



CONSTRUCTIVELY SPEAKING



Together, Johnny and Jack Stites have led the J&S Construction Team for more than 44 years, building the company to be one of Middle Tennessee's premier construction firms.

Changes to J&S Leadership Announced

After more than 44 years at the helm of J&S Construction Company, Inc., CEO John D. (Johnny) Stites II, has announced he has stepped down from his post and will be pursuing other career opportunities, following the decision to sell his interest in the company to other managing family members of J&S Construction*.

Stites, 68, has worked at the fourth-generation company since 1971.

Johnny's brother, Jack, will continue to lead the company as President with Kevin McCaleb serving as Chief Operating Officer. Jack also has more than 40 years' management experience in the construction industry and currently serves on the board for Timothy Hill Children's Ranch, located in Riverhead, N.Y., the 2014-15 Upper Cumberland Broadcast Council and the Cookeville-Putnam County Sports Council.

"I have to admit, it's a bittersweet day for me," said Jack. "Johnny and I always thought that we'd be leaving the company together, but it just didn't work out so we could. He's going to leave some large shoes to fill.

"I'll be quick to say the time that we've spent here – Johnny and I – has only been successful because of our experienced and dedicated staff," Jack added. "We have the best team I have seen, and I know there will be no glitches as we move forward."

Jack and Johnny's father, John Stites, established J&S Construction in 1957. In its early days, the company was a relatively small firm that specialized in building speculative houses and small commercial projects.

See Johnny Stites' history continued on next page.

J&S Adds a New Client to the List

J&S Construction has paired with Genesee Group, Inc. to construct a \$2.2 million, 40,000 square-foot expansion to its existing Genesee A&B manufacturing facility, located in Mt. Juliet, Tenn.

This new expansion will encompass a high and low bay manufacturing area that will serve to expand on Genesee's capabilities to assemble product for its custom metal fabrication. J&S Construction will also complete a total interior renovation of the executive office space.

Accompanying the building addition, J&S Construction will facilitate the design and construction for a concrete pit and foundation for a large material press. This portion will involve precise coordination to ensure a smooth transition and installation. The project schedule requires the building to be ready to receive new equipment upon arrival with no delays; this is just another example of how J&S Construction works to satisfy client expectations and meet deliverable commitments with excellence.

With the building permit issuance in early December, the project is expected to be completed by September 2015.

The Genesee Group of precision metalworking companies consists of two facilities which are engaged in the assembly, integration and production of custom metal-formed components for a variety of manufacturers throughout the world.



J&S CONSTRUCTION
COOKEVILLE, TN
1843 FOREMAN DRIVE
931.528.7475 (PHONE)
931.528.5997 (FAX)
www.jsconstruction.com

'I am thankful for the many friends who allowed me the opportunity to serve...'

"The early days were difficult because of my limited knowledge of the construction industry," said Johnny. "Although my brother, Jack, and I had worked summers in construction, I did not know how to manage a construction company. I called the smartest and largest company I knew, and they allowed me to come to their office and observe many of their processes. Of course, much of my experience was gained from my Dad."

In early 1976, John chose to step down at the age of 48, just five years after Johnny and Jack joined the company.

"I was sitting at my desk one morning, and Dad came in and asked me if I knew what we were trying to do in the construction business," said Johnny. "I said, 'Yes sir, but I still have a lot to learn.' He said, 'Good, call me if you need me.' He walked out the door and never came back. I still can't believe he did that, and his example was one of the reasons I did not want to stay too long. I wanted to turn over the company to the next generation and let them take it to the next level."

Over the years, Johnny has served his community by being named to numerous boards and organizations. He has served more than 17 years with the Associated General Contractors (AGC), the largest and oldest construction organization in the state and the country. He has held several offices with the Middle Tennessee Branch, serving as President from 2004-2006 and 2006-2007. At the AGC state level, he was Secretary from 2008-2009, Treasurer from 2010-2011, State Executive Vice President 2012-2013, and currently serves as President of AGC of Tennessee.

In 2013, he was honored with the SIR (Skill, Integrity, Responsibility) Construction Lifetime Achievement Award by the AGC of Tennessee's Middle Tennessee Branch.



Johnny Stites, far right, advises the J&S team while building a facility for recognition of J&S Construction's 50th anniversary. The facility was constructed for Mustard Seed Ranch, located in Cookeville, Tenn.

Johnny has also been recognized as a Paul Harris Fellow by the Cookeville Breakfast Rotary Club where he served as president. He also received the Alumni Citation Award and the Distinguished Business Leader award from Abilene Christian University, his alma mater.

He will continue to play an active role in the community through the various boards and organizations on which he serves. In February 2014, he was appointed to the Tennessee Board of Regents by Governor Bill Haslam to represent the 6th congressional district. Johnny currently serves on the Board of Trustees for the College of Business at Tennessee Tech University and is currently taking courses at TTU for a master's degree in Strategic Leadership.

Johnny will also continue to manage XI Investments — one of the largest building inventories in the Upper Cumberland, for his brother, Jack, and himself. For more than 25 years, XI Investments has developed commercial and industrial real estate for a wide variety of applications across the Mid-South area including clients such as Enterprise Rent-a-Car, Federal Express, Flexial, GNC Health Food Store, Blue Coast Burrito, Goody's, Honey Baked Ham, JCPenney, Lifeway Christian Book Store, Roadway Express and United Rentals. Holdings also include the Cookeville Mall and Times Square shopping center, the only energy-efficient, LEED® Silver Certified retail building in the Upper Cumberland.

"I am thankful for the many friends who allowed me the opportunity to serve them in construction over the past 44 years," said Johnny. "I look forward to serving them in another capacity as I move forward into the future."

2014 Employee Celebration a Success

J&S Construction recently hosted its annual Employee Celebration to commend all employees for their hard work and dedication throughout 2014. The highlight of the event came when the winner of the Founder's Diamond Award, J&S Construction's most coveted honor, was announced. For the first time in company history, the most votes were tallied, and a two-way tie was announced.

Sylvia Folger, a 10-year employee and the Controller of Government Contracts, was honored side-by-side with Jimmy Smith, a 14-year, J&S veteran and Field Manager.

The Founder's Diamond Award was established in 2004 in honor of J&S Founder, John D. Stites. Nominees of this award must exhibit the following characteristics in the workplace: thinker, learner, honest, humorous, humble and unselfish. The award is tallied from votes which are collected from all field and office employees.

"I could not be more pleased with the employees' vote this year," said Jack Stites, president of J&S Construction. "Employees like Sylvia and Jimmy are the reason this company continues to be as successful as it is. Without people like them, J&S Construction would not be a model of integrity and excellence by which the construction industry is measured."



Shown from left: Founder's Diamond Award winners, Sylvia Folger and Jimmy Smith

Years of Service



20 years of service: Skip McDonald



15 years of service, left to right: Tony Stafford, Larry Fuell and Ryan Williams



10 years of service, left to right: Robert Blyly, Sylvia Folger and Paul Koger



Five years of service: Brittany Key

All in the Family

Birthdays

January

Larry Thompson.....	1/1
Steve Lewis.....	1/2
Evelyn Toro.....	1/6
Jason Walker.....	1/6
Hap Salyer.....	1/10
Miranda McCullough.....	1/11
Rosaura Alfaro.....	1/18
Skip McDonald.....	1/22
Sylvia Folger.....	1/23
Terry Garrett.....	1/24
Charley Paul.....	1/29

February

Matt Whitaker.....	2/3
Jeanne Humphrey.....	2/8
Chad Baker.....	2/10
Ben Salyer.....	2/13
Todd Clark.....	2/14
Jimmy Smith.....	2/19

March

Marty Jackson.....	3/1
Matt Billings.....	3/10
Anna Dilts.....	3/10
Steve Hassler.....	3/10
Ben DeBerry.....	3/15
Patrick Caughey.....	3/17
Merle Croney.....	3/26
Jim Kimbrell.....	3/26
Johnny Foust.....	3/27
Ginger Finn.....	3/30
Andy Stites.....	3/30
Jack Stites.....	3/30
Kristin Durrence.....	3/31

Anniversaries

Suzanne and Hap Salyer.....	1/1
Mary and Jack Stites.....	1/4
Lindsey and Ryan Morris.....	1/6
Priscilla and Jim Kimbrell.....	1/15
Lynette and Paul Dennison.....	1/19
Ginger and Matthew Finn.....	1/26
Deborah and Dennis Raymond.....	2/11
Joanne and Raymond Baker.....	2/15
Sandra and Gary Young.....	2/16
Kim and Ron Reading.....	3/17
Amy and Rick Bennett.....	3/18
Vicky and Buford Cole.....	3/21
Carrie Bradley and Samuel Hernandez.....	3/22
DeeDee and Michael Miller.....	3/25

WHAT WE ARE ALL ABOUT



October 1, 2014

Mr. Ryan Morris
J & S Construction
1843 Foreman Drive
Cookeville, TN 38501

Dear Ryan,

Enclosed please find the check in the amount of \$47,427.00 for the asphalt top coat paving of Thurman Lane per the attached contract. I appreciate your help in working with us to complete the necessary work to satisfy our requirements for the County.

In addition, please let me extend my appreciation to your staff for their diligence and hard work on our Phase III project. I would especially like to commend Steve Hassler. Not only was he efficient, thorough and precise but he was extremely polite, considerate and service oriented through my entire experience working with him. You are fortunate to have him as an employee.

Thank you again for working with Breakthrough to help us provide much needed services to our adults with autism. The homes are beautiful!

Sincerely,


Elizabeth A. Ritchie
Executive Director
Breakthrough Corporation
865-247-0065 ext. 25
865-247-0066 fax

1805 Maryville Pike Knoxville, Tn. 37920 | T:865.247.0065 F:865.247.0066
www.BreakthroughKnoxville.com

Why TEAM-BUILD?

J&S Construction's Design-Build concept is based on a TEAM approach:

Together **E**ngineers **A**rchitects **M**anagers

All design and construction services are wrapped up in one contract, providing a **single source** of responsibility with diversified perspectives from all TEAM members.

Early cost is determined to ensure project is **within budget constraints**.

Design and pricing phases are synchronous, allowing **construction to start 20% sooner** than traditional delivery systems.

Final accountability is placed with J&S Construction as the leader of the TEAM-Build delivery system.

Numbers Matter:

Metric	TEAM-Build vs. Design-Bid-Build
Project Cost	6.1% lower
Construction Speed	12% faster
Delivery Speed	33.5% faster
Cost Growth	5.2% less
Schedule Growth	11.4% less

Source: Construction Industry Institute (CII)/Penn State research comprising 351 projects ranging from 5k to 2.5M square feet. The study includes varied types and sectors.

Make Yourself More Successful at Work

By: Emmie Martin

Success will not just fall into your lap. You have to earn it through hard work, dedication and a great attitude. In order to succeed in your career, you will also need to develop the right set of habits, says James Caan, CEO of Hamilton Bradshaw Group and author of "Get The Job You Really Want."

Here are four working practices and daily habits you will want to develop immediately:

Motivating yourself.

If you are waiting for other people to encourage you to go after your goals, you are not showing that you want success or putting yourself on a path to find it. Rather, you must push yourself every day and actively look for ways you can improve.

Stepping up.

"There is nothing better for a manager than to see his or her employees actively taking ownership of projects," Caan explains. Always take responsibility for your assignments, no matter how much you dislike the project. Passing unpleasant work on to coworkers will earn you a sour reputation, while taking ownership of your duties shows initiative and dedication.

Staying focused.

Successful people know how to prioritize and delegate tasks so that they spend their time focusing on what's most valuable to business, Caan says. "The other advantage of prioritizing your workload is that the quality ends up being far better," he adds.

Being critical.

As much as you should focus on moving forward, it is also important to take a step back at times and review your own work. Take time every day to analyze what you have done, how well it worked, and where you can improve, Caan suggests. "By having this ability to reflect — and sometimes criticize yourself — you are making sure lessons are learned every step of the way," he says.

And keep the charge of the Lord your God, walking in his ways and keeping his statutes, his commandments, his rules, and his testimonies, as it is written in the Law of Moses, that you may prosper in all that you do and wherever you turn.

(1 Kings 2:3)

J&S Construction Company, Inc.
1843 Foreman Drive
Cookeville, TN 38501
(931) 528-7475



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