

A Message from Paul R. President

There is so much that has been said and could be said about Cindy's dedication to her family here at Rose Construction. Many of you had the privilege of being in Rose Construction's employ during Cindy's 30 years of tenure. You well remember the numerous team meetings and all-hands meetings we held on our shop floor, which required moving materials and small equipment around to accommodate seating (folding chairs). Cindy was always at those meetings, encouraging us all to focus on the need for training and safety.

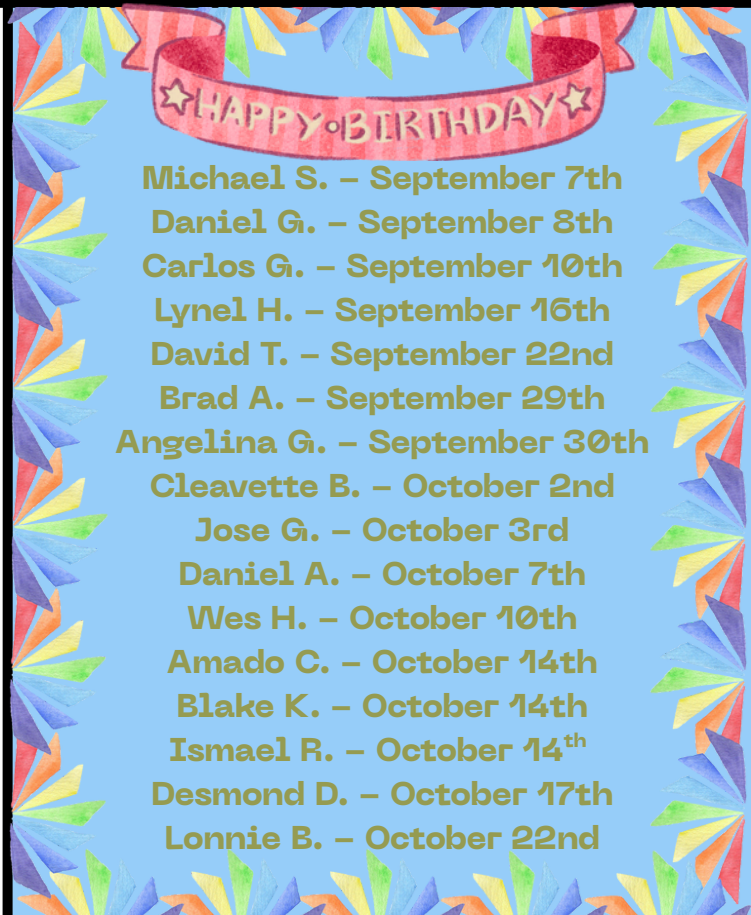
To accommodate the need for a dedicated and more appropriate venue, on Thursday, August 21, we dedicated the Cindy D. Training Facility.

Yes, it is named a "Training Facility", but our first and last focus during those meetings was safety. Our industry requires a focused attention to the safety of all, and Cindy was the #1 advocate, tirelessly beating the drum for attention to safety.

Cindy was genuine when she said it was the company's desire and her personal desire that each worker return to their respective homes each evening safe and injury-free.

We continue to grieve at the passing of Cindy, but we do not grieve as those who have no hope (1 Thessalonians 4:13). When Cindy breathed her last breath, she arrived at her eternal home safely and completely healed of the cancer that took her life. I can assure you that just as Cindy pleaded for each of us to return safely home each day from our various work assignments, she is pleading fervently even now for each of you to join her, safe and whole, at her eternal home when you take your last breath here on earth. This home, a place called Heaven, has been prepared for all who place their hope and trust in our Savior and Lord Jesus Christ.

Just as it requires planning to arrive at your home safely at the end of each workday, I hope and pray that each of you will make the necessary plans and decision to accept the offer of an eternal home in Heaven. "For God so loved the world that He gave his only son, that whosoever will believe in him shall have everlasting life" (John 3:16).



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*



**Thompson Machinery Briley Pkwy -
Nashville, TN**



**Waste Management -
Lewisburg, TN**



PROJECT

highlights



**Ripley Water Line Replacement -
Ripley, TN**



**Catamount Hitachi Sitework -
Alamo, 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
- Turning Point at Sunrise - Westmoreland, TN

- Bongards - Humbolt, TN
- Landers Cadillac - Memphis, TN
- Town and Country Ford - Madison, TN
- AWG Vehicle Maintenance - Hernando, MS
- American Greetings - Ripley, TN
- Gibson Co. Waterline - Trenton, TN

CINDY D. Dedication Event

On August 21st, Rose Construction dedicated our Shop Training Facility in memory of Cindy, as the "Cindy D. Dunn Training Facility". Cindy was a Leader that helped build Rose Construction into the excellent company that it is today. A strong focus of Cindy's was Safety and all facets of Training. A big thank you to the Dunn family for joining us, Rick Laxton for catering delicious food, as well as the kind words given by Steve, Paul, and David. This was a wonderful event, and we thank everyone for coming out and celebrating in honor of Cindy.



Employee Spotlight

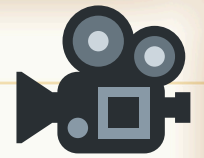
LUKE P.

Luke P. was born on August 1st, 1998 and has resided in Bartlett, TN his whole life. Married to his wife Gabby, Luke is an avid outdoorsman with a passion for anything hunting-related. When it comes to favorites, Luke can't resist a good pizza or steak, enjoys traveling to Alabama or Costa Rica, and is a devoted Alabama football fan. His favorite movie is the classic O Brother, Where Art Thou, which hints at his fun personality. Luke has been with the Rose Construction team for a year and a half, working in our Special Projects Covington Division. While he doesn't have a work nickname (yet!), his coworkers know him for his love of learning and his appreciation for the variety his job offers—no two days are the same, and every day brings a new opportunity to grow. Luke is excited to continue to learn and grow in his career here at Rose Construction and we are so thankful to have him as part of the Rose Family!





ROSE CONSTRUCTION



NOW PRESENTS: WELCOME TO THE
ROSE FAMILY



Chad B.
Civil Division



Michael L.
Civil Division



Blake K.
Field Services



Joe M.
***Structural
Superintendent***

KEEPING IT FRESH AT ROSE CONSTRUCTION



At Rose Construction, we like to keep things fresh—literally! Recently, we had some fun handing out homegrown tomatoes to our clients at the Landers Corporate Office, as a small token of appreciation. Just like our projects, these tomatoes were cultivated with care, and it was a lighthearted (and tasty) way to say thank you for trusting us to build with you.

BOYS & GIRLS CLUB

CAREER DAY

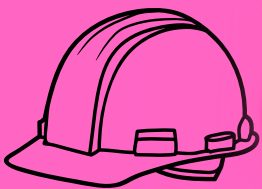
On July 16th, David, plus other businesses in the community, attended the Boys and Girls Club Hatchie River Region Career Day. They had the opportunity to connect with students and share insight into the many career paths available in the construction industry. It was a meaningful experience to encourage the next generation, answer questions, and highlight how a career in construction can build not only strong communities but also bright futures.



U OF M GOLF TOURNAMENT

Rose Construction was proud to sponsor the University of Memphis Civil Engineering Golf Tournament, supporting both the university and its athletic programs. Fidel, Micah, Daniel, and Michael participated in the tournament for the Rose Construction Team, representing the company on the course and enjoying a great day of competition. Although we did not bring home a win, we were honored to be part of such a meaningful and well-organized event. We look forward to more in the future!





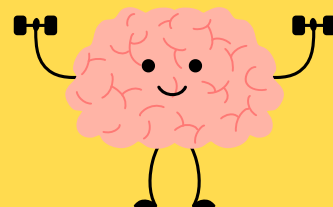
Jobsite Visits

On July 30th, The Rose Construction admin team made jobsite visits to connect with our teams and see progress firsthand. They toured HT Hackney in Covington TN with Superintendent Malcolm to check in on one of our local key projects, and then visited Landers Cadillac in Memphis TN with Superintendent Angelina, where they got an inside look at the exciting updates underway. This is a great way to stay engaged with our crews and celebrate the hard work happening on-site every day. The visits were very informative and fun! Thank you, Malcolm and Angelina, y'all did an excellent job!



Safety Training

- *Heavy Equipment Operator Training*
- *Mobile Elevating Work Platform Training*



Some of Rose Construction's field employees recently completed Heavy Equipment Operator Training and Mobile Elevating Work Platform Training, both led by Kenny Burdette with Fortier. This hands-on training provided valuable skills and knowledge to ensure our team continues operating equipment safely and efficiently. We're proud of our crew for their commitment to growth and safety, and grateful to Kenny and Fortier for sharing his expertise.



HEALTH & WELLNESS



IN THE WORKPLACE

WHY WELLNESS MATTERS

A healthy team is a strong team! Prioritizing wellness reduces stress, boosts productivity, and builds a positive workplace culture.

STAYING HEALTHY AT WORK

- Stay Active: Take walking breaks & stretch often.
- Eat Smart: Choose nutritious snacks & meals.
- Hydrate: Keep water at your desk.
- Rest Your Mind: Step away, breathe, and recharge.
- Be Safe: Follow all workplace safety practices.

WELLNESS IDEAS IN OFFICE

- Weekly wellness challenges (steps, hydration, mindfulness).
- Group walks or stretch breaks (a quick trip around the square is a great way to get your steps in while bonding with co-workers).
- Healthy snacks in the breakroom.
- Mental health resources & support (Rose Construction provides CONCERN as a benefit to all employees, see last page for more details.)

REMEMBER: TAKING CARE OF YOU HELPS THE WHOLE TEAM SUCCEED!

ROSE CONSTRUCTION – COMMITTED TO HEALTH, SAFETY, AND WELLNESS FOR EVERY EMPLOYEE.

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:

- HEAVY EQUIPMENT OPERATOR
- CONCRETE SKILLED FINISHER

*Time is short. Eternity is long.
It is only reasonable that this
short life be lived in the light
of eternity.
Charles Spurgeon*

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.