

A Message from Paul Rose President

As I review our very healthy backlog, I am reminded that most of that work backlog is because of the wonderful job that each of you do in the everyday performance of your job. Being safety conscious; "making safe happen"; treating our customers, clients, and fellow employees with respect and executing your task with pride all play a significant part in the success of our company. For all that I am truly thankful.

I am also thankful to have lived in Tipton County all my life. I appreciate the four distinct seasons we experience throughout each year. Spring is just around the corner. It is one of my favorite seasons. As we drive along our highways and roads, we will begin to see the "new life" that the Spring season brings; budding trees, blooming flowers, grass greening up and of course the splatter of bugs on your vehicle's windshield and grill.

Spring also reminds me of the new life that each of us can have through Jesus Christ, God's Son. Good Friday and Easter Sunday are on your calendar every spring. Good Friday is recognized by Christians around the world as the day when Jesus Christ, the perfect sinless Son of God willingly allowed sinful man to nail him to a cross. He ultimately died and was placed in a borrowed tomb. However, that is not the end of the story. Three days later, Easter morning, Jesus Christ conquered death forever and rose victorious from the grave to live forever. Because He lives, we can experience new life, eternal life now and forever.

One of the most well-known and memorized verses of scripture is John 3:16. "For God so loved the world that He gave his one and only son, that whoever would believe in Him, would not perish but have eternal life. Eternal life, new life; now and forever. My prayer for each of you this Spring season is that you will each come to know Jesus Christ as your savior and enjoy the "new, eternal life" that He desires to give you.

HAPPY BIRTHDAY

DONNIE S. - MARCH 9TH

FIDEL D. - MARCH 23RD

DAVID C. - MARCH 29TH

RAYMOND H. - MARCH 29TH

CARMEN J. - MARCH 31ST

SERGIO E. - APRIL 15TH

LES A. - APRIL 22ND

JOHN PAUL R. - APRIL 24TH

IMPORTANT DATES

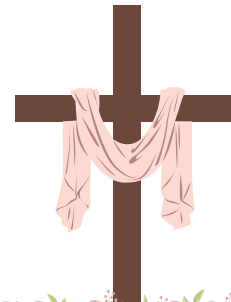
DAYLIGHT SAVINGS TIME BEGINS - MARCH 12TH

ST. PATRICK'S DAY - MARCH 17TH

FIRST DAY OF SPRING - MARCH 20TH

GOOD FRIDAY - APRIL 7TH

EASTER - APRIL 9TH



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!



Pictured:
Lou Sobh Honda
Southaven, MS



Landers CDJR Renovations - Southaven, MS
Sutherland City Shops - Munford, TN
Lanxess OXONE PH2 Concrete - Memphis, TN
Total Fitness - Covington, TN

Island 34 Hunting Lodge Renovation - Lauderdale County, TN
ICON Collision Repair Shop - Memphis, TN
Crafted Coffee - Covington, TN
Tyson Truck Turnaround & Access Road - Newbern, TN



PICTURED LEFT:
UNCLE NEAREST DISTILLERY
SHELBYVILLE, TN

PICTURED RIGHT:
LAUDERDALE COMMUNITY HOSPITAL SITE WORK
RIPLEY, TN



PICTURED LEFT:
COLEMAN TRACTOR
JOELTON, TN



TwelveStone Health Partners Infusion Centers
Lithonia, GA
Duluth, GA
Cumming, GA

Conagra - Jackson, TN
Boys and Girls Club - Covington, TN
Bongards - Humbolt, TN
ERMCO - Dyersburg, TN

EMPLOYEE SPOTLIGHT - KEITH C.

Keith C. was born on July 7th in Ooltewah, Tennessee. He has been married to his wife, Shannon, for 22 years. Together they have a 17-year-old son, Kaleb, a goldendoodle, Sadie, and a boxer, Tug. Keith's hobbies include: weightlifting, physique competing, scuba diving, target shooting, and napping.

Interesting facts about Keith are he's addicted to peanut butter, he has a private pilot license, and he met his wife at a Jimmy Buffett concert a few days after his 21st birthday. His favorite foods are banana pudding and peanut butter lasagna. Keith likes to travel to tropical spots and St. John USVI. When he is not working, he watches movies and the UT Vols play.

Keith has been working with Rose Construction for a little over a year. He enjoys working with a good company that has strong Christian values & takes great care of their employees. I enjoy working with a team to develop a budget, schedule, overseeing construction, customer relations, and witnessing the project coming to fruition. Customer satisfaction is always the focus & exceeding their expectations. Hearing good reports from the client is a very high compliment. We thank Keith for all his help making our company successful.



It's a baby girl!

On Friday, February 17th, 2023, Clara Marguerite was born to Tyler and Taylor N. She was 8lbs 2oz and 20.5in long. Mom and baby are doing wonderful. Pictured on the right are proud grandparents, Marlene and Steve N., with Penny (5), Dolly (2), and Clara. We congratulate them all on their new bundle of joy.





Middle TN Christmas Dinner
On January 26th, the Middle Tennessee office enjoyed their rescheduled annual Christmas Dinner at Stones River Country Club in Murfreesboro, TN. Steve N., Cindy D., and David C. all spoke about 2022 being a successful year and the importance of safety. Donnie B. was the recipient of the Grand Safety Award this year.



SAFETY TRAINING



Kenny taught courses required for ISN/Conagra. Courses included: Bloodborne Pathogens, Fall Protection, First Aid, Lockout Tagout, PPE, and Hearing Conservation. Attendees: R.J. M., Willie W., Lynn C., Travis H., Raymond H., Cleavette B., John C., Lonnie B., Jeff B., Les A., James W., Daniel G., Joshua A., and David W.



WORLD OF CONCRETE CONVENTION

Barry K. and Fidel D. attended the World of Concrete Convention in Las Vegas, Nevada in January.

Congratulations on OSHA 10!



John C. and Joshua A. successfully completed OSHA 10 Hour Construction Outreach training. Completion card indicating the completion of the course will be delivered for distribution to the attendee upon receipt from the OSHA institute.

The following topics, along with others, were covered during this training:

Focus Four Hazards, Fall Protection, P.P.E., Electrical Safety, Ladder Safety, Excavation Safety, Scaffold Safety, Silica Awareness, and Material Handling.



Congratulations!

Congratulations to the following recipient of our Coy & Jeanette Rose Scholarship for the spring semester at Dyersburg State Community College. Ashton, granddaughter of Tim B. who is employed with Rose Construction, Inc.. Ashton is majoring in General Studies. We wish Ashton the very best in her continued education and future career!



Supervisory Safety Training

Supervisor Safety Training for Project Managers and Superintendents was conducted at our Shop Training Facility on Thursday, February 16th. Sixteen employees were in attendance as Instructor Kenny Burdette, Fortier Loss Control Consultants, Inc., lead our discussion on the following topics:

- Learning from Injuries and Non-Injury Incidents in 2022
- Safety Priorities and Expectations for 2023
- Newly updated Field Safety Manual for Rose Construction
- Tennessee Drug Free Supervisory Training

Our goal for Safety is "Zero Incidents" and "Think It, Plan It, Do it!"

We appreciate the attitude, awareness, focus, and contributions of all employees to make Safety our Top Priority!



Testimonials from Employees

"Why do you like working at Rose Construction?"

Carson M.,

assistant accounts payable, stated, "Working at Rose Construction allows me the opportunity to grow personally and professionally while being surrounded by great coworkers that support me."

Joshua H.,

a member of our Flex Crew, stated, "Working at Rose Construction allows me the opportunity to learn a variety of skills, perform work that I enjoy, and the flexibility to work at multiple client locations with great team members."

Lenora M.,

an accounting and finance administrator/project administrator, stated, "Working at Rose Construction is like working with family. I enjoy getting to know all of my coworkers and forming a personal connection with them all."



★ 2023 YEAR KICK-OFF MEETING ★

Our annual Employee Kickoff meetings were held at our Shop Training Facility and Covington Office on January 30th and in our Murfreesboro Office on February 10th.

At our Shop meeting, Steve N. reminded employees about our Vision & Mission statement and presented our focus scripture for 2023: "May the God of hope fill you with all joy and peace as you trust in Him, so that you may overflow with hope by the power of the Holy Spirit." Steve also discussed our business performance for 2022 and our positive project load as we begin the new year. Next, Erik K. talked about our healthy backlog of work, forecast going forward, and the excitement around all the positive synergy between our company and clients. Then John Paul R. re-emphasized the importance of working safely and the progress we have made since our safety refocus meeting last September. Chris Buckner reminded everyone about our revised Dig Safely Policy and Best Practices Checklist. At our Office meeting Cindy D. discussed our Safety Experience Modification Rate (EMR) and other related statistics and the importance of having Zero Incidents for the safety of our employees and capability to work for our Industrial clients. Lastly, David Channell presented a summary of our Rose Family of Benefits, Health & Wellness Incentive Program for 2023, and enhancements to our Vacation & Personal Time policies. Paul R. concluded our meeting with words of appreciation, encouragement, and the importance of Health & Wellness!

Steve N., David C., and David C. covered the topics with our team in Murfreesboro at the Middle TN office on the February 10th meeting.



OUR **ROSE** FAMILY OF BENEFITS

— CONSTRUCTION —

Personal Benefits

Newly Enhanced
Vacation & Personal
Leave Time

Paid Holidays – 7 a year
New Year's Day, Memorial Day,
Independence Day, Labor Day,
Thanksgiving Day, Christmas
Eve, Christmas Day

Remote work
(considered on an
individual basis)

401K Plan offered and
matched by Rose (see
other side for details)

Transportation to
jobsites in Company
trucks

Health Benefits

Newly created Health &
Wellness Incentive
Program

Includes 10 categories to
encourage employees in their
personal health & wellness with
a financial incentive

Employee Assistance
Program (EAP) through
CONCERN at no cost for
employee and family
counseling needs

Medical, Prescription
Drug and Dental
Insurance options
offered for employee
and family
(see other side for details)

Basic Life, AD&D, and
Long Term Disability
Insurance
fully paid by Rose
(see other side for details)

Section-125 Flex
Medical
Reimbursement
Program offered and
matched by Rose
(see other side for details)

Family Focus At Work & Home

A "family" working
environment

"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."

Acknowledgement of
the importance and
support of employee's
lives outside of work,
and their families

Cookouts, lunches, and
biscuit breakfasts held
on a regular basis and
at special meeting
events

"The Rose Review"
newsletter – published
bi-monthly and focused
toward key construction
projects, events, and
spotlighting employees

Annual Christmas
Dinner Event for all
employees and
spouses/guests

Bonus Perks

Bonus Program –
employees are eligible
annually at the
discretion of
management

Employee Referral
Benefit for hiring new
employees

Paid time off for
approved volunteer
time in the community

Service Award Program
in increments of 5 years
of service; recognized at
our Christmas Dinner
Event

Safety Incentives and
annual grand safety
awards presented at our
Christmas Dinner Event

Training & Personal Development

Coy & Jeanette Rose
Scholarship program
offered for employees
and family members
Affiliated with Dyersburg State
Community College

Variety of Training &
Development
opportunities paid by
Rose

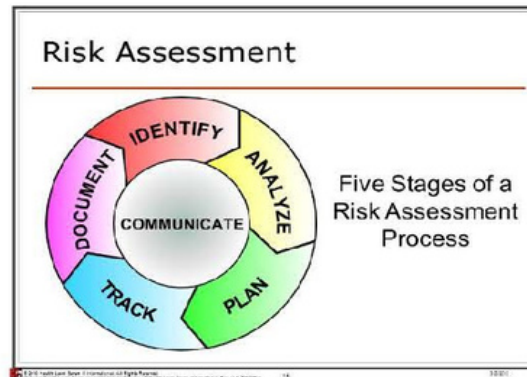
Opportunities and
encouragement to learn
new skills "on the job"
through a flexible
workforce and cross
training

Opportunities to attend
and participate in
business networking
events and social
events

Ongoing Safety Training
including OSHA-10 &
30-Hour, CPR, and
extensive construction
safety topics

Job Safety Analysis (JSA)

Hazard Identification and Assessment



What is a JSA?

A JSA is an analysis of a specific task that an individual or a group is about to begin. It gives you the opportunity to think about each step involved in completing a task **before** work begins, identifying the potential hazards and the actions or procedures required to eliminate or reduce those hazards.

JSA's are like PPE, they only help you if you understand them and use them.

A JSA involves making a detailed examination of the project or task at hand, getting others (safety experts, experienced personnel, etc.) involved, if necessary, to make sure all potential hazards are identified. Analyzing each step of the task and putting control measures into place to reduce the risks to you, your co-workers, equipment, and property. Its purpose is to promote safety and eliminate the hazards of the job.

JSA's should be documented and tracked throughout each stage of the project or task, modified as needed, and communicated to all personnel involved.

Hazards must be classified and ranked based on severity. They are classified, prioritized and addressed based on the risks associated with the task - risks to people, property, environment, reputation.

Rose Construction's #1 concern is the safety and wellbeing of all its employees. However, when accidents or incidents occur, they not only affect our employees, but they can also affect the property of our clients, our reputation and, as a consequence, our ability to provide work for our employees. It becomes a vicious circle!

Our goal is and always will be ZERO incidents!

Planning safety into each project from the start can save lives, time and money. A little time spent anticipating potential dangers at each level – project, day, and task – can prevent most injuries and accidents.

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 Mechanical
Civil Laborer & Operator
Concrete Finisher
Craftsman - Special Projects
Project Superintendent - Middle TN

If you believe in yourself
and have dedication and
pride - and never quit,
you'll be a winner. The
price of victory is high but
so are the rewards.

Bear Bryant

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.

The Rose Review is published every other month.