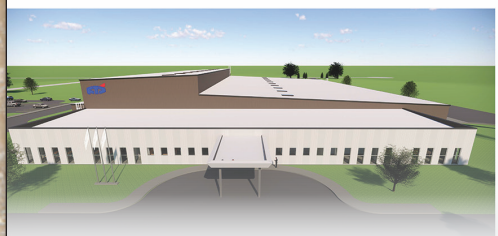
CONSTRUCTIVELY SPEAKING



J&S to Erect FTS Manufacturing Plant

Tennessee Gov. Bill Haslam, Department of Economic and Community Development Commissioner Bob Rolfe and Fuel Total Systems (FTS) officials recently announced that the company will locate its new manufacturing facility in Maury County.

The automotive components manufacturer will create 150 new jobs and invest approximately $60.9 million in Mount Pleasant. With this new location, FTS will be better suited to serve its Southeastern customers. The company will build a new 110,000 square-foot facility in the Cherry Glen Industrial park, a Select Tennessee Certified site.

"I thank FTS for choosing to locate new operations in Mount Pleasant and for creating 150 new jobs in Maury County," Haslam said. "The automotive sector in Tennessee continues to be one of our strongest industries with automotive companies operating in 88 out of our 95 counties. I appreciate FTS for investing in our state and helping Tennessee lead in the automotive sector."

"Foreign direct investment is one of the state's main goals with more than 900 foreign-owned establishments located in our state," Rolfe said. "I appreciate FTS, a Japanese-based company, for keeping our foreign direct investment momentum going by locating new operations and creating 150 new jobs in Maury County. We thank FTS for its commitment to our state and look forward to building a strong partnership for years to come."

FTS is a manufacturer of automotive plastic fuel tank systems and related automotive components. The company focuses on the development, design, manufacturing, and sale of fuel tanks, appurtenant parts, as well as engine and Hybrid parts. FTS is based in Japan and also has operations in Kentucky.

(Retrieved from: www.tn.gov/ecd/news/2018/10/31/governor-haslam--commissioner-rolfe-announce-fuel-total-systems-to-locate-new-operations-in-mount-pleasant.html)

The Prime Contractor, Shimizu North America LLC, selected J&S Construction® to furnish and erect the metal building with the contracted scope of work scheduled to begin in February.

Mold: a Hidden Pest

Do you suspect your facility or residence has been plagued with microscopic mold spores? Assessing mold growth involves more than just looking at what's visibly growing on the walls or in a corner. Mold can be an invisible intruder, growing behind and around what you first see. The source can be as simple as a roof or plumbing leak or even an improperly maintained HVAC system, and the effects can begin in as little as 48-72 hours, producing allergens and irritants that have the potential to cause other health issues.

J&S Construction was recently contacted to remediate and restore a client's long-term healthcare facility, and the Insurance and Restoration Team developed a plan to remediate the affected areas while ensuring business was not disrupted in the undamaged portions.

The cleanup process is the same for Level 1 and Level 2 mold remediation and comprises these steps: repair the moisture problem, isolate the contaminated area, suppress dust, remove materials, place materials in plastic bags, clean the affected area and egress, complete a visibility test, dry all cleaned materials, and replace all materials that were moved or repaired.

Whether you are in need of an applied microbial remediation specialist, water damage restoration technician, or an applied structural drying technician, J&S Construction has individuals on staff to identify and correct your problem.

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

Johnstone Supply Opens New Facility Ahead of Schedule

Cookeville's Johnstone Supply has opened its new facility to the public and is now serving Upper Cumberland customers from the 70 W. Davis Road site.

The 20,000 square-foot facility showcases a 2,000 square-foot showroom with floor-to-ceiling windows and plenty of space for product display. An 18,000 square-foot warehouse now gives Johnstone Supply the ability to house more product on site, and is helping to improve customer lead times on purchases. A second-level mezzanine with secure access was also included and will be used as a training room during or after regular business hours.

During the design phase, J&S Construction worked with the Owner to ensure the building was designed to have proper flow and minimize material handling. Two dock doors were incorporated on the east side to be used for receiving, while two ground-level overhead doors located on the south end are used for customer pickup.

The building's construction type is a pre-engineered metal building with an upgraded exterior that utilizes an insulated metal panel system (IMPs) and yields a greater R-value than typical metal building wall panels that have batt insulation.

J&S Construction completed the six-month project 11 weeks ahead of schedule.

"Johnstone Supply is a family-owned HVAC distribution company based in Knoxville," said Richard Cramer, Johnstone Supply CEO - Knoxville Group. "J&S Construction built our original building in Cookeville about 15 years ago and did an addition on it three years ago. When we finally outgrew the building, we turned to J&S for design assistance and construction of a new larger building nearby. They helped us through the design process, including negotiations with the City of Cookeville regarding acceptable building materials, site plan, etc. Our building was finished ahead of schedule and within budget, and we are glad to have had another great experience with J&S Construction."

WHAT WE ARE ALL ABOUT

We Build Relationships.
J&S CONSTRUCTION COOKEVILLE, TN

J&S Construction
Customer Evaluation Form
January 8, 2019

Project Name: **Johnstone Supply – Cookeville, TN** Project Number: **18-000907**

1. Please rate J&S Construction's performance on this project in the following areas:

	Delighted	Pleased	Satisfied	Disappointed
Quality of Workmanship	4 ✓	3 ___	2 ___	1 ___ N/A ___
Communications	4 ✓	3 ___	2 ___	1 ___ N/A ___
Scheduling	4 ✓	3 ___	2 ___	1 ___ N/A ___
Job Site Appearance	4 ✓	3 ___	2 ___	1 ___ N/A ___
Project Design	4 ___	3 ___	2 ___	1 ___ N/A ___
Attention Given to Your Project	4 ✓	3 ___	2 ___	1 ___ N/A ___
Responsiveness of Project Managers	4 ✓	3 ___	2 ___	1 ___ N/A ___
Responsiveness of Field Supervisors	4 ✓	3 ___	2 ___	1 ___ N/A ___
Responsiveness of Salesman	4 ✓	3 ___	2 ___	1 ___ N/A ___
Performance of Field Crews	4 ✓	3 ___	2 ___	1 ___ N/A ___
Project Price	4 ___	3 ___	2 ✓	1 ___ N/A ___

2. Of the following, which best describes your **overall** impression of J&S Construction's performance on this project: ✓ **Delighted** ___ **Pleased** ___ **Satisfied** ___ **Disappointed**

3. Would you use J&S Construction for future projects?
✓ Definitely ___ Probably ___ Probably Not ___ Definitely Not

4. Was your project completed within the required time?
✓ Yes ___ No

5. Which of the following items are most important to you in choosing a contractor?
Please rank from 1 to 7 (1 being most important):
1 Experience 4 Price 3 Design Capabilities
5 Ability to Meet Schedule 2 Quality 6 Reputation 7 Other

6. When you think about the entire process of this project, is there any particular instance, person or situation that you recall being either positive or negative? Terri Phillips, Matt Davenport, Ryan Morris & Jimmy Smith all worked hard to make this a success!

7. If you have used other construction companies in the past, how does J&S Construction compare?
You stand above others we have used.

8. Could you offer any ideas on how we could improve our level of service to our clients? ___

If you have any additional comments, please use the back of this page.

Signature (optional): Richard Cramer

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Construction Hiring is Booming

One of the brightest spots in recent employment reports has been construction hiring. Employers added a net new 23,000 construction jobs in September, the Labor Department said, and the number of people working in the industry was 315,000 higher compared to a year earlier. But there are still construction jobs open – and the pay and perks aren't bad. At the end of July, there were 273,000 open construction jobs, according to a separate Labor Department report.

"The construction industry added workers and increased pay in the past year at rates higher than the overall economy," said Ken Simonson, the chief economist for the Associated General Contractors of America, a trade group. "However, the pool of unemployed workers with construction experience has nearly evaporated."

In September, average hourly earnings for construction workers was $30.18, higher than the $27.24 earned by all workers.

At the School of Concrete and Construction Management at Nashville-based Middle Tennessee State University, there were nearly six jobs open for each graduate of the program, and the average starting salary for graduates was $52,000. For all workers at all stages of professional life, the average pay in the area is $58,000 in the Nashville metro area, according to government data. While most graduates of the program take jobs in large construction firms, many choose to start their own companies, according to a spokesperson.

(Retrieved from: https://www.marketwatch.com/story/construction-hiring-is-booming-and-there-still-are-plenty-of-available-jobs-2018-10-05)

J&S Construction Employees Recognized

J&S Construction recently hosted its annual employee celebration to commend all employees for their hard work and dedication throughout 2018. The event included service awards, fun and games with various prizes, as well as the announcement of the company's highest honor, the Founder's Diamond Award. This year, the award was split between two of J&S Construction's most esteemed employees, Phil Adams and Bryan Cole.

Bryan Cole (left) and Phil Adams (right) pose with J&S Construction Vice President, Andy Stites, after being named co-winners of the Founder's Diamond Award.

Phil Adams, J&S Construction's in-house architect and member of the business development team, has been employed with the company since June 2008. Bryan Cole, a field manager and steel crew leader, began working with J&S Construction in November 2012. Both were honored by the J&S Construction management team in front of fellow co-workers. The two will be given a gift certificate for the vacation of their choice, additional spending cash and a week of paid vacation.

The Founder's Diamond Award was established in 2004 in honor of J&S Construction Founder, John D. Stites Sr. 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.

A few comments the voters provided about each:

Phil Adams

- Honest to his word. No doubt in anything he says.
- He considers alternate solutions to help the client.
- I've never known him to be dishonest, and I believe it would keep him up at night if he ever were.

Bryan Cole

- Demonstrates a biblical view of integrity.
- Always looking for the best way to do things each day.
- I have always felt he was 100% honest with me, good or bad.

Years of Service

25 years of service: *Terry Garrett*

20 years of service: *Hap Salyer*

10 years of service: *Phil Adams*

5 years of service: *Andrew Scarborough*

All in the Family

Birthdays

January

Larry Thompson 1/1
Hap Salyer 1/10
Robert Bean 1/22
Skip McDonald 1/22
Terry Garrett 1/24
Kaley Hill 1/29

February

Scott Hunter 2/10
Ben Salyer 2/13
Tom Thompson 2/13
Jimmy Smith 2/19
John Adams 2/26

March

Marty Jackson 3/1
Shane Cole 3/6
Anna Dilts 3/10
David Wallis 3/11
Weston Dalby 3/13
Patrick Caughey 3/17
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
Terri and Tyler Phillips 1/18
Kaley and Matthew Hill 2/8
Jensen and Brian Rohr 2/13
Sandy and Gary Young 2/16
Sydney and Corey Jackson 3/14
Kim and Ron Reading 3/17
Vicky and Buford Cole 3/21

Congratulations for Births and Additions:

Terri and Tyler Phillips - Daughter
Born Nov. 5, named Mabrey Teegan

Brittany and Matt Davenport - Daughter
Adopted Jan. 1, named Haven Elana

Why TEAM-BUILD?

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

***T**ogether* ***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.

New Year's Resolutions Faltered Already?

Forget about making resolutions. Instead, focus on making new commitments. They can help both you and your business grow in 2019 and beyond. Not sure where to begin? Here are some areas you might want to consider.

1. Delegate more. Let someone else do some of the everyday tasks for a change. Of course, it's tough to hand off responsibility to someone else. If you have employees, this could be a bigger move like training someone on your staff to take on a part of the business you usually manage.

2. Make business planning a regular event. Regular brainstorming sessions can keep your business fresh and uncover issues that may not be obvious when you are immersed in the day-to-day work.

3. Schedule more time for yourself. It's essential that you schedule time every day to recharge and refresh. Your daily break can be as simple as closing your eyes for two minutes and being silent, reading a book, taking a walk or listening to music.

4. Learn something new. This not only adds to your current skill set, but helps stimulate your creative thinking and problem solving.

5. Focus more. In order to think clearly about your business when needed, you have to work at improving your focus. Be more mindful about giving your full attention to one thing at a time. Block out all distractions like email, texts and other interruptions, and concentrate on a single task until it's completed.

6. Join a networking group. Networking not only helps spread the word about your work, but helps sharpen your personal and communication skills. Join an association related to your business or industry, or even venture outside your business circle and join a civics club, local or other community group.

7. Give back. Giving back to your community grows goodwill for both you and your business. Find a cause that aligns with your principles and donate what you can: money, time or both.

Use the New Year as an opportunity to assess where you are and where you want to go.

See, I am doing a new thing! Now it springs up; do you not perceive it? I am making a way in the wilderness and streams in the wasteland.

(Isaiah 43:19)

(Retrieved from: www.entrepreneur.com/article/325841)

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

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