

A Message from Paul Rose President

There are plenty of topics that I could choose to discuss in this newsletter article: the disaster in Kabul, Afghanistan; the crisis at our southern border; the tragedy in Waverly, TN; the resurgence of the COVID virus; or the toil that cancer continues to place upon those we know and love. All of these topics weigh heavy on our hearts and minds. How do we respond, and what can we do to alleviate the suffering and hardship caused by "all of the above"? There are many responses to these hardships. One option is to give to a charitable cause with a goal of alleviating some of the needs. Another is the power of prayer. Certainly, as a believer in the God of all creation, you can pray for healing, cure, wisdom, peace, and relief. Matthew 21:22, "And all things, whatsoever ye shall ask in prayer, believing, ye shall receive."

Another very important personal decision is whether to take the COVID vaccine. Just as there are numerous topics I could discuss, there are numerous opinions about the efficacy of the vaccine, but the question remains, should you take the vaccine or not? As many of you know by now, many of our customers are requiring that anyone working on or in their facility must be vaccinated. I predict that with the FDA approval of the Pfizer vaccine and approval of the Moderna and J&J vaccine to follow, more and more of our clients will require the vaccine. The question is, what will you do? I encourage you to visit with your trusted health care professional and make your decision based upon their recommendation.

To close on a positive note, we have been blessed with sufficient work for all of our crews this year. Our current backlog of work is stronger than I have seen in many years. We are blessed to have this work in front of us. The challenge of completing the work and staying healthy remain. I encourage you to do your part.



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!



LeBonheur Greenway
Memphis, TN



Jack's Restaurant
Covington, TN



LeBonheur Greenway has been a special project to many of our employees. A lot of time has been put into making this job perfect.

Jack's Restaurant is a big asset to the Covington community.

The process was fast and efficient.

We are so proud of everyone that brought these two jobs to completion.





Thompson Machinery
Jackson, TN



Uncle Nearest Distillery
Shelbyville, TN

We are making great progress on many jobs. Here are a few updates..

Projects Not Pictured:

Margaritas - Millington, TN ERMCO - Dyersburg, TN Patriot Bank - Arlington, TN

Dobbs/Peterbuilt - Little Rock, AR Fastimes - Whiteville, TN Newton Ford - Shelbyville, TN

Koppers Parking - Millington, TN Ibberson Kewitt Tyson - Newbern, TN

Twelvestone - Springhill, TN Cargill - Nashville, TN

Welcome to the **ROSE** family

— CONSTRUCTION —



Rush Reynolds
Civil Equipment
Operator



Brad Ables
Assistant Project
Manager (SPC)



Raymond Holden
Skilled Concrete
Finisher



Donnie Showers
Superintendent
(Middle TN)

Employee Spotlight — Rachel Hughes

Rachel Hughes was born on August 8th in Steeleville, Illinois. She has two kiddos, Isabella (10) and Owen (8), that keep her busy. She has worked for Rose Construction for 13 years and is currently a valued Operations Administrator.

Rachel enjoys playing on a kickball league and going to see her best friend at the beach in her off time. She loves tacos, Alabama football, and the movie “Big Daddy” with Adam Sandler. Her favorite quote is by Bob Ross, “There are no mistakes, just happy accidents.”

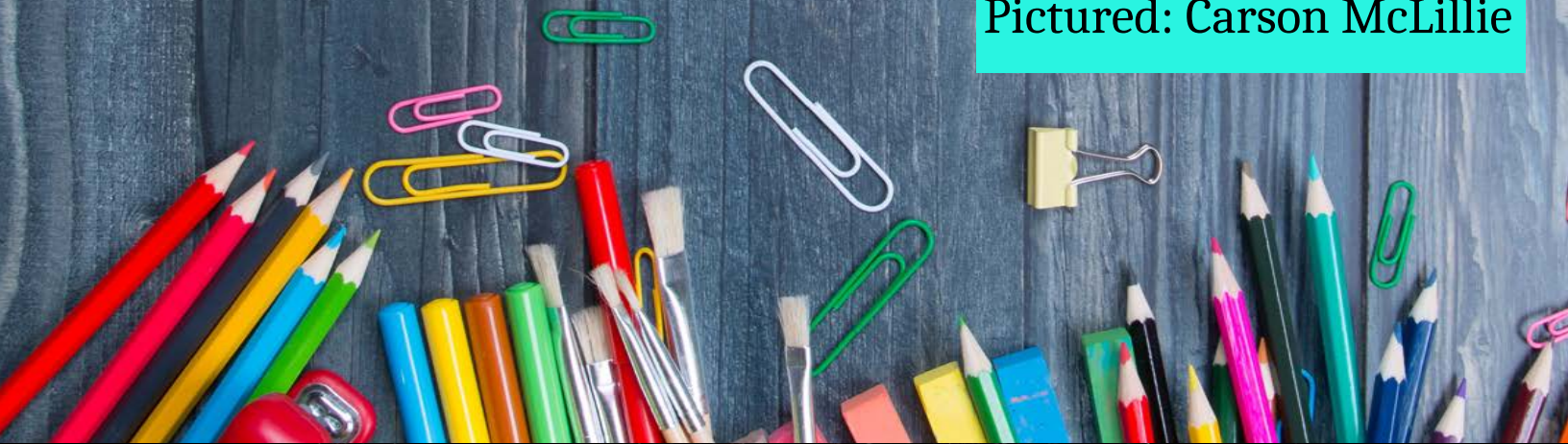
Rachel loves the people she works with, as well as the customers. She likes seeing the fruits of our labor from start to finish.



Associated Builders & Contractors of West TN is a professional organization, in which Rose Construction is an active member. This year we helped gather school supplies for Winchester Elementary School.



Pictured: Carson McLillie



CONGRATULATIONS

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 LAWLER is the daughter of Mike Lawler, who is employed with Rose Construction, Inc. BRENNAN is majoring in Education K-5.

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

UPDATE

On August 27, we conducted five business/team meetings at the shop and office. Steve Norman, Erik Krull, David Channell, and Paul Rose spoke about our current and projected business challenges and opportunities. Here is a summary of the key points:

Rose Construction strives to keep employees up-to-date on the progress of the company. One of our best ways to do this is through team meetings with our employees to discuss how our sales are doing, how our work is going, and how current events are impacting our company.

August brought a lot of topics to discuss including: the steady rate of jobs being estimated and pursued, the cost increase of supplies, the continuous importance of safety on our job sites and in our company, the impact of COVID in our industry due to restrictions and mandates, and the outlook of our future success and growth throughout all of this. We are continuously aware that our success is directly dependent on all our collaborative efforts to exceed the expectation of our clients.

These days bring a lot of questions and unknowns to the table. We went from weekly COVID updates to bi-weekly, monthly, and then we stopped because COVID was being defeated. Or so we thought. COVID has come back with a vengeance through the Delta variant, and we are back in the fight again. This variant is different in that it is over 2X more contagious than the original strain, and it is causing more severe illness in the unvaccinated population.

During this time, many businesses have decided to mandate vaccinations. Rose Construction continues to **strongly encourage** employees to be vaccinated and still offer an incentive for anyone who is. But no mandates have been made within our company. One of our clients, however, has mandated vaccinations which affects our employees and our business. Currently we perform a significant volume of work for this client.

This mandate brings new challenges to Rose Construction: having enough vaccinated field workers to complete current jobs, finding suppliers and subcontractors that are fully vaccinated and able to complete the work required, and being able to take on new jobs. All these things impact Rose Construction's bottom line and availability to clients which in turns impacts all our employees.

With the FDA approving the Pfizer vaccine, many more companies could begin to mandate vaccinations. Since many of our clients are in the health care field and food industry, the possibility of more mandates happening among our current clients is growing higher each day. And our ability to take on new projects could become more limited due to vaccination mandates.

In addition, quarantine situations affect our daily operations. We follow the CDC guidelines which are more favorable for vaccinated employees.

The health and safety of all concerned are our TOP priority! Rose Construction is not just a company on its own...our success depends on employees and the success of our employees depends on the business Rose makes! We all make up Rose Construction, and our mission is to come alongside our clients to partner with them in meeting their goals and expectations. We must be able to serve our clients for our individual and team success.

Together we will get through this stronger than ever!

Go Lucy Go

September is Pediatric Cancer Awareness month. We don't have to look far in our family to see the impact this terrible diagnosis can have on families. Hunter, Emily, and Lucy have all felt the impact on their lives.

One way our company helps families is through our payroll matching plan for employee giving to LeBonheur and St. Jude. Our goal is to have every employee participate in this program. Even if it is a dollar per week. This year we contributed over \$35,000 to the hospitals. Better yet, the \$10,000 we raised for LeBonheur was matched by a donor at the hospital. So if you gave \$1, it had multiplied to \$4 by the time the hospital received it.

Another way our company gives back is through our participation in the Go Lucy Go Foundation. The Go Lucy Go 5k/10k is the heart of our Foundation and we are honored to celebrate with all of you as we reflect on the accomplishments of the years behind us and before us.

Join us as we celebrate the 10th Anniversary of the Go Lucy Go Foundation at one of the most exciting races in the area. It is a family event and kids are encouraged to come and participate. After all, the Go Lucy Go Foundation is nothing without children. So, lace up your running and walking shoes and come out and celebrate life with us!

Mark your calendars for November 13th! The 11th Annual Go Lucy Go Race is just around the corner. Sign-ups on GoLucyGo.org.



SEPTEMBER IS (CHILDHOOD CANCER AWARENESS MONTH



More children are lost to cancer in the U.S. than any other disease.¹



Less than 4% of the National Cancer Institute's annual budget for cancer research is dedicated to childhood cancers.²



There are 12 types of childhood cancer, and more than 100 subtypes.²



Leukemia, lymphoma, and brain tumors are some of the most common cancers found in children.



Because of advances in science, more than 80% of children with cancer now survive five years or more.³

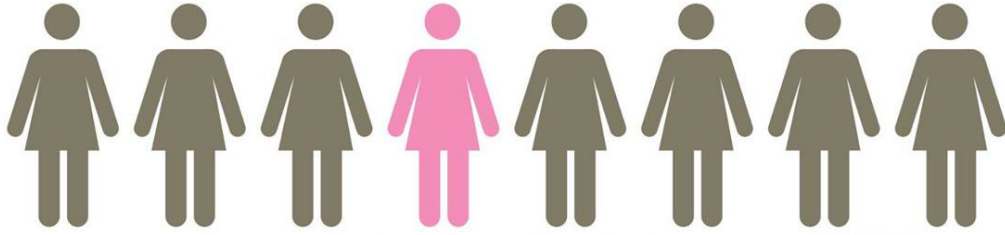
SOURCES:

1. St. Baldrick's Foundation.
2. Alex's Lemonade Stand.
3. American Cancer Society.

cure®

October Breast Cancer Awareness Month

BREAST HEALTH



About one in eight women in the U.S. will develop invasive breast cancer during her lifetime.

No.1

Breast cancer is the most common cancer among American women, except for skin cancers.

252,710

Estimated amount of new cases of invasive breast cancer diagnosed in women.

55+

Two of three breast cancers are found in women 55 or older.

3.1 million

Estimated amount of breast cancer survivors in the U.S.

No.2

Breast cancer is the second leading cause of cancer death in women, exceeded only by lung cancer.

Breast cancer survivorship has tripled over the past 60 years.

RISK FACTORS

GENDER

Men can develop breast cancer, but this disease is 100 times more common among women than men.

AGE

Your risk of developing breast cancer increases as you get older.

GENETICS

About 5 to 10 percent of breast cancer cases are thought to be hereditary, meaning that they result directly from gene defects inherited from a parent.

FAMILY HISTORY

Risk is higher among women whose close blood relatives have this disease. Less than 15 percent of women with breast cancer have a family member with this disease.

WEIGHT

Being overweight or obese after menopause increases breast cancer risk.

RACE

Overall, white women are slightly more likely to develop breast cancer than African-American women, but African-American women are more likely to die of this cancer.

HEALTH TIPS



BREAST DENSITY

Having dense breasts makes your chance for breast cancer four times higher.



KNOW YOUR FAMILY HISTORY

5 to 10 percent of breast cancer is hereditary.



NUTRITION

Eat five or more servings of fruit and vegetables daily, limiting processed and red meats. Choose whole grains.



SCREENING

Remember to get annual mammograms and clinical breast exams beginning at age 40.



WATCH WEIGHT

Women who have gained 21 to 30 pounds since age 18 are 40 percent more likely to develop breast cancer than those who haven't gained more than five pounds.



PHYSICAL ACTIVITY

Women who walk briskly for 1.25 to 2.5 hours a week have 18 percent less risk than women who are inactive.



ALCOHOL

Limit alcohol consumption to no more than one drink a day — any more than that increases risk by 1.5 times compared to someone who doesn't drink.



SUPERFOODS

City of Hope researchers have discovered that pomegranates, grape seed extract and blueberries all have powerful breast cancer fighting agents.

SYMPTOMS

- Swelling of all or part of the breast
- Skin irritation or dimpling
- Breast or nipple pain
- Nipple retraction (turning inward)
- Redness, scaliness or thickening of nipple or breast skin
- Nipple discharge



CityofHope.org/PinkPatchProject
#PinkPatchProject

To get more breast health information, visit CityofHope.org/breast

If you or a loved one would like to learn more about becoming a patient or getting a second opinion at City of Hope, call 800-826-HOPE (4673).

Source: American Cancer Society

For expert cancer care, visit any one of our City of Hope locations. Duarte (main campus), South Pasadena, Pasadena, Arcadia, Lancaster (Antelope Valley), Santa Clarita, Palm Springs, Mission Hills, Pomona, Glendora, Corona, Rancho Cucamonga, West Covina. For more information, visit CityofHope.org/locations.





SAFETY TRAINING



ROSE CONSTRUCTION IS CONSTANTLY TAKING ALL MEASURES TO MAINTAIN SAFETY ON ALL JOB SITES. BELOW ARE SOME SAFETY TRAININGS THAT HAVE BEEN COMPLETED BY OUR WORKERS.

Confine Space Safety Training

Instructor

- Fortier Safety Consultants

Participants

- Chris Ethridge
- Cary Enochs

Heavy Equipment Safety Training

Instructor

- Fortier Safety Consultants

Participants

- Jeff Alsbrook
- Blake Bohnert
- Hunter Patrick
- Thomas Hankins

Forklifting Safety Training

Instructor

- Clay Dunn
- Participants

- Jeff Alsbrook
- Blake Bohnert
- Rush Reynolds
- Hunter Patrick
- Thomas Hankins

Trailer Safety Training

Instructor

- Chris Buckner

Participants

- Daniel Golden
- Lonnie Bridges
- David Whitehorn
- Rush Reynolds
- Hunter Patrick
- Manuel Jimenez
- RJ Meyer
- David Channell
- Justin Rose
- Justin McNeil
- Brad Ables
- Chris Ethridge

Driver Safety Training

Instructor

- Clay Dunn

Participants

- Jeff Alsbrook
- Blake Bohnert
- Rush Reynolds
- Hunter Patrick
- Thomas Hankins



Safety Committee



The purpose of our Safety Committee is to regularly bring employees and members of management together in a cooperative environment to promote safety and health in the workplace. This committee assists in making and implementing recommendations for change regarding safety and health issues, and primarily focuses on way to detect and correct workplace hazards.

We would like to welcome Brad Ables, Lenora Meyer, and Shayne Jones to the committee. Also, we would like to thank David Tilton for all his work as chairman. Chris Buckner has now taken over as chairman. Each of these individuals, plus our other committee members (Tim Belton, Carson McLillie, David Channell, David Tilton) work diligently to keep our job sites safe.

Congratulations
Angelina Gancheva!
She received her
OSHA 30. We are so
proud of her & all
she does for Rose
Construction.



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 Superintendent (West & Middle TN)

*"Success is a journey not a destination."
- Ben Sweetland*

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.

The Rose Review is published every other month.