

## A Message from Cindy D. Vice President, Finance/Operations

It's hard to believe that 2021 has ended and 2022 is here. Time sure does fly! As we reflect on 2021 it is important that we remember the things that made it a success while acknowledging the areas we can improve. We have a talented team here at Rose and the team working together and everyone doing his/her part is what makes the company successful. 2021 was one of our best years ever and it is because of your hard work, effective communication, commitment to the client while managing expectations that made the difference. One area we must all strive to improve in is Safety. In 2021 we had too many non-injury incidents and injury incidents. Thankfully, no one was seriously injured. It is so important that we strive to be perfect when it comes to safety so we can protect the well being of all our employees. We care about each of you and want you all to go home every day to your families. Let us all join together to make 2022 our best year ever relative to safety! As we begin a new year what a great time to be reminded of our company Vision and Mission Statements.

### Our Vision

We will join our clients in pursuit of their goals by providing innovative, responsive and competitive quality Construction and Industrial Services. We will continue the tradition of our company history and family values which encourages each on our team to become all that they can socially, economically, and spiritually. We will place a priority on developing relationships that go beyond contractual. Our reputation of honesty, integrity, and quality is sacred!

### Our Mission

With Honesty, Integrity, and Quality as our Cornerstones -- Provide an unmatched Service Experience that consistently EXCEEDS our client's expectations in EVERY aspect of the business process!

So as we head into 2022, I challenge each of you to uphold the Company Vision and Mission Statement. It is timeless and was developed based on the attributes that have made Rose Construction a success throughout the years.

From a personal standpoint, I want to personally thank each of you for your prayers and support throughout 2021. It was definitely a challenging year and I thank each of you for being there for me.

*Happy  
Birthday*

Erik K. - January 1

Terry S. - January 12

Billy D. - January 20

Justin M. - January 25

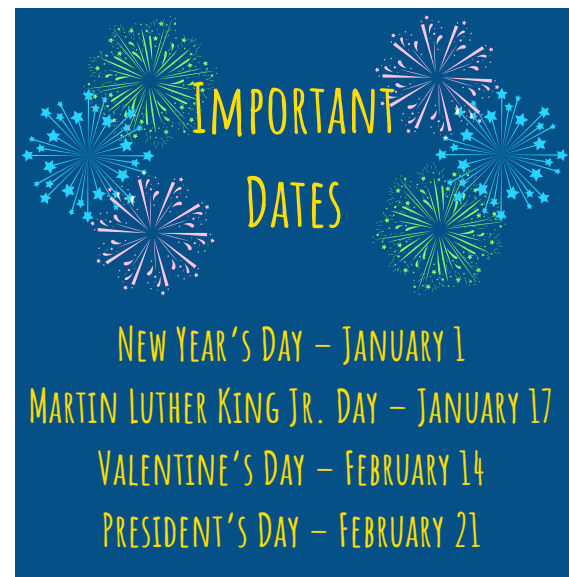
Jack G. - January 30

Jennifer M. - January 30

Jeff A. - February 1

Kenneth C. - February 7

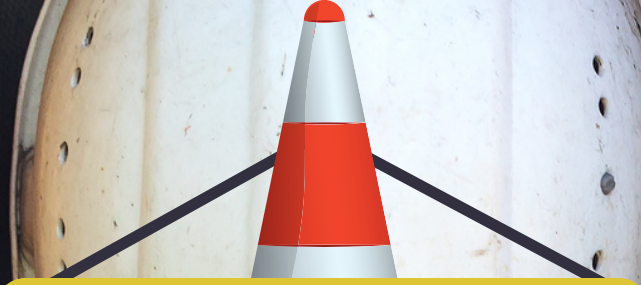
Jeff B. - February 8



## 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!





**Rose Construction is starting off the 2022 year with breaking ground at Lou Sobh Honda of Southaven.**



Margaritas - Millington, TN

ERMCO - Dyersburg, TN

Patriot Bank - Arlington, TN

Dobbs/Peterbilt - Little Rock, AR

VF Imagewear - Henning, TN

Newton Ford - Shelbyville, TN

Koppers - Millington, TN

Landers Cadillac - Memphis, TN

Twelvestone Health Partners - Springhill, TN

Uncle Nearest Distillery - Shelbyville, TN





**TYSON FACILITY - NEWBERN, TN**



**FASTIMES- WHITEVILLE, TN**



**YATES CHOCTAW COVID CENTER- HENNING, TN**



# EMPLOYEE SPOTLIGHT - BILLY D.

Billy D. was born on January 20th and currently lives in Ripley, Tennessee. He is married to Sarah Driggers and has 4 daughters and 5 grandsons. Billy is a Senior Project Manager and has worked with Rose Construction since 1974.

While Billy isn't working he likes to go to fishing, collecting knives, and cooking. He loves seafood, traveling to the mountains, and the Tennessee River. He enjoys rooting for the University of Tennessee Volunteers in all sports. Billy's favorite movies are Days of Thunder and Remember the Titans. His coworkers call him "Eye". Billy wants to go skydiving and hot air ballooning.

Billy says that the best part of working with Rose Construction is the ability to be creative in his work and knowing when people are satisfied with the work he has done. We are so thankful for all the work Billy does for Rose Construction.





Welcome to the  
**ROSE**  
— CONSTRUCTION —  
family



**Left: Steve P.  
Project Manager**



**Right: Jonathan P.  
Project  
Superintendent**



**Left: Joshua H.  
Craftsman  
Special Projects**



**Right: Justin M.  
Craftsman  
Special Projects**



# ROSE CONSTRUCTION CHRISTMAS DINNER



On Friday, December 10th Rose Construction held its annual Christmas Dinner event at the FUMC Family Life Center in Covington, TN. Around 100 people attended, including Rose employees and special guests. Rick Laxton catered the event. Door prizes were given away including several cash prizes and two \$250 Visa gift cards! Rachel H. and Erik K. gave the 2021 Charity Report and encouraged everyone to participate in our charitable contributions next year. Remember, one donation enters you into the drawing for an extra vacation day! The 2021 Service Award Recipients were also recognized at the dinner, and a \$1,000 safety award was won by Jose C. Ismael R. won our new Grand Safety Award of \$1,000. This year we had singing and piano playing by Chase Joyner. He was a delight to listen to! We look forward to seeing everyone at the 2022 Rose Construction Christmas Party.





# Service Awards



Our current Team Members have a combined total service time of 793 years working for Rose Construction, Inc. This year we recognized the following for their years with Rose Construction:

5 years: Lonnie B., Fidel D., Amado C.,  
David C.

10 years: Mike L.

25 years: Carmen J.

30 years: Willie W.



The Middle Tennessee office along with some management members enjoyed a nice Christmas Dinner at the Parthenon Grill in Murfreesboro.





We are so proud of Rose Construction's participation in the food drive for 2021. Four hundred twenty-two items were donated. All the items benefited Covington First United Methodist Church. Thank you to everyone that took part in this wonderful event.

# CONGRATULATIONS



## Coy & Jeanette Rose Scholarship Recipient Announced

Congratulations to the following recipient of our Coy & Jeanette Rose Scholarship for the Spring semester at Dyersburg State Community College.

Kylie, daughter of Felicia, who is employed with Rose Fabricating. Kylie is majoring in the University Parallel – Associate of Science.

We wish Kylie the very best in her continued education and future career!





# Fork Lift Training



## Class Instructor: Clay, Fortier

David W.  
Angelina G.  
Daniel G.  
Cary E.  
Jonathan P.

Stonie K.  
Raymond H.  
Justin M.  
Brad A.

Lonnie B.  
Joshua H.  
David C.  
Chris E.  
RJ M.



**Fourteen Rose Construction, Inc. associates attended straight mast and telescopic boom Forklift Safety Training and Certification conducted on December 21, 2021. The training consisted of a Power Point Presentation ® followed by an oral review and open discussion.**

**A written test was administered to ensure understanding of the information covered. An operator skills test was conducted on the yard. Attendees passed the written exam and showed good driving skills and knowledge of lift controls during the driver performance test.**



# SAFETY FIRST



Pictured Left:  
Structural & Civil  
Crew  
Instructed by Chris B.



Pictured Right:  
Field Services, Special  
Projects Covington &  
Jackson Crew

Annual training is used as a refresher course on day-to-day topics that are relevant to our employees and jobs. They covered the following topics in brief and discussed any questions which were presented: Rose Construction Safety Manual, several Company policies, Tennessee Drug Free Workplace, Non-DOT Drug & Alcohol Policy & Program, General Jobsite Safety, PPE, Incident/Injury Investigation and Reporting, Safety Planning, Emergency Action Plans, RCI Cell Phone Use Policy, Distracted Driving at Work, Fire Extinguisher Use and Fire Prevention, Hazard Communication and Globally Harmonized System, Hazard Waste, Operations, and Emergency Response (HAZWOPER), OSHA Focus Four, Fall Protection, Ladder Safety, Confined Space, Dig Safety Policy, Use of RCI Equipment and Trucks, Electrical Safety /Lockout/Tagout, Safety Violation Disciplinary Program, Pandemic Plan, Subcontractor Management Program, Waste Management Program.





# COVid-19 Update

Happy New Year! We hope you had a wonderful holiday with friends and family and that health and happiness have followed you into 2022! As many of you already know, COVID and Flu cases have been on a significant rise, including some of our employees. In response, we just want to send out some friendly reminders.

## **If you are sick:**

- Do not come to work.
- If you have tested positive for COVID or have been exposed, contact your Supervisor and Human Resources to evaluate your situation under the most recent CDC guidelines.

## **When at work, please:**

- Social distance as much as possible.
- Wash your hands frequently/use hand sanitizer.
- Sanitize work areas/equipment daily.
- When in close proximity to others, wearing a mask is a wise choice.
- If not already done, vaccinations and booster shots are recommended.



# 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.

CONCERN has a location in Tipton County at 1995 Highway 51 S, Suite 203B, Covington, TN. Additional locations include Bartlett, Germantown, Midtown, and Southaven. To make an appointment with CONCERN or for more information please call 901-458-4000, 1-800-445-5011, or visit [www.concernonline.org](http://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.



We currently have  
job openings as  
follows:



CIVIL EQUIPMENT OPERATOR



“People begin to become successful the minute they decide to be.”

—HARVEY MACKAY

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

The Rose Review is published every other month.