

A Message from Cindy D. Vice President, Finance/Operations

Thank you all for your hard work and juggling of resources to ensure we meet the client's expectations. This year is flying by, and I just wanted to say Thank You for your efforts and flexibility while working in the extreme heat.

Last week, several Rose employees attended the official Grand Opening/Ribbon Cutting for the new Patriot Bank in Arlington, Tennessee. This project is a notable example of what is involved in taking care of a client. This project survived many challenges from government agency approvals, a pandemic, price increases, material shortages, delays, architect and owner changes all while trying to keep the Town of Arlington, Shelby County Code Enforcement and Federal Reserve appeased. As the Mayor of Arlington stated at the grand opening, "it is a Landmark for the Town of Arlington." I could not agree more and am thankful to be a part of constructing this beautiful building. Thanks to everyone that had a hand in making this project happen!

On a personal note, last year at this time, I was a couple of weeks out from boarding a plane heading to Mayo Clinic in Rochester, Minnesota. After arriving I went thru several days of testing to confirm surgery was still an option to remove my pancreatic tumor. On September 15, 2021, I am thankful to say the surgery was a success. Early on in my cancer diagnosis I was encouraged to memorize Psalm 91 – Psalm of Protection. I try my best to read it every day. It has been a stronghold for me. Then one day I started reading Psalm 92, specifically the first two verses. I want to share the key theme from these verses. "It is good to give thanks to the Lord, to declare Your lovingkindness in the morning and Your faithfulness every night." I encourage you to thank Him daily for the blessings in your life and I pray for your safety in all that you do. Thank you Lord for allowing me to be here and thank each of you for making this company a success.



Daniel G. - September 8th
Lynel H. - September 16th
Stonie K. - 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 5th
Patriot Day - September 11th
Grandparents 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!

**Pictured Left:
Lou Sobh Honda of Southaven
Southaven, MS**



**Pictured Left:
Thompson Machinery Mass
Grading
Murfreesboro, TN**



**Pictured Right:
Coleman Tractor
Joelton, TN**



**Pictured Left:
Lauderdale County Hospital
Site Work
Ripley, TN**





**Pictured Left:
Uncle Nearest Distillery
Shelbyville, TN**

**Pictured Right:
Total Fitness
Covington, TN**



**Pictured Left:
ICON Collision
Memphis, TN**



Landers CDJR - Southaven, MS
First United Methodist Church - Covington, TN
First Presbyterian Church- Covington, TN

Sutherland City Shop - Munford, TN
Crestview Lift Station- Covington, TN
TwelveStone Heritage Sq - Murfreesboro, TN



PATRIOT BANK ARLINGTON



Rose Construction is always happy to partner with Patriot Bank. If you get a chance, check out the new Patriot Bank in Arlington, TN.

Employee Spotlight Brad A.

Brad A. was born on September 29th in Ripley, TN. He has been married to his wife, Julie, for 12 years and they have two sons together, Charlie (9) and Sam (7). Brad has a list of hobbies: blacksmithing, hot rodding, physical fitness, leather working, hunting, fishing, kayaking, gardening, camping, hiking, and archery.

Brad enjoys traveling to Glacier National Park in Montana and good street tacos. He has worked with Rose Construction for a year as an Assistant Project Manager. He says the best part of his job is satisfied customers. We appreciate all that Brad does for Rose Construction.



NEW TO THE



FAMILY!

Thomas D.
Civil



Joshua A.
Special Projects



John C.
Project Superintendent -MTN



It's a Baby Girl!

Ms. Brinley Noelle was born to Annie and Caleb on August 27th, 2022 weighing 7lbs. 1oz and 19 1/4" long. She is being loved on by her parents and grandparents, Keith and Connie B. We congratulate them on their new addition.



Congratulations!



Sarah, daughter on right of Rose employee R.J. M. recently graduated from the Tennessee Law Enforcement Academy and is currently employed as a patrol officer with the Dyersburg police department. Pictured here with her twin sister Maggie, on left, who is a USAF Sr. Airman and stationed in Okinawa Japan. We wish them both the best in their futures.

Congratulations!



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

Ashton W., granddaughter of Tim B., who is employed with Rose Construction, Inc.. Ashton is majoring in General Studies.

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



CONGRATS DAVID!

David T. completed Contractor Installation Certification which is a program offered by American Buildings.



Congratulations Josh!

Josh H. completed his OSHA 10 Hour Construction and Outreach Training through Fortier Loss Control Consultants.



The Annual Dove Hunt was a success again this year. Very thankful for all of the hard work put into inviting our clients, planning and organizing the event.

Special thanks to our Cooking & Event Team: Tim B., Keith B, Barry, Billy, Chris, Shayne, Audrey, Lenora, and Carson.

Also, thanks to Paul & Mrs. Nancy for hosting our event at their home and for Erik's work putting this all together.

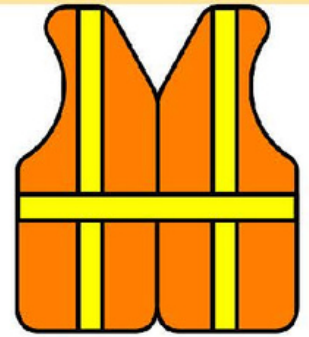


Team Meetings

Team meetings were held at the shop on July 18th and in the office July 19th & in Middle TN on 21st. John Paul Rose went over Field Operations Safety while at the shop. Cindy Dunn shared the importance of the MOD rate & no lost time accidents. Erik Krull updated sales and backlog. Steven Norman went over how well business overall is doing. David Channell focused on company benefits. Mr. Paul closed the meeting with uplifting encouragement.



Personal Protective Equipment (PPE)



Safety! Safety! Safety! We hear that word all the time, especially in our Construction environment. But, why?

Have you ever been hurt? At work or at home? First of all... it hurts! Whether you cut yourself with a paring knife at home, or hit your toe on a piece of furniture, or got your fingers pinched, or whacked your head, or got something in your eyes... it hurts! And none of us like to hurt. PPE is there to keep us from getting seriously hurt.

Construction jobs are inherently dangerous, from the moment we break ground to completion, and as long as there are employees working, equipment moving, traffic going by... we need protection! PPE is designed to protect parts of the human body that are frequently injured or damaged – eyes, lungs, feet, hands, ears, head, etc. Hard hats, safety glasses, safety harnesses, hearing protection, high visibility clothing, to name a few, help keep us from serious injury. **But PPE is worthless if it's not used or is used improperly!**

A **hard hat** is one of the most important pieces of personal protective equipment you wear at a construction site. It is designed to protect your head from falling objects, electric shock, hitting your head on a fixed object. It can prevent fatal head injuries, provide shock absorption, electrical insulation. To be effective, a hard hat must be properly worn. If you wear it incorrectly, it provides almost no protection at all. ROSE requires the use of a hard hat 100% of the time if you are on any Rose Construction jobsite.

Eye protection is essential when you work in the construction industry. Think back to when one of your eyelashes got in your eyes; remember how much it bothered you and even hurt? The most common causes of eye injury are flying particles, falling objects, abrasive wheels, corrosive chemicals, harmful light rays, sparks, splashing metal, etc., all of which can be found at a construction site. **Safety glasses, goggles and face shields** are designed to protect your eyes or face. Make sure you choose the right eye protection for the task at hand to protect your eyes from injury. Remember *you only get one pair during this lifetime!*

Protecting our hands is critical! Can you think of a two-minute period since you woke up this morning when you didn't use your hands for something? They are indispensable and irreplaceable! Wear the right **gloves** for the job you're doing, keep an eye on what you are doing, avoid getting cut, punctured, pinched, or burned. A hand injury – even a fairly minor one – can lead to loss of motion, agility and grip. All hand injuries require first aid. Report even minor hand injuries to your supervisor.

Foot pain... most of us have experienced it at one time or another. Imagine if your foot got crushed or severed. Could you keep your job? You have to stand, hold, dig, walk, climb up and down ladders, and carry material, drive a vehicle or operate equipment. Protective footwear helps guard your feet from crushing injuries; chemical burns; and annoying injuries like cuts, scrapes, and blisters. **Steel-toed safety shoes or boots** are required on Rose Construction jobs. Choose good, sturdy leather ones. Make sure they are comfortable as you will be in them many hours each day. Rose will reimburse you \$75 per year on the purchase of your footwear.

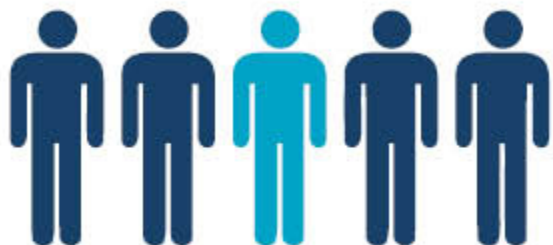
Hearing loss is not reversible, but it is *preventable!* Noise levels at a construction site can be hazardous and often lead to noise-induced hearing loss. As much as possible, protect your hearing by using personal protective equipment such as **earplugs or earmuffs**.

your HEALTH UPDATE

Mental Health Awareness



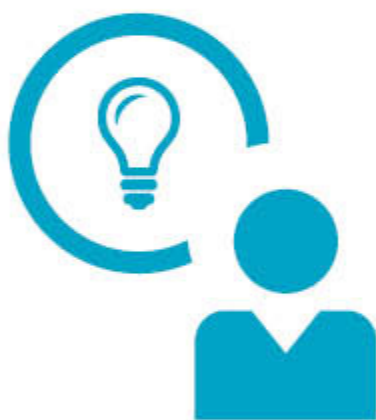
ONE IN FIVE AMERICAN ADULTS EXPERIENCE A MENTAL ILLNESS¹



Be Informed.

Signs of mental illness can be hard to spot. In fact, symptoms often affect people differently. And even once a diagnosis has been made, many people avoid seeking treatment because they are embarrassed or aren't sure who to talk to.

The good news is that mental health conditions are treatable. The earlier a mental illness is caught, the sooner it can be treated, and the quicker life can get back on track.



Take Care of Your Mental Health.



Make **mental health self-checkups** part of your normal routine. By staying in tune with how you are feeling you'll be able to realize when something isn't right.



Maintain good mental health by staying physically active, volunteering for a cause you care about, and getting enough sleep.



Take the first step to understanding your mental health by **completing online screenings** at www.mhascreening.org. You can use your results to start a conversation with your doctor.

Get Help.

Not sure if you or someone you know is living with an untreated mental health condition? **Use the following early warning signs to spot a potential problem:**

- Pulling away from people and usual activities.
- Having low or no energy.
- Experiencing severe mood swings that cause problems in relationships or work.

Friends and loved ones can make a difference. If you are concerned about someone you know, reach out and let them know you care about them and are available to help them find professional support. Help them access mental health services (resources available at www.nami.org) and continue to treat them with respect.



(1) National Alliance on Mental Illness

Sources: Mental Health America and National Alliance on Mental Illness

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



Our company Christmas dinner event will be held on December 16th at First United Methodist Christian Life Center at 6pm. More details to follow.

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 for the following:
Project Superintendent - West TN

TEAMWORK

Coming together is the beginning.
Keeping together is progress.
Working together is success.

-Henry Ford



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.