



# CONSTRUCTIVELY SPEAKING



## Work Begins at StonePeak Ceramics

J&S Construction has begun work on a \$600,000 Design-Build project for StonePeak Ceramics, a domestic porcelain tile manufacturer located in Crossville, Tenn.

J&S Construction broke ground on this southwest expansion of StonePeak Ceramics' Raw Materials Storage Facility in August 2015. StonePeak Ceramics had an urgent need for additional covered storage which led to an expedited project schedule to be complete by mid-November 2015.

The scope of work consists of a 40'-0" eave height facility which includes a 20-foot-high stem wall with a 20-foot-high, pre-engineered metal building that will be situated atop this stem wall. This addition will require precise erection and will tie into two adjacent structures.

J&S Construction recently completed a \$2.3 million contract which included construction of a 24,128 square-foot addition at the west side of the existing facility and a 22,968 square-foot addition to the south side.

StonePeak Ceramics is a domestic porcelain tile manufacturer established in 2001 that is focused on producing innovative, design-worthy and environmentally-friendly porcelain tile.

J&S Construction is proud to partner with StonePeak Ceramics on another great project.

## Ft. Hood's UAV Complex Complete

Construction is complete on J&S Construction Company, Inc.'s first contract with the U.S. Army Corps of Engineers, Fort Worth District. J&S Construction® broke ground in December 2013 on an \$11.5 million contract which included construction of an Unmanned Aerial Vehicle (UAV) Maintenance Complex at Ft. Hood, located just 70 miles north of Austin, Texas.

The 32,360 square-foot UAV Maintenance Complex consists of a 17,444 square-foot Tactical Equipment Maintenance Facility (TEMF), a 4,200 square-foot Organizational Storage Building (OSB), a 358 square-foot Hazardous Waste Storage Building (HWSB), a 358 square-foot Paint Oil Liquids (POL) Storage Building and a 10,000 square-foot Unmanned Aircraft Systems (UAS) Container Storage Building.

The TEMF is pending LEED® Silver Certification by the U.S. Green Building Council. Environmentally friendly features include geothermal heat, transpired solar wall panel system, skylights, solar hot water, spray foam insulation, air barrier system, radon piping system, low flow water fixtures, energy recovery units, occupancy sensors, low VOC and recycled materials.

"It was a true delight to work on the most heavily populated U.S. military base in the world," said Jack Stites, president of J&S Construction. "We really enjoyed the opportunity to work in such a great community, alongside members of our nation's armed forces."

With this LEED certification, J&S Construction will have built more than 186,000 square feet of LEED certified space.

J&S Construction has previously completed two TEMF projects for USACE's Ft. Campbell base, one being a \$13 million LEED Gold facility, completed August 2010, and the most recent being a \$12.2 million facility, completed September 2013, which was designed and constructed to meet LEED Silver requirements.

*For more information regarding energy-efficient construction, contact our corporate headquarters at (931) 528-7475.*



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## J&S Construction Returns to Standing Stone State Park

J&S Construction is pleased to announce its return to Standing Stone State Park, a popular retreat located in Overton County and fixed upon the eastern section of the Highland Rim. J&S Construction received notice to proceed on a \$789,916 contract with the Tennessee Department of General Services to complete some repairs on the Standing Stone State Park Dam and work began in early September.

The scope of work included in this 180-day contract is multifaceted and consists of the replacement of the spillway channel lining, the repair of the drawdown valve and operator, installation of a new drawdown pipe inlet screen, architectural detailing of select portions of the spillway channel lining and grout injection to minimize leaking around the dam structure.

Logistically, all work must be conducted concurrently with ongoing park operations. The trails, picnic shelters and surrounding attractions must remain accessible during construction. Communication with the local park authorities as well as state officials will be imperative to the project's success.

Looking back, this site holds historical significance for J&S Construction. More than 70 years ago, Pat Stites, father of J&S Construction founder, John D. Stites, worked on the job and supplied materials to help construct the dam. Later, in the mid-1970s, J&S Construction received the award for a project requiring major renovations to the park. This was the first contract in company history to exceed \$1 million in total project value.

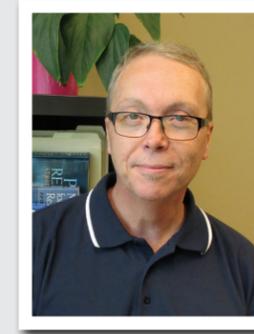
"This site has had a real personal connection with us to be able to keep the same job in the family for that long," said Jack Stites, president of J&S Construction. "We take a lot of pride in that job. We always look forward to working on a project that holds such historical value for the company."

This is an exciting project, and we are very pleased to have the opportunity to work at this location once again.



## Farewell Friend, It Has Been a Pleasure!

Chances are, if you have requested plans and drawings from J&S Construction in the past 25 years, Rick Bennett, the company's long-time Architectural Design Technician, prepared them. Bennett, who first joined the company in 1989, recently announced his retirement. For nearly three decades, Bennett has provided the company's drafting services including drafting with AutoCAD software, maintaining a hard copy filing system for completed jobs and drafting proposals for future work.



Rick has been recognized 11 times for perfect attendance as well as for his hard work and dedication to the company. In 2010, Bennett won the company's highest honor, the Founder's Diamond Award. The Founder's Diamond Award was established in 2004 in honor of J&S Construction 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.

"Thanks to J&S Construction, I was able to accomplish some of life's major goals: my son's college education, buying and paying for a home, developing a family and a healthy lifestyle and choices," he said. "I am looking forward to new adventures."

When asked what he would miss most about J&S Construction, Rick responded, "The people."

We appreciate all of your loyalty and dedication over the years. Best of luck, Rick!

WHAT WE ARE ALL ABOUT



DEPARTMENT OF THE ARMY  
15TH MILITARY INTELLIGENCE BATTALION (AE)  
91027 CLARKE ROAD  
FORT HOOD, TEXAS 76644-5040

IAPD-AE-BMO 1 September 2015

SUBJECT: Letter of Appreciation J & S Construction

1. I would personally like to commend J & S Construction for your loyal service to the 15<sup>th</sup> Military Intelligence Battalion during the construction of Building 90013. I am honored that your company and associates worked tirelessly in an effort to improve our unit's capabilities. I would like to congratulate your entire team for the outstanding service you provided during your time here at Fort Hood Texas.
2. I watched as you built this facility from the ground up and became more impressed as each wall was constructed. Your employees were efficient and well trained in their profession and safety. This new maintenance facility is nothing short of amazing and will be used by Soldiers for years to come. This will truly be one of the greatest facilities I have ever had the pleasure to work in my 15 years of service.
3. I extend personal thanks and sincere appreciation to J & S Construction, from the Maintenance Soldiers in the Nighthawk Battalion for your creation of one of the best motorpools on the installation. Our greatest resource is our Soldiers, but they are only as good as their equipment and training. You have enabled us with the ability to better train and equip our troops for current and future conflicts.
4. Once again, please accept our appreciation for a job well done!



BYRON J. HINES  
CW2, OD  
Battalion Maintenance Officer

## TN MATOC Work Awarded

J&S Construction was recently awarded two new task order contracts by the 134th Air Refueling Wing (134 ARW), a unit of the Tennessee Air National Guard, stationed at McGhee Tyson Air National Guard Base, in Knoxville, Tenn. These two latest contracts include the repair and replacement of metal stud walls and the demolition and disposal of unusable and unserviceable facilities in various facilities.

The first awarded contract, worth \$411,139, will include the replacement of degraded metal stud walls and the remediation/cleaning of the steel structure and surrounding surfaces to prevent future growth of mold within Building 90.

As a part of a second separate contract, worth \$67,629, J&S Construction will demolish facilities 245, 254, 261 and 119th Trailer, encompassing approximately 2,596 square feet. Work for this project will also include the removal of one oil water separator (OWS) with associated piping.

These 120-day task orders mark J&S Construction's second and third contracts at McGhee Tyson. Construction is currently underway on J&S Construction's first McGhee Tyson contract, a \$6.25 million, 36,908 square-foot renovation project at the B113 aircraft maintenance hangar in which work is expected to be complete by July 2016.

## Insurance & Restoration Team Expands

As J&S Construction's Insurance and Restoration Team (IRT) continues to increase its list of clientele, we are proud to announce three skilled individuals have joined the unit. IRT specializes in full-service remodeling and insurance repairs and has unique skills in working with existing and damaged structures, unpredictable events, and customers who have been through traumatic situations.

Mark Rippetoe now serves as IRT Director and oversees all operations including insurance assignment capacity, job flow, logistics and project planning, management and execution. Mark is a licensed contractor and licensed insurance agent who has 21 years of operations management experience. He grew up in Cookeville and graduated from Cookeville High School and studied business management at Tennessee Tech University (TTU). Mark and his wife, Daphne, have been married for 22 years and have two daughters: Savannah (20) and Chloe (16).

Debbie Fletcher and Jensen Rohr were both added to the IRT roster in March 2015 as project coordinators. Their job responsibilities include close interaction with clients, field managers, subcontractors and insurance company representatives, coordinating all aspects of each project from start to finish.

Debbie is also a Cookeville native and graduated from TTU with a bachelor's degree in interdisciplinary studies in career technical education and is a former high school teacher. Debbie has three children: Fletcher (19), Mattie (18) and Thomas Wayne (17), and is one of the proud daughters of Cookeville's Wayne Fletcher, creator of Mister Wayne's School of Unisex Hair Design.

Jensen also graduated from TTU with a bachelor's degree in human ecology, specializing in family relations. Prior to J&S Construction, Jensen worked in the mental health field. She resides in Cookeville with her husband, Brian, and their five children: Jordan (11), Katie (9), Steffi (4), Ryne (3) and Paxson (18 months).

## All in the Family

### Birthdays

#### October

Lori Wakefield.....	10/2
Tony Morris.....	10/9
Bryan Cole.....	10/11
Harry Colorito.....	10/12
Ron Gardner.....	10/15
Kevin McCaleb.....	10/15
Daniel Randolph.....	10/21
Michael Martin.....	10/23
Mihal Pano.....	10/23
Carleton Benford.....	10/30
Dave Robinson.....	10/31

#### November

Larry Taylor.....	11/3
Billy Flanary.....	11/5
James Howard.....	11/5
Teresa Locke.....	11/5
Brett Thomas.....	11/6
Ron Reading.....	11/12
Eric Martin.....	11/13
Carrie Bradley.....	11/20
Jerry Hall.....	11/21
Jeff Ball.....	11/24
Sarah Jo Dixon.....	11/30

#### December

Mike A. Sakkinen.....	12/1
Ryan Morris.....	12/8
Paul Dennison.....	12/9
Jeremiah Everett.....	12/12
Samantha Budesza.....	12/19
Bill Curtsinger.....	12/19
Sherry Prowse.....	12/25
Jerry Brown.....	12/29

### Anniversaries

Lindsey and Tony Morris.....	10/13
Elizabeth and Dave Robinson.....	10/13
Daphne and Mark Rippetoe.....	10/17
Amye and Mikel Anderson.....	10/27
Sharon and Mihal Pano.....	11/1
Roxanna and Eric Martin.....	11/16
Tammy and Skip McDonald.....	11/18
Terri and Robert Blyly.....	11/28
Abby and Ryan Williams.....	12/21
Renee and Bill Curtsinger.....	12/22
Doris Ann and Steve Hassler.....	12/29
Nita and Jimmy Smith.....	12/31

### Congratulations for Birth:

- Nancy and Steve Lewis** - Granddaughter  
Born July 24, named Lucy Kate
- Lindsey and Tony Morris** - Daughter
- Lisa and Bill Stephens** - Granddaughter  
Born Aug. 4, named Aniston Grey

### With Deepest Sympathy in the Loss of Loved Ones:

- Ben DeBerry** - Grandmother
- Billy Flanary** - Grandfather
- Brent Rieke** - Aunt

## 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.

## Inspire, Lead and Succeed with Accountability (By: Karin Lindner)

What do you think? Did accountability lose its power? Would you agree that this is one of the things that is lacking most in today's business world?

Isn't it true that it is much easier for most managers to hold people accountable to results than behaviors? Talking about behaviors takes a lot of energy and extra effort and most managers are not willing to deal with it. However, it is important not to overlook that behaviors are almost always linked to the desired results.

### So what are some things that you can do?

1. Set standards and rules together with your team and agree to live by them.
2. Be accountable to yourself first and lead by example.
3. EVERYBODY has to play by the same rules, especially you as a leader. There is no exception.
4. Acknowledge the behavior you want to see.
5. Get permission to hold each other accountable.
6. Be willing to call people on their behaviors, but at the same token, also be willing to be called on your own behaviors.
7. Remind yourself constantly that you want to surround yourself with people who will demand the very best of you to help you to become the best you can be and....You do the same for them!

Always remember, excellence is not a skill. It is an attitude. The right attitude will lead to different behavior, and the desired behavior will bring you incredible results.

*Therefore, confess your sins to one another, and pray for one another so that you may be healed. The effective prayer of a righteous man can accomplish much.*

(James 5:16)

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