

A Message from David C. Regional Vice President

Exceeding Steadfast

Many years ago, I participated in a 12-month-long leadership program. At the end of the program, our mentor was asked to use one word to describe each of us in the program. The word she picked to describe me was "Steadfast." I was devastated. I never looked at myself as steadfast. I felt that steadfastness was not complimentary. I have used this word to describe someone who 'hangs in there' and steadily makes their way in a slow, concise way. However, I was wrong to take this in a negative light. The mentor's use of the word was a huge compliment from her. I asked what her reason was for choosing steadfast to describe me? She said, "there were so many words I wanted to use, but steadfast seemed to sum it up best." A look through a thesaurus for words related to steadfast revealed Loyal, Faithful, Trusty... Devoted, Dedicated, Firm, Persistent, Committed ... Reliable, Consistent, Unwavering, and Dependable. These are all words that I am proud to be associated with.

The "spirit" of those words sounded very familiar to me, and I could not help but to parallel them to our mission statement; "With Honesty, Integrity, and Quality as our Cornerstones..."

If we can agree that steadfast mimics, or parallels, our mission statement, then we as a company are doing a great job of being consistently and purposefully steadfast. Being consistently steadfast is one of the reasons we have so much repeat business from our clients. Our continuous growth over the last several years is proof of that. Thank you for that.

So, if you had to use one word to describe Rose Construction, what would it be?

As we wrap up the year, let's finish strong and with purpose, be safe, guide others to work safely, and let's remember the reason for the season.

Stay in the Boat, Watch out for the Boom!

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

Glen K. - December 21st

Cary E. - December 22nd

Dates to Remember

Daylight Savings Ends - November 3rd

Election Day - November 5th

U.S. Marines Birthday - November 10th

Veterans Day - November 11th

Thanksgiving Day - November 28th

Rose Christmas Dinner - December 6th

Christmas Eve - December 24th

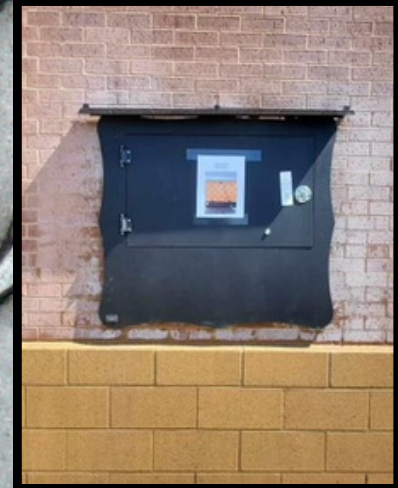
Christmas Day - December 25th

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



Baby-Box Installation -
Munford, TN Fire Station



Island 34 Hunting Lodge -
Lauderdale County, TN

PROJECT HIGHLIGHTS

↓ Munford Veterans Plaza – Munford, TN



Riviana Foods – Memphis, TN ↓



OTHER PROJECTS UNDERWAY

Stockdale's- Covington, TN

JLL Carrier - Memphis, TN

Ermco - Dyersburg, TN

John Roberts Toyota - Manchester, TN

Landers Ford South - Southaven, MS

Mueller Brass - Covington, TN

Thompson Machinery, Briley Pkwy - Nashville, TN

Conagra - Jackson, TN

NSK - Dyersburg, TN

First United Methodist Church - Covington, TN

Uncle Nearest Distillery - Shelbyville, TN

American Greetings - Ripley, TN

EMPLOYEE SPOTLIGHT



Tim B.

Tim B. was born in Halls TN, on May 20th, 1964. He has three beautiful daughters and three wonderful sons-in-law. Tim has a total of six grandchildren, five granddaughters and one grandson!



Tim finds joy in watching his grandchildren play sports and participate in activities. Something inside Tim is always curious about what is in the water, so if he is not working or with grandchildren, he will most definitely be fishing! He loves seafood, traveling to new places, and watching college football. Tim has a variety of favorite movies and books, but he likes "Cool Hand Luke", "Giant", "To Kill a Mockingbird", and "Jaws". Something interesting we may not know about Tim is when he was about 15 years old, his family boarded a plane in Miami and shortly after taking off a gunman got behind a flight attendant and demanded the plane to go to Cuba. They were hijacked and had to spend a few hours at a military base, which led them to have to pay a landing fee for using their runway before the plane could leave. Tim has been a Superintendent at Rose Construction for 10 years. He loves working with all the clients and helping them achieve their project vision. Tim says the best part is when you turn the keys over to the owner and they are smiling and thankful for our work. Working with groups of people who take pride in their productivity and the quality of the product they produce is fulfilling for him. We are so thankful to have Tim here at Rose Construction!



Tim wants to close this message by stating, "My fellow Rose employees, WE are like a big family. I learned this a few years back when I had a medical emergency. To all of you who prayed, called, and texted during this period Thank you so much. Jeff, I love you brother and I'm grateful that what you told me didn't take place. Jeff has a different perspective. Thank you to the Rose ownership group for creating a Christian-based work environment, striving to produce the best product possible, and wanting, encouraging, and helping the employees to grow as individuals."

TCAT VISIT

On Thursday, September 19th, Lenora and Hayley had the privilege of speaking to TCAT's Administrator Office Technology class. During that time, they discussed understanding the significance of personal appearance, strong organizational skills, and a positive attitude in the professional setting. As well as the qualities employers seek in Administrative Assistants. We are thankful for all that we have learned over the years while working at Rose Construction to be able to share our experience with these students. We are confident this class will excel in these topics in the future.



Career Fair

On Tuesday, October 22nd, Hayley and Erik attended the annual Career Fair at Covington High School. Rose Construction is always glad to be a part of opportunities where we can reach the younger generation and open their minds to different things that they can do after they graduate high school. We inform them that Rose Construction goes beyond more than "just construction", we show them the different projects that we worked with locally and an overview of the steps it takes to complete the project from in office to the field. We hope to see these students in Tipton County succeed many years after high school!



TEAM MEETINGS

On September 30th, we had our Team Meeting at the Shop and Covington Office, and then on September 31st, in our Middle Tennessee Office. Steve opened up with an introduction for the meeting and our Vision and Mission Statement. Then we rolled right into Chris (for the shop) and John Paul (for the office) discussing our Safety topic and statistics. They both talked about the importance of fall protection, secured cargo, digging safely, and timely reporting. As this year comes to an end, let's remember our safety goal ZERO! Next, Erik went over our general sales with a fantastic backlog, as well as many upcoming projects that are in the works. Erik also stated that every interaction matters; if someone trusts you, they will do business with you. Our goal is to be a trustworthy company to continue to have repeat and new clients. David went over our New Benefit: Short-Term Disability. This helps the employee replace a portion of their income during the initial weeks of a disability. He also reminded us to plan ahead as the Rose Christmas Dinner is quickly approaching on December 6th! Then David spoke briefly about managing money, updating stocks, and the importance of having financial check-ups. Steve then closed us with words of encouragement to finish off this year strong! Be alert, think, and be safe!



Welcome to the **ROSE** Family! CONSTRUCTION



**Robert B.
Special Projects**



**Albert D.
Concrete/Structural**



Safety Training

On October 17th, four of your field service employees, Cleavette, Allan, Jeff, and Les attended Safety Training taught by Kenny B. This training included Welding, Cutting, Hot Work, Noise and Hearing Conservation, Control of Hazardous Energy, Fall Protection Competent Person, Confined Space, and Defensive Driving. Chris B. also taught the Annual Safety Training. We want to thank Kenny and Chris for their time in teaching these safety topics for the guys to utilize on and off the job!



Rose Construction's Annual Fish Fry & Dove Hunt



Our Annual Fish Fry and Dove Hunt was a huge success this year! We had great fellowship, good food, and a wonderful hunt. Thank you to everyone who helped make it all come together so that our clients could enjoy the day with us! Thank you to our Event and Cooking team: Lenora, Carson, Hayley, Erik, Barry, Tim, Keith, and John Paul. A big thank you to Paul and Nancy for opening up their home so we could make this all happen for our Rose Family and Clients.



BENEFITS REMINDER

Is your CPNFLEX card suspended?

Two possible reasons... You have used it to pay for a service provided in the PREVIOUS plan year, or you have paid an unrecognizable amount (not a prescription, copay or other pre-designated fixed charge) and have not sent CPN the itemized bill that substantiates that charge within the 30-day period, as required, to avoid suspension.

What to do?

Call **CPN - 901-756-8244** - to find out what charge prompted the suspension. Call your physician's office and have them send you a copy of the itemized statement you paid (if you don't have it) and send it to CPN. You can scan/email it to claims@cpnflex.com or mail it to CPN, Inc. PO Box 1748, Cordova TN 38088, together with the Substantiation Form. If you are set up with a personal account on www.cpnflex.com, you can upload the itemized statement to the website.

Reminder – FSA accounts are regulated by the IRS so must be used as required to avoid suspension.

401k & Life Insurance Beneficiaries

ALL employees have Life Insurance paid by Rose Construction. You may have also elected additional life insurance and/or are participating in 401k. If so, you have already designated beneficiaries of your benefits in the event of your death when you completed the enrollment forms.

However, if your status has changed, or you've had another child, or if for any other reason you wish to change your beneficiaries, you must complete a new Beneficiary Designation Form. Only the latest list of beneficiaries on file is valid.



Workplace Violence

What is workplace violence?

Workplace violence is any act or threat of physical violence, harassment, intimidation, or other threatening disruptive behavior that occurs at the work site. It can range from threats and verbal abuse to physical assaults and even homicide. It can affect and involve employees, clients, customers and visitors.

Labor Code Section 64-1.9 defines workplace violence as “any act of violence or threat of violence that occurs in a place of employment,” but does not include lawful acts of self-defense or defense of others.

Workplace violence specifically includes, but is not limited to, the following:

- The threat or use of physical force against an employee that results in, or has a high likelihood of resulting in, injury, psychological trauma, or stress, including the use of common objects as weapons, regardless of whether the employee sustains an injury.
- Any of the four types of workplace violence described below.

However it manifests itself, workplace violence is a major concern for employers and employees worldwide.



Who is at risk of workplace violence?

All of us, at anytime and anywhere. We've all heard of invasions, assaults, mass shootings, etc., at schools, at supermarkets, shopping centers, sports events, parking lots, airports, ... and the list goes on. Any time we turn on the news, we see some form of violence.

Many workers report having been victims of workplace violence each year. Unfortunately, many more cases go unreported. Research has identified factors that may increase the risk of violence for some workers at certain worksites. Such factors include exchanging money with the public, working with volatile, unstable people, working alone or in isolated areas, providing services and care, working where alcohol is served, working late at night or in areas with high crime rates, delivery drivers, healthcare professionals, public service workers, customer service agents, law enforcement personnel, and many more. Unfortunately, violence can occur anywhere.

What are the Four Types of Workplace Violence?

- Type 1 – workplace violence committed by a person who has no legitimate business at the worksite and includes violent acts by anyone who enters the workplace or approaches employees with the intent to commit a crime.
- Type 2 – workplace violence directed at employees by customers, clients, patients, students, inmates, or visitors.
- Type 3 – workplace violence against an employee by a present or former employee, supervisor, or manager.
- Type 4 – workplace violence committed in the workplace by a person who does not work there but has or is known to have had a personal relationship with an employee.

How can workplace violence hazards be reduced?

In most workplaces where risk factors can be identified, the risk of assault can be prevented or minimized by taking appropriate precautions. One of the best protections employers can offer their workers is to establish a zero-tolerance policy toward workplace violence. This policy – Workplace Violence Prevention Plan (WVPP) - should cover all workers, patients, clients, visitors, contractors, and anyone else who may come in contact with company personnel. By assessing worksites, employers can identify methods for reducing the likelihood of incidents occurring. OSHA believes that a well-written and implemented workplace violence prevention program, combined with engineering controls, administrative controls and training can help reduce the incidence of workplace violence in both the private sector and federal workplaces.

How can we protect ourselves?

Nothing can guarantee that you or I will not become a victim of workplace violence. However, these steps and help reduce the odds:

- Learn how to recognize, avoid, or diffuse potentially violent situations by attending personal safety training programs. Alert supervisors to any concerns about safety or security and report all incidents immediately in writing. Avoid traveling alone into unfamiliar locations or situations whenever possible.
- Carry only minimal money and required identification.

What should employers do following an incident of workplace violence?

Encourage employees to report and log all incidents and threats of workplace violence. Provide prompt medical evaluation and treatment after the incident. Report violent incidents to the local police promptly. Inform victims of their legal right to prosecute perpetrators. Discuss the circumstances of the incident with staff members. Encourage employees to share information about ways to avoid similar situations in the future. Offer stress debriefing sessions and post-traumatic counseling services to help workers recover from a violent incident. Investigate all violent incidents and threats, monitor trends in violent incidents by type or circumstance, and institute corrective actions. Discuss changes in the program during regular employee meetings.



Thanksgiving

Did you know...?

Thanksgiving is a national holiday celebrated on various dates in October and November in the United States, Canada, Saint Lucia, Liberia, and unofficially in countries like Brazil, Germany and the Philippines. It is also observed in the Dutch town of Leiden and the Australian territory of Norfolk Island. It began as a day of giving thanks for the blessings of the harvest and of the preceding year. Although Thanksgiving has historical roots in religious and cultural traditions, it has long been celebrated as a secular holiday as well.

In the United States, Thanksgiving is a federal holiday celebrated on the 4th Thursday of November. It originated as a day of thanksgiving and harvest festival, with the theme of the holiday revolving around giving thanks to God, and the centerpiece of celebrations remaining a Thanksgiving dinner. The dinner traditionally consists of foods indigenous to the Americas: turkey, potatoes, squash, corn, green beans, cranberries (typically as cranberry sauce), and pumpkin pie.

Other Thanksgiving customs include dinners for the poor offered by charitable organizations, attending religious services, watching events such as Macy's Thanksgiving Day Parade, as well as NFL football games.

Thanksgiving is regarded as the beginning of the holiday season, with the day after it, Black Friday, said to be the busiest shopping day of the year in the United States.

A Bit of History

In the United States, the annual thanksgiving holiday tradition was first documented in 1619, in what is now called the Commonwealth of Virginia. Thirty-eight English settlers aboard the ship *Margaret* arrived by way of the James River at Berkley Hundred in Charles City County, Virginia, on December 4, 1619. The landing was immediately followed by a religious celebration, specifically dictated by the group's charger from the London Company. The charter declared, "*that the day of our ships arrival at the place assigned for plantation in the land of Virginia shall be yearly and perpetually kept holy as a day of thanksgiving to Almighty God.*" Since the mid- 20th century, the original celebration has been commemorated there annually at present-day Berkeley Plantation, ancestral home of the Harrison family of Virginia.

The more familiar Thanksgiving precedent accompanied by feasting is traced to the Pilgrims and Puritans who emigrated from England in the 1620s and 1630s. They brought their previous tradition of

Days of Fasting and Days of Thanksgiving with them to New England. The 1621 Plymouth, Massachusetts thanksgiving was prompted by a good harvest. However, the practice of holding an annual thanksgiving harvest festival did not become a regular affair in New England until the late 1660s.

Thanksgiving proclamations were made mostly by church leaders in New England up until 1682, and then by both state and church leaders until after the American Revolution. As President, George Washington proclaimed the first nationwide thanksgiving celebration in America marking November 26, 1789, "*as a day of public thanksgiving and prayer, to be observed by acknowledging with grateful hearts the many favors of Almighty God*" and calling on Americans to "*unite in most humble prayers and supplications to the great Lord and Ruler of Nations and beseech him to pardon our national and other transgressions.*"

When the first thanksgiving celebration in the United States occurred has been the topic of debates for centuries. People in New England, Virginia and other places have maintained contradictory claims to having held the first Thanksgiving celebration in what became the United States. On November 5, 1963, President John F. Kennedy issued a proclamation stating, "*Over three centuries ago, our forefathers in Virginia and Massachusetts, far from home in a lonely wilderness, set aside a time of thanksgiving. On the appointed day, they gave reverent thanks for their safety, for the health of their children, for the fertility of their fields, for the love which bound them together, and for the faith which united them with their God.*"

Other claims include an earlier religious service by Spanish explorers at San Elizario in Texas in 1598. Historians of the University of Florida argue that the earliest Thanksgiving service in what is now the United States was celebrated by the Spanish community on September 8, 1565, in current Saint Augustine, Florida. The **date** on which Thanksgiving is celebrated has also varied throughout the years. For many years the date of observance varied from state to state.

On June 28, 1870, President Ulysses S. Grant signed into law the Holidays Act that made Thanksgiving a yearly appointed federal holiday in Washington. D.C. On January 6, 1885, an act of Congress made Thanksgiving, and other federal holidays, a paid holiday for all federal workers throughout the United States. By the beginning of the 19th century, the *last* Thursday in November had become the customary date in most states. On October 31, 1939, President Franklin D. Roosevelt signed a presidential proclamation changing the holiday to the *fourth* Thursday in November, amid significant controversy, in an effort to boost the economy. The earlier date created an extra seven days for Christmas shopping since at that time retailers never began promoting the Christmas season until after Thanksgiving. From 1942 onwards, Thanksgiving, by an act of Congress, received a permanent observation date, the fourth Thursday in November, no longer at the discretion of the president.



This year, when you come together with your family and friends for Thanksgiving Day, take the time to count all your blessings and always remember to give thanks to God.

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:

NONE AT THE MOMENT. PLEASE CHECK BACK SOON!



Our Company Christmas Dinner will be held on Friday, December 6th, at First United Methodist Christian Life Center at 6pm. More details to come!

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.