

A Message from Erik Krull VP Sales & Marketing

I saw a projection the other day that said in time the new Blue Oval City would be a city of over 70,000 people, making it one of the 10 largest cities in Tennessee. I don't know if that is accurate, but I do know that means change is coming to West TN. Our folks in middle TN have already experienced great population growth in their area, but West TN hasn't seen anything like this before.

What does that mean for us? It does mean opportunity, but it also means challenges. I believe we have the team ready to meet the challenge ahead of us. Everyone on our team plays an important part in getting our company ready for the future.

How can we be a great teammate? Author Ryan Estis has an interesting list of traits of a good teammate. I have paraphrased what I think are the highlights:

- Great teammates decide how they show up. They intentionally bring good energy each day. They are deeply invested in the company's vision of the future and own their part in making that happen.
- Great teammates do a good job in their role, and they take full ownership of their area of responsibility by making it better.
- Great teammates want to win. They are dedicated to common goals and to doing what it takes to achieve them.
- Great teammates don't care who gets credit for a win — they just want the best for the team, and they are genuinely happy for other people's success.

“No one can whistle a symphony. It takes an orchestra to play it.” H. E. Luccock

HAPPY BIRTHDAY

Donnie S. - March 9th
Blake B. - March 10th
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

MARK YOUR CALENDAR

Daylight Saving Time Begins -
March 13th
St. Patrick's Day - March 17th
First Day of Spring - March 20th
Good Friday - April 15th
Easter - April 17th



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!



Uncle Nearest Distillery - Shelbyville, TN

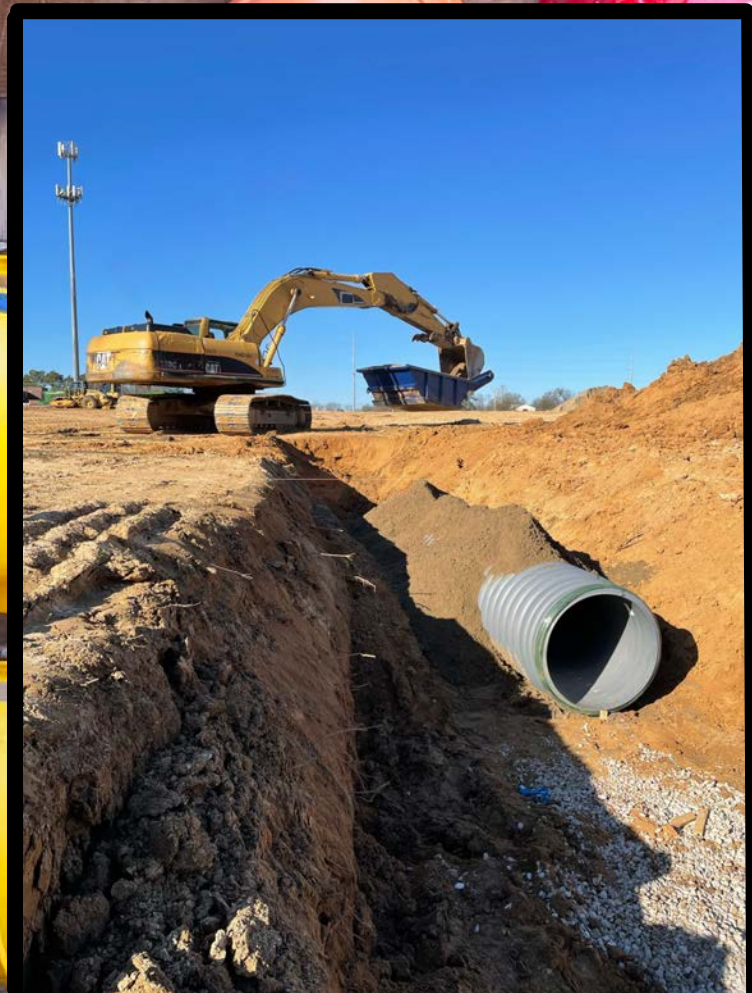


Margaritas - Millington, TN

ERMCO - Dyersburg, TN Patriot Bank - Arlington, TN VF Imagewear - Henning, TN
Newton Ford - Shelbyville, TN Koppers - Millington, TN Landers Cadillac - Memphis, TN
Twelvestone Health Partners - Chattanooga, TN Ibberson Tyson - Newbern, TN
First Baptist Church - Covington, TN Carrier - Collierville, TN



Fastimes - Whiteville, TN



Lou Sobh Honda Dealership - Southaven, MS



Employee Spotlight

Jack G.

Jack G. was born on January 30th in Hendersonville, Tennessee, where he still resides. Jack and his wife, Charlene, have been married for 26 years. Their first date was on New Year's Eve, which is the day they married on three years later. Jack and Charlene have two Pembroke Welsh Corgis named Trumpet and Birdy.

When Jack is not at work, he enjoys home improvement projects, smoking meat, traveling, watching Sci-Fi and Action movies, and cheering on the Tennessee Volunteer sports. He loves grilling for his family and friends. Jack plans to visit Niagara Falls and his wife's hometown. He says that the most rewarding part of his job is collaborating with his project team to overcome obstacles that have a way of popping up during the construction process. We thank Jack for being a great project manager since joining Rose Construction in February 1, 2021.

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



Left: Brown B.
Equipment Operator

Right: Keith C.
Project Manager -
Middle TN



Congratulations to Brad A, for completing his OSHA 30 training.

OSHA 30 training for the construction industry consists of topics such as: Introduction to OSHA Cranes, Derrick, Hoists, Elevators, & Conveyors, Excavations, Fire Protection & Prevention, Safety Programs & Subpart C, Stairways & Ladders, Concrete & Masonry Construction, Personal Protective Equipment (PPE), Confined Space Entry, Signs, Signals, & Barricades, Construction Focus Four: Fall Hazards, Electrocution Hazards, Struck-By Hazards, Caught-In or -Between Hazards, Health Hazards in Construction, Materials Handling, Tools-Hand & Power, Welding & Cutting, & Scaffolds.

If you or any one of your associates are interested in completing the OSHA course or other training courses that are available, please contact the Covington office for more information.



SAFETY UPDATES

Safety Training is an on-going and vital part of maintaining a safe and healthy workforce. Our employees at Rose Construction have been participating in several training courses during February. Clay Dunn, Safety Consultant, with Fortier Loss Control Consultants, Inc. taught the following courses.

- Excavation Safety Training
- Defensive Driving
- Heavy Equipment Safety
- Fire Prevention & Protection with Fire Extinguisher Use
- CPR, AED, First Aid, & Bloodborne Pathogens

Our employees that completed this training included: Jeff A., Ismael R., Manuel J., Blake B., Hunter P., Brown B., Raymond H., Travis H., Willie W., Thomas H., Stonie K., Jonathan P., Randy P., Glen K., Chris E., Brad A., David W., Cary E., Lonnie B., Justin M., Joshua H., and R.J. M.

Additionally, Chris Buckner taught a class - **CPR, AED, First Aid, & Bloodborne Pathogens** to the following employees on February 22: Steve P., Martin G., Fidel D., Jose G., Amado C., Sergio E., Jose C., and Carlos A. Our goal is always for all employees at Rose to be certified in CPR.

On February 23 & 24, Clay Dunn, taught **OSHA-10** to the following employees: Ismael R., Manuel J., Blake B., Hunter P., Brown B., Travis H., Willie W., Thomas H., Stonie K., Fidel D., Jose G., Sergio E., Jeff A., Jose C., Amado C., Carlos A., Randy P., and Martin G.

A special Thanks to all employees for continuing to practice safe habits both on and off the job!



March is **National Kidney Month**

Get to know your hard working kidneys

6 WAYS KIDNEYS KEEP YOU HEALTHY



Regulate fluid levels

Activate Vitamin D for healthy bones

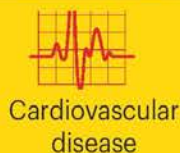
Filter wastes from the blood

Directs production of red blood cells

Regulate blood pressure

Keep blood minerals in balance

8 PROBLEMS KIDNEY DISEASE CAN CAUSE



Cardiovascular disease



Heart attack



Stroke



Anemia/ low red blood cell count



Nerve damage



Weak bones



High blood pressure



Kidney Failure

4 RISK FACTORS

Diabetes

High blood pressure

Age 60+

Family history

7 SYMPTOMS



Swelling: face, hands, abdomen, ankles, feet

Blood in urine
Foamy urine

Puffy eyes

Difficult, painful urination

Increased thirst

Fatigue

2 TESTS YOU CAN TAKE (BLOOD AND URINE)



Urine albumin-to-creatinine ratio estimates the amount of a type of protein, albumin, that you excrete in your urine.

Glomerular Filtration Rate (GFR) tells how well your kidneys are working to remove wastes from your blood. It is the best way to check kidney function. Doctors measure blood creatinine (waste build up) levels and perform a calculation based on race, age and gender.



National
Kidney
Foundation®

Learn more at kidney.org

APRIL

Health Awareness Month

AUTISM



3.5

More than 3.5
million Americans

1%

ABOUT 1% OF THE
WORLD POPULATION



**FASTEST GROWING
DEVELOPMENTAL
DISABILITY IN THE
WORLD**

DEVELOPMENTAL ISSUES

- COMMUNICATION
- SOCIAL INTERACTION
- SENSORY PROCESSING
- REPETITIVE BEHAVIOR
- INFORMATION PROCESSING



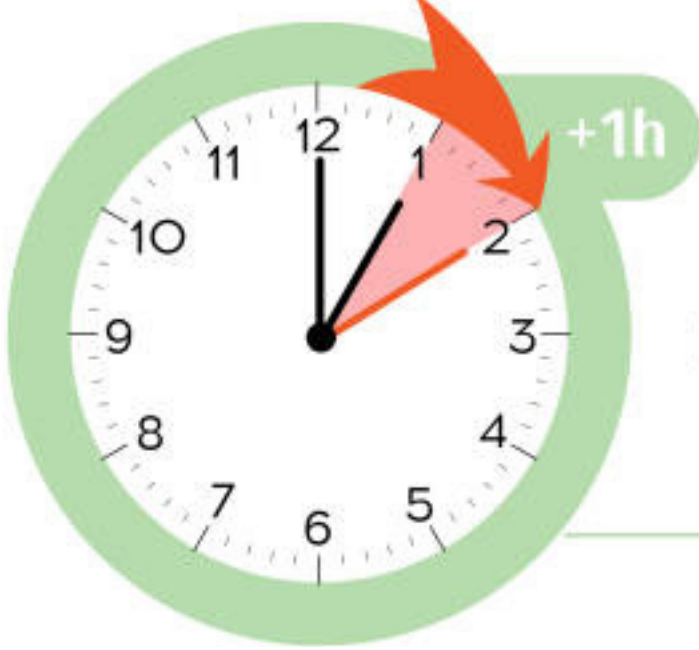
OFTEN SHOW HEIGHTENED
RESPONSE TO MUSIC.
MUSIC STIMULATES COGNITIVE
PROCESSING AND
BOTH HEMISPHERES OF THE
BRAIN



BOYS ARE 5X
MORE LIKELY TO
BE AUTISTIC
THAN GIRLS



1 IN 68
CHILDREN



SPRING FORWARD
Daylight Saving Time
March 13, 2022

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



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 a job opening for the following:
Project Superintendent - MTN



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.