

A Message from Steve Norman

Chief Operating Officer

We made it! 2021 is here and 2020 is behind us, which for most brings hope for a better year in many ways. Certainly, 2020 has been a challenging one overall and of course COVID-19 was the major influencer to many of those challenges. However, I firmly believe with challenge comes opportunity. With every challenging situation (and there have been many in these unprecedented times), I can point to examples of where personal accountability, perseverance, prayer, teamwork, and simply taking action to name a few have turned something that seemed insurmountable to a positive! Together, let's make 2021 the best year ever!

In addition, I want to send out a huge THANK YOU to the Rose Team that continues to work Safely, Healthily (that's a new word for me in '20), and with a Commitment to Excellence in taking care of our clients, their project requirements, as well as continuing to add new work for 2021! Well done and I am so proud to be on the Rose Team with each of you!

Lastly, my best wishes of health and success in the coming new year to all on our Rose Team, Clients, Subcontractor/ Supplier Partners, and all of the families for each!! Enjoy these highlights from the past couple months; we have much to be thankful for as a company. I especially would like to highlight for you to check out our service award recognitions – awesome achievements and congratulations to all!!

Blessings and thanks for all that you do for our great company!!

Steve

Happy
Birthday
TO YOU

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

(ROSE HOLIDAY)

ML KING JR. DAY – JAN. 18

VALENTINE'S DAY – FEB. 14

PRESIDENTS' DAY – FEB. 15

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!



As Rose Construction begins 2021, many projects are making great progress and new projects have been started. Here is our Work in Progress...

Atoka Greenway – Atoka, TN



LeBonheur Green – Memphis, TN



Projects Not Pictured:

Lanxess & Arkema – Memphis, TN
Tyson – Newburn & Union City, TN
Lauderdale Water Line – Ripley, TN
Komatsu – Ripley, TN

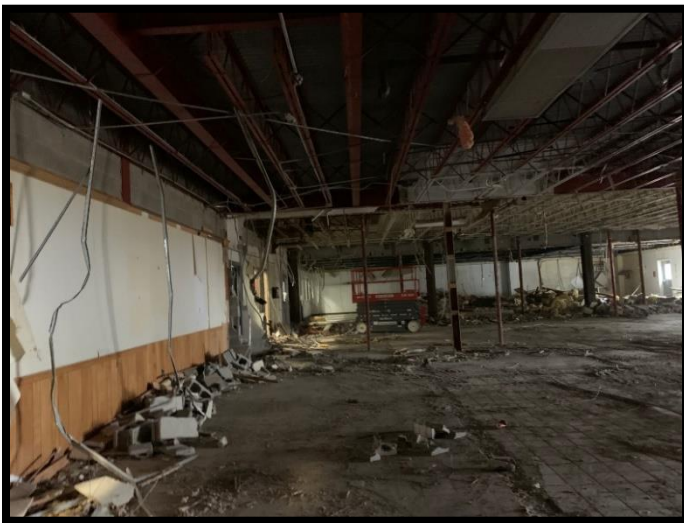
Naifeh's – Covington, TN
Unilever – Various Locations
Patriot Bank – Arlington, TN
AAA Cooper – Memphis, TN

Rialto Water Line – Covington, TN
Germantown Green – G-town, TN
ERMCO – Dyersburg, TN
KFC – Millington, TN

Newton Ford Dealership – Shelbyville, TN



Mueller Industries Office Renovation – Covington, TN



Safety With A Name

Each year there are nearly 4 million workplace injuries. Injuries in the workplace can bring major setbacks for employers and employees alike. In response to this, Rose Construction continues to find innovative ways to keep our project areas safe.

Recently, Rose Construction began using this custom fencing signage to ensure safety at the job site.



Current Setup at
Mueller Office Project

Rose Employees Continue to Strive for Excellence in Safety

Rose Construction strives to give our employees many different ways to strive for excellence in safety. We offer online courses for our employees to earn their OSHA Certificates, and we host training classes in our shop to help our employees be better prepared to work safely in the field.



OSHA Training promotes workplace safety and health, and instructs those taking the course on how to be knowledgeable about workplace hazards along with their rights as employees.

David W. (pictured left) completed the OSHA-10 online course, and Lonnie B. (pictured right) completed the OSHA-30 online course.



Rose Construction hosted a Scaffold Competent Person Safety Training course at our shop in Covington. Those in attendance were (pictured left) Rose employees Daniel G., R.J. M., Lonnie B., and David W. of the Special Projects – Jackson Division, and instructor Kenny B. of Fortier Safety Consultants.

Rose Construction hosted a Heavy Equipment Safety Training course at our shop in Covington. Equipment covered during this training included backhoes, track-hoes, front-end loaders, mini-excavators, and skid steer loaders. Those in attendance were (pictured right) Rose employees Cary E., Jorge O., Amado C., Fidel D., Carlos A., Chris E., and instructor Clay D. of Fortier Safety Consultants.



2020 SERVICE AWARDS

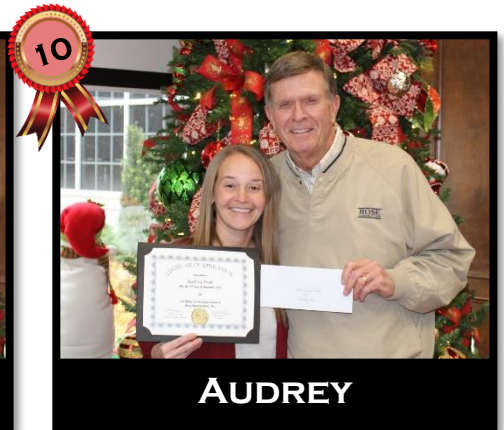
In 2020, we had 11 employees reach exciting milestones in their partnership with Rose Construction. Zack F., John Paul R. and Audrey T. have been with us for 10 years, Cleavette B., Tommy H., Glen K. and Martin G. for 20 years, Kenneth C. and Cindy D. for 25 years, Lynel H. for 30 years, and Stonie K. for 35 years.



ZACK



JOHN PAUL



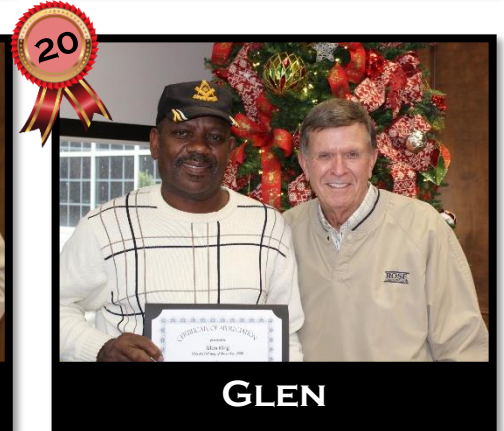
AUDREY



CLEAVETTE



TOMMY



GLEN



LYNEL

With every year together, there are stories to share and relationships built. To embody that within our company helps us to be a strong work family.

We are thankful for each of these employees and look forward to seeing them reach the next milestone ahead with us!



STONIE



Rose Construction annually gives a Grand Safety Award which is presented to the employee with an outstanding safety record and one who demonstrates commitment to go the extra mile to ensure the safety of self and others. This employee is selected by Senior Management with written recommendations from Project Managers, Superintendents, Field & Office Employees, and/or the Safety Committee.

We are excited to announce that the 2020 Grand Safety Award Winner is

Tommy H. Quoting from co-workers that nominated Tommy, "Tommy is always cautious and abiding by our company safety policies. He assists others in keeping safe by acknowledging safety hazards and offering a way to avoid an incident. He is always aware of himself and others on the job, and practices patience while operating equipment."

Congratulations Tommy and thank you for your ongoing commitment to safety and to our Rose family!



EMPLOYEE SPOTLIGHT

Travis H.



Travis H. was born on December 10th in Fayette County, TN and he grew up there with his family. He now lives in Tipton County, TN and has one daughter Quaserica who is a student at Middle Tennessee State University.

Travis, also known "Willie Jr.", has been an employee at Rose Construction for six years. He holds a labor position, specializing in concrete work but enjoys the opportunity to learn and grow in various other types of trades through the jobs at Rose.

When not working, Travis enjoys riding four-wheelers and playing softball. His favorite football team is the Dallas Cowboys, his favorite movies are *Friday* and *Next Friday*, and his favorite thing to eat is chicken.

We are so thankful for Travis and his daily contributions to Rose Construction's success. We are glad to have him on our team!

Welcome to the

ROSE Family

— CONSTRUCTION —

Let us remember
that the Christmas
heart is a giving heart
A wide open heart that
thinks of others first.

Rose Construction employees were given the opportunity to team up with Associated Builders & Contractors - West TN Chapter to sponsor Christmas for the kids at Winchester Elementary School in Memphis.

ABC hosted a Christmas Store at the school where parents could come in and "shop" for their children from the donated toys, clothing, stocking stuffers, books, and other various items that were provided through the donations and funds received.

We are so thankful that we were able to contribute \$400 towards the Christmas shop, and we pray that the children at Winchester Elementary and their families had a blessed and joyful holiday.



William R. joined the Rose family full-time on November 16. He is a Flex Laborer in the Civil Division



Jeremy O. joined the Rose family full time on December 21. He is an Equipment Operator in the Civil Division.

Benton Scott C. was born on November 29, 2020. He weighed 6 lbs. 14 oz. and was welcomed by his mom BriAnna, his dad Gareed, and his big brother Grant.

Before he came, we were happy to celebrate BriAnna and Benton with a "Donuts and Diapers" shower.



CORONAVIRUS UPDATE

- The Centers for Disease Control and Prevention has revised its guidelines for people **who may have been exposed to the coronavirus**. Now, instead of the standard 14-day quarantine it has been recommending, the CDC says that potential exposure warrants a quarantine of 10 or seven days, depending on one's test results and symptoms.
- The state of Tennessee received its first shipment of the Pfizer-BioNTech COVID-19 vaccine on Thursday, December 10. Vaccines were distributed to the TN hospitals on December 17. Healthcare workers who have the most direct exposure to patients are first priority of the vaccine, along with residents and workers in long-term care facilities. First responders with direct exposure will also be among the first to receive the vaccine. The state estimates phase one will involve about 450,000 people. Another 100,000 healthcare workers will follow in phase one, including pharmacists and staff, patient transporters, dentists, urgent care employees, mental health providers, etc.
- As we wait for the vaccine, we need to wear our masks, practice social distancing, and follow all other safety protocols for gatherings and traveling.

Phishing: Don't Take the Bait.

What is Phishing?

Phishing refers to fake email messages that appear to come from a legitimate company. The messages are designed to trick the recipient into giving personal information to fraudsters. Some phishing messages include malware attachments.



How Can I Tell it's Phishing?



MyFriend@intuit.com

Do you recognize the email address? If yes, still be cautious before clicking a link.

If no, do not click any links.



Any attachments?

Are there any attachments in the email?

If so, do not click on the attachment.



"Please reply with your..."

Does the email request personal information?

If so, do not reply.



Grammatical errors?

Does the email contain grammatical errors?

If so, be suspicious.



"Dear Valued Customers"

If you have a relationship with TurboTax, are they addressing you by name?

If not, be wary.

[www.fake.com//@\\$*](http://www.fake.com//@$*)

Check the link

Have you checked the link? Mouse over it and check the URL. Does the link look like it will take you to a suspicious website?

If so, don't click on it.

HRA ACCOUNTS: What are they all about?

Rose Construction provides employees with an HRA option through Blue Cross Blue Shield. But what exactly is that and what is the benefit of it?

Health Reimbursement Accounts (HRA) are employer-funded group health plans from which employees are reimbursed tax-free for qualified medical expenses up to a fixed dollar amount per year. The employer funds and owns the account.



**Funds allocated by Rose Construction
beginning every January 1:
Per individual: \$1,500
Per family: \$3,000**

**Amount that can be carried over
from 2020:
Per individual: \$250 • Per family: \$500**

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 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 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 and per the guidelines of the policy.

We currently have job openings as follows:

- Project Manager (MTN)
- Project Superintendent (West TN)
- Civil Equipment Operator
- Concrete Finisher/Laborer
- Craftsman – SPJ/Flex

“Joy lies in the fight, in the attempt, in the suffering involved, not in the victory itself.” - Mahatma Gandhi

**May we CHOOSE to see the JOY in our circumstances
and BELIEVE that victory is coming.**

If you have any information that you would like considered for the next newsletter, please contact Lenora Meyer at l.meyer@roseconstruction.com or (901) 476-9600. The Rose Review is published every other month.