ROSE CONSTRUCTION

THE ROSE REVIEW

September 2026 Edition

A Message from Paul R.

President

On July 4th,2026 America celebrated its 250th birthday. Two hundred fifty years is a short time. Compared to many countries, America is a relatively new nation. Our founding fathers saw the American republic as an experiment in self-government. They understood that our ability to keep the republic was dependent on the moral character of future generations. John Adams, the 2nd President of the United States, stated that our Constitution was made only for a moral and religious people.

If our country is to survive, it is extremely important that we elect moral leaders to our local, state, and national governments. In a significant way, you can help influence the direction and survival of our great nation. Get informed and then vote. Men and women throughout our short history have laid down their lives to secure that right.

HAPPY BIRTHDAY

Daniel G. - September 8th
Carlos G. - September 10th
Jovanni D. - September 13th
Lynel H. - September 16th
David T. - September 22nd
Brad A. - September 29th
Angelina G. - September 30th
Cleavette B. - October 2nd
Jose G. - October 3rd
Daniel A. - October 7th
Wes H. - October 10th
Amado C. - October 14th
Ismael R. - October 14th
Desmond D. - October 17th
Lonnie B. - October 22nd
Cody A. - October 27th

DATES TO REMEMBER

Labor Day - September 7th

Grandparents Day - September 13th

Patriot Day - September 11th

First Day of Autumn - September 22nd

Columbus Day - October 12th

Halloween - October 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*





USACE AMC FACILITY

- Richardson Landing, TN





Landers Quick Lane

- Southaven, Mississippi

PROJECT *highlights*





TwelveStone Health Partners • Gainesville, Georgia





Catamount Hitachi • Alamo, TN

OTHER PROJECTS IN PROGRESS

- Tipton County Farmers Market - Brighton TN
- Highway 59 Sewer Line - Covington, TN
- Tipton Christian Academy - Covington, TN
- Wonton Foods - Lavergne, TN
- Newlyweds Foods - Dyersburg, TN
- Riviana Foods - Memphis, TN
- Bongards - Humbolt, TN
- American Greetings - Ripley, TN
- Landers Ford Mt. Moriah - Memphis, TN
- McCoy Construction & Forestry - Lavergne, TN

Employee Spotlight

& Retirement Message

Lynn C.

Lynn C. was born on June 24th, 1960. He is from Ripley, TN, and now resides in Arkansas. Lynn is married to Darla; he has one son, Nathan, and three Jack Russell Terriers - Hattie, Hemi, and Huck. When he's not at work, Lynn enjoys restoring and modifying antique cars, building projects around his new home, and riding motorcycles. These days, however, he says his newest hobby is learning how to slow down instead of trying to get everything done yesterday. One interesting thing many people may not know is that his mind is always working–constantly thinking about how to build something or find a better way to get a job done. Lynn's favorite foods are seafood, with BBQ and ribs coming in a close second. His favorite place to travel is actually where he lives now–Petit Jean Mountain, Arkansas. Lynn has always enjoyed motorsports and follows the John Force Racing Team in the NHRA. His favorite movie is The Natural, even though he admits he doesn't watch baseball. As for books, he prefers reading manuals or how-to guides that help him learn a new skill or complete his next project. Lynn was a Senior Project Manager for 27 years. He is known by the nickname "The Builder," a title he earned while participating in the Leadership Lauderdale program. Although he says he was never particularly fond of the nickname, it fits a lifetime spent building and creating. What he enjoys most about his job is learning something new every day while visiting customers and discovering the many different ways people accomplish everyday tasks. More than anything, he values meeting new customers and getting to know them on a personal level. Thank you, Lynn, for your time and commitment at Rose Construction.

Lynn' s Message:

It has always been an honor to work for Rose Construction. I' ve always treated my part of the business as my own. These days, it' s getting harder and harder for someone to make a decision. I' ve always taken pride in making decisions on my own without causing too many delays with my customers. Customers need that in a construction manager. They are hiring us to help, for our expertise and to help them pursue their goals. There is a lot of truth in our company' s motto: "Joining our clients in pursuit of their goals." Thanks again for being such great friends and making Rose such a pleasure to come to work each day.





We celebrated Lynn's retirement on July 22nd with food, cupcakes, and lots of laughter!

GROWING OUR COMMUNITY:

GROUND BREAKING FOR THE TIPTON Farmer's Market

+ PICKLEBALL COURTS



On July 23rd, Rose Construction was proud to be part of the groundbreaking for the new Tipton County Farmers Market and Pickleball Courts. We're honored to play a role in the beginning of this exciting project by providing the site work that lays the foundation for what's to come. We look forward to watching this vision come to life and can't wait to see the finished product become a place where the community can gather, connect, and enjoy for years to come.



BREAKING GROUND at Richardson Landing







Rose Construction was proud to attend the U.S. Army Corps of Engineers Memphis District groundbreaking ceremony on August 17, marking the start of construction of a new automated casting facility at Richardson Landing near Drummonds, Tennessee. As a subcontractor on the project, we're excited to be part of an effort that will modernize the production of articulated concrete mattress (ACM)—a critical revetment material used to protect Mississippi Riverbanks from erosion and help maintain a safe, reliable navigation channel. We're proud to contribute to a project that supports the future of the Mississippi River and the communities and industries that depend on it.

TwelveStone INFUSION CENTER

Ribbon Cutting



Rose Construction was proud to celebrate the ribbon cutting for the new TwelveStone Infusion Center in Spring Hill, Tennessee, on Friday, July 24. As a valued repeat client, TwelveStone continues to place its trust in Rose Construction, and we are grateful for the opportunity to partner with them once again. Congratulations to our Middle Tennessee team—David C., Keith C., and Daniel A.—for their outstanding work in delivering another successful healthcare project that will serve the Spring Hill community.

"O Lord, if You heal me, I will be truly healed. If You save me, I will be truly saved. My praises are for You alone." Jeremiah 17:14







SAFETY TRAINING





On July 2nd, 40 Rose Construction employees attended a Safety Standdown Meeting focused on Driver Safety and Defensive Driving, taught by Kenny B. with Fortier. The training covered essential driving safety practices, including accident prevention, incident reporting procedures, and recognizing the signs of road rage. The meeting emphasized safe driving habits and the importance of preventing roadway incidents.





On July 31st , 17 Rose Construction employees attended a Heavy Equipment Operator Safety Training Course taught by Kenny B. The training covered the safe operation of excavators (track hoes and mini-excavators), dozers, tractors, rolling compactors, skid steer loaders, front-end loaders, and rubber tire backhoes, reinforcing the company's commitment to workplace safety.





Also, on July 31st Rose Construction conducted a site-specific safety orientation for employees working on the U.S. Army Corps of Engineers Automated Mat Casting Facility project at Richardson Landing. The training covered required PPE, emergency procedures, site access, traffic and heavy-equipment safety, excavation hazards, incident reporting, and Stop Work Authority. Employees also reviewed the requirement to sign the applicable Activity Hazard Analysis and complete a Daily Task Hazard Analysis before beginning work. The orientation concluded with a knowledge check to confirm that each worker understood the project's safety requirements and was prepared to work safely on site. A special thank you to Steven and Tim for their time and effort put into this training.

LOVE *is in the* AIR



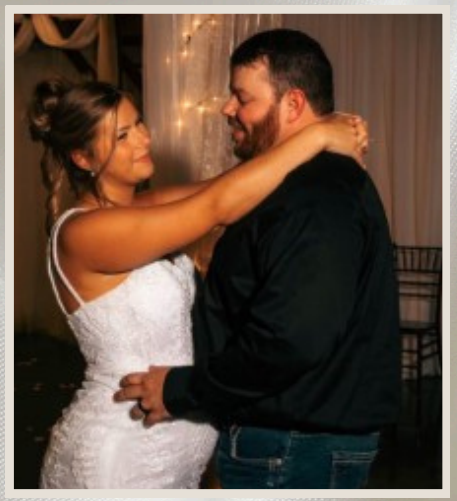




We're excited to celebrate a special family milestone for Steve and Marlene, whose daughter, Tara, married Andy on July 11th in beautiful Colorado! The couple celebrated their love surrounded by family and friends in the stunning Colorado scenery. Please join us in congratulating Tara and Andy and wishing them a lifetime of happiness, love, and wonderful adventures together!







Congratulations to Randy and his family as they celebrate the marriage of his daughter, Madison, to Bradley on August 8th! We're excited to share in this special milestone and wish Madison and Bradley a lifetime filled with love, happiness, and wonderful memories together. Please join us in congratulating the newlyweds!







Congratulations to Hayley's sister, Shelby, and Josh, who tied the knot on August 8th! We're so happy for the couple and wish them many years of love, laughter, and happiness together.

WELCOME TO THE ROSE FAMILY

CONSTRUCTION



Charles C.

INDUSTRIAL DIVISION

September is SUICIDE AWARENESS month

1 BE AWARE

Everyone can help prevent suicide.

Mental health and suicide can be difficult to talk about–especially with work colleagues–but your actions can make a difference. When you work closely with others, you may sense when something is wrong.

2 PAY ATTENTION

Know the warning signs of suicide.

There is no single cause for suicide but there are warning signs. Changes in behavior, mood, or even what they say may signal someone is at risk. Take these signs seriously. It could save a life.

3 REACH OUT

Ask "Are you okay?"

If you are concerned about a coworker, talk with them privately, and listen without judgment. Encourage them to reach out to your Employee Assistance Program (EAP), the human resources (HR) department, or a mental health professional.

4 TAKE ACTION

If someone is in crisis, stay with them and get help.

If you believe a coworker is at immediate risk of suicide, stay with them until you can get further help. Contact emergency services or the 988 Suicide and Crisis Lifeline.

5 LEARN MORE

Suicide prevention resources are available.

- Call or text the Suicide and Crisis Lifeline at 988.
- Visit the American Foundation for Suicide Prevention (www.afsp.org) to learn more about suicide risk factors, warning signs, and what you can do to help prevent suicide.

OSHA® Occupational Safety and Health Administration

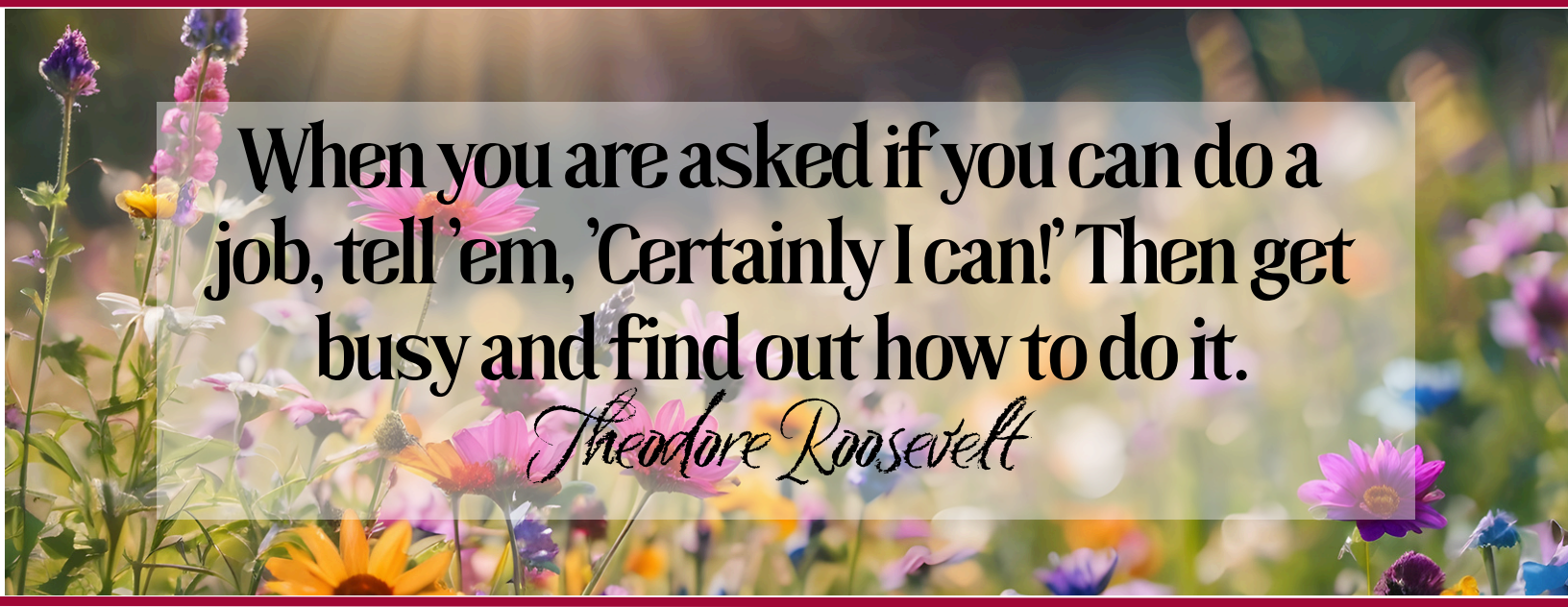
1-800-321-OSHA (6742)
TTY 1-877-889-5627
osha.gov/preventingsuicides

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:

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.

OPEN POSITION:

- Project Manager - Special Projects (Murfreesboro Office)

Please visit our website roseconstruction.com for more information.

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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