

A Message from Erik Krull VP Sales & Marketing

Rose Construction is reaching a remarkable milestone as it celebrates its 70th anniversary. Founded in 1953 by Coy and Jeanette Rose, along with Coy's father Bill, Rose Construction has been a driving force in our local community. As we celebrate 70 incredible years of Rose Construction, I want to express my heartfelt gratitude to each and every one of you. You are the heartbeat of this company, and it's because of your hard work, dedication, and unwavering commitment that we've achieved such remarkable success.

Throughout our journey, we have not only built exceptional structures but also fostered a strong sense of community within our team. Your support for one another, camaraderie, and dedication to making Rose Construction a great place to work is truly inspiring.

I am immensely proud of the impact we have made in our community over the years. From transforming neighborhoods to creating inspiring educational spaces, and constructing places of business and worship, we have played a pivotal role in shaping the world around us. We have also been involved in the rebuilding efforts in Covington after the recent tornado devastation. Speaking of making a difference, I want to acknowledge our tremendous contributions to St. Jude. Through our combined efforts, we have donated over \$300,000 to support their life-saving work. Your generosity and compassion exemplify the values we hold dear as a company, and it's heartwarming to know that we have touched the lives of countless children and their families.

How have we achieved such success?

Faith: A constant throughout the generations, is that the Lord is guiding our steps. As a Christian business, we are rooted in our unwavering belief in God's love, grace, and guidance. We strive to honor Him in all aspects of our work, treating our customers, employees, and partners with integrity, compassion, and respect.

Unyielding Commitment to Client Relationships: By prioritizing effective communication and attention to detail, the company has earned the trust and loyalty of a diverse clientele over seven decades.

Culture of Safety: Safety is our top priority in construction. We are committed to creating a secure and hazard-free environment for our workers and stakeholders, implementing rigorous safety protocols, training programs, and continuous monitoring to ensure the well-being of everyone involved in our projects.

Responsive and Quality Services: Rose Construction's reputation is built on its commitment to responsiveness and high-quality services. With experienced professionals, meticulous planning, and adherence to industry regulations, the company consistently exceeds client expectations.

Availability and Reliability: Our team is ready to address concerns and provide reliable support throughout the construction process, ensuring smooth navigation of any obstacles.

Once again, thank you for being a part of the Rose Construction family. It's because of you that we have reached this remarkable milestone, and I am truly grateful for each one of you. Let's keep pushing boundaries, embracing innovation, and delivering excellence in everything we do.

Here's to 70 years of remarkable achievements, and to many more to come!

Happy Birthday

Willie W. - July 1st

Chris B. - July 2nd

Keith C. - July 7th

Victor D. - July 7th

Mike S. - July 11th

Lenora M. - July 30th

James W. - August 21st

David C. August 23rd

Cindy D. August 23rd

Donnie B. - August 31st



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 12936
Coleman Tractor
Joelton, Tennessee
Photo Date: 5/23/2023

Coleman Tractor
Joelton, TN



Project 12936
Coleman Tractor
Joelton, Tennessee
Photo Date: 5/23/2023



Carlen Chevrolet
Cookeville TN
Photo Date: May 3



Carlen Chevrolet Expansion
Cookeville, TN



Island 34 Renovations
Lauderdale County



Mueller Brass Roof Restoration
Covington, TN



ICON Collision Expansion
Memphis, TN



TwelveStone Health Partners - Norfolk, VA
Covington Electric Restoration - Covington, TN
Riviana Foods Renovations - Memphis, TN
Landers Nissan Renovation - Southaven, MS

Uncle Nearest Distillery - Shelbyville, TN
Mallard Cove Renovations - Covington, TN
St. Francis Medical Building Renovation - Covington, TN
TwelveStone Health Partners - Roanoke, VA

Testimonials from Employees

"Why do you like working at Rose Construction?"

Shayne, Project Manager, says, "Rose is a Family. We support each other. No one is an island unto themselves, and we work hard for a single outcome. We pride ourselves on relationships – internal as well as external. Sometimes we have our ups and downs and maybe a little dis-functional sometimes – but we are still family."



Carmen, payroll administrator, said, "At 75, and after almost 27 years, I still love my job! Why? For many reasons: great people to work with, a good work environment, and a job that's never boring! Working at Rose has been an adventure, a great learning experience!"



Terry, Project Manager, says, "I get to meet the customers and see their vision come together from beginning to end. Every project is different. I enjoy that."



Employee Spotlight - Holly

Holly was born on November 23rd in Blytheville, Arkansas. She moved to Tipton County after she married her husband, Joel. She has a daughter, Journee, and three stepdaughters, Hannah, Haley, and Keegan.

In Holly's free time she loves spending time with family and friends, swimming, rooting for the Arkansas Razorbacks, singing karaoke, and making memories. She enjoys traveling to Destin or Fort Walton Beach and eating sweet peppers with cream cheese and bacon.

Holly has been an Operations Administrator with Rose Construction for 8 months. She says, "I absolutely love the people and the company, so kind and generous and have made me feel at home since starting my career here last October. Not being from this area has been tough for me at times but my work family has welcomed me with open arms. I love being able to create relationships with our customers, subcontractors, and suppliers." We truly appreciate all Holly does at Rose Construction and being a wonderful part of our team.



New to the **ROSE** family!

— CONSTRUCTION —



Aaron M.
Civil Division



Dustin W.
Special Projects Division

BENEFIT REMINDERS

Is your CPNFLEX card suspended?

Two possible reasons... You have used it to pay for a service provided in the PREVIOUS plan year, or you have paid an unrecognizable amount (not a prescription, copay or other pre-designated fixed charge) and have not sent CPN the itemized bill that substantiates that charge within the 30-day period, as required, to avoid suspension.

What to do?

Call CPN - 901-756-8244 - to find out what charge prompted the suspension.

Call your physician's office and have them send you a copy of the itemized statement you paid (if you don't have it) and send it to CPN. You can scan/email it to claims@cpnflex.com or mail it to CPN, Inc. PO Box 1748, Cordova TN 38088, together with the Substantiation Form. If you are set up with a personal account on www.cpnflex.com, you can upload the itemized statement to the website.

Reminder – FSA accounts are regulated by the IRS so must be used as required to avoid suspension.

401k & Life Insurance Beneficiaries

ALL employees have Life Insurance paid by Rose Construction. You may also have elected additional life insurance and/or are participating in 401k. If so, you have already designated beneficiaries of your benefits in the event of your death when you completed the enrollment forms.

However, if your status has changed, or you've had another child, or if for any other reason you wish to change your beneficiaries, you must complete a new Beneficiary Designation Form. Only the latest list of beneficiaries on file is valid.

Heavy Equipment Operator Training



Twenty-eight Rose Construction, Inc. associates and one Mid-South Contracting associate attended a Heavy Equipment Operator Safety Training Course presented by Kenny Burdette of Fortier Safety Consultants. The training consisted of Power Point Presentation®, video, review of manufacturer and other printed materials, and open discussion. A period of question and answer was followed by a written exam. Each participant passed the exam, and a review of each was completed.

The training covered safety needs for operators and site workers alike. As an employee is designated as an equipment operator, a skills test will be administered by a competent person to determine the individuals' abilities on each type of equipment before being issued a qualification card.



Mission Trip

On May 25, Brad A., Project Manager in our Special Projects Division, and 6 others from First Baptist Church Covington traveled to Gracias Honduras for 7 days. Their mission was to assist 61 Isaiah with introducing Celebrate Recovery (CR) to Mongual, one of the villages in the area. CR is a movement that is bringing the healing power of Jesus Christ to the hurting and broken. It is for anyone dealing with addictions such as alcoholism, drugs, and any other habit or hangup. We knocked on doors, discussed, and prayed, with the locals about their spiritual needs. We saw the Lord using us to minister to these people and bring them together at their local church. We shared our testimonies on 61 Isaiah's radio program that broadcast all the way to China! Brad said, "it was an awesome experience that allowed me to see God working all things together for good of those who love him and are called according to his purpose."





Know what's below.
811 before you dig.

Safe Hand-digging techniques

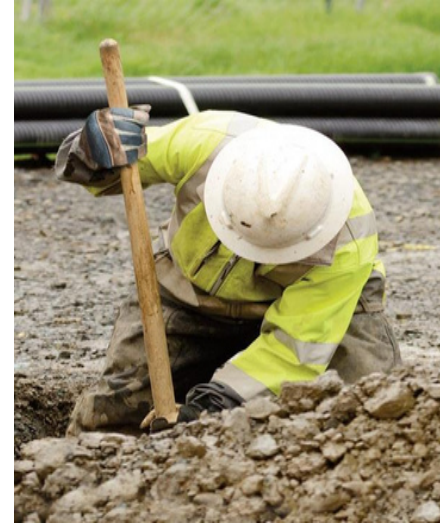
After you've called 811, waited the required time and confirmed that all buried utility lines on your job site have been located and marked, your power-digging work can begin, right?

NOT YET. Before you can safely work near an underground utility line, you must first hand-dig around the line to expose it and verify its exact location and depth. Hand-digging requirements vary by state so you should check to see what your state requirements are.

Dig with care

Whenever you hand dig near buried utility lines, take care to prevent damage:

- ❖ Use a rounded or blunt-edged shovel. Sharp tools like pickaxes, mattocks, pry bars or pointed spades may gouge or puncture lines.
- ❖ Begin digging off to the side of the marked utility line. Use a gentle, prying motion to break away soil as you approach the utility line laterally.
- ❖ Proceed with caution. Don't assume the marks are accurate or that the utility depth is predictable.
- ❖ Never pry against a utility line to remove soil. Don't stab at the soil or stomp on the shovel with both feet.
- ❖ Dig until you find the actual line, not just a tracer wire or warning tape.



Protect yourself - Always wear proper personal protective equipment (PPE) and avoid muscle strain. Don't twist your torso to move the dirt; instead, move your feet to turn your entire body. Alternate shoveling between your left and right sides and take breaks to prevent fatigue.

Protect utility lines - Protect all exposed utility lines by supporting them with materials that will not damage the conduit or pipe or its coating. Use special care to protect cast-iron pipelines. Cast iron natural gas mains are vulnerable to damage when the earth around or near them is moved in any way. Notify the utility company immediately when your excavation may encroach on a cast iron natural gas main by crossing its path or even running parallel nearby.

When it's time to backfill, follow these tips:

- ❖ Check exposed lines for damage - report even minor scrapes or dents.
- ❖ Backfill under exposed lines by hand, using a blunt-edged shovel.
- ❖ Remove rocks or concrete from soil used for backfill to prevent damage as the soil settles around the reburied lines.

Report ALL damage - Even a slight gouge, scrape or dent in an electric conduit, a gas pipeline or a pipeline's coating may cause a catastrophic break or leak in the future. And if the tracer wire installed with plastic underground natural gas lines is broken or compromised during your excavation and not repaired, future excavators and the public are endangered because the plastic natural gas line can no longer be located.

Report even minor damage to any utility line so crews can inspect the line and make the necessary repairs. And if you uncover or hit an unmarked line, never assume it is inactive or abandoned.

Always Report All Damage

HEAT DANGERS

FAINT OR DIZZY
EXCESSIVE SWEATING

COOL, PALE,
CLAMMY SKIN

RAPID, WEAK PULSE

MUSCLE CRAMPS



THROBBING HEADACHE
NO SWEATING

RED, HOT, DRY SKIN

RAPID, STRONG PULSE

MAY LOSE
CONSCIOUSNESS

HEAT EXHAUSTION

- GET TO A COOL, AIR CONDITIONED PLACE
- DRINK WATER, IF CONSCIOUS
- TAKE A COOL SHOWER OR USE COLD COMPRESS

HEAT STROKE

CALL 9-1-1

SUN SAFETY

SUMMER SKIN PROTECTION



WEAR BROAD HAT



USE SUNGLASSES



WEAR PROTECTIVE CLOTHING



AVOID SUN BETWEEN 11 AM AND 3 PM



USE SUNSCREEN



DRINK MORE WATER



REFLECTION CAUTION



SEEK SHADE



AVOID DIRECT SUNLIGHT

SCHOLARSHIP OPPORTUNITY

We are now accepting applicant names for the Coy & Jeanette Rose Scholarships for Dyersburg State Community College's Fall semester. If you, a child, or grandchild plan to attend DSCC and would like to apply, please email or contact David Channell in HR with the applicant's name and relationship to you. Then he will follow up with you for some additional information about specific courses and costs. The deadline to apply for the Fall semester's scholarship is July 25th. Please let David Channell know if you have any questions. Thank you.

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.

Open Positions:

MILLWRIGHT - INDUSTRIAL SERVICES
PROJECT MANAGER - WEST TENNESSEE
CRAFTSMAN - FLEX CREW
CRAFTSMAN - SPECIAL PROJECTS COVINGTON
CRAFTSMAN - SPECIAL PROJECTS JACKSON
SUPERINTENDENT - WEST TENNESSEE



“Be joyful in hope, patient in affliction, faithful in prayer.”

—Romans 12:12

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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 or (901) 476-9600.

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