

A Message from Cindy D. VP, Finance & Operations

I hope each of you are doing well! It is with much regret that I announce my early retirement from Rose Construction, Inc. due to health reasons. I have been blessed to be a part of this company throughout my 29 years of employment. I have learned so much and made so many friends, it makes this decision exceedingly difficult. I will miss everyone so much. I want to pass along a few things I have appreciated during my time here at Rose and I hope will be meaningful to you as a team member of Rose Construction. Rose Construction is a wonderful place to work. The Rose family has made an intentional effort to make this a spiritual and family-oriented workplace. There are not many places where you can work and express your love for the Lord. Also, by always striving to do the right thing and giving back has allowed blessings to be bestowed upon the company. These blessings have gotten the company through many tough times and there have been plenty tough times. Lastly, Rose cares about employees and wants employees to be all they can socially, economically, and spiritually. I am going to miss my work family tremendously. The decision to retire is one of the hardest I have ever made but I realize I must do what is best for my family as well as my work family. I will be transitioning out over the next couple of months. I am so excited about what the future holds for Rose Construction, as we have an awesome team in place, and I know the company will continue to be blessed as we give all glory to the Lord. I wish each of you a wonderful and fruitful career and pray blessings upon each of you. ❤️



Daniel G. - September 8th
Carlos G. - September 10th
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
Lonnie B. - October 22nd

Dates to Remember



Labor Day - September 2nd
Grandparents Day - September 8th
Patriot Day - September 11th
First Day of Autumn - September 22nd
Columbus Day - October 14th
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



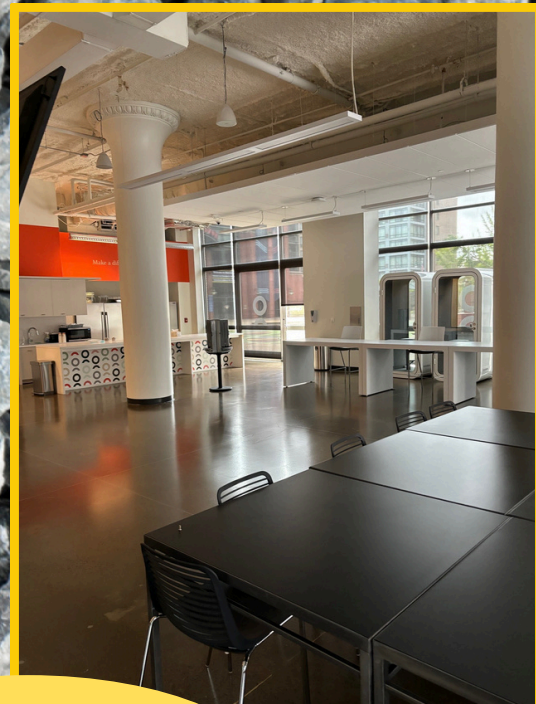
Tipton Christian Academy
• **Covington, TN**



Thompson Machinery
• **Briley Parkway**
Nashville, TN



PROJECT HIGHLIGHTS



Autozone Park Office

- Memphis, TN



Uncle Nearest Distillery

- Shelbyville, TN

OTHER PROJECTS UNDERWAY

Stockdale's - Covington, TN
JLL Carrier - Memphis, TN
Newton Nissan - Gallatin, TN
Ermco - Dyersburg, TN



Landers Ford South - Southaven, MS
Mueller Brass - Covington, TN
Riviana Foods - Memphis, TN
Conagra - Jackson, TN



NSK - Dyersburg, TN
First United Methodist Church - Covington, TN
Island 34 Hunting Lodge - Lauderdale County, TN
TwelveStone Health Partners - Multiple Locations

EMPLOYEE SPOTLIGHT

Angelina G.



Angelina G. was born on September 30th, and resides in Bartlett, TN. She has two wild teenagers: Emil, 16 years old, and Martin, 14 years old. As well as, a very crazy and cute dog, Lady. The rest of Angelina's family resides in Bulgaria, and she was able to visit her mom, dad, and younger sister over the summer after not seeing them for almost 10 years. Angelina loves spending time with friends and family. Her favorite food is Italian and Mediterranean, and she enjoys traveling to Europe and Bulgaria. Angelina has a true passion for painting and design. Angelina, also known as BULLDOG, has been a Superintendent for Rose Construction for 4 years. She enjoys working with clients to understand and meet their expectations, as well as the family atmosphere that Rose Construction provides. Angelina is a wonderful asset to Rose Construction; we are so thankful for her positive attitude, productiveness, and creative mind.



Our 2024 Summer Intern:



STEVEN C.

Steven C. is a student at the University of Tennessee Martin, majoring in Construction Management. Born and raised in Covington, Steven decided to stay home this summer and work with Rose Construction for a Summer Internship. He worked on various jobsites throughout his time here. One of the tasks that challenged and rewarded Steven was stepping in as Superintendent for a week on our Stockdale's project. He was responsible for overseeing daily operations, coordinating with subcontractors, and addressing any on-site issues. Managing these tasks in a condensed period tested Steven's ability to adapt and make effective decisions quickly. Despite the brevity of his role, successfully keeping the project on track and ensuring smooth operations was a valuable experience that honed Steven's skills in leadership and problem-solving. Steven also made significant progress in safety management during his internship. Completing the OSHA 30-hour training was particularly impactful for him. It provided a comprehensive understanding of safety regulations and best practices.

Steven's time at Rose Construction was filled with learning, growing, and creating relationships beyond work. Thank you, Steven, for your hard work and dedication, we look forward to working with you again in the future!



CÉLEBRATING FIFTY!

LENORA M.



Lenora had her 50th Birthday on July 30th. We celebrated her by having lunch, cake, and of course, lots of laughs! Rose Construction is so thankful to have Lenora, and we wish her many blessings during her 50th year and more to come! Thank you, Lenora, for your bright light that shines every day throughout the whole workplace!

BILLY D.

On July 30th, we celebrated Billy's 50th Anniversary with an all-employees cookout here at Rose Construction. A special thank you to our cooking team, Barry and Chris, as well as our office employees Hayley, David C., Lenora, and Carson for bringing everything together so that we could celebrate Billy accordingly. Congratulations to Billy on a successful 50 years; we appreciate all that Billy does for the company!



Safety Award Winners

As we continue to focus on safety, it is important that our employees and Subcontractors are safe on the job. So, we want to highlight a few subcontractors that follow the safety protocol as they work on our jobsites. Pictured below are the Safety Award Winners, receiving a Home-Depot gift card. Thank you to our subcontractors who continue to put safety first, as they represent their company and Rose Construction.



Clemente G.
TEO Steel



Elisa B.
NDI Construction



Mario P.
Ditto Coating

Mobile Elevating Work Platform (Aerial and Scissors Lift) Training



On July 9th, Kenny B. with Fortier, taught Mobile Elevating Work Platform (Aerial and Scissors Lift) Training at our shop facility. We had twenty of our field employees in attendance for this safety training. Thank you, Kenny, for teaching the training and Chris B. for getting it set up. One step closer to keeping our safety goal zero!





CONGRATULATIONS

COY & JEANETTE ROSE SCHOLARSHIP



Susanna E.
Major: General Studies

Congratulations to the following recipients of our Coy & Jeanette Rose Scholarship for the 2024 Fall Semester at Dyersburg State Community College. Pictured left is Susanna E., Granddaughter of Carmen J. who is employed with Rose Construction. Pictured right is Sarah R., Daughter of Laurie R. who works for Rose Fabricating. We pray Susanna and Sarah have a great first semester of college and wish them the best in their future careers.



Sarah R.
Major: Pre-Dental Hygiene

On July 16, Alexis W. with Associated Builders and Contractors (ABC) of West Tennessee, visited our Stockdale's jobsite. Rose Construction Inc. is a proud member of ABC and is thankful for their partnership.



Pictured above: David, Steven, Bryan, Micah, Erik, Alexis, and Steve.

Why Should SAFETY be Important to Us?

What things are important to you?

- **If you have a family...Your ability to work and provide for your family.**
- **Your quality of life** – take care of yourself today and you will be able to enjoy a better life tomorrow.
- **Your reputation** – word gets around that you do not work safely. You cannot get a good job recommendation if you work unsafely & your company does not get the good jobs that demand a good safety record.
- **OSHA compliance** – It's the law. OSHA rules and regulations are in place to protect **you** first, your company next, *AND* the other guy. *And*, violations are very costly to your company.

**WE WORK IN CONSTRUCTION, AND WE KNOW THAT CONSTRUCTION SITES ARE ALL POTENTIALLY DANGEROUS.
IT IS *OUR* RESPONSIBILITY TO MAKE SURE WE DON'T HURT OURSELVES OR OTHERS.**

OUR RESPONSIBILITIES AS EMPLOYEES

- We should report **all** unsafe acts and/or situations when we see them. This is the best way to PREVENT an accident.
- Safety meetings are held to remind us of safety issues. We all tend to get comfortable with what we do and forget to PAY ATTENTION.
- Sometimes we need help. If we cannot do something by ourselves SAFELY, we should ask for help. Always keep in mind the things that are important to us.
- Use PPE (personal protective equipment): hard hats, safety glasses, ear plugs, masks, safety vests, steel toe shoes, etc. are necessary when doing certain types of work. They protect us from harm.
- Report **all** injuries, regardless of how minor they seem. If you cut your finger on the job, tell your supervisor. You may think it's nothing now, but if it gets infected and you need a doctor in the next day or two, you will have trouble proving that it's a job injury.

Basic Safety

MATERIAL HANDLING

Learn the proper way to lift – using your knees. Ask for help.

Quality of life – back problems stay with you for the rest of your life. If you hurt your back, you have to learn how to live with constant pain.

HOUSEKEEPING

A clean and organized home or jobsite will prevent things like slip, trip and fall hazards.

FALL PROTECTION

There are many times both in our homes and our jobsites, where we must either climb a ladder or work high off the ground, or even just walk-up stairs. Even a rug on the floor or our home can be a fall hazard. It's so important to make sure we are not putting ourselves in danger of a fall. Choosing the correct ladder, tying off properly, watching how or where we walk, keeping our homes and jobsites free of obstacles, etc., will help us prevent falls.

ELECTRICAL SAFETY

Only qualified electricians should do electrical work. If we have no experience, we should NOT DO ELECTRICAL WORK.

Always check any power tools and cords before using them. Make sure tools have all protective guards on them. Use GFCI protection.

LADDER SAFETY

Never use a ladder that is not in good working condition. Check it out before you climb on it and make sure it's the right ladder for the job at hand.

Never step on the top rung of a ladder. Never "walk" a ladder. If you have to lean over far enough that your belt buckle is outside the ladder, get down and move the ladder.

HAZARD COMMUNICATION / RIGHT TO KNOW

Learn how to read the labels on chemical containers. All chemicals have a Hazard Diamond. It is a diamond shaped label that indicates the level of danger (ranging from 0 to 4 – 4 being the highest level of hazard) for Health / Flammability / Reactivity / Special Notices.

Chemicals are all potentially dangerous. They can cause Physical damage (burns, inhalation, eye damage) and Health problems – which can be **acute** (allergic reactions, etc.) or **chronic** (causing long term health problems). Make sure you know all chemicals you work with, at home or at work.

NEVER store corrosive and flammable chemicals together, at home or at work.

EXCAVATIONS

Amazing fact - Do you know how much dirt weighs?

- 1 cubic foot of dirt can weigh anywhere from 90 to 140 lbs.
- 1 cubic yard of dirt can weigh around 3000 lbs.

You **never** want to be in a ditch without making sure **nothing** is going to fall on top of you. 90% of deaths on a construction site are caused by improper or non-existing safety measures around excavations. Make sure **all** safety precautions are in place **before** you go down into a ditch.

EMERGENCY PROCEDURES

Do you and your family (including your children) know what to do in case of an emergency? Emergencies come in all types of situations. It can be a house fire, a sudden illness, a bad fall or cut or burn. Do your children know when to call 911 and how?

Do you know CPR? Does your spouse and/or children? CPR saves lives.

SUBSTANCE ABUSE

Nothing can hurt us more than substance abuse, whether it's prescription drugs, alcohol, illegal drug use, even smoking. It will damage not only our health, but also our relationships, our jobs, our ability to function as normal productive and healthy human beings.

PERSONAL PROBLEMS

We all have personal problems at some time or another. If you have a major personal problem, get help, let your supervisor at work know. He doesn't need to know what the problem is, but he needs to be able to keep you and others out of harms way.

(i.e. bus driver with child in hospital – got run over by a train, killed him and several more in bus – should have been in hospital with child and not driving the bus)

WHY DOES SAFETY MATTER?

It saves EVERYBODY money. It saves time. It develops teamwork. But, most important of all, **SAFETY SAVES LIVES.**

Remember your priorities?

Do you have a family? Parents? Spouse? Children?

They don't really care what we do on the job, they just want us to come home every night, in one piece
They depend on us.

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

***Smile often.
Think positively.
Give thanks.
Laugh loudly.
Love others.
Dream big.***

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.