

A Message from Erik Krull VP Sales & Marketing

Recently our family experienced the loss of one of the key forces in the history of Rose Construction. Allan Rose did not lose his battle with cancer, he won it with the way he fought and the class and dignity with which he faced it.

A lifelong entrepreneur, Allan joined the Rose Family business in 1977 and started the Civil Division of Rose Construction. While still managing the civil division of Rose Construction, he started APC Rentals and grew that company to a successful commercial real estate company. While serving as President and General Manager of APC Rentals, he also served as a partner and general manager of Rose Fabricating and Hydratrek. Allan's business acumen, integrity, commitment to excellence, vision and work ethic has been a blessing to hundreds of families throughout his career.

Allan meant so much to the development and growth of our company. Having such a visionary in leadership really pushed us all to be better and to grow as a company. Allan was a force. His vision and grit were behind many accomplishments. How can we each grow and serve our family and community better? One of the many lessons I learned from Allan was to have a vision. This new year I encourage all of us to create a vision for our lives and with what we do.

According to Merriam-Webster, vision is defined as, "the act of power of imagination." When you apply vision to the future, you can create a mental picture that can be used to direct your actions. Vision serves as a guide and can be used to provide a sense of purpose.

So, as we start this new year, what is your vision?

HAPPY
Birthday!
— TO YOU —

ERIK K. - JANUARY 1ST
TERRY S. - JANUARY 12TH
BILLY D. - JANUARY 20TH
JACK G. - JANUARY 30TH
JENNIFER M. - JANUARY 30TH
JEFF A. - FEBRUARY 1ST
KENNETH C. - FEBRUARY 7TH
JEFF B. - FEBRUARY 8TH
JOHN C. - FEBRUARY 9TH

IMPORTANT DATES

New Year's Day - January 1st
Rose Holiday - January 2nd
Martin Luther King Jr. Day - January 16th
Valentine's Day - February 14th
President's Day - February 20th



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!



Lou Sobh Honda
Southaven, MS

Uncle Nearest
Distillery
Shelbyville, TN

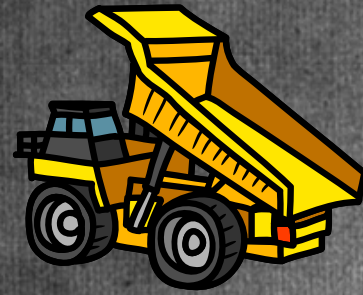


Sunbelt Bldg Refresh - Nashville, TN
Americold Logistics Misc. Projects - Middle TN
Komatsu Concrete - Ripley, TN

TwelveStone One Bellevue - Nashville, TN
ERMCO - Dyersburg, TN
TwelveStone Holladay Skyline - Nashville, TN



Sutherland City Shops
Munford, TN



Landers CDJR
Renovations
Southaven, MS



Total Fitness
Covington, TN

Conagra - Jackson, TN
Coleman Tractor - Joelton, TN
Carrier Misc Projects - Collierville, TN

Lauderdale Community Hospital - Ripley, TN
Tyson Truck Turnaround & Access Road - Newbern, TN
Unilever - Covington, TN

HAPPY RETIREMENT STONIE!

Stonie retired from Rose Construction on December 16th after 37 years of dedicated service. Stonie's primary role was Truck Driver (CDL – Class A) & Heavy Equipment Operator, which he performed with an excellent safety record. During our annual Christmas Dinner on December 16th, Stonie was given honorable recognition by Paul Rose, President, for his long-time service, loyalty, commitment, and friendship. Stonie's spouse, Gail, and other family members were present for this special occasion. Stonie expects to spend more time with his family, hunting, fishing, traveling, and may occasionally help us out at Rose when in a pinch. Congratulations and best wishes to our Friend!



Employee Spotlight - Carson M.

Carson M. was born on June 11th in Memphis, TN and has been a native of Tipton County her whole life. Carson has a 3-year-old son, Jaxon, that keeps her busy. She graduated from Brighton High School in 2013 and from the University of Memphis with a degree in Marketing in 2017.

In Carson's free time she likes to do activities with her son, play golf, hang out with family and friends. Her favorite travel spots are the beach and the mountains. Carson could eat Mexican or Japanese food every single day because both are her favorites.

She has been with Rose Construction for a year and a half as an Assistant to Accounts Payable/Employee Services. Carson's favorite part of her job is all the friendships she's formed with her coworkers.





Rose Construction Christmas Dinner 2022

On December 16th the Annual Rose Construction Company Christmas Dinner was held at First United Methodist Church Family Life Center. Our service awards for this year are as follows: Dwin D. (5 years), David T. (5 years), Carlos A. (5 years), Donnie B. (10 years), Randy P. (15 years), Manuel J. (20 years), James W. (20 years), Terry S. (20 years), and Jennifer M. (25 years). Rick Laxton catered delicious food for the event and Rachel Gardner sang/played the piano wonderfully. A great time was had by all who attended. It was another successful Christmas Dinner.



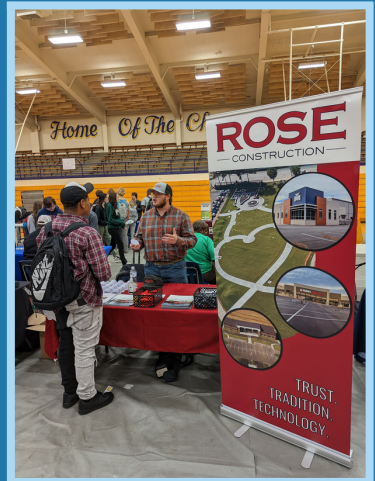
EMPLOYEE LUNCHEON

In November, we held two company luncheons for all our employees. The first luncheon was on Thursday, November 3rd, at Lou Sobh Honda with some of our subcontractors and employees. The second luncheon was held on Friday, November 4th, at the Rose Construction shop in our new training facility. We appreciate all our employees and the hard work they have put in making our business successful this past year.



Covington High School Career Day

On November 30th, Jake U., David C., and Erik K. attended the Covington High School Career Fair. It was great opportunity for our company to get involved at a local high school.



WAY TO GO STEVE!



Steve N. completed the Ameris Bank Jacksonville Marathon on December 11th in Jacksonville, Florida. His time was 5 hours 13 minutes and 35 seconds.





Congratulations to:

Rose Construction, Inc.

For receiving the highest-level safety award from ABC

STEP AWARD – DIAMOND LEVEL

Based on Rose Construction's Commitment to Safety as well our Safety Statistics for 2021

EMR/Mod Rate .69

Incident Ratio 1.28

Leadership Commitment

Safety Processes, Culture and Results

Thank You for your efforts in ensuring protection for yourself and others!

Remember we are in this together!

SAFETY TRAINING

Kenny Burdette, with Fortier Safety Consultants, taught 8 different safety training classes on December 8th at the Rose Construction Shop. The classes taught consisted of the following: Driver Safety, Excavation Safety/Dig Safe Training, "Fire Prevention, Extinguisher Selection, Inspection and Use", Hand & Power Tool Safety, Hazardous Communication with Globally Harmonized System, Rigging for Material Handling Safety, Silica Safety, and Towing/Trailer Safety.



Attendees: Amado C., Fidel D., Manuel J., Martin G., Ismael R., Thomas H., Joshua H., Jeff A., Randy P., Blake B., Thomas D., Lonnie B., Carlos A., Carlos G., Jose G., Sergio E., R.J. M., Daniel G., Hunter P., David W., Travis H., Raymond H., Chris B., Willie W., and Joshua A.



Personal Protective Equipment and Working in the Cold



In 2019, ~**1300** people in the U.S. died from hypothermia*



~**32%** of those hypothermia deaths were work-related*

When possible, use an insulated version of your personal protective equipment (PPE) to protect from both work hazards and the cold.



Coveralls made of flexible material for ease of movement



Waterproof boots that are slip-resistant for icy surfaces



Wind-resistant coats with elastic wrist and waist bands to keep out air and moisture (snow)



Gloves with highly efficient, yet thin insulation to maintain dexterity

When working in the cold, make your clothes work for you

- ✓ **Wear appropriate clothing**
 - Layered clothing provides better insulation and can be removed to prevent becoming too hot.
 - Tight clothing reduces circulation to hands and feet.
 - Some clothing may restrict movement, which can be a hazard.
- ✓ **Protect the ears, face, hands, and feet**
 - Wear a hat to keep your whole body warmer.
 - Prevent clothing, boots, and gloves from becoming wet.
- ✓ **Carry extra socks, gloves, hats, jacket, blankets, a change of clothes in case what you are wearing gets wet**
- ✓ **Avoid touching cold metal surfaces with bare skin**

CONCERN

EMPLOYEE ASSISTANCE PROGRAM

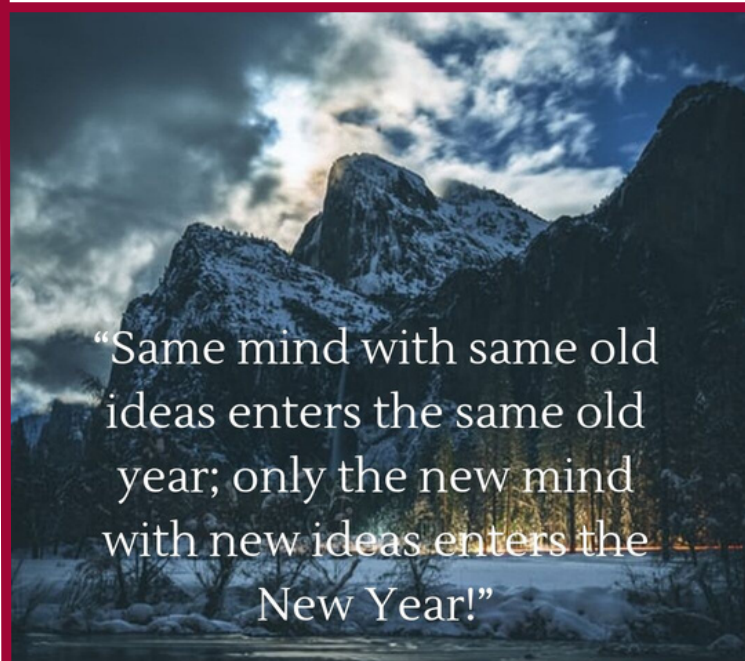
CONCERN is an employee assistance program provided to you as a benefit by Rose Construction at no cost to you. This benefit belongs to you and may also be used by anyone who lives in your home at no additional charge. CONCERN helps individuals deal with life situations that become stressful through the 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.



“Same mind with same old ideas enters the same old year; only the new mind with new ideas enters the New Year!”

If you have any information that you would like considered for the next newsletter, please contact Carson McLillie at c.mclillie@roseconstruction.com or (901) 476-9600.

The Rose Review is published every other month.