

A Message from David Curtze

Regional VP – Middle, TN

February is done and spring is on its way. We are in Lent. It is a good time to stop a minute and realize how truly blessed we have been and are currently.

We pushed through 2020 and learned how to work in a pandemic. Our workload stayed steady and new opportunities presented themselves. We did not give up, we adapted. Many other companies did not and are no longer in business. So, Thank You, To All of You, for being a part of this team, not giving up and for adapting to new ways.

Last year at this same time I reported that 2019 had brought us a unique project. I am happy to report that in 2020 we earned a unique project. I say "Earned" because that is exactly what we did. We "Earned" the project by doing what we do best- Keeping our job sites clean, safe, and professional, posting our job sign, and maintaining a tight schedule. Potential clients notice that and that is how we earned this client's business. Thank you for doing what you do and keep up the great work.

This project is a distillery, but not just any distillery. This distillery is the 3rd fastest growing distillery in Tennessee, has product in 2,600 locations across the US and is only three years from inception. Three years ago, a young woman named Fawn read a story of a little-known slave that started making whiskey with a special process and went on to teach Jack Daniels how to make whiskey. His name was Nathan "Nearest" Greene. Jack treated Nearest as an equal partner. Fawn poured her heart into bringing recognition to this little-known man with museums and by starting and naming a distillery after him. Truly incredible as to what she has accomplished in such a short time.

Also, we designed and have almost completed erection on a 27,000 SF new dealership for Newton Ford South and anticipate finishing it in the Fall of 2021. This dealership will incorporate all of Ford's newest service write up technology and will also have LED Halo above the reception desk and LED ribbon lights in the showroom. The dealer has incorporated a Smart lighting package for the parking lot which includes security deterrents. I am interested in seeing this feature in action.

Lastly, we are thankful for our continued partnership with TwelveStone and will be starting their newest concept of an overnight clinic in Spring Hill, TN with two more planned this year.

Please continue to practice Covid-19 safe practices and please continue to do as you have done. It does make a difference.

Thank you for all you do!

David Curtze



BLAKE B. – MARCH 10

ZACK F. – MARCH 10

FIDEL D. – MARCH 23

DAVID C. – MARCH 29

CARMEN J. – MARCH 31

JEREMY O. – APRIL 3

LES A. – APRIL 22

JOHN PAUL R. – APRIL 24



DAYLIGHT SAVINGS TIME BEGINS – MARCH 14

ST. PATRICK'S DAY – MARCH 17

FIRST DAY OF SPRING – MARCH 20

PALM SUNDAY – MARCH 28

GOOD FRIDAY – APRIL 2

EASTER – APRIL 4

EARTH DAY – APRIL 22

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!



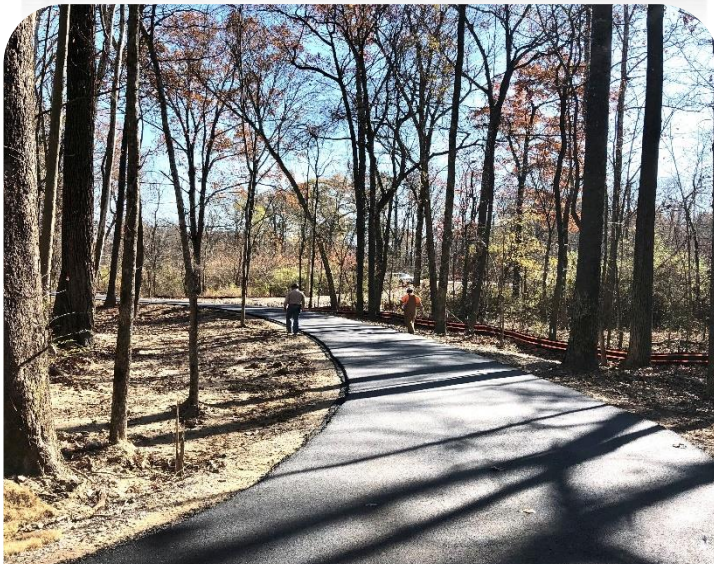
Rose Construction, Inc. had a great start to 2021!!

Below is our Work in Progress...

Naifeh's Cash Saver - Covington, TN



Germantown Greenway Trail – Germantown, TN



Projects Not Pictured:

Lanxess & Arkema – Memphis, TN

Unilever – Various Locations

Komatsu – Ripley, TN

Paragon - Jack's Restaurant – Covington, TN

Rialto Water Line – Covington, TN

Patriot Bank – Arlington, TN

AAA Cooper – Memphis, TN

Atoka Greenway – Atoka, TN

Tyson – Newburn & Union City, TN

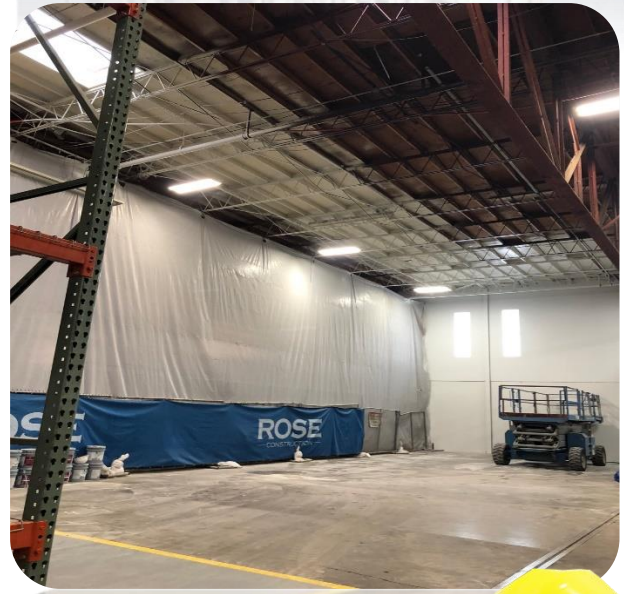
ERMCO – Dyersburg, TN

KFC – Millington, TN

Newton Ford Dealership – Shelbyville, TN



Mueller Industries Office Renovation – Covington, TN



GRAB YOUR HARD HATS!

Here at Rose Construction, Inc. we make safety a number one priority for our employees. As one of the most resilient types of personal protective equipment, hard hats are a proven means of saving lives in the workplace. Hard hats are designed to protect the head against falling objects and the side of the head, eyes, and neck from any impacts, bumps, scrapes, and electrical exposure. Wearing a hard hat is a mandatory requirement set forth by OSHA (Occupational Safety and Health Administration) which requires employers to provide workers with hard hats and ensure that they wear them.



SAFETY – FALL PROTECTION

Did you know that Falls from heights are the number one cause of injury/fatalities in Construction work?

Each year falls consistently account for the greatest number of fatalities in the construction industry. Several factors are often involved in falls, including unstable working surfaces, misuse, or failure to use fall protection equipment and human error. Studies have shown that using guardrails, fall arrest systems, safety nets, covers and restraint systems can prevent many deaths and injuries from falls.

However, there are several steps and precautions you can take to ensure safety while working in a higher elevated area.

Some Solutions from OSHA include:

- Consider using aerial lifts or elevated platforms to provide safer elevated working surfaces.
- Erect guardrail systems with toe boards and warning lines or install control line systems to protect workers near the edges of floors and roofs.
- Cover floor holes; and/or
- Use safety net systems or personal fall arrest systems (body harnesses).

Rose Construction, Inc. has a Fall Protection Safety Program and Training Requirements.



STEP AWARD

Founded in 1989 as a safety benchmarking and improvement tool, STEP has evolved into a world-class safety management system that dramatically improves safety performance among participants regardless of company size or type of work. Participating Associated Builders & Contractors (ABC) member firms measure their safety processes and policies on 25 key components through a detailed questionnaire with the goal of implementing or enhancing safety programs that reduce jobsite incidents. Rose Construction achieved this award for taking the extra steps in ensuring the safety of our field employees is met at every moment they are on or off a jobsite.

Thank you to every employee for your achievements towards safety!



Pictured is Paul Rose, President, with our Platinum STEP Award.

Coy & Jeanette Rose Scholarship Recipients Announced

Congratulations to the following recipients of our Coy & Jeanette Rose Scholarship for the Spring semester at Dyersburg State Community College.

- **Joshua H.**, son of Lynel H. who is employed with Rose Construction, Inc. Joshua is majoring in Computer Information Technology – Networking.
- **Brennan L.**, daughter of Mike L, who is employed with Rose Construction, Inc. Brennan is majoring in Business Management.

We wish Joshua and Brennan the very best in their continued education and future careers!



Josh H.



Brennan L



On Friday January 29th the office staff celebrated our very own **Jennifer M.** birthday!
We are so thankful for Jennifer's hard work and dedication to Rose Construction, Inc.

EMPLOYEE SPOTLIGHT

Mike S.



In this edition of the Rose Newsletter, we are highlighting our Structural Estimator Mike S.

Mike was born in Dyersburg, TN and currently resides there. Married to his wonderful wife of 42 years, he, and Paula Jane share two wonderful daughters together and two unbelievable granddaughters that are absolutely priceless in Mike's eyes!

Mike has worked for Rose Construction for 18 years. What he enjoys most about his job is knowing it was God's plan for his life.

Although Mike's hobbies seem to change with his age, currently his favorite hobby is playing the guitar and piano.

When it comes to a favorite food Mike is far from picky, he eats just about anything. Arizona, Colorado, Utah, and East Tennessee are some of his most favorite travel spots. He enjoys cheering on the St. Louis Cardinals (but only when they are on a winning streak!)

We are thankful for Mike's daily dedication to Rose Construction. Thank you for being a great key member of our team!

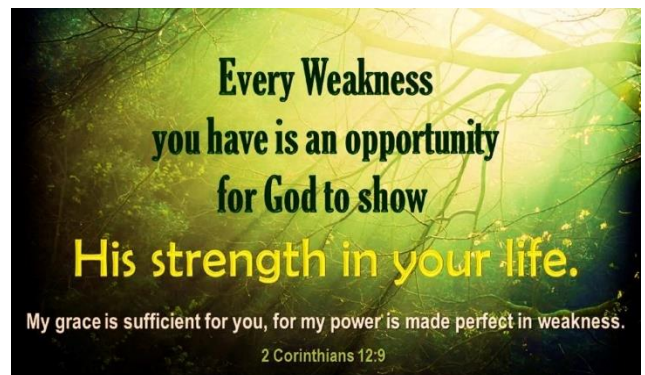


EMPLOYEE REFERRAL **BONUS**

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 and per the guidelines of the policy.

We currently have job openings as follows:

- **Civil Equipment Operator**
- **Concrete Finisher/Laborer**



Welcome to the **ROSE** Family

— CONSTRUCTION —



Lenora M. joined the Rose Family Full-Time on February 1st as Accounting & Finance Administrator.



Jack G. joined the Rose Family on February 1st. Jack is a Project Manager in our Middle Tennessee office



Angelina G. joined the Rose Family on February 3rd. Angelina is a Project Superintendent in our Structural Division.



Mike J. joined the Rose Family on February 22nd. Mike is a Project Superintendent in our Structural Division.



WELCOME TO THE WORLD!

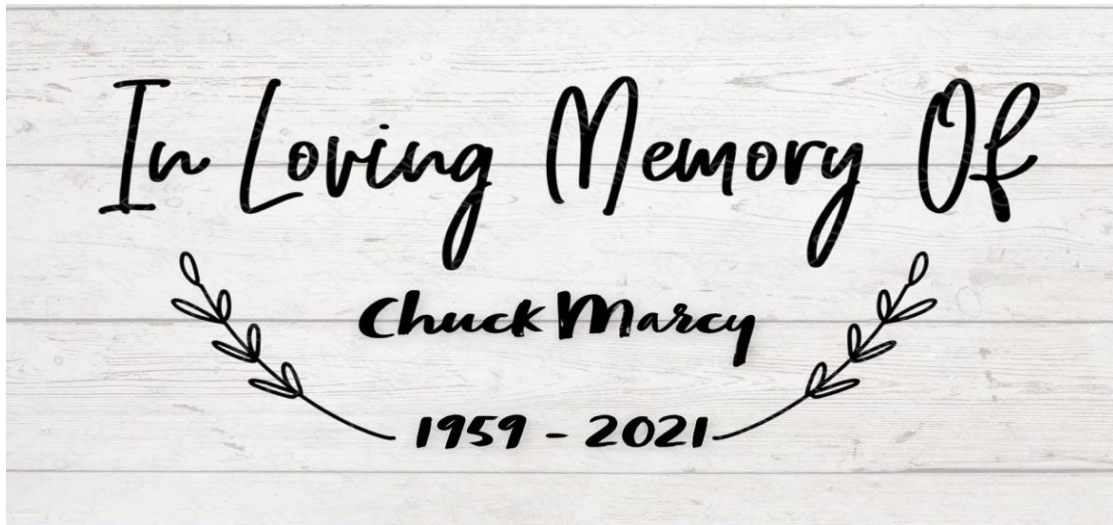


Miss Dolly Kate was born on January 27th, 2021 to Tyler and Taylor N. Weighing 8 lbs. 8 oz. and 19.5 inches long.

She is the granddaughter of Steve and Marlene N.

Congratulations to Steve, Marlene, Tyler, Taylor, and Penny on your newest addition to the family!





It is with great sadness that we learned of the passing of Chuck Marcy on Saturday February 13th, 2021. He was a valued member of our Rose Construction Team working in our Civil Division. Chuck was so well liked and respected throughout the company and in our community. He will be greatly missed!

Our deepest sympathy is especially expressed to his wife, Sonja Marcy, and their children. We will always cherish the precious memories that we have of Chuck.

Goodbyes are not forever.

Goodbyes are not the end.

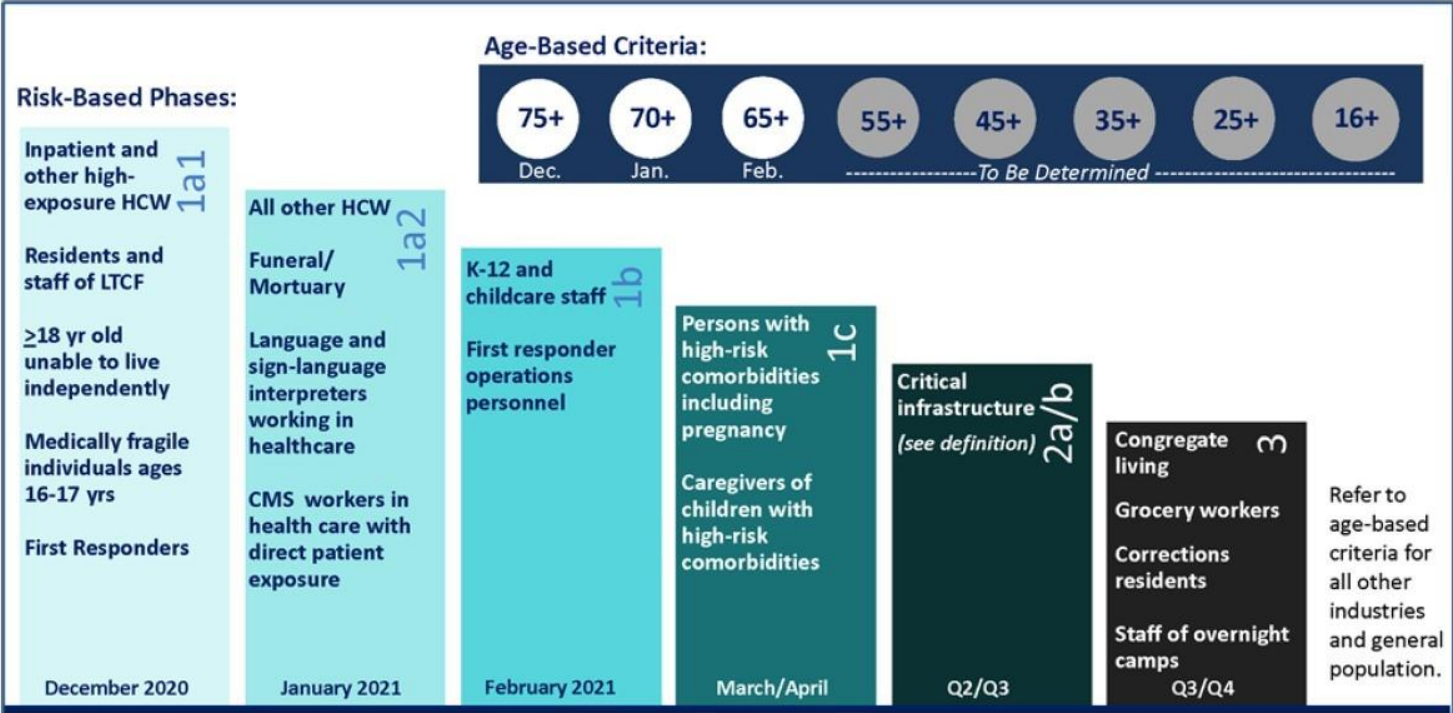
It simply means

I will miss you

Until we meet again.

COVID-19 IN TENNESSEE

Tennessee began registering Tennesseans aged 65 and older and those in Phase 1b of the state’s COVID-19 Vaccination Plan for COVID-19 vaccinations on February 22. Phase 1b includes staff members of kindergarten through 12th grade schools and child care facilities. Here is a look at Tennessee’s vaccination plan (current at time of print – for most current plan visit <https://covid19.tn.gov/covid-19-vaccines/vaccine-phases/>).



Online Scheduling for COVID-19 Vaccination

TDH has launched a new online scheduling tool that allows users to book their appointment for COVID-19 vaccination at participating health department sites when they are eligible to do so. Tennesseans can access the system at covid19.tn.gov and select their county to schedule an appointment.

For More Information

Tennesseans can find information on the phases eligible for vaccination in their county and, when eligible, register for vaccination through their county health department at <https://covid19.tn.gov/covid-19-vaccines/county-vaccine-information/>. Due to their independent operations and larger populations, Tennessee’s metropolitan counties may have different instructions, so residents in these areas should check with local authorities about their plans.

TDH reminds all Tennesseans that in addition to vaccination, wearing a face mask, maintaining social distance and getting tested when exposed or sick are critical to controlling the pandemic.