

The Rose Review

ROSE
— CONSTRUCTION —

September 2020

Message from Paul Rose

President of Rose Construction, Inc.

Two thirds of 2020 is now history, and what a year it has been. Our lives certainly have changed since March of 2020. I know; however, this pandemic will eventually pass, and our response until then remains critical to the health and safety of each of us, our families, our co-workers, and our community. I encourage you to examine and adhere to the guidelines that our company has published. These guidelines are consistent with the recommendations from the CDC (Federal Centers for Disease Control and Prevention) and are important to both your health and our customers.

In addition to the COVID crisis, civil unrest in areas of our nation have also plagued much of 2020. I should not need to remind you that there is an election in November. Who is elected *matters!* The election is not only important to address this unrest, but also paramount to our future. I encourage you to register to vote if you have not already. The voter registration deadline is October 5th. Familiarize yourself with the candidates' and party platforms and get to the polls and vote. Early voting is held October 14th-October 29th, and Election day is November 3rd. For voting locations, you can check with your local county Election Commission Office or visit <https://govotetn.com> If you choose to not vote, then it is my opinion that you have no credible right to complain about the results of the election. GO VOTE!!

Despite the pandemic and all the issues that arose from it, our company continues to be blessed with a good work backlog. I believe, as has been stated many times, that the fact that we continue to secure work for our company is a testimony to the excellent job that each of you do in the field and in the office. Our clientele base reflects the success of our focus on safety, quality, and the relationships that we desire to establish and maintain. Please accept my genuine thanks for all that each of you do to make it easy to "Do Business with Rose Construction". Each of you are truly appreciated!

-Paul Rose

President of Rose Construction, Inc.

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. – Sep. 8

Lynel H. – Sep. 16

Stonie K. – Sep. 16

David T. – Sep. 22

Mike L. – Sep. 30

Cleavette B. – Oct. 2

Jose G. Oct. 3

Amado C. – Oct. 14

Ismael R. – Oct. 14

Lonnie B. – Oct. 22

DATES TO REMEMBER:

September 7th - Labor Day

September 11th-Patriot Day

September 13th - National Grandparent's Day

September 22nd - First Day of Fall

October 12th -Columbus Day

October 16th- Boss's Day

October 31st- Halloween



Project Updates



Germantown Greenway Trail July 2020 Germantown, TN



Project Updates



Thompson Machinery in Thompson Station, TN



Patriot Bank Jobsite in Arlington, TN

Project Updates



Landers Cadillac of Memphis. Memphis, TN



Future Site of Hampton Inn Union City, TN

Other Projects Underway Include:

Multiple Tyson Projects – Newbern & Union City, TN

APC Mini Storage – Atoka, TN

National Guard Products- Memphis, TN

Atoka Greenway Phase II – Atoka, TN

Employee Spotlight:



In this edition of our *Rose Review* we are spotlighting Travis R.!

Travis was born August 30th and is from Gates, TN. He is known by many nicknames such as cousin, Conejo (Rabbit) and Cornbread. Travis has one daughter Cali B. R. who is 11. He has worked for Rose Construction for 17 years and is currently a superintendent for special projects Covington/Memphis division. When asked what he likes the most about his job he says he likes having the opportunity to advance, and that he has learned several different trades over the 17 years he has been at Rose Construction. Another thing he likes is that he is appreciated for the work he puts in. Travis also included that riding with Billy D. to different jobs is another favorite part due to the fact, that it is such an adrenaline rush! (A side note that he added was he is truly lucky to be alive after riding with Billy!!) Outside of work he enjoys playing music and fishing. Some of his favorites include his mother's fried chicken, traveling to the sand bar on 21 island, the Auburn Tigers, and the movie Major Payne. Something interesting about him that you may not know is that he is a professional fisherman. However, he never catches any fish! We are thankful to have Travis as a part of our team at Rose Construction, Inc.

Coy & Jeanette Rose Scholarship Recipient Announced

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

Brennan L., daughter of Mike L. who is employed with Rose Construction, Inc. Brennan is majoring in Nursing.

We wish Brennan the very best in her continued education and future career!



Congratulations to Mr. Paul Rose on winning The Primary Election for District 32 State Senator!

Paul Rose (R-Covington) defeated challenger Scott Throckmorton, a military veteran from Shelby County, with 89.6 percent of votes. Rose was first elected to the seat in March 2019.

Mr. Paul will face Democrat Julie Byrd Ashworth, an attorney who splits her time between Munford and Collierville. Byrd Ashworth ran unopposed in her primary.

We are proud of you, of your accomplishments, and of the contributions that your years of service represent. We are also very thankful to have an honest, Christian person like you to be our voice in Nashville.

We wish you the best during The General Election Mr. Paul!

-Your Rose Construction Family!





Safety Training Class

On August 5, thirteen employees participated in a safety training class at the Shop taught by Kenny Burdette of Fortier Loss Control Consultants, Inc. The topics included: **Ammonia Awareness; Manual Lifting; Welding, Cutting, & Hot Work; Noise Exposure/Hearing Conservation; Asbestos Awareness, Abatement, & Removal; and Rigging Equipment for Material Handling.** The objective was to refresh our employee's knowledge and safety in these critical areas and meet the training requirement of our ISN certification program. The participants included: **R.J. M., David W., Daniel G., Lynn C., Travis R., Zack F., Chris E., Cary E., Cleavette B., Jeff B., James W., Les A., and David C.**

When the pressures of your job and home life become overwhelming, it often helps to talk to an experienced, professional counselor to sort through it all and find a solution to your problems.

CONCERN is an employee assistance program provided at no cost to you. If you are experiencing issues in your family or relationships, grief, psychological stress, alcohol or drug abuse, or gambling problems, a CONCERN counselor is ready to help.

Each member of CONCERN's professional staff is a licensed, experienced counselor or clinical social worker. And your privacy is strictly guarded.



**HELP IS CLOSER
THAN YOU THINK**

Help is just a phone call away-and it's free. Call us at 901-458-4000 or 800-445-5011 to make an appointment.

CONCERN:

EMPLOYEE ASSISTANCE PROGRAM

PROTECT YOURSELF



Clean Your Hands



- Wash your hands often with soap and water for at least 20 seconds, especially after coughing or sneezing.
- If soap & water are not available, use hand sanitizer that contains at least 60% alcohol.
- Avoid touching your eyes, nose, and mouth with unwashed hands.

Avoid Close Contact



- Avoid close contact with people who are sick.
- Put at least 6 feet distance between yourself and others.

PROTECT OTHERS

Stay Home



- Stay home if you are sick.
- Seek medical care if necessary.

Cover Coughs & Sneezes



- Cover your mouth and nose with a tissue when you cough and sneeze or use the inside of your elbow.
- Throw away used tissues.
- Wash your hands immediately with soap and water for at least 20 seconds. If soap & water are not available, use hand sanitizer that contains at least 60% alcohol.

Wear a Facemask



- If you are sick, wear a facemask when around other people and before you enter a healthcare provider's office.
- If you are not sick, you do not need to wear a facemask unless you are caring for someone who is sick.

Clean & Disinfect



- Clean and disinfect frequently touched surfaces daily (tables, doorknobs, light switches, phones, toilets, faucets, etc.).
- Use detergent or soap and water before disinfecting.
- Most household disinfectants work.
- If disinfecting with alcohol solutions, make sure the solution has at least 70% alcohol.

Update: COVID/Pandemic Action Plan

It is our top priority as a company to do our best to keep everyone safe and healthy, but we all play a key role in making this possible. As such, we re-iterated a few key points of our COVID/Pandemic action plan:

- Most importantly – Please Stay home when you are sick or have been around anyone who is sick!
- Wash our hands and fingernails frequently with soap and rinse with water for a least 20 seconds
 - Avoid touching your eyes, nose, and mouth
 - Cover your mouth whenever you sneeze or cough
- Practice Social Distancing in Offices and Job Sites – Stay 6’ apart and when not possible wear face covering!

Effective Monday, August 24, the following, additional actions were implemented at Rose Construction, Inc.:

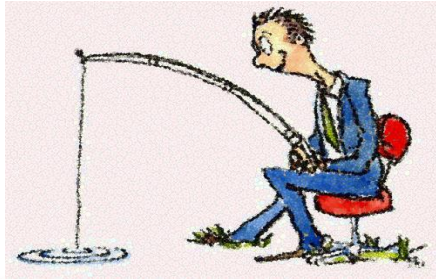
Face masks/coverings must be worn:

- when more than one person is traveling in a vehicle.
- when field employees are working inside a facility at a job site.
- when field employees are working outside unless social distancing can be practiced.
- when office employees are away from their immediate offices unless social distancing can be practiced.

Everyone has a personal responsibility to do their part, both on and off the job!

Employees were encouraged to take a few minutes to read our policy and refresh themselves to our protocol/action plans. As always, employees can contact HR or Executive Management directly if they have any questions!

Phishing



Send Password

Send Bank Information

Send Employee Info.

Send Tax Information

Phishing (fishing)

Why is it called “Phishing”?

Fraudsters will send you “bait” attempting to “catch” a victim. The bait is usually in form of an email with or without a link attempting to get private information such as passwords, bank information, employee information, tax information and sometimes money.



Ways to Protect Yourself

- 🪝 **Pay close attention to the *from email address*** instead of just the name of the sender. Some look like the sender’s email but will be different by just one letter or mark.
- 🪝 **Never click on or follow any links** sent from unrecognized or misspelled email addresses. These will steal sensitive information or infect your computer with malware.
- 🪝 **Never copy an unknown link** from these kinds of spam mails and paste them on your web browsers.
- 🪝 **Do not reply** to websites that ask you to confirm or update any account information.
- 🪝 **Never send your confidential information** about your account in an email. These can be easily intercepted.
- 🪝 **Update your firewall**, anti-spyware, and anti-virus software regularly.
- 🪝 **If you are not sure** about an email err on the side of privacy and check with the sender, or with a supervisor.

**“Tell me and I’ll forget, show me and I may remember, involve me and I’ll learn.”
— Albert Einstein**