

## A Message from John Paul Rose Senior Project Manager

I can't believe it's already November. This year, like most, has flown by too quickly. As I reflect on the year 2022, I can't help but be thankful. Thankful for the opportunities, thankful to my fellow coworkers and our team as a whole. It has been a great year for growing our company and developing relationships with former clients and creating new ones. While pondering on the year 2022, we can all remember some of the challenges we had regarding safety. There were many indicators that revealed our safety conscience was faltering somewhat. I'm thankful that from top to bottom our company took a stand and focused in on how we could improve. Thank you all for recommitting yourself to working safe so that you can go home to your family every afternoon in the same shape you showed up that morning. One way to help that safety focus is to pause for a few minutes each morning and before each new task and evaluate all factors involved. Check your surroundings and other workers to see if there are any obstacles for completing that task safely. If you rush into completing a task without thinking about what you are doing and who or what you might impact, the results could be disastrous.

As we approach the holiday season, I hope we remember to be thankful for all the good things in life. Although there may be many struggles, our faith in the Lord can get us through. I'm thankful that Rose Construction is a company with Christian morals. I see the dignity and respect that each of you show to your coworkers and that is a testament of God's love and grace. We truly are a blessed company and to that we give all the glory to God. Let us be thankful for another successful year and let's finish 2022 strong.

God bless,  
John Paul Rose



Joshua H. - November 1st  
Steve N. - November 11th  
Jake U. - November 15th  
Martin G. - November 16th  
Hunter P. - November 16th  
RJ M. - November 21st  
Jonathan P. - November 21st  
Paul R. - November 26th  
Manuel J. - December 3rd  
Randy P. - December 5th  
Carlos A. - December 7th  
Travis H. - December 10th  
Glen K. - December 21st  
Cary E. - December 22nd



## IMPORTANT DATES

Daylight Savings Ends - November 6th  
Election Day - November 8th  
U.S. Marines Birthday - November 10th  
Veterans Day - November 11th  
Thanksgiving/Rose Holiday - November 24th  
Rose Holiday - December 23rd  
Christmas Day - December 25th  
Rose Holiday - December 26th



## 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!



# Total Fitness Covington, TN



# Landers CDJR Southaven, MS



# Coleman Tractor Joelton, TN



# Lou Sobh Honda Southaven, MS

## Other Projects:

Uncle Nearest Distillery - Shelbyville, TN

Landers North - Covington, TN

Twelve Stone Skyline- Nashville, TN

Tyson Turnaround & Acc Road- Newbern, TN

Thompson Mass Grading- Murfreesboro, TN

Carlen Chevrolet- Cookeville, TN

Sutherland City Shops - Munford, TN



# NEW TO THE **ROSE** — CONSTRUCTION — FAMILY

CONGRATULATIONS JOHN!

JOHN C.  
COMPLETED HIS  
OSHA 30 HOUR  
CONSTRUCTION AND  
OUTREACH TRAINING.

HOLLY S.  
OPERATIONS  
ADMINISTRATOR



## Employee Spotlight - David T.

David T. was born on September 22nd in Pulaski, Tennessee. He is engaged to Shasta Chapman. David has a 30 year old son, Christopher, a 22 year old stepson, Myric, and 18 year old stepdaughter, Braydee. A few of his hobbies are hunting, wood working, and doing various projects at his home. David enjoys traveling to: Pawleys Island, South Carolina, the beach, Gatlinburg, and Ashland, Kentucky. His favorites consist of: University of Kentucky Wildcats, steak, western movies, and "American Marxism" by Mark Levin. Many may not know that he is an Army Infantry Veteran.

David has been working for Rose Construction for 5 1/2 years as a Superintendent. What he likes most about his job is working with all of Rose personnel and taking on new projects to meet with our clients and build a good working relationship with each other. The projects David has worked on have all been unique and a challenge he looks forward to.

We want to thank David for all his hard work and being a part of the Rose Construction team!





# Safety Re-Focus Meeting

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During September, we conducted safety re-focus meetings with Project Managers, Project Superintendents, and Field Employees, including our team in Middle Tennessee. Our YTD incidents have been trending high, so the goal was to change the trajectory to one that is positive and safe for all employees and subcontractors. Steve N. opened the meetings with a statistical summary of our incidents and injuries. He introduced a new Jobsite Safety Checklist that will be used as a training tool when employees and subcontractors first enter a new jobsite. The checklist covers major categories such as emergencies, PPE, jobsite requirements and planning, client requirements, equipment and tools, environment, health hazards, policy items, and the OSHA focus four. Also, Steve mentioned our new Safety Resource Table located in our training facility at the Shop. Additionally, Project Superintendents will include safety focus areas in their daily HH2 reporting. Our current Toolbox weekly training will continue, and Superintendents can design their topic based on their specific job tasks for the week. Custom topics are mostly focused for our Special Projects divisions.

Next Chris B. presented our new safety slogan "Safety, Think It, Plan It, Do It!" We have our slogan on stickers for hard hats to identify employees and subcontractors that have been through the Jobsite Safety Checklist training. Chris covered our incidents and injuries and preventative measures for each category. He emphasized the importance of having a culture of safety to eliminate or reduce the risk of incidents. Fortunately, our employees do an excellent job of reporting incidents which helps us to identify hazards, educate others, and prevent similar occurrences in the future.

Lastly, Paul R. closed out our meetings by thanking and expressing appreciation to all employees for all the work they perform and the positive reputation they create for our company.





# Pointers for Flu Prevention

***You've heard it for years, and it's true; a vaccine is your best and simplest defense against the flu. Even with the vaccine, keep yourself healthy by taking steps to battle the bug before it tries to attack you.***

## Flu or cold? Know the difference

To defend yourself against an opponent, you need to know something about the opponent's strengths and style of fighting. The same rule applies to your defense against the flu. If you recognize the symptoms and understand how the flu differs from a cold, you'll be better equipped to ward off an attack. But your chances of beating the flu are better if you have a good coach – so be sure to talk with your doctor about what's best for you.

The flu (also known as influenza) is much more serious than a bad cold. It usually comes on suddenly, with symptoms like high fever, headache, fatigue, dry cough, sore throat, nasal congestion, and body aches. Some symptoms may be severe, lasting from a few days to several weeks. The flu can lead to bronchitis or pneumonia that may require hospitalization and become life-threatening.

The following chart compares typical symptoms and key characteristics of a cold with those of the flu:

Symptoms	COLD	FLU
Fever	Rare	Characteristic, high (102-104 deg); lasts 3-4 days
Headache	Rare	Prominent
General aches, pains	Slight	Usual; often severe
Fatigue, weakness	Quite mild	Can last up to 2-3 weeks
Extreme exhaustion	Never	Early and prominent
Stuffy Nose	Common	Sometimes
Sneezing	Common	Sometimes
Sore throat	Common	Sometimes
Chest discomfort, cough	Mild to moderate; hacking cough	Common; can become severe

SOURCE: The National Institute of Allergy and Infectious Diseases, September 2005. The CDC: "Antiviral Drugs and the Flu," Oct. 22, 2005

Statistics alone are reason enough for you to take the flu seriously. According to the Centers for Disease Control and Prevention, every year in the United States, on average:

- More than 200,000 people are hospitalized from flu complications
- About 36,000 people die from flu
- Together, the flu and pneumonia are the seventh leading cause of death each year.

## Get a vaccine as soon as you can

The flu vaccine comes in two forms. Be sure to talk with your doctor about which is best for you:

- The **flu vaccination** is a trivalent inactivated vaccine (TIV) which contains a killed virus. Some people are SKEPTICS, THINKING THEY MIGHT "CATCH" THE FLU FROM A FLU SHOT. Not true. You might still get the flu, but you're not likely to be as sick. Side effects from a flu vaccination may include a sore arm, fever, and body aches, but they'll be milder than flu symptoms and will last only a day or two.
- The **flu nasal spray**, a live attenuated influenza vaccine (LAIV), contains a weakened live virus and is usually recommended for healthy, non-pregnant adults less than 50 years of age and children 5 and older.



**While it is recommended that everyone get a vaccine, the following groups of people are especially urged to do so:**

- People 50 and older
- Residents of long-term care facilities
- Children 6 months – 18 years of age receiving long-term aspirin therapy.
- Adults and children with chronic conditions, weakened immune system, or compromised respiratory function
- Children 6 months to 5 years of age
- Women who will be pregnant during flu season
- Healthcare workers
- Caregivers and others in close contact with children 5 and under, adults 50 and older, and people who are at high risk for complications from the flu.

It takes about two weeks after the vaccine for antibodies to develop in the body and protect you against infection from the flu virus – but not all is lost if you can't get your flu vaccine before November. In recent years, flu activity hasn't peaked until late December through March.

Also ask whether you need a pneumonia shot. Some people, especially older adults, children, and adults with chronic conditions, are more susceptible to pneumonia. Symptoms include body chills and a high fever. It's also common to begin coughing up greenish or rusty-colored mucus. Unlike the flu vaccines, the pneumonia vaccine is usually a one-time vaccination, although a booster is sometimes needed, and you can receive it anytime of the year.

### **Practice good health habits**

Healthy habits can help protect you from the flu. The CDC recommends these simple steps as part of a healthy routine:

- Wash your hands often – this is one of the most important steps you can take to prevent the flu. Carry alcohol-based hand sanitizers in your purse, car, and backpack for use when soap and water aren't available.
- Avoid touching your eyes, nose, and mouth as much as possible
- Avoid close contact with people who are sick.
- Stay home when you're sick.
- Cover your mouth and nose with a tissue when coughing or sneezing.
- Exercise regularly, get enough rest, and eat healthy, balanced meals.

If you think you have the flu, call your doctor, especially if you are at risk for complications. Early treatment can help you get better faster. Most healthy people recover from the flu without complications. At the first signs of the flu, be sure to:

- Get plenty of rest
- Drink lots of fluids
- Don't use alcohol or tobacco

You may take over-the-counter medications to relieve the symptoms. As you doctor which medications you should take. *Never give aspirin to children or teenagers who have flu-like symptoms because it could cause a rare but serious illness called Reye's syndrome.*

#### **Bottom line:**

***Vaccines are your best defense against the flu and pneumonia. Talk to your doctor about getting a flu vaccine before the season starts.***



# GO LUCY GO

Another successful year for the Go Lucy Go Race. Incredible people put the race on for a truly noble cause. The foundation raised over \$50,000 for children and families in medical crisis. They have reached over 50 families in the last year with food, gas, utilities, funeral and living expenses. It was a great opportunity to get to know many of our customers and business partners. Thank you all for the continued help and support to make Go Lucy Go successful.





# Heavy Equipment Safety

Operation of heavy equipment such as excavators, loaders, graders, rollers and bulldozers, should always be done by highly skilled operators who have demonstrated the ability and necessary skills to operate safely. Ground-based workers should be trained in how to work safely around the equipment, and how to stay clear.

Unsafe practices by either the operator or those around the equipment can create very dangerous situations. Very serious injuries can occur if the equipment strikes a worker, or if the equipment is rolled over.

## Here are a few common safety rules for operators of heavy equipment and ground-based workers to consider:

- **Good communication is essential.** A standardized set of hand signals should be used by the operator and assigned ground personnel. Operators should always know exactly where all ground-based workers are located, and the wearing of high visibility vests or clothing will help the operator to locate them quickly. The equipment should have a backup warning alarm that can be heard by all nearby workers. Two-way radios may also be a valuable communication tool.
- **Heavy equipment must have a rollover protective structure (ROPS) which meets OSHA requirements.** The ROPS is designed to protect the operator if the machine tips over. **A seat belt must be worn** so that the operator will not be thrown out of the seat during a rollover or upset situation. If working on slopes, operator should try to avoid moving across the face of the slope. Instead, he should try to operate up and down the slope face if possible. And... always use extreme caution when operating near open excavations.
- **Wear hearing protection when required.** If it has been determined that noise levels around the equipment could potentially cause hearing loss, always use protective plugs or muffs when working on or around the equipment.
- **Never jump onto or off the equipment.** Operators should always use the three-point contact rule when climbing onto or off heavy equipment. The three-point rule means having both feet and one hand, or one foot and both hands in contact with the ladder access at all times.
- **Inspect and service the equipment regularly.** Always complete equipment service in accordance with the manufacturer's recommendation. Periodic safety inspections on all components of the equipment should be done by qualified personnel. Inspect the steering system and brake systems carefully. A pre-shift walk around inspection by the operator is always recommended.



Injury accidents involving heavy equipment on construction sites have a higher probability of resulting in a fatality than many other types of accidents. It is critical to follow all safety rules and procedures when operating or working on or around heavy equipment.