



CONSTRUCTIVELY SPEAKING



Mahima Program Hall prior to J&S Construction additions.

Yoga Facility Seeks Design-Build Skills

Work is nearing completion at one of J&S Construction Company, Inc.'s most unique job sites – the Isha Institute of Inner-Sciences Center, a 1,400 acre haven located in McMinnville, Tenn., that offers empowerment and wellbeing through ancient yogic methods. The rustic site also features hiking and mountain biking trails, private housing, and other retreat activities including Mahima Program Hall – the largest yoga and meditation hall in the western hemisphere.

J&S Construction® was contracted to complete two new expansions to Mahima Program Hall – a new front awning and a rear extension for additional office space. The facility includes a distinctive radius dome structure which created unique challenges, but J&S Construction's versatile Design-Build approach was able to streamline the construction process by combining the design, construction quality, cost and schedule into a single point of responsibility.

The front addition includes a 3,700 square-foot entrance pavilion made up of 50 tons of steel, a concrete pad, exterior gypsum board and TPO insulated membrane roof with a series of rain chains on each side to divert water away from the structure.

The 1,917 square-foot rear addition will provide staff and guests with two additional meeting spaces, a waiting area, a reception area and vestibule with snack station, additional restroom facilities and attached garage. The new rear addition boasts 9'8" ceilings throughout, bamboo hardwoods, custom tile flooring, custom built cabinetry with self-closing drawers and granite counter tops, modern brushed nickel fixtures, and solid core wooden doors.

The rear addition also showcases beautiful fold-away crank windows in an oil-rubbed bronze finish, two new canopy structures separate from the meeting room addition, custom-built louver windows to provide natural air flow and venting to the attached garage, and bronze aluminum rain chains in place of traditional guttering downspouts.

The J&S Construction team successfully utilized the Design-Build approach to construct both additions in a way that creates an overall smooth structural flow, leaving an appearance as though the addition was part of the original design.

Construction Begins at ARC Automotive

J&S Construction has entered an agreement with ARC Automotive for two high-hazard, highly specialized buildings at the Hartsville, Tenn., campus.

The smaller of the two, the "NQ Prep" building (1,367 square feet), will process nitroguanidine from the supplier to make it suitable for propellant manufacturing. From the NQ Prep building, the process will continue to the larger "Mixhouse Prep" building (1,757 square feet).

Due to the explosive nature of the products manufactured and the systematic cleaning of the interior spaces that is required, J&S Construction had to ensure all walls in these buildings were perfectly smooth and contained no voids. J&S Construction was able to determine a method that would properly fill these voids, providing a better R value that exceeds insulation requirements and making the building more energy efficient for the Owners.

J&S Construction worked closely with the engineer to ensure this project worked within the Owner's budgetary constraints as well as the required completion time frame.

Through these collaborative efforts, the building design was modified from a more expensive construction type with a longer lead time on construction components to a type that allows the use of less expensive materials that are more readily available.



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

Ficosa's Cookeville Plant Adding Several Improvements

Ficosa North America, a branch of the global automotive technology manufacturing company, Ficosa International, has recently agreed to a Design-Build partnership with J&S Construction to provide design services as well as the construction for a 4,800 square-foot addition to its new facility in Cookeville.

The addition will blend with the existing facility, a 270,000 square-foot manufacturing plant which was unveiled to the public in October; as the exterior finishes and roof height will match the current elevations using a mixture of painted, split-face masonry and standard metal building siding.

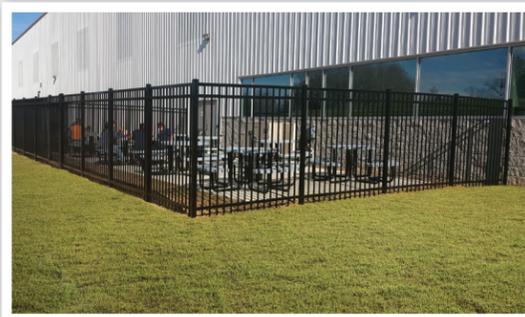
The interior space will require the extension of crane rails and beams to accommodate the overhead crane that is in the current building. At the floor level, there will be a series of trenches which will primarily allow the electrical requirements to be distributed as needed to the new equipment. New ventilation equipment will be installed in coordination with the requirements of the new die cast machines.

Construction will take place during normal working hours and will be done in such a way not to disrupt the ongoing operations of the facility. Given the project scheduling restraints, the Design-Build process will allow construction to start much sooner than the alternative Design-Bid-Build method, allowing J&S Construction to meet the strict scheduling requirements.

Other projects J&S Construction has recently completed for Ficosa North America's largest and most technologically advanced U.S. facility include: modifications to the dock area to improve truck access; installation of a new modular break room within the facility; and installation of a new fence at the outdoor break area.



Interior Break Room Addition



Exterior Break Area Addition

J&S Employees Applauded for Service

J&S Construction's annual employee celebration is in the books as the J&S Construction Management Team enjoyed commending all employees for their hard work and dedication throughout 2016. The day's events included service awards, an auction with various raffle prizes, as well as the announcement of the company's highest honor, the Founder's Diamond Award.

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.

This year's winners came as a surprise as it was announced there was a six-way tie for the coveted award. Two winners were drawn at random to receive an all-expense paid trip to Cancun, Mexico, with additional spending cash provided as well as one week of paid vacation.

The first award winner, Anna Dilts, is a project coordinator who has been with the company for more than four years. She assists the project management team with various administrative tasks including billing, correspondence and filing. She also coordinates subcontract agreements, creates purchase orders, and performs quality control plans and contract reviews. The second winner, Jimmy Smith, is a veteran field manager who has called J&S Construction home for more than 16 years. This was Jimmy's second nod as a Founder's Diamond Award recipient, his first acknowledgment coming in 2014.

The remaining four nominees were not left empty-handed, as they were given \$300 each for their recognition.



Anna Dilts and Jimmy Smith named 2016 Diamond Founder's Award Winners.



Four Additional Employees Nominated; left to right: Skip McDonald, Ryan Morris, Jerry Brown and Marty Jackson.

All in the Family

Birthdays

January

Chris Hayes	1/1
Larry Thompson.....	1/1
Hap Salyer.....	1/1
Ray Baker.....	1/13
Tyler Brown.....	1/13
Robert Bean.....	1/22
Skip McDonald.....	1/22
Sylvia Folger	1/23
Michael Timbrook.....	1/23
Terry Garrett	1/24
Michael Bradley.....	1/25

February

Matt Daugherty.....	2/10
Ben Salyer	2/13
Tom Thompson.....	2/13
Marcus Lowe.....	2/16
Jimmy Smith.....	2/19
John Adams.....	2/26

March

Marty Jackson	3/1
Wills DeBerry	3/9
Matt Billings	3/10
Anna Dilts	3/10
Patrick Caughey.....	3/17
Randy Mungle.....	3/24
Johnny Foust	3/27
Andy Stites.....	3/30
Jack Stites.....	3/30

Anniversaries

Suzanne and Hap Salyer	1/1
Mary and Jack Stites.....	1/4
Lindsey and Ryan Morris	1/6
Aurelie and Marty Jackson.....	1/7
Jensen and Brian Rohr.....	2/13
Joanne and Ray Baker.....	2/15
Crystal and Frank Linde.....	2/26
Kim and Ron Reading.....	3/17
Vicky and Buford Cole.....	3/21
Carrie Bradley and Samuel Hernandez.....	3/22

With Deepest Sympathy in the Loss of Loved Ones:

Larry Thompson - Brother

WHAT WE ARE ALL ABOUT

Matt Billings

From: CL Witt
Sent: Sunday, December 04, 2016 7:50 PM
To: Matt Billings
Subject: To whom it may concern,

On July 8th, our massive pecan tree fell on our almost 100 year old home. This to say the least was very scary and upsetting to our family. We had experienced this before two years ago, on Halloween night, but with a much smaller tree. That, like this tree was handled by our Insurance company, unfortunately we were unhappy with some of the work that time, so you can imagine how we dreaded dealing with it a second time around?

This was a totally different situation. We have the same insurance company, and they have truly stepped up to get our home back to being our home but with a renewed look. That is mostly in part to J & S Construction. We can't stress enough what a great job Matt Billings did in handling the renovation of our home. He made sure it was dealt with and the first thing was getting the roof covered, to prevent further damage. This was the first of a long list of re-dos to be redone. The tree was massive and so was the amount of repair work. Each crew came in and did what they needed to do and was friendly and personable while doing it. We were so happy that not only did Matt care about how we felt about our home but the construction crews did as well. That in it self meant everything to us.

We have to mention also that Matt has been very patient with us and myself especially. I have an hearing impairment, so I know that I was not the easiest to be patient with. It meant a lot so me that he was so understanding of my situation. He was professional but very personable. We wouldn't hesitate to contact him or recommend him to family or our friends in the future.

Lastly, our home we think is beautiful! It's our home but with a facelift. That is all because Farm Bureau, Matt Billings and J & S cared. We just can't say thank you enough! Hopefully because of you, it will be around for another 100 years. Thank you again... Matt and J & S Construction.

Sincerely

CL & Kathy Witt

Is Your Church Planning for Growth?

As your church grows, it is important that new building additions function according to its ministries.

A congregation in Murfreesboro, Tenn., needed assistance revitalizing its vision for future growth. As part of our Design-Build services, J&S Construction met with building committee members to help design a new master plan which includes several phases of construction. The committee really wanted the look of the facility to convey the unity of its purpose by having the entire facility connected through new additions rather than multiple, stand-alone buildings.

J&S Construction has since begun construction on the first phase of this multi-phased project. Site work is underway as J&S Construction prepares for 5,163 square yards of new asphalt paving, including extruded curbs and additional parking lot lighting. The second phase will be the construction of a new 2,335 square-foot entryway to the existing sanctuary. The entryway will consist of metal studs, brick, EIFS, aluminum windows, acoustical ceilings, and a mixture of roof materials including metal standing seam and asphalt shingles.

With hundreds of church construction projects under its belt, J&S Construction has a proven track record of providing specialized services to any congregation through master planning for future growth, additions and renovations to existing buildings and total ground-up construction projects.

Years of Service



20 years of service: Bill Stephens



15 years of service, left to right: Marty Jackson & Ron Reading



10 years of service: Tony Morris



Five years of service: Ryan Morris

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.

Six Ways to Improve Team Performance

Mae West once said "An ounce of performance is worth pounds of promises." Real success is built from a combination of talent, innovation, effort and commitment. Here are six factors that positively influence team performance and tips for incorporating them into the workplace.

Support innovation. To stay ahead, innovation is required. The most successful businesses are those that remain flexible and innovative and build on current successes without consistently overtaxing their teams. Ideas flow more readily in a relaxed and agile work environment.

Leadership matters. Innovation comes from inspiration. Teams must be led by managers that go beyond balancing budgets and schedules. The strongest leaders set goals, priorities and roles for their teams, and encourage each team member to achieve his/her personal best while keeping strategic goals in mind.

Keep learning. Productivity is increased when team members have all the skills they need to succeed. If you identify someone with great enthusiasm who lacks practical skills, encourage them to take an online course or be mentored by a colleague with more expertise.

Streamline processes. The start of a new year is a great time to step back and take a look at process integration in the workplace. Streamlining processes between teams and departments can go a long way towards maximizing productivity.

Build commitment. Use your company's leadership around vision and values to build employee commitment. A competitive business plan and strategy are important, yet a company culture that celebrates innovation and dedication to that vision and strategy will do as much to motivate employees.

Get the team involved in managing resources. When you involve appropriate team members in the resource allocation process, you create a spirit of collaboration on important decisions. Plus, you probably get more accurate outcomes when resources are being managed by the person who is most knowledgeable in his/her area.

As iron sharpens iron, so one person sharpens another. (Proverbs 27:17)

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



PRSRST STD
U.S. POSTAGE PAID
COOKEVILLE, TN
PERMIT NO. 127