

A Message from John Paul Rose Senior Project Manager

Earlier this month I spent a few days in Colorado in the Rocky Mountains. The mountains are always beautiful, but I had never witnessed the Aspen trees with their golden leaves dotting the landscape. It was truly breathtaking. You can't help but be in awe of God's creation. I started to ponder if God takes pride in His creation. I believe the answer to that is a resounding "Yes!" Numerous times in Genesis it mentions God was delighted with His work. Psalm 104 states that "may the Lord rejoice in his works".

At Rose Construction, I believe we take pride in our work. I have witnessed firsthand how Rose's skilled laborers in the field want to produce a quality product - many times going above and beyond industry standards to make sure what they are doing stands the test of time. Even if the plans call for a particular design, it is not uncommon for our team to an alternative and better solution. This is something that we and the client can be proud of. In fact, part of Rose's mission statement is to "exceed the client's expectations" and I see it daily. I know our estimating team does their best to produce quality estimates and the office administration, from the accounting department to operations support, keeps projects moving while continuing to add new work. I personally am proud to be a part of this company that takes pride in the work we perform.

Rose Construction has been truly blessed over the past 60 plus years and that continues today. Those blessings no doubt come from above but the opportunities that continue to present themselves are partly due to the workmanship and pride in completing quality projects. Keep up the good work and continue to thank God for blessing this company. Here's to a strong finish for 2021 and looking forward to a successful 2022.



Steve N. - November 11
Martin G. - November 16
Hunter P. - November 16
RJM. - November 21
Paul R. - November 26
Manuel J. - December 3
Randy P. - December 5
Carlos A. - December 7
Travis H. - December 10
Glen K. - December 21
Cary E. - December 22



IMPORTANT DATES

Election Day - November 2
Daylight Savings Time Ends - November 7
Veterans Day - November 11
Thanksgiving Day / Rose Holiday - November 25
Rose Christmas Dinner Event - December 10
First Day of Winter - December 21
Rose Holiday - December 23 & 24
Christmas Day - December 25
New Year's Day / Rose Holiday - December 31
New Year's Day - January 1



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!



Fastimes - Whiteville, TN



Choctaw Covid Center
- Henning, TN



**WE ARE CLOSING THE
2021 YEAR OUT, BUT
STILL MOVING ALONG
WITH OUR PROJECTS.**

Tyson - Newbern, TN ERMCO - Dyersburg, TN Patriot Bank - Arlington, TN

Dobbs/Peterbuilt - Little Rock, AR VF Imagewear - Henning, TN Newton Ford - Shelbyville, TN

Koppers Parking - Millington, TN Landers Cadillac - Memphis, TN

Twelvestone Health Partners - Springhill, TN



Uncle Nearest Distillery
- Shelbyville, TN



Margaritas - Millington, TN

WELCOME TO THE
ROSE
— CONSTRUCTION —
FAMILY



SERGIO E.
CONCRETE SKILLED
LABORER

Employee Spotlight - Lonnie B.

Lonnie B. was born on October 22nd in Covington, TN. He has resided in Tipton County his whole life. Lonnie is married to Stacy B. They have four amazing kids together and three wonderful grandchildren.

Lonnie has been working at Rose Construction for five years as a craftsman. His coworkers call him Lonnie B. During his off time, he raises cows. His favorite food is steak & chicken. Lonnie loves providing for his family everyday. Rose Construction thanks Lonnie for all his work!



GIVE THANKS!

Fall Food Drive

Until December 3rd

A donation of a non perishable canned food item will enter you into a raffle. Raffle will be drawn at the Christmas party!

All donations will benefit:

Covington First United Methodist Church



The Rose Construction Team (left to right): Mike S., John Paul R., Steve N., and Fidel D. won, 2nd Place, 2nd Flight in the Ed Lannom Jr Memorial Golf Tournament supporting Dyersburg State Athletics held on Sept 10th at The Farm in Dyersburg TN.

CONGRATULATIONS

We are so proud of Justin M. & Chris E. for completing Blueprint Reading Class through Associated Builders & Contractors of West Tennessee.

The class consisted of learning the fundamentals of reading and understanding the many components of a typical commercial project including civil, architectural, structural, mechanical and electrical drawings. Chris & Justin learned how to format the project specification manual and how to use it in conjunction with the drawings. The curriculum also covered area and linear measurement of a variety of items. The course utilized a real set of plans and specifications for a real project in the Memphis area in order to maximize their learning experience.



(Left) Chris E. & (Right) Justin M.



Safety Training



CPR/AED/First Aid/Bloodborne Pathogens
& Annual Training

Carmen J.

Carson M.

Donnie S.

Barry K.

Shayne J.

Audrey T.

Erik K.

John Paul R.

Keith B.

Lenora M.

Jennifer M.

Rachel H.

Instructor : Chris B.





Do you know where you are financially? Do you have financial goals? Do you have a financial plan? Are you monitoring your progress? Are you participating in our 401k program? If so, are you contributing at the appropriate level to take full advantage of the company match and to reach your financial goals for a comfortable retirement? Are your investment selections appropriate to meet your goals and diversified based on your risk tolerance? Do you realize the significance of time and compounding growth of your investments?

If you would like help answering any of these questions or have other questions you would like addressed, please feel free to reach out to David L., Certified Financial Planner, with Raymond James Financial Services, Inc. David is available to meet with you one-on-one to review and discuss your 401K contributions and/or financial planning. You may reach David via email at David.lofton@raymondjames.com or 901-472-5005.

As a reminder, Rose Construction provides up to a 4% match of your pre-tax salary deferrals to the 401K Plan. See the chart on left for the matching schedule. Please contact the HR department if you are interested in increasing your current contribution.

Employee Contribution	Rose Match
1 %	1 %
2 %	2 %
3 %	3 %
4 %	3.5 %
5 %	4 %
6 % - 100% (subject to IRS limit)	4 %

With the colder weather, here are some reminder safety tips regarding space heaters both at work and home:

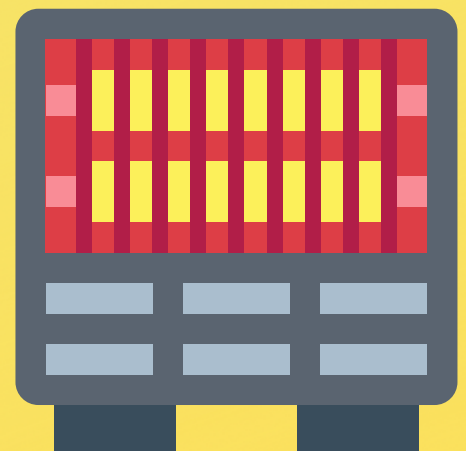
Do's:

- Use a space heater that has been tested to the latest safety standards and has been certified by a nationally recognized testing laboratory. These heaters have the most up-to-date safety features. Older space heaters may not meet newer safety standards. Always follow the manufacturer's directions for proper use.
- Check the power cord for cracks, fraying, loose connections, and broken plugs; repair or replace the heater if you find any damage. Most manufacturers recommend against using extension cords.
- Place the heater on a level, hard, nonflammable surface, such as a ceramic tile floor.
- Keep the heater at least three feet away from bedding, drapes, furniture, and other flammable materials.
 - Keep children and pets away from space heaters.
- Turn the heater off if you leave the area. When at work, be sure to unplug the heater each day before your leave.

Don'ts:

- Never leave a space heater on when you go to sleep.
- Don't place a space heater close to any sleeping person.
- Never use gasoline in a kerosene space heater, as even small amounts of gasoline mixed with kerosene can increase the risk of fire.
- Don't use portable propane space heaters indoors or in any confined space unless they are specifically designed for indoor use.

Also, be sure to place smoke alarms on every level of your home, outside of sleeping areas and inside each bedroom. Guard against carbon monoxide (CO) poisonings as well by installing carbon monoxide alarms in your home. Make sure that your batteries in all alarms are fresh and working.



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.

CONCERN has a local location in Tipton County at 1995

Highway 51 S,

Suite 203B, Covington, TN.

Additional locations include

Bartlett, Germantown,

Midtown, and Southaven. To

make an appointment with

CONCERN or for more

information please call

901-458-4000, 1-800-445-5011,

or visit

www.concernonline.org



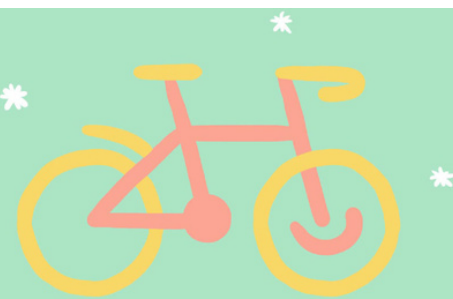
EMPLOYEE REFERRAL

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 as
follows:

PROJECT MANAGER - MIDDLE TN
SUPERINTENDENT - WEST TN



**"Life is like riding a
bicycle. To keep
your balance, you
must keep moving."**

—ALBERT EINSTEIN

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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