

A Message from David C.

Regional VP of Middle Tennessee

The way the wind blows....

Yep, It's regatta season. There are many ways the wind blows. Light, strong, cats paws, vortex, straight line, down drafts, shifty, and from any of the 360 degrees available. Add to that, the churned water from the competition. Put this all together and your race to the finish line is not as straight forward as you had planned. There are a lot of parallels between sailing and leadership. Both demand vision, adaptability, teamwork, and a steady hand at the helm. Whether you're trimming sails or navigating strategic decisions, success depends on how well we respond to changing winds and shifting tides. We've had a lot of changing winds and churned water this past year and you all have navigated it very well.

I want to thank each of you for your leadership, hard work, dedication and remaining flexible with our changing winds this year. Your commitment has driven our continued success, and positioned us for another very strong backlog next year. The winds will shift, and the sea state will change. Stay in the boat, watch out for the boom, stay focused, and lets finish the year strong!



2025 EQUALIZER REGATTA | PERCY PRIEST YACHT CLUB

HAPPY BIRTHDAY

Steve N. - November 11th
Martin G. - November 16th
RJ M. - November 21st
Holly S. - November 23rd
Jonathan P. - November 25th
Paul R. - November 26th
Manuel J. - December 3rd
Randy P. - December 5th
Carlos A. - December 7th
Travis H. - December 10th
Micah W. - December 16th
Chad B. - December 20th
Glen K. - December 21st
Cary E. - December 22nd
Holly H. - December 28th

DATES TO REMEMBER

DAYLIGHT SAVINGS ENDS - NOVEMBER 2ND
ELECTION DAY - NOVEMBER 4TH
U.S. MARINES BIRTHDAY - NOVEMBER 10TH
VETERANS DAY - NOVEMBER 11TH
THANKSGIVING DAY - NOVEMBER 27TH
ROSE CHRISTMAS DINNER - DECEMBER 5TH
CHRISTMAS EVE - DECEMBER 24TH
CHRISTMAS DAY - DECEMBER 25TH
NEW YEAR'S EVE - DECEMBER 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
Cadillac -
Memphis, TN**



**AWG Vehicle
Maintenance Facility -
Hernando, MS**

PROJECT HIGHLIGHTS



**Newlywed
Foods -
Dyersburg, TN**



**Town & Country Ford -
Madison, TN**

OTHER PROJECTS IN PROGRESS

- JLL Carrier - Memphis, TN
- Tipton Christian Academy - Covington, TN
- ERMCO - Dyersburg, TN
- Won Ton Foods - Lavergne, TN
- HT Hackney - Covington, TN
- Landers Bank Demolition - Southaven, MS
- Bongards - Humbolt, TN
- TwelveStone Infusion Center - Louisville, KY
- Homer Skelton CDJR Roof - Millington, TN
- Thompson Machinery Briley Pkwy - Nashville, TN
- American Greetings - Ripley, TN
- Gibson Co. Waterline - Trenton, TN

Employee Spotlight

JONATHAN P.

Jonathan P., born on November 25, 1998, is proud to call Chicago, Illinois his hometown. Outside of work, Jonathan's world revolves around his family. He and his wife, Cristal, share a beautiful daughter, Leylani, and a trio of fluffy chow chows—Juju, Serenity, and Luna—who keep things lively at home. When he's not on the job site, you can usually find him spending quality time with his loved ones. Being a former rugby player himself, Jonathan's favorite sport to watch and play is rugby. Jonathan loves trying all different types of foods but his most favorite is definitely Mexican! For the past four years, he's been an essential part of the Rose Construction team, serving as a Superintendent and helping to lead projects with dedication and precision. Jonathan is known for his positive attitude and strong leadership, always making sure that every challenge is met with a safe, smart, and effective solution. He takes great pride in delivering top-quality results and ensuring that every customer ends the day happy. For Jonathan, there's nothing more rewarding than working alongside a great team, overcoming obstacles, and building something lasting—both at work and at home.





Dove Hunt Fish Fry 2025



On Thursday, September 11th, Rose Construction held their Annual Fish Fry and Dove Hunt. As always, this was a successful event with employees and clients. A special thank you to our planning and cooking team, as well as Paul and Nancy for opening up their home to us.



CONFIDENTIAL CARE MOBILE MINISTRY 30 YEARS CELEBRATION BANQUET

Rose Construction was honored to be a sponsor for Confidential Care Mobile Ministry's Celebration Banquet on September 25th at Germantown Baptist Church. This was a special evening filled with good food, fellowship, and inspiration. Guests enjoyed hearing from keynote speaker Rachel, who shared an encouraging message. And Cathy gave an uplifting overview of all that God has done through Confidential Care in the past year. We are grateful to support such an impactful ministry and the life-changing work they continue to do in the surrounding communities.



#SAVINGBABIES
#LOVINGMOMS



to learn more about Confidential Care and their ministry - visit www.confidentialcaremm.org



TEAM MEETING



On October 20th, we had our Team Meeting at the Shop and Covington Office, with our Middle Tennessee Office calling in. Steve opened up with a warm welcome to everyone and our Vision and Mission Statement. Chris then covered our Safety Topic, focusing on proper wear of PPE, as well as the importance of completing the fire extinguisher and truck inspections. John Paul gave an update on our operations with completed and upcoming projects; he also recognized each crew and their impact on making these jobs come together to completion. Then, Steve highlighted our year-to-date safety statistics and encouraged us to remember the safety goal is always ZERO! David and Hayley went over a couple of updates/reminders to nominate your peers for the Safety Incentive Program for a chance for them to win CASH and to be recognized at our Company Christmas Dinner. Remember to plan ahead as The Annual Christmas Dinner is on Friday December 5th at First United Methodist Church, Next, we had a very special guest speaker, Kiara H. with St. Jude and she emphasized her thankfulness to Rose Construction and the impact that has been made through our donations - we encourage all employees to donate through payroll deduction, as it makes a difference to the children at St. Jude! Steve then gave a general business update with a fantastic backlog and even more opportunities to process. Steve also discussed the steps on having a project fully completed and how each employee plays a part in the whole process of project completions. Next, Erik went over our Sales and Client Relationship Update - how "Safety is Selling" and "Culture Creates Contracts" stating that what we do on the jobsite matters and what clients see makes a difference as we thankfully get a lot of repeat business from clients we have been working with for years! Paul then closed us out with words of encouragement to all employees and a gratefulness to the many years of Rose Construction. Let's finish this year strong, exceeding clients expectations and keeping safety our #1 priority!



CAREER FAIR

On October 23rd, Rose Construction had the opportunity to visit Brighton High School for their Career Fair to connect with students and share insights about career opportunities in the construction industry. The event was a great success, giving students a chance to learn about the wide range of roles and paths within the field and office. A big thank-you goes to Hayley, Carson, Erik, Jennifer, David, Holly, Lenora, and Bryan for coming together and making this event possible!



LEARNING NEVER ENDS

TCAT VISIT



On Tuesday, October 29th, Lenora and Hayley spoke to TCAT's Administrative Office Technology class about the importance of communication in the workplace. They shared insights on how clear, respectful, and consistent communication helps build strong teams, prevent misunderstandings, and create a positive work environment. Their discussion showed the students different forms of communication and encouraged students to develop effective communication habits as they prepare to enter professional settings.

Exciting Career Milestones for Three of Our Own: effective November 3rd

- Congratulations to **Chris B.** who was promoted to Project Manager – Special Projects Division. Chris has been transitioning into this role over the past few months as he's been working with, quoting, and performing work for existing and new clients. Chris started working here 12 years ago in the Field for Special Projects and has served most of his time as our Shop Manager/CDL Class A Driver/Safety Trainer and supporting smaller projects in the Field. Chris will report to Steve Norman, our COO.
- Congratulations to **Randy P.** who was promoted to Shop/Equipment Manager. He will continue to supervisor Mechanic work and serve as a CDL Class A Driver for transporting equipment. Randy has been performing our Mechanic work for 18 years and has a wealth of knowledge and experience in our operations. Randy will continue reporting to Barry Kellum, our General Superintendent.
- Congratulations to **Hayley O.** who was promoted to Marketing Administrator. In her new role, Hayley will provide support to expand our Marketing & Sales activities, reporting directly to Erik Krull, our VP, Sales & Marketing. Additionally, she will assist our Estimators with managing our documentation process for bids and drawings. Another responsibility in Hayley's new role will be to serve as our primary, internal support with I.T. & Office Technology such as laptops, cell phones, copiers, printers, internet, corporate website, and software applications. Hayley joined us in August of 2023 and has excelled in her previous job duties and responsibilities at the front desk.

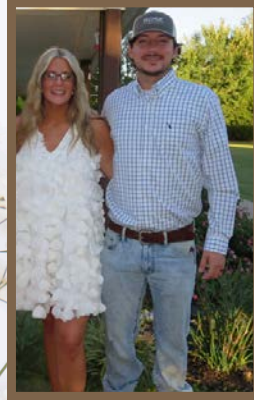
WELCOME TO THE ROSE CONSTRUCTION FAMILY



Holly H.
Employee Services Administrator

Congratulations

TO THE NEWLYWEDS



We're excited to share some wonderful news—our very own Hayley tied the knot!

Hayley recently married, Matt, and we couldn't be happier for the newlyweds. We celebrated Hayley and Matt with a Wedding Shower on October 22nd, filled with wonderful food, great gifts, and lots of laughs. Thank you, Lenora, Holly, and Carson for putting this together. Join us in congratulating Hayley as she begins this exciting new chapter.

"For this reason, a man shall leave his father and mother and be joined to his wife, and the two shall become one flesh."

Ephesians 5:31

The 12 DAYS of SAFETY

STAY SAFE ONSITE THIS
HOLIDAY SEASON

DAY 1.



Fall protection: Preventing falls from heights is a priority, including working at heights, scaffolding, and ladders.

DAY 2.

Hazard communication: Ensuring employees are informed about the chemicals and other hazards they may encounter in the workplace.

DAY 3.



Personal Protective Equipment (PPE): Focuses on the proper use of gear like hard hats, safety glasses, and gloves.

DAY 4.

Scaffolding: Covers the safe erection, use, and dismantling of scaffolding.



DAY 5.

Ladders: Emphasizes safe climbing and the proper use of ladders.



DAY 6.

Excavations and Trenching: Focuses on the safe design and protective systems for trenches.

DAY 7.



Confined Spaces: Addresses the unique risks of working in enclosed areas.

DAY 8.

Cranes: Includes the safe operation of cranes, derricks, and hoists.

DAY 9.

Fire Safety: Implementing preventive measures and having clear procedures for responding to fires on a construction site.



DAY 10.

Electrical Safety: Protecting against electrical hazards, including contact with overhead lines, faulty equipment, and improper wiring.

DAY 11.



Ergonomics: Addressing issues like heavy lifting, repetitive tasks, and long hours to prevent musculoskeletal injuries.

DAY 12.

No injuries on the job:
SAFETY GOAL ZERO



IT'S SNEEZIN' SEASON

SNOWBODY WANTS THE FLU!



TIPS FOR THE FLU SEASON

- 1. GET YOUR FLU VACCINE**
This is important to get every year before winter.
- 2. WASH YOUR HANDS**
Avoid touching eyes, nose, or mouth with unwashed hands.
- 3. STAY HOME IF YOU ARE SICK**
Stay at home for at least 24 hours after your fever has gone.
- 4. COVER YOUR NOSE AND MOUTH**
When you cough or sneeze you should cover with a tissue.
- 5. REST**
Get a good night's sleep and take time to unwind

REMINDER:

**INFLUENZA CAN BE LIFE THREATENING FOR
SOME PEOPLE. TAKE THESE PRECAUTIONS FOR
YOUR SAFETY AS WELL AS THE SAFETY OF
OTHERS!**

Consult a doctor immediately if you catch the flu or think
you have flu-like symptoms.

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.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:

- **MECHANIC - HEAVY EQUIPMENT**

Company Christmas Dinner



will be held on Friday, December 5th, at First United Methodist Christian Life Center at 6 pm. Stay tuned for more details!

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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