

## MESSAGE FROM STEVE NORMAN

Chief Operating Officer

As we wrap up the last push of summer and head into fall, the change in season and coming refreshing cooler weather is just around the corner! Entering into a new season is an opportunity for us to take inventory and a fresh look at how we “refresh” our goals and areas of opportunity in our personal and professional growth. One of the many areas I am proud of about our company is as our vision statement says that we “encourage each on our team to become all that they can socially, economically, and spiritually.” This includes the companies support and encouragement for improving ourselves via seminars, classes, and other training opportunities.

*“Change equals self-improvement. Push yourself to places you haven’t been before.” —Pat Summitt*

So as we head towards the end of 2019 I would challenge everyone on our team to pick one area where you would like to improve, learn, or grow! It could be communication skills, computer skills, blueprint reading, supervision, estimating, or project management, just to name a few! David Channell our Director of HR & Company Services is a great resource if you have any questions or need some direction in getting started! Have a great fall and thanks to each of you and all you do for our great company!

- Steve

### 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!*



Daniel G. - Sept 8

Lynel H. - Sept 16

Stonie K. - Sept 16

David T. - Sept 22

Eddie M. - Sept 24

Mike L. - Sept 30

Cleavette B. - Oct 2

Jose G. - Oct 3

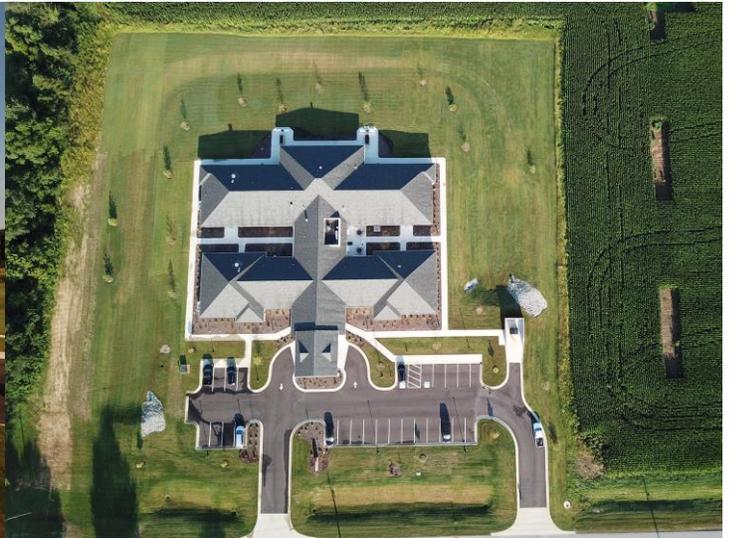
Amado C. - Oct 14

Ismael R. - Oct 14

Lonnie B. - Oct 22



# PROJECT UPDATES



Rose Construction performed the site work for the **Dogwood Pointe Retirement Home** in Milan, TN.



The **Agricenter** in Memphis, TN held a special ribbon cutting event to announce their new commercial kitchen. Rose Construction Special Projects Team completed the project and the kitchen is already being utilized.



Rose Construction handed over the keys to the principals of the completed **Tipton Christian Academy** in Covington, TN, and students began attending class there in August!



Work has begun at **Thompson Machinery** located in Thompson's Station, TN.



Tommy and Stonie are pictured moving dirt at the site of the new **Parkway Cove Memory Care Facility** located in Covington, TN.



Construction is nearing completion at the **Tennessee College of Applied Technology** in Covington, TN for classes to begin in September.

**A few other projects currently underway at Rose include:**

Blue Cross Blue Shield/Light Wave Solar Project – Chattanooga, TN  
 TwelveStone Health Partners – Chattanooga, TN  
 AAA Cooper Renovation – Louisville, KY

Multiple Lanxess Projects – Memphis, TN  
 Multiple Tyson Projects – Newbern, TN  
 Phoenix Industries – Covington, TN

# Congratulations New Full-Time Hires



**R.J.**  
Craftsman SPJ  
7/26/19



**David**  
Craftsman SPJ  
7/29/19



**Reid**  
Assistant Project Manager  
(Murfreesboro Office)  
7/31/19

***Welcome to the Rose Construction Team!!***



## School Supply Drive

Rose Construction participated in the 2019 School Supply Drive for the **Boys & Girls Club** of the Hatchie River Region. Several employees donated, and we collected over 250 items! Thank you to everyone that participated!

Pictured are **Jennifer R.** and **Audrey T.** with members of the Boys & Girls Club.



# Safety Spotlight

Tennessee's Hands Free law took effect July 1, 2019. This law requires drivers to put down their phones and focus on the road. The goal is to eliminate distracted driving-related fatalities and injuries.

This law makes it illegal for a driver to:

- (a) hold a cellphone or mobile device with any part of their body
- (b) write, send, or read any text-based communication
- (c) reach for a cellphone or mobile device in a manner that requires the driver to no longer be in a seated driving position or properly restrained by a seat belt
- (d) watch a video or movie on a cellphone or mobile device
- (e) record or broadcast video on a cellphone or mobile device.



**HANDS FREE**  
★ T E N N E S S E E ★

In 2018, there were over 24,600 crashes involving a distracted driver in Tennessee. On average, that is sixty-seven crashes every single day. A recent study listed Tennessee as having the highest rate of distracted driving deaths in the nation – nearly five times the national average. Your phone can wait – your safety can't.

Violation of this law is a Class C misdemeanor. A traffic citation based on this violation is considered a moving traffic violation. Fines for violations of the law include:

- \$50 = First-time offense
- \$100 = Third-time offense or higher; violation results in a car crash
- \$200 = Violation occurs in a work zone while workers are present; violation occurs in a marked school zone while flashers are in operation

At Rose Construction safety is our top priority, and it has been Rose Construction's policy to NOT use cell phones or handheld devices while driving per our handbook's guidelines.

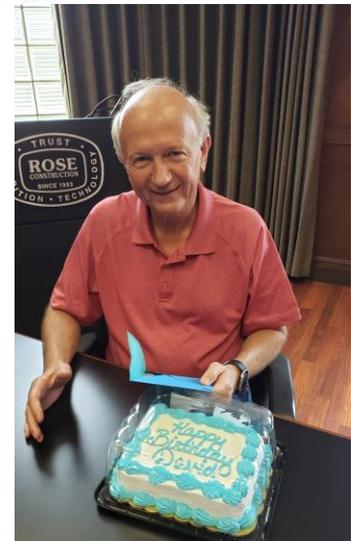
## HAPPY BIRTHDAY



**Rachel**  
August 8



**Cindy**  
August 23



**David**  
August 23

# Health & Wellness: Exercise

We have all heard it many times before - regular exercise is good for you, and it can help you lose weight. But if you are like many Americans, you are busy, you have a sedentary job, and you haven't yet changed your exercise habits. The good news is that it's never too late to start. You can start slowly, and find ways to fit more physical activity into your life. To get the most benefit, you should try to get the recommended amount of exercise for your age. If you can do it, the payoff is that you will feel better, help prevent or control many diseases, and likely even live longer.

## What are the health benefits of exercise?

Regular exercise and physical activity may:

- Help you control your weight. Along with diet, exercise plays an important role in controlling your weight and preventing obesity. To maintain your weight, the calories you eat and drink must equal the energy you burn. To lose weight, you must use more calories than you eat and drink.
- Reduce your risk of heart diseases. Exercise strengthens your heart and improves your circulation. The increased blood flow raises the oxygen levels in your body. This helps lower your risk of heart diseases such as high cholesterol, coronary artery disease, and heart attack. Regular exercise can also lower your blood pressure and triglyceride levels.
- Help your body manage blood sugar and insulin levels. Exercise can lower your blood sugar level and help your insulin work better. This can cut down your risk for metabolic syndrome and type 2 diabetes. And if you already have one of those diseases, exercise can help you to manage it.
- Help you quit smoking. Exercise may make it easier to quit smoking by reducing your cravings and withdrawal symptoms. It can also help limit the weight you might gain when you stop smoking.
- Improve your mental health and mood. During exercise, your body releases chemicals that can improve your mood and make you feel more relaxed. This can help you deal with stress and reduce your risk of depression.
- Help keep your thinking, learning, and judgment skills sharp as you age. Exercise stimulates your body to release proteins and other chemicals that improve the structure and function of your brain.
- Strengthen your bones and muscles. Regular exercise can help kids and teens build strong bones. Later in life, it can also slow the loss of bone density that comes with age. Doing muscle-strengthening activities can help you increase or maintain your muscle mass and strength.
- Reduce your risk of some cancers, including colon, breast, uterine, and lung cancer.
- Reduce your risk of falls. For older adults, research shows that doing balance and muscle-strengthening activities in addition to moderate-intensity aerobic activity can help reduce your risk of falling.
- Improve your sleep. Exercise can help you to fall asleep faster and stay asleep longer.
- Increase your chances of living longer. Studies show that physical activity can reduce your risk of dying early from the leading causes of death, like heart disease and some cancers.

## How can I make exercise a part of my regular routine?

- Make everyday activities more active. Even small changes can help. You can take the stairs instead of the elevator. Walk down the hall to a coworker's office instead of sending an email. Wash the car yourself. Park further away from your destination.
- Be active with friends and family. Having a workout partner may make you more likely to enjoy exercise. You can also plan social activities that involve exercise. You might also consider joining an exercise group or class, such as a dance class, hiking club, or volleyball team.
- Keep track of your progress. Keeping a log of your activity or using a fitness tracker may help you set goals and stay motivated.
- Make exercise more fun. Try listening to music or watching TV while you exercise. Also, mix things up a little bit - if you stick with just one type of exercise, you might get bored. Try doing a combination of activities.
- Find activities that you can do even when the weather is bad. You can walk in a mall, climb stairs, or work out in a gym even if the weather stops you from exercising outside.

# Congratulations

## Coy & Jeanette Rose Scholarship

Congratulations to the two recipients of our Coy & Jeanette Rose Scholarships for the Fall semester at Dyersburg State Community College.

Each semester Rose employees and their families are eligible for applying and being awarded this great scholarship opportunity.

We wish each of these students the very best in their continued education and future careers!

## Employee Spotlight

Willie W. has been an employee at Rose Construction for over 28 years! He is a concrete crew leader and has worked on a lot of projects since he started in 1991. Willie was born in Mason, TN and graduated from Fayette Ware High School in Somerville, TN. He is a chair deacon at Mt. Sinai Church in Mason, TN. Willie has been married to his wife for 35 years, and they have two beautiful daughters and a four-year-old grandson. Willie's oldest daughter got married this year on June 30, and his youngest daughter works for Medtronics. She will soon be taking a job transfer to Phoenix, Arizona. Willie's wife currently works for CCA West Tennessee Detention Facility in Mason, but she previously worked for RPAC for 16 years. Willie likes to spend time with his family, especially his grandson who loves to cut the grass with Willie. In his spare time Willie enjoys fishing, hunting, and watching sports. He likes watching football with his family, and you may be able to tell that his favorite team is the Dallas Cowboys. We are glad Willie is part of the Rose Construction Team, and we appreciate his many years of service!



## ABC Member Luncheon: Workforce Development

On Wednesday, August 14 ABC held a member luncheon at the University of Memphis Holiday Inn. **David C., Steve N., and Jennifer R.** attended the luncheon. This meeting began by welcoming the newest members of the West Tennessee Chapter of Associated Builders and Contractors. ABC also welcomed the principal of Winchester Elementary School, a school in need that ABC recently adopted. Principal Turner gave us some background about the school that is located in a high crime area of Memphis. The students there struggle with daily challenges at home and often fail academically. To encourage the students to come to school regularly, learn responsibility, and work hard academically, the school started an incentive program known as the Bronco Store. Students can earn Bronco Bucks for appropriate behavior and good grades. These Bronco Bucks can be used at the Bronco Store to buy different items, but to have these incentives for the children the school is depending on donations from the community. ABC listed items that were needed and encouraged companies to pledge to make donations in an effort to help Winchester Elementary. Rose Construction decided to donate a new bicycle through our Community Service Program. During the luncheon Timothy Mongeau, Director of Workforce Development for ABC National also took the stage. He addressed the topic of workforce development and gave his perspective on a few workplace issues that have developed in the construction industry. First, he reminded us that the construction industry touches every aspect of American lives. From the buildings we live in to the cell phones we use daily, every material item is manufactured in a facility that is designed and built by the construction industry. Construction is vital to the American way of life, but is often times overlooked. Timothy then told us the story of how he began his career in the construction industry totally by accident. He addressed how this industry typically is not thought of as a promising career prospect, and people are unaware of construction's unlimited career possibilities. In addition, 62 percent of contractors report a severe shortage of skilled workers. It is important that we show the world how crucial construction is and how many promising career opportunities await in the industry. We need to let the community know that construction is safe, provides a family a sustaining wage, uses the latest in technology, an apprenticeship is equivalent to college, and it is certainly the path to achieving the American Dream! We need to inform high school students, middle school students, university students, community college students, and veterans about the numerous opportunities available in the construction industry. We need to give our employees the opportunities to follow their dreams and encourage them to take advantage of the many training opportunities that we have available for them to advance their careers in our industry. Timothy's presentation wrapped up this informative and delicious ABC luncheon leaving everyone with new ideas and a greater insight into workforce development. **As a reminder, we partner with ABC for many training and safety courses throughout the year. Classes available in the coming weeks include: Blueprint Reading, Project Management, Estimating, Fall Protection, and numerous OSHA Certifications. For information on any of these courses or other ABC events, please contact the Covington office.**



Chris B. (pictured with Principal Turner) delivered the bike Rose Construction's Community Service Program donated to the Winchester Elementary School's Bronco Store.

