

The Rose Review

ROSE
— CONSTRUCTION —

January 2020

MESSAGE FROM STEVE NORMAN

Chief Operating Officer

As we head into 2020, I wanted to first take the opportunity to thank each and every Rose Construction team member for a job well done in '19! Also, we are looking forward to another successful year in '20 strengthening our existing client relationships and creating new ones! I am very proud to say that I am part of a team that accomplished so much in 2019 including, but not limited to:

- ➔ Keeping Safety Performance as our TOP Priority & Maintaining a Strong MOD & EMR Rate!
- ➔ Working Proudly for 100 Different Clients in 2019 – Awesome!
- ➔ Traveling/Working in 5 States in the Mid-South from our 3 Main Regional Offices!
- ➔ Providing Unmatched Quality & Service in Commercial, Industrial, Religious Institutions, Schools, Self-Storage, Dealerships, and Civil Construction Market Segments
- ➔ Raising Over \$20,000 & Donating Needed Items to 10 Separate Charities in our Community!

Wow and that is just a few of the highlights...If that is not exciting and something to be proud of, I don't know what is! Congratulations! However, it doesn't stop there, we have so much more that we can do to top these great highlights and want you to join me in challenging ourselves to an even better year in 2020! We have a strong backlog and strong prospect list which includes many repeat clients as well, that is a testimony to the efforts of **EVERYONE** on the Rose Team.

Thank you again for all you do for our great company and Happy New Year to all!

- Steve



Erik K. - Jan. 1

Terry S. - Jan. 12

Billy D. - Jan. 20

Jennifer M. - Jan. 30

Jeff A. - Feb. 1

Kenneth C. - Feb. 7

Jeff B. - Feb. 8

Dates to Remember

New Year's Day - Jan 1

Martin Luther King Jr.

Day - Jan. 20

Valentine's Day - Feb. 14

Presidents' Day - Feb. 17

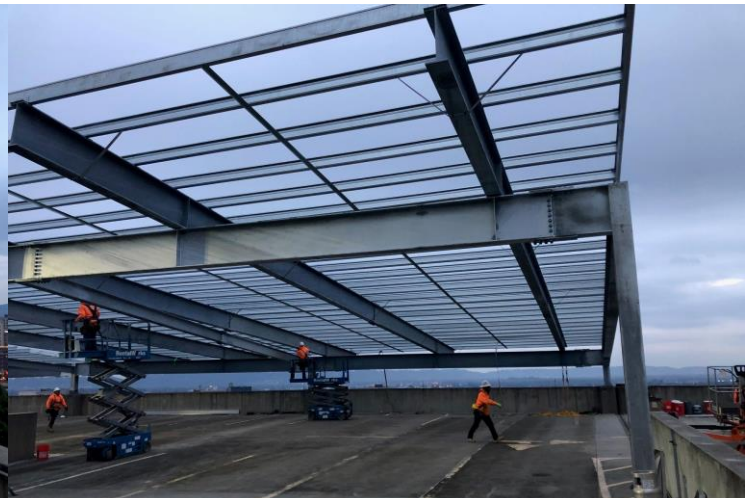
Our Mission

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 UPDATES



Construction continues at the Bob Poole Acre development in Nashville, TN.



Crews install structural frames for solar panels on the top deck of the parking garage at BlueCross BlueShield Corporate Office in Chattanooga, TN for our client Light Wave Solar.



Work continues in Thompson Station, TN at the site of the new Thompson Machinery.

A few other projects currently underway at Rose include:

Multiple Lanxess Projects – Memphis, TN

TwelveStone Health Partners – Chattanooga, TN

Multiple Tyson Projects – Newbern, TN

AAA Cooper – Nashville, TN

Phoenix Industries – Covington, TN

American Greetings – Ripley, TN

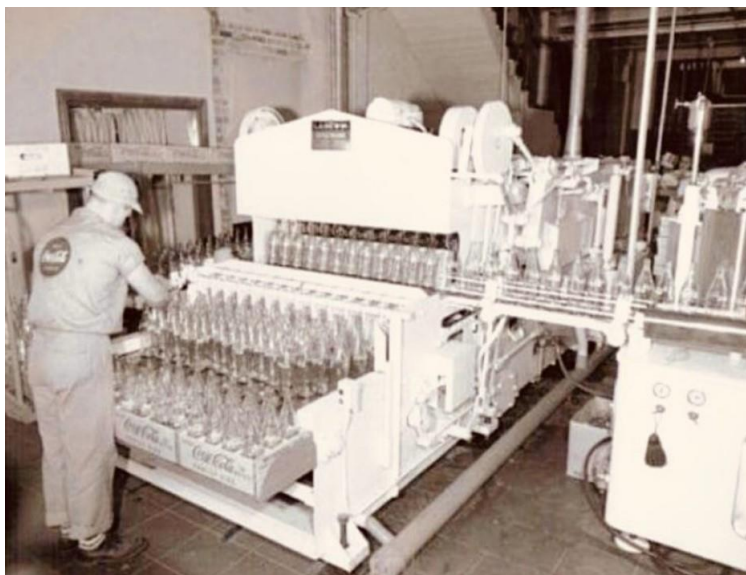
Memphis Botanic Garden – Memphis, TN

Dynamix – Huntington, TN



Rose Construction recently refurbished the historic Coca-Cola sign that sits atop the Covington, TN office. Significant support was provided by T. Martin Williams, Vice President & Chief Financial Officer, Corinth Coca-Cola Bottling in Corinth, MS, which serves Arkansas, Mississippi, and Tennessee.

Rose Construction, Inc. is headquartered in the former Covington Coca-Cola Bottling Plant, which opened on Pearl Harbor Day, December 7, 1941. Designed by Memphis Architect Everett Woods in the Art Moderne style, popular at that time, the building features wrap-around race stripes, lots of curves, glass bricks, recessed layer-cake architecture and a flat roof. In the spirit of the original era, a wall of framed prints of World War II bombers greets the visitors in the foyer. Glass brick walls curve through the space, leading visitors into a small Coke museum. There glass cases display Coke relics, and photographs of a bygone era, many of which have been donated or loaned to Rose Construction for the museum. The bottling operation remained in the plant until 1979, when the Coca-Cola Co. consolidated its services with their Brownsville bottling company and shut down the Covington plant. In 1996 Rose Construction, Inc. bought the building, and undertook the task of doing a historical restoration with the help and encouragement of preservation buff Tim Sloan, and in collaboration with a professor of historical preservation at Middle Tennessee State University. The building was placed on the National Register of Historical Places in 1997. The historic Coca-Cola building of today represents the tradition, technology and trust that embody Rose Construction, Inc.





Work continues at the site of the Develey Mustard & Condiments facility in Union City, TN.



On Monday, December 16 Tennessee College of Applied Technology held a ribbon cutting for their newly completed Healthcare Training Facility in Covington, TN. Rose Construction is proud to be a part of this project that benefits members of our community.



Rose Construction Christmas Dinner

On Friday, December 6 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. Well's Kitchen catered the event serving rotisserie chicken, ribeye steaks, and several side dishes and desserts. Door prizes were given away including several cash prizes and Visa gift cards! Rachel H. and Erik K. gave the 2019 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 2019 Service Award Recipients were also recognized at the dinner, and a safety award was won by Jeff A. Chris B. won our new Grand Safety Award. Again, this year we had singing by Rose Construction's very own Chris B. and Travis R. Thank you both for allowing everyone to enjoy your musical talents. It was a treat! This year's dinner also featured a guest speaker – Cliff M., Associate Pastor at First Baptist Church in Covington, TN. We look forward to seeing everyone at the 2020 Rose Construction Christmas Party on Friday, December 4 at the same location.



2019 Safety Incentive Program Winner: Chris B

GRAND SAFETY AWARD

Last year, we added an additional New Grand Safety Award that was presented to the employee with an outstanding safety record and demonstrated commitment to go the extra mile to ensure the safety of self and others. This employee was selected by Senior Management with written recommendations from Project Managers, Superintendents, Field & Office Employees, and/or the Safety Committee. Chris B. was the recipient of the 2019 Grand Safety Award!! We are thankful for all his hard work in conducting safety training, coordinating safety equipment, and always ensuring that all employees are working safely. Our main goal is to keep all employees safe every day!

We will also have a 2020 Grand Safety Award Winner, so remember to **always** work with safety in mind, and you could be the next big winner!



Coy & Jeanette Rose Scholarship

Congratulations to the recipients of the Coy & Jeanette Rose Scholarships for Dyersburg State Community College's spring semester, **Anna S.** and **Josh H.** Anna S. is the granddaughter of Carmen J., and Josh H. is the son of Lynel H.

If you, a child, or grandchild plan to attend DSCC and would like to apply for future scholarships, please contact the Human Resources Department with the applicant's name and relationship to you. David C. will follow up with you for some additional information about specific courses and costs. If you have any questions, please contact the Covington Office.

Health & Wellness: Self-Care

You've made the decision to get in shape, lose weight or just live a healthier lifestyle. But you're worried about how you'll manage to find the time to get to the gym, shop and cook healthy foods, or even how you'll keep your goals in mind with so many other things already on it.

Your concerns are certainly valid. As a matter of fact, one of the most common statements I hear from colleagues and friends is, "When things calm down, I really need to start taking better care of myself." Here's the thing: If you are living a full and happy life, it is more often busy than not. And when you have so much to do, doesn't it make sense to take care of yourself and feel well?

There's no debating that you will need to dedicate some time to self-care, but it shouldn't mean you will have to drop your friends, ignore your family or neglect your business. Here are some suggestions of how to create more time for healthy living.

~**Eating well** for good health and/or weight loss requires you to have nutritious foods available and make wise choices when eating out. Here are some ways to make the most of your meals when you're short on time.

~**Take** a few minutes at the beginning of the week to **think through your upcoming schedule**. How many days will you be home for dinner, and what will you prepare? Once you have a picture of your week, create your grocery list and plan when you'll head to the store. This extra step will save you tons of time by avoiding multiple trips to the market or standing in line at the take-out eateries on your way home.

~**Fitting in movement and exercise** requires the same proactive thinking as eating healthy.

If you are going to join a gym, make sure it is conveniently located near your home or office. No matter how fabulous the gym in the next town is, if it takes too long to get to, you won't go when you're pressed for time.

~When squeezing in a formalized exercise session still seems impossible to do, know that several short bursts of activity has been shown to add up to great benefit. Whenever possible, take the stairs rather than the elevator, walk to your co-worker's office to deliver messages rather than emailing. Use the restrooms on another floor. Purchase and wear a pedometer. Measuring the number of steps you take each day can be highly motivating. Without even thinking about "taking the time out to exercise" you might just reach the 10,000 steps a day to achieve health benefits.

~**Combine exercise with family time**. Rather than an outing to the movies, consider the roller or ice skating rink, miniature golf course, park or town pool. You and the kids will both get your exercise and quality time together.

~**Let go of your "all or nothing" exercise attitude**. If you think a 10 or 15 minute workout is "pointless" when you don't have time for a full hour, think again. Every minute counts toward improving your fitness level, reducing stress and strengthening your heart and muscles. Plus, a minute spent exercising always beats a minute spent sedentary.

~**Stress reduction and sleep** are important to self-care and a healthy lifestyle, but too often neglected when life is frantic.

~**Deep breathing** is one of the best ways to ease stress and takes a mere 30 seconds. Notice the physical signs you experience when stress is mounting. Neck tension, back pain, and queasy stomach are common. Stop whatever you are doing and take a few deep, cleansing breaths. A mantra such as "breathe" or "stay calm" may help. Stress leads to inefficiency and mistakes that then take more time to redo and correct.

~**Chronic stress** can weaken the immune system, exacerbate illness and injuries and lead to lots of time spent at the doctor's office or home in bed. Take time regularly to manage your stress to avoid massive loss of time later. Experiment with what works best for you. Ten minutes of daily meditation, a weekly massage or just an evening out each week with your honey can go a long way to keeping you healthy.

~Many people believe they can gain more time by **skimping on sleep**. I hope you are not one of them! Just as too much stress will lead to more mistakes, inefficiency, depressed immune system and increased injury and illness, so will lack of sleep. Although an occasional night of reduced sleep won't have long lasting effects, a constant diet of sleep deprivation will. Trying to function on too little sleep will end up causing you to waste time rather than save it.

CONCERN – Employee Assistance Program (EAP)

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 local 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

Employee Spotlight: Jennifer R.

In this edition of our *Rose Review* we are spotlighting a very special person, **Jennifer R.**, who has blessed us here at Rose Construction, Inc. for a “season” of our lives. She joined our team as our Employee Services & Accounting Assistant on September 11, 2017 after being a stay-at-home mom for several years. She and her husband, Chris, have three wonderful children, Madison (15), Matthew (12), and Maci (7). In prior years, Jennifer worked in banking as an Operations Supervisor & Financial Advisor. She graduated Summa Cum Laude from the University of Memphis with a B.A. in English & Sociology.

On a personal note, Jennifer is one of five children in her family; loves to bake, read, spend time with family and friends, go to the beach, eat at Mexican restaurants, and zipline. With her busy schedule working and raising her family, she loves to catch “extra” sleep whenever possible.

As previously announced with mixed emotions, Jennifer will be leaving Rose to pursue her dream of becoming a teacher, beginning January 6th. During the month of November, she participated in 75 hours of class observations.

We greatly appreciate Jennifer, her many contributions to the success of our business, creator of 13 editions of the *Rose Review*, her smiles and friendliness to our employees, visitors, and clients, and her willingness to help anyone. We will miss Jennifer; however, we are very excited to see her follow her dream of teaching and making a difference in the lives of our children. We wish only the very best for Jennifer and her family!

Quoting Maya Angelou, and American author and poet, “I’ve learned that people forget what you said, people forget what you did, but **people never forget how you made them feel.**” Well Jennifer, you always make us feel great, and we thank you from the bottom of our hearts! Please come and visit as often as you can and I’m sure we will see you at Walmart.

God Bless Always,
David C.



Congratulations: Chris B.

Chris B. was recently promoted to a newly created position at Rose Construction – Resource Manager. We are excited about how this new position will have a positive impact on our company’s ability to be more efficient in our planning of resources & equipment ultimately providing better service to our clients! Chris will continue to have oversight of the shop & shop inventory as well as conduct internal safety training when possible. Chris will also serve as a liaison with the goal of assessing and providing resource support for our projects making effective and efficient planning. In support of this, a “Flex Crew” has been created that Chris will oversee and utilize to assign various projects and support roles as needed across the company.

Congratulations Chris! We wish you much success in this new and important role for our company!



Congratulations: R.J. M.



Congratulations to **R.J. M.** for completing 10-Hour OSHA Training for the Construction Industry on December 1, 2019.

Congratulations New Full-Time Hire



BriAnna C.
Employee
Services/Accounting
Assistant
12/26/2019

Welcome to the Rose Construction Team!!

2019 Service Award Recipients



Congratulations to the 2019 Service Award Recipients

Tim B. – 5 Years

Jeff B. – 15 Years

Travis H. – 5 Years

Lynn C. - 20

David Cur. – 15 Years

Keith B. – 25 Years

A special congratulation goes to Billy D. for 45 Years of Service!!

Thank you to all of the recipients! We are glad to have you on our team!

“Yesterday is history, tomorrow is a mystery, today is a gift of God, which is why we call it the present.” - Bill Keane