
and their families**

**Cookouts, lunches, and
biscuit breakfasts held
on a regular basis and
at special meeting
events**

**"The Rose Review"
newsletter – published
bi-monthly and focused
toward key construction
projects, events, and
spotlighting employees**

**Annual Christmas
Dinner Event for all
employees and
spouses/guests**

BONUS PERKS

**Bonus Program –
employees are
eligible annually at
the discretion of
management**

**Employee Referral
Benefit for hiring
new employees**

**Paid time off for
approved volunteer
time in the community**

**Service Award
Program in increments
of 5 years of service;
recognized at our
Christmas Dinner
Event**

**Safety Incentives and
annual grand safety
awards presented at
our Christmas Dinner
Event**

TRAINING & PERSONAL DEVELOPMENT

**Coy & Jeanette Rose
Scholarship program
offered for employees
and family members
Affiliated with Dyersburg State
Community College**

**Variety of Training
& Development
opportunities paid
by Rose**

**Opportunities and
encouragement to learn
new skills "on the job"
through a flexible
workforce and cross
training**

**Opportunities to attend
and participate in
business networking
events and social
events**

**Ongoing Safety
Training including
OSHA-10 & 30-Hour,
CPR, and extensive
construction safety
topics**

MOTOR VEHICLE SAFETY & SAFE DRIVING PRACTICES

DRIVING IS HAZARDOUS! Getting behind the wheel of a vehicle is a big responsibility, one that most of us take seriously. We know that a car accident can have a tremendous impact on our lives, both financially and emotionally. However, there are still many drivers out there that don't (or won't) drive safely, which poses an immediate danger to all drivers.



General Safe Driving Tips

Avoid Distractions – Distracted driving is one of the main causes of accidents. When driving, your only focus should be on the road ahead. No other devices, people, or things should be capturing your attention. Cell phone use is a major cause of distraction resulting in vehicle accidents.

Vehicle Housekeeping – A dirty vehicle can be a hazard, as can items such as trash, bottles, books, tools, and such. If your windows and mirrors are dirty it can obstruct your view of the road. If you must stop abruptly, loose items in your vehicle can harm you. A tidy vehicle is a safe vehicle!

Be a defensive driver – Always know *what* you would do or *where* you would go if something went wrong. Having a plan is part of what can help you in those split seconds you have to react. It can be what saves your life. Always look ahead, past the car in front of you so you know what's going on ahead of you and can adequately prepare yourself. Be aware of your blind spot. Be cautious and adjust your speed appropriately at intersections; you never know when someone is going to speed through a red light or stop sign.

Always wear your Seat Belt – They are in your vehicle for a good reason. Your chances of injuries in a crash are reduced by 50% when you are wearing your seatbelt. Make sure all passengers are also wearing theirs. ***It is the law!***

Keep a safe distance – The general rule of thumb when operating a vehicle is to stay 3-4 seconds behind the car in front of you. Always give yourself enough time to stop safely in case **they** stop abruptly. Hitting someone from behind can cause a lot of damage and injuries to both you and them. Most of the time, Police will ticket the person in the back for failing to maintain proper distance.

Documentation – Whether you are driving for work or off the job, you should always have your drivers license on you. In case of an accident or getting pulled over by police, you should also have the registration and insurance card readily available. Those are things that can get you a ticket if you don't have them.

Stay Safe

- Be well-rested before driving.
- Avoid taking medications that make you drowsy.
- Set a realistic goal for the number of miles that you can drive safely each day.
- Do not drive if you are impaired by alcohol or any drug.

Stay Focused

- Driving requires your full attention. Avoid distractions, such as adjusting the radio or other controls, eating, or drinking, and talking on the phone.
- Be alert to situations requiring quick action.
- If you've been driving for a while, take a break. Get out of the vehicle to stretch, take a walk, and get refreshed.

Avoid Aggressive Driving

- Keep your cool in traffic!
- Be patient and courteous to other drivers. Do not take their actions personally.
- Reduce your stress by planning your route ahead of time, allowing plenty of travel time, and avoiding crowded roadways and busy driving times.

Winter Weather Driving

Driving in snow, sleet, or slick conditions can quickly turn into a hazardous situation. In our part of the country, we don't experience enough bad winter weather to develop the experience and know-how that people in other parts of the country have of driving in winter weather. Most of our cities do not have the equipment to keep the roads clear and we don't have the snow tires and/or chains used to drive safely in snow.

That said, it is imperative that we use extreme caution if we must drive under these conditions. Here are some tips for being a safe driver during winter:

- Avoid driving unless necessary.
- Plan ahead. Notify someone of your plans and destination in case you need help.
- Drive slowly and keep your speed steady. Increase and decrease speed slowly. *Don't use cruise control.*
- Drive defensively. Keep an even greater distance from the vehicle in front of you.
- Try not to brake hard. Never brake on a hill.
- Always have at least half a tank of gas.
- Always keep a blanket, jacket, gloves, scarves, water bottles, a flashlight, windshield ice scraper, non-perishable food, etc., in your vehicle if you are traveling in snow or ice in case your car breaks down or an accident occurs.



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



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.