

A Message from Steve Norman Chief Operating Officer

One of my favorite book is QBQ! The Question Behind the Question! by John G. Miller, which I highly recommend. If you have not read it, I always have several copies in my office, or it is available in the Rose Library to check out. It is a book on personal accountability at work and in life. My favorite quote from the book is " Ownership: A commitment of the head, heart, and hands to fix the problem and never again affix the blame".

When something is wrong, goes wrong, or doesn't go our way in our jobs and in our personal life, the easy way out is to place the blame on someone else and then doing nothing to try and solve the problem. Just watch the news relating to things going on in our country, the world, economy, etc.! What a better place our world would be if we all stopped placing the blame and took action instead!

At Rose Construction, I am proud of our team's ability day in day out to be problem solvers and not blamers! We are certainly not perfect, but our company was founded over 60 years ago with one of our key principles being "developing relationships that go beyond contractual" -- which means regardless of the situation we will focus on the long-term relationship opportunity to guide our decision/action process, especially when problems or challenges occur!

So, as we head into the 2nd Quarter of 2022, let's be sure to keep this key opportunity in the forefront of what we do! Let's together take pride as well as action in committing our heads, hearts, and hands to fix/tackle problems that arise for our clients as well as in our personal lives and work to not affix blame!

Happy Birthday

Barry Kellum - May 1st
Keith Ballard - May 7th
Shayne Jones - May 14th
Tim Belton - May 20th
David Whitehorn - May 27th
Audrey True - June 2nd
Steve Phillips - June 4th
Thomas Hankins - June 10th
Carson McLillie - June 11th
Dwin Dodson - June 18th
Chris Etheridge - June 22nd
Lynn Colvin - June 24th



IMPORTANT DATES

Mother's Day - May 8th
Memorial Day - May 30th
Flag Day - June 14th
Father's Day - June 19th
First Day of Summer - 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!

The new FasTimes in Whiteville, TN is now complete. We are thankful for the continued trust that Jimmy Vandergrift and his family put into Rose Construction to bring these projects together for them. If you have a chance, go by and check it out!





UNCLE NEAREST DISTILLERY - SHELBYVILLE, TN



MARGARITAS - MILLINGTON, TN



Lou Sobh Honda Dealership - Southaven, MS

OTHER PROJECTS

- Newton Ford - Shelbyville, TN
- Ibberson Tyson - Newbern, TN
- Landers CDJR - Southaven, MS
- Koppers - Millington, TN
- TwelveStone Chattanooga - Chattanooga, TN
- Coleman Tractor - Joelton, TN
- MT. Zion M.B. Church - Stanton, TN
- Conagra - Jackson, TN
- Unilever - Covington, TN
- Carrier - Collierville, TN
- TwelveStone Heritage Sq - Murfreesboro, TN
- Total Fitness - Covington, TN

NEW TO
ROSE
— CONSTRUCTION —



Daniel Anderson
Project Superintendent



Victor Damart
Project Superintendent



Congratulations!

Donnie Showers (Pictured Left) received his OSHA 30 Certification.

Jonathan Perez (Pictured Right) received his OSHA 30 Certification.

We are proud of both of these employees and thankful for all they do at Rose Construction.



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.

EMPLOYEE SPOTLIGHT - LENORA MEYER

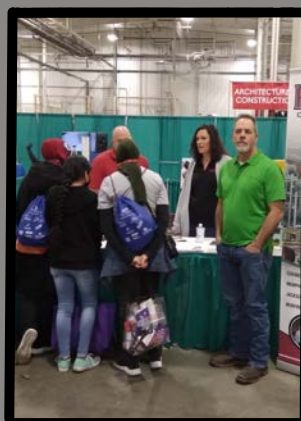
Lenora Meyer was born in Albion, Illinois on July 30th. She has been married to her husband, Chris, for 24 years and they have two sons together, Caleb and Cody. Lenora has been with Rose Construction for a year as a Accounting and Finance Administrator. She enjoys helping the project managers and superintendents on the administrative side as they work on a project, and getting to know our subcontractors and working with them. While growing up in Illinois, her family had a pig farm. She drove a tractor for her dad one summer and after some minor repairs, she was put back on kitchen duty. So machine operator is probably not in her future at Rose Construction.

During Lenora's off time she likes gardening, helping her husband Chris with woodworking (he makes the stuff and she pretties it up), interior/exterior decorating, cooking, and vacationing to the beach. Her family loves watching movies, mainly all the Avenger series. You can catch Lenora cheering on the Memphis Tigers and Boston Red Sox when they are playing. She has been a great asset to Rose Construction and we thank her for all she does!



Career Fair

On March 3rd, some of the Rose Construction team (Erik Krull, Steve Phillips, Audrey True, Rachel Hughes, Lenora Meyer, and David Channell) took part in the 2nd Pathways2Possibilities:P2P West Tennessee 2022 Career Expo at Ripley Power and Light building in Ripley, Tennessee. About 3,000 8th graders attended from West Tennessee counties: Haywood, Tipton, Lauderdale, Crockett, Dyer, Fayette, Gibson, Obion, and Shelby. P2P is an opportunity for your student to take the first steps in thinking about, making decisions and planning for his or her career future. Each student spent around 120 minutes on the expo floor exploring, engaging with professionals and gaining insights into what their career future might look like.



Congratulations Graduates!



Ella Krull is the daughter of Erik and Kate Krull. She is graduating from Tipton Christian Academy as the Salutatorian of the 2022 class. She served as Student Council President and is an award-winning Youth In Government and Model United Nations delegate and was selected to attend the Conference of National Affairs this summer. She also was captain of the TCA swim team. Holding a GPA of 4.26 and scoring a 31 on her ACT. She has accepted the Volunteer Scholarship to attend the University of Tennessee at Knoxville this fall.



Riley Morris, daughter of Eric and Jennifer Morris, is graduating from Covington High School as the Valedictorian of the Class of 2022 with a 4.0 GPA and ACT score of 32. During high school Riley was a member of HOSA, National Honor Society, and a 4-year member of the CHS ladies' soccer team, earning All-District recognition her Junior and Senior year, and serving as co-captain her senior year. Riley plans to attend the University of TN at Knoxville in the fall and major in Chemical Engineering.



Keith Caywood has been helping out Blackman Middle School in Murfreesboro, Tennessee with a STEM class Project. The model is of a home that could have a shield activated if flood water starts. This group has been awarded at least 2 levels of grants from Samsung, and the top winning final grant is for \$156,000. They have made it to the top 10 out of 100 and will be traveling to New York City for the finals. Thank you Keith for being an active member in the schools. Good luck to this group as they compete for the grand prize.

All Employee Kickoff

On April 1st, office and field workers had the All Employee Kickoff meeting. Chris Buckner gave a presentation at the shop emphasizing equipment maintenance and safety. Steve Norman spoke about our successful 2021 and forecasted an even better 2022. Erik Krull talked about sales and marketing excelling. Cindy Dunn boasted of our safety being top notch. Paul Rose closed with encouragement to persevere even during the uncertainty of times we live in. Steve Norman and David Curtze conducted a meeting for employees in Middle Tennessee office.



Back Injuries and Prevention

Back Injury Stats and Facts: A Quick Summary

- It's estimated that 2 million back injuries occur annually in the US
- A staggering 80% of adults are estimated to experience a back injury in their lifetime
- For 5% of back injury sufferers the condition will become chronic and disabling
- Back injuries are the top cause of "job related disability"
- More than 1 million back injuries are sustained in the workplace annually

The top reasons for back injuries identified by the Mayo Clinic are muscle or ligament strain, bulging or ruptured disks, arthritis, skeletal irregularities, and osteoporosis.

There are certain jobs that place workers at a higher risk of experiencing a back injury. Anything that involves repetitive actions like lifting materials, sudden movements, whole body vibrations, lifting and twisting simultaneously, or bending for long periods of time, will make you more prone.

Does that sound like construction work? In 2016, just over 10,000 construction workers suffered back injuries according to the Bureau of Labor Statistics (BLS). Back injuries in construction most often occur when lifting or lowering heavy objects, slips and falls, being hit by something, or constantly repeating a motion.

According to the BLS, a back-related injury accounts for one in every five injuries and illnesses at work. 80% of these injuries occur to the lower back, and, not surprising, 75% of these happen during lifting tasks.

The lower back (Lumbar Area) consists of 5 vertebrae known as L1 through L5. These are the strongest and largest vertebrae in the spine. They bear the most body weight of any area of the back, which is why it is the most commonly injured area of the back.

Most construction workers need to be mindful of back injuries and, if injured, must see they are properly treated to avoid long-term complications. A spine specialist can evaluate the condition and help create a treatment plan to minimize any long-term impact.

Back Injury Prevention


- Stay in good physical condition – Having strong and fit muscles will ensure that you can maintain neutral postures throughout your workday
- Warm up your muscles before work – *Stretching is one of the best ways to do this*
- Make sure you always lift properly, ask for help when needed
- Make sure there are no trip hazards – good housekeeping is key
- Avoid twisting, falling, bending for long periods of time, sudden movements





TAKE GOOD CARE OF YOURSELF





Your all around well-being starts with caring for what's most important – yourself. That's why it is very important to make time to just focus expressly on your own mental and physical health. From a quick workout to a simple act of kindness or a personal indulgence, every action you take that makes your life and world a little better brings major benefits to your overall mental and physical well-being. Here are 10 things you can do to care for yourself.


 **1. Eat healthy** – Avoid unhealthy foods that make you feel bad, and add lots of fruits and vegetables to brighten up your diet.

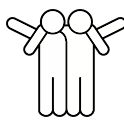
 **2. Exercise regularly** – From a brisk walk to yoga to a vigorous workout, exercise gets your blood and endorphins flowing!


 **3. Rest** – Or, try sitting still and paying attention to your breathing and heartbeat for five minutes to feel refreshed. And get a full night's sleep.


 **4. Put down your phone** – Instead of checking your social media accounts, spend time talking directly to a friend or coworker.


 **5. Have fun** – Life is to be enjoyed, so do something you normally wouldn't do or indulge in a guilty pleasure.

 **6. Get involved** – Be active in your community and volunteer.

 **7. Be nice to someone** – It doesn't matter if it's to a friend or a complete stranger, just say or do something nice. It feels better every time you do it!

 **8. Treat yourself** – Buy yourself some flowers, take in a concert, eat dessert first or even get a massage. You know what you like – do it!

 **9. Clean and organize** – Decluttering your home or workspace helps you declutter your mind, too.

 **10. Repeat** – Whether it's once a day or week or month, take time to remember how important it is to take care of yourself!

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.

We currently have job openings for the following:
Project Superintendent - West TN
Project Superintendent - Middle TN
Craftsman - Special Projects

**Today is your
opportunity to
build the tomorrow
you want.**

—KEN POIROT

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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