

Message from John Paul Rose Project Manager



Strange times we traverse these days.

As we at Rose Construction continue to be proactive in preventing the spread of the Coronavirus, work still progresses. We are extremely blessed to have a strong backlog and have several high priority projects we are pursuing. We have shifted from meeting face to face to almost exclusively conducting meetings via online conference call mediums. Most, if not all jobsites have hand washing stations with antibacterial soap. Disinfecting wipes and hand sanitizers have become essential tools. We are limiting the number of crew members that ride in company trucks. We have implemented strong procedural guidelines that our superintendents are using on active jobsites with subcontractors, owners, general public, etc. I hope that each of you and your family stay safe during these challenging days. Please continue to be vigilant washing your hands, avoiding physical contact with non-family members and just use common sense!

I hope and pray that the worst of Covid 19 is behind us and life will return to normal soon. What is soon? Who knows, but I am confident that the phased approach of opening non-essential businesses the state of Tennessee and many other states are rolling out will be successful and the economy will start to rebound. This is great news for the construction industry, for small business owners everywhere and the American worker who can return to work to provide for their family.

Rose Construction will continue do all it can to provide a safe environment to work but management cannot do it all by ourselves. Remember, this go around construction services were deemed to be an essential business. It is up to all of us to be careful to protect the image of construction - that is being able to work safely and not harm others in the process - in case (heaven forbid!) this pandemic or a similar one rears its ugly head again in the future. It takes each and every one of us to ensure a safe environment. I am proud of the field employees and office staff, the proactive steps we have taken to limit the potential exposure, and the continued pursuit of adding new projects to keep us all busy and providing for our families.

Thank you all for working safe and WASH YOUR HANDS!

John Paul Rose

Partner/Project Manager/Estimator

Barry K. - May 1

Keith B. - May 7

Shayne J. - May 14

Tim B. - May 20

Chuck M. - May 30

Audrey T. - June 2

Thomas H. - June 10

Lynn C. - June 24

DATES TO REMEMBER:

Cinco de Mayo- May 5th

Mother's Day- May 10th

Armed Forces Day - May 16th

Memorial Day - May 25th

Flag Day - June 14th

First Day of Summer - June 20th

Father's Day - June 21st



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



Pictured above is the BlueCross BlueShield of Chattanooga, TN Light Wave Solar Project.

March 2020



Americold Logistics Jobsite in West Memphis, AR.

April 2020

Project Updates



Dynamix in Huntingdon, TN
April 2020



Memphis Botanic Garden Memphis, TN April 2020

A few other projects currently underway at Rose Construction, Inc. include:

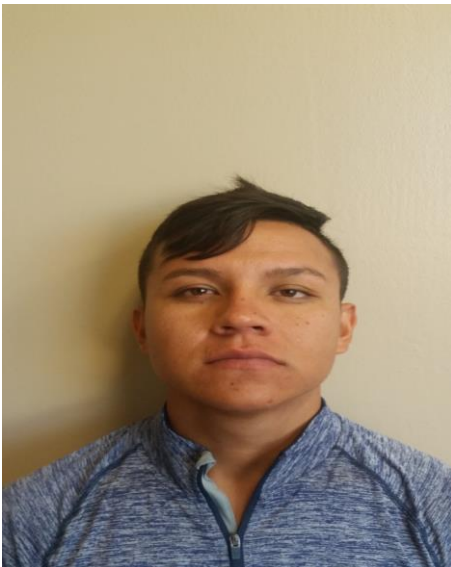
Germantown Greenway- Germantown, TN Hampton Inn Project- Union City, TN LeBonheur Green - Memphis, TN Multiple Tyson Projects – Newbern & Union City, TN	Atoka Greenway Phase II – Atoka, TN Mueller Industries Plant Expansion– Covington, TN Patriot Bank- Arlington, TN Thompson Machinery – Thompson Station, TN Kagome Creative Foods – Osceola, AR
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Employee Spotlight: Zack F.



In this edition of our *Rose Review* we are spotlighting Zack F.!

Zack graduated from Halls High School class of 2006. Zack and his wife Katie have been married for ten years and reside in Gates, TN. They have a beautiful two-year-old daughter named Farrah. Zack has worked for Rose Construction for ten years and is a Craftsman for the Special Projects division in the Covington/ Memphis area. Some of Zack's hobbies include working on projects, fishing, being outdoors and spending time with his family. We are thankful to have Zack as an employee here at Rose Construction.



Congratulations to Jose G. and Cary E.!

Cary and Jose are our newest full-time hires.

Jose is a Structural/Concrete Division Crew member.

Cary is a Craftsman for our Special Projects Covington/Memphis Division.

We are glad to have both of them on our Rose Construction Team!





Congratulations to Glen K. for earning his OSHA-10 Certification for the Construction Industry.



Congratulations to Chris E. for earning his OSHA-30 Certification for the Construction Industry.



Congratulations to Cary E. on his completion of OSHA-10 Certification for the Construction Industry.



Congratulations to Johnathan A. on his completion of OSHA-10 Certification for the Construction Industry.

Glen, Chris and Cary are all Special Project Covington/ Memphis crew members. Johnathan is a Civil crew member. We thank these employees and the rest of our field service workers for always making safety a top priority.

Congratulations to Fidel and Mayra on the birth of their daughter!

Patricia Monserrat

Born: March 25,
2020

At 8:59 P.M.

Weighing 5 lb. 2oz.
and 17 inches long



Little
Girls
make the world
Sweeter



ROSECONSTRUCTION, INC.

HEALTH & WELLNESS INCENTIVE PROGRAM - January 1 -December 31, 2020

This is a simple program similar to the one in the past to reward you for activities that you may already be doing and/or to encourage you to develop some new activities and habits toward your health and wellness. The reward is greater this time for employees earning between 150 – 200 points.

Activity	Validation	Points
Register for Blue Access www.bcbstn.com	BCBS of TN or other valid medical carrier (validation must be submitted)	10
Preventive Exam or OB/GYN <i>(performed during calendar year – Jan-Dec 2020)</i>	EOB Submitted	60
Completion of BCBS of TN Personal Health Assessment	BCBS of TN or other valid medical carrier (validation must be submitted)	15
Completion of BCBS of TN Self-Guided Tobacco Cessation Program	BCBS of TN or other valid medical carrier (completion certificate must be submitted)	40
Completion of one BCBS of TN Personal Challenges or Self-Guided Program	BCBS of TN or other valid medical carrier (validation must be submitted)	15
Gym Membership/Exercise Class	Documentation from Gym or facility conducting the exercise class	30
Walk/Run Official Event (1 event)	Documentation submitted	30
TOTAL		200

Total Points Earned	Reward
150 - 200	\$100 gift card AND \$500 Gift Card Raffle
100 - 149	\$50 gift card
50 - 99	\$25 gift card
25 - 49	\$10 gift card

COVID 19 Update and General Info

Steve Norman, Chief Operating Officer

As we navigate through these unprecedented times where this virus has created havoc on families, friends, businesses and our normal way of going about our daily lives, I want each on our Rose Team and their families to know we are working very hard to ensure the health and well-being for all as we continue to work in our communities as an essential business. The following pages of our newsletter are dedicated to communicating the actions we have in place, following CDC recommendations, and even going above and beyond that to be proactive in our quest for keeping everyone healthy! I pray that each on our team and their families will continue to stay healthy and I look forward to when our communities, business, and ability to connect with one another returns to a more normal situation!

Thanks for all that you do for our great company!

2020 Rose Construction COVID Virus Action Plan for Offices and Job Sites

General Overview:

The world health community continues to monitor closely the emergence of the disease named “coronavirus disease 2019” (COVID-19). The COVID-19 outbreak has been labeled a global pandemic and a national emergency. Rose Construction is continuously taking proactive steps to address several business concerns both for those Rose Business Locations and also our Job/Project Worksites. First and foremost, we want to maintain a safe workplace and encourage and/or adopt practices protecting the health of employees, clients, vendors, visitors, or others. The health and safety of all at Rose Construction along with our clients, subcontractors, suppliers, and the general public are our utmost concern and our TOP priority. We are asking that everyone play their part in taking steps to reduce the transmission of COVID-19 therefore, have implemented the following actions.

Overall Company Actions:

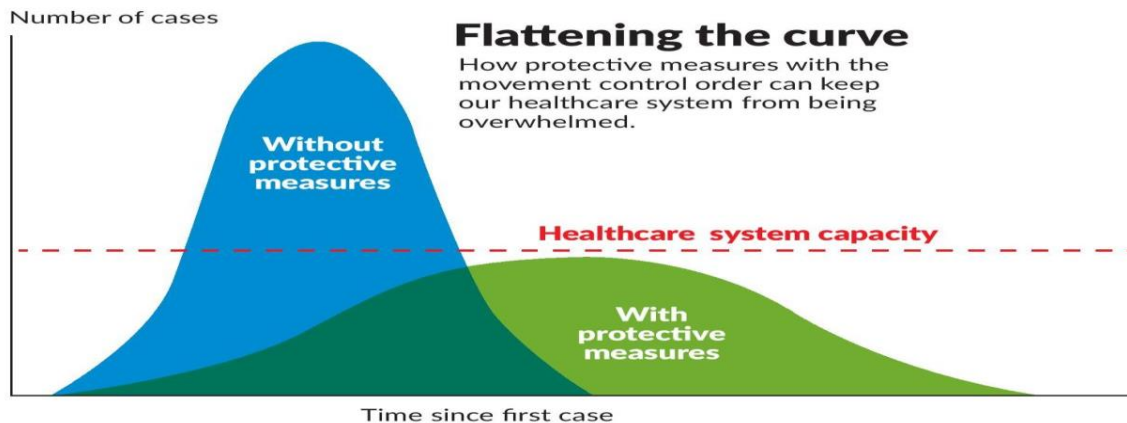
- We will follow all guidelines issued and updated by the CDC including but not limited to the following:
- Stay home when you are sick or have been around anyone who is sick.
- Wash your hands and fingernails frequently with soap and rinse with water for at least 20 seconds.
- Avoid touching your eyes, nose, and mouth.
- Cover your mouth whenever you sneeze or cough
- Notify your supervisor immediately if you see any employee, guest, subcontractor employee in any facilities or jobsites that appear to be sick.
- All Rose Office and Job Site Locations & Work Trucks are to be cleaned/wiped frequently during the day (especially common areas) and at the end of each day a thorough cleaning of offices and job trailers will be done.
- Employees are expected to clean their own personal workstations frequently and are required to at the end of the day.
- Employees are being urged to keep away from groups during breaks and lunches and instructed to utilize social distancing with other co-workers at office and job sites.
- Those working in office locations are encouraged to work from home until further notice and minimize visits to offices where at all possible.
- All meetings (Internal- Staff, Projects Updates, Sales, Job Site, etc. as well as External— Clients, Subcontractors, Vendors) will be held via conference call or via WebEx or other similar video conference mechanism.
- No employees will travel by airline for company business until further notice.

Specific Job Site Processes & Procedures:

- Rose Construction employees will be informed and fully comply with any written requirements, guidelines, and expectations that we receive from our Clients specific to their locations and jobsites.
- Workers will be asked/evaluated daily prior to work commencing by Rose On-Site Supervision if they are sick or have been around anyone sick. If yes, or if Rose On-Site Supervision deems worker unhealthy, they will be asked to return home immediately and not return to work site until cleared by doctor.
- For their safety and for the safety of clients and places of work – Employees and Subcontractors should not report to work while they are experiencing respiratory symptoms, fever, cough, shortness of breath, sore throat, body aches, severe headache, chills or fatigue.

- Work areas for construction/work will be barricaded (method left up to local supervision) from facility operations so that anyone working in Rose Construction Work Area will be controlled access in/out and only approved workers (Rose, Subs, Suppliers, and clients) will be allowed to work zone.
- Gloves and safety glasses (along with our 100% hard hat rule) will be mandatory at all jobsites.
- For safety and convenience, sanitizing or cleaning stations will be made available at all Rose Construction facilities and jobsites. This would include providing wash/sanitizing stations at jobsites, hand, sanitizers, hand wipes, spray disinfectants that can be utilized by employees, clients or subcontractors as deemed necessary. Note: Availability of sanitizers, gloves, masks, wash stations, etc. are currently in great demand and the company may have to take alternative actions or temporarily modify the plan for certain locations until such time that these products are made available.

Importance of Social Disancing



Social Distancing on the Job Sites



Hampton Inn (CMI) Project - Union City, TN

May 2020 Update on Reopening of America and Tennessee

First of all, thank you for our successful efforts and results in following our Rose Construction COVID Virus Action Plan to keep everyone safe while continuing to operate our business to the best of our ability!

As we see the re-opening of Tennessee and America through a phased approach, you might ask the question, what is the specific Plan for Rose Construction. Listed below are the key actions that we will follow at this important junction.

→ We will continue to follow our Rose Construction COVID Virus Action Plan including but not limited to: following CDC guidelines for monitoring any sickness; staying home when sick; continuously cleaning & sanitizing of offices, jobsites, tools & equipment; social distancing; conference calling for meetings; and the use of PPE.

→ We will continue to follow our current office/home work schedule for administrative and office staff employees at all Rose Offices through May 8th and re-assess our strategy at that time. We will gradually transition back to our normal office schedule.

As our state and country soon begin the re-opening process, we encourage all employees to continue to follow safe practices both on and off the job since more people will be active at jobsites and across public environments. Our objective as a business is to proceed cautiously and wisely for the wellbeing of all since the risk and stakes are potentially serious and high.

“The test of our progress is not whether we add to the abundance of those who have much; it is whether we provide enough for those who have too little.”

-Franklin D. Roosevelt.

If you have any information that you would like considered for the next newsletter, please contact BriAnna C. at b.colvin@roseconstruction.com or 901-476-9600. *The Rose Review* is published every other month.