

A Message from Cindy Dunn VP Operations & Finance

Our town/county suffered through a tornado on March 31, 2023, and it has been devastating to many homeowners, families, businesses, and schools. But during times of adversity, it takes everyone to come together with the goal of ultimately bouncing back much stronger. I am convinced Tipton County will be stronger after the effects of the tornado are over. Here at Rose Construction, we wish the best for everyone impacted by these tornadoes. Also, a big thank you to everyone at Rose that responded to help our clients in their time of need! I hope everyone knows that you are much appreciated. You are an integral part of a construction team whose goal is to build projects while building relationships. I wanted to take this time to recognize a small group of teammates that are integral to our business. I will call this group the A-Team. (Administrative Team). We have a wonderful group of ladies that work hard to support the project management staff and field staff while ultimately servicing the client. Examples of these support services include: prompt set up of new clients, job setups, timely billings, RFI and submittal management, SWPPP, one call and equipment management, purchase order and subcontract processing, accounts payable management, payroll services, customer related services, project close-out documents, warranty management, estimating and bidding support, along with a multitude of accounting services. All these services are instrumental to ensure we not only meet client expectations but exceed them with the goal to serve the client again in the future. As an A-Team member, you should be proud of the work that is accomplished as a team daily. I personally want to thank each of you for a job well done! I'd also like to welcome the newest addition to our team, Hayley H. Please make sure you take the time to share with Hayley about your role at Rose Construction, Inc., and make her feel welcome.

HAPPY BIRTHDAY

Esteban B. - September 2nd

John C. - September 4th

Daniel G. - September 8th

Carlos G. - September 10th

Lynel H. - September 16th

David T. - September 22nd

Brad A. - September 29th

Angelina G. - September 30th

Cleavette B. - October 2nd

Jose G. - October 3rd

Daniel A. - October 7th

Amado C. - October 14th

Ismael R. - October 14th

Lonnie B. - October 22nd

Dates to Remember

Labor Day - September 4th

Grandparents Day - September 10th

Patriot Day - September 11th

First Day of Autumn - September 22nd

Columbus Day - October 10th

Halloween - October 31st

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!

Our Current Projects

**Carlen Chevrolet Shop
Cookeville, TN**



**Coleman Tractor
Joelton, TN**



**Riviana Foods
Memphis, TN**



Our Current Projects



Mueller Brass Covington
Covington, TN

HT HACKNEY
Covington, TN



Great Expectations Ministries
Covington, TN



- Tyson Project - Newbern, TN
- Draslovka - Millington, TN
- Ace Pump- Memphis, TN
- Landers Nissan Renovation - Southaven, MS

- Uncle Nearest Distillery - Shelbyville, TN
- ICON Collision Repair Shop - Memphis, TN
- Island 34 Hunting Lodge - Lauderdale County, TN
- Covington Country Club - Covington, TN

Employee Spotlight

Dwin D.

Dwin D. was born on June 18th in Mayfield, KY. He is married to Emily D., and together they have three children; Eric, Katherine, and Cara, as well as three grandchildren; Patrick, Kiera, and Cameron, and one grand-dog. Dwin's hobbies include fun things outdoors like hiking and boating. He loves a good hiking day and relaxing with his wife while watching movies starring Clint Eastwood or Tom Selleck. Dwin enjoys traveling to Sanibel Island, FL, and eating good fried food.

Dwin has been a part of the Rose Construction family for 5 years as a Project Manager for our Special Projects team in Middle TN. He comments on what he likes most about his job stating, "Building is almost like creating, and we give people a product they need and that will make their life better!" We appreciate all that Dwin does for Rose Construction.



NEW TO THE

ROSE

— CONSTRUCTION —

FAMILY



Hayley H.

Employee Services/Accounts
Payable Assistant



Eric R.

Structural/Concrete Division



Malcolm J.

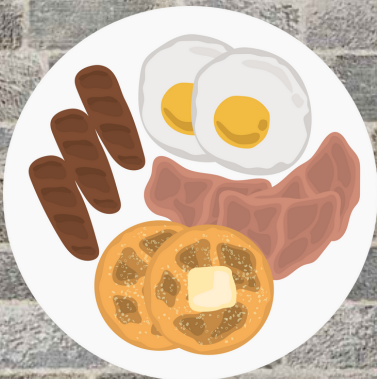
Project Superintendent



EMPLOYEE'S BIG BREAKFAST



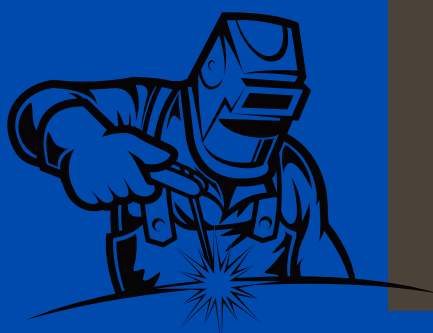
On July 31st our Covington Employees gathered together for an "Employee Appreciation" big breakfast, catered by Rick Laxton. We appreciate all the employee's excellent safety performance, dedication, and hard work they continue to do for Rose Construction.



TEAM SAFETY TRAINING



On August 18 we had a team training at the shop held by Kenny B. on courses including Ammonia Awareness, Hot Work and Fire Watch Safety, as well as Welding, Cutting, and Brazing Safety. We had 14 employees attend; Tommy H., David W., Lonnie B., John C., Les A., James M., Allan W., Daniel G., Cary E., Cleavette B., RJ M., Glen K., Brad A., and David C.





CPR TRAINING



This summer Chris B. taught our CPR/AED-certified training course in Covington and Middle TN. It is important to become CPR/AED certified because it enables one to help save someone's life, whether during personal time or on the job. These ten employees completed the training in Covington: Angelina G., David C., Leslie A., Jeff B., Cleavette B., Yair A., John C., Thomas D., Carlos G., and Eric R.



These ten employees completed the training in MTN: Keith C., Victor D., Daniel A., Dwin D., David T., John C., Donnie B., David C., Steve N., and Larry J.





OSHA FOCUS FOUR

Struck-By & Caught-in/Between Hazards

Struck-By Hazards

The following construction related hazards cause the most struck-by injuries: **Vehicles, falling/flying objects and constructing masonry walls.**

If vehicle safety practices are not observed at your jobsite, you risk being pinned between construction vehicles and walls, struck by swinging backhoes, crushed between overturned vehicles, struck by trucks or cars.

How to avoid **vehicle** hazards:

- ❖ Wear seat belts that meet OSHA standards when operating equipment.
- ❖ Check vehicles before each shift to assure that all parts and accessories are in safe operating condition.
- ❖ Do not drive a vehicle in reverse gear with an obstructed rear view unless it has an audible reverse alarm or another worker (spotter) signals that it is safe.
- ❖ Make sure you and all other personnel are in the clear before using dumping or lifting devices.
- ❖ Lower or block dozer and scraper blades, end-loader buckets, etc., when not in use and leave all controls in neutral position.
- ❖ Set parking brakes and chock the wheels on vehicles and equipment when parked in an incline.
- ❖ All vehicles must have adequate braking systems and other safety devices.
- ❖ Do not exceed a vehicle's rated load or lift capacity.
- ❖ Use traffic signs, barricades or flaggers when construction takes place near public roadways.
- ❖ Wear high visibility clothing or vests.

Case report: While acting as a flagger on a highway construction project, an employee was struck and killed by an oncoming vehicle that failed to stop after being directed to do so.

You are at risk from **falling** objects when you are beneath cranes, scaffolds, etc., or where overhead work is being performed. There is danger from **flying** objects when power tools, or activities like pushing, pulling, or prying, may cause objects to become airborne. Injuries can range from minor abrasions to concussions, blindness, or death.

How to avoid falling/flying object hazards:

- ❖ Always wear a hardhat.
- ❖ Use protective measures such as toe boards on scaffolds and/or debris nets.
- ❖ Use safety glasses, goggles, face shields, etc., where machines or tools may cause flying particles.
- ❖ Inspect tools to make sure protective guards are in place and in good condition.
- ❖ Avoid working underneath loads being moved.
- ❖ Barricade hazard areas and post warning signs.
- ❖ Secure tools and materials to prevent them from falling on people working or moving below.
- ❖ Reduce compressed air used for cleaning to 30 psi, and only use with appropriate guarding and protective equipment.

Case report: A carpenter was attempting to anchor a plywood form in preparation for pouring a concrete wall, using a powder actuated tool. The nail passed through the hollow wall, travelled some 27 feet, and struck another worker in the head, killing him. The tool operator had never been trained in the proper use of the tool, and none of the employees in the area, including the victim, were wearing PPE.

Constructing concrete and masonry walls is especially dangerous because of the tremendous loads that need to be supported. There are risks of major accidents when jacks or lifting equipment are used to position slabs and walls, or when shoring is required until structures can support themselves.

How to avoid hazards?

- ❖ Do not place construction loads on a concrete structure until a qualified person indicates that it can support the load.
- ❖ Adequately shore or brace structures until permanent supporting elements are in place, or concrete has been tested to assure sufficient strength.
- ❖ Only allow those who are essential to and actively engaged in construction or lifting operations to enter the work area.
- ❖ Do not load lifting devices beyond their capacity.
- ❖ Use automatic holding devices to support forms in case a lifting mechanism fails.

Case report: In inclement weather, a 34-year-old worker was positioning vertical and horizontal rebar for a cap tie beam to be poured the next day. Potent, gusting winds caused a free-standing masonry block wall to collapse, fatally injuring the employee. Bracing and shoring could have prevented the collapse or lessened the impact.

Caught-in/Between Hazards

Caught-in/Between hazards are caused when a worker is compressed between or gets caught in equipment or objects. It also includes when a worker is killed by getting caught, struck or crushed from materials, equipment or a collapsing structure.

Examples include getting your hand caught in the moving parts of an unguarded piece of machinery, being buried by trench cave-ins and getting pinned between a wall and piece of heavy equipment.

How to avoid **Caught-in/Between** hazards:

- ❖ Never operate any piece of equipment where the safety guard is missing or has been intentionally removed.
- ❖ Never wear loose clothing or anything that could hang down and get caught in moving parts.
- ❖ Make sure all equipment is properly de-energized when not in use to avoid it accidentally being started. This is especially important when you are doing any kind of work on the equipment such as repairs, changing accessories or performing routine maintenance.
- ❖ Make sure you have secured any moving parts before working on the equipment.
- ❖ Never place yourself between a moving vehicle and an immovable object such as a wall. Operators don't always have a clear line of sight all around them.
- ❖ When operating heavy equipment, always wear any seatbelt or safety restraint it is equipped with, operate the equipment correctly and never overload or overwork a piece of equipment as this may cause it to tip over.

Improperly protected **trenches and excavations** are another major cause of caught-in/between accidents. Any trench that is deeper than 5 feet needs to have protective systems in place.

Trenches should be protected by being properly sloped or benched to avoid collapse. Shoring trenches to support the sides of the excavation can also prevent collapse. Utilizing trench boxes and shields can protect workers from being buried or crushed by cave-ins.

The use of heavy equipment near an excavation should be avoided when workers are inside the trench to avoid causing cave-ins or having the equipment fall into the excavation area. OSHA requires that trenching and excavation work be inspected by a competent person.

A competent person must be trained on the requirements of the OSHA standard, use of protective systems and soil classifications. They are responsible for identifying and eliminating any hazards before any workers enter the area and while work is ongoing.

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.

Open Positions:

MILLWRIGHT - INDUSTRIAL SERVICES
PROJECT MANAGER - WEST TENNESSEE
CRAFTSMAN - FLEX CREW
CRAFTSMAN - SPECIAL PROJECTS COVINGTON
CRAFTSMAN - SPECIAL PROJECTS JACKSON

THEREFORE, SINCE WE
ARE RECEIVING A
*Kingdom that
cannot be shaken,*
LET US BE THANKFUL,
AND SO WORSHIP GOD
WITH REVERENCE AND AWE.

~ HEBREWS 12:28

If you have any information that you would like considered for the next newsletter, please contact Hayley H. at h.honshell@roseconstruction.com or (901) 476-9600.

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