



CONSTRUCTIVELY SPEAKING



John D. Stites, left, is pictured with Bill Smith of Bill Smith Machinery Company, a business Stites purchased in the early '70s, which became known as John Stites & Sons Construction Company - now one of the largest construction firms in the Upper Cumberland.

John D. Stites' Legacy Lives On

Entrepreneur. Farmer. Community leader. Craftsman. Family man.

Those terms and more describe what John D. Stites, founder of J&S Construction Company, did in his 86 years of life.

Stites passed away peacefully at home on the family farm Aug. 10. And in those 86 years of life, he was involved in a lot, from impacting a large number of people through his civic activities to starting one of the area's largest construction firms.

Building blocks from small beginnings, Stites' legacy began after his service in the U.S. Navy during World War II. He came back to Cookeville to attend college, but in 1947, he left college to join the family business, Builders Supply Company, a company his father had a hand in beginning.

That was when his entrepreneurial spirit started to emerge. He designed and built the first ready mix concrete plant and introduced the first ready mix concrete trucks to the area.

He also provided the sand and cement for the Standing Stone State Park bridge. Eventually, he was bought out of Builders Supply Company and later started his own company - Wholesale Building Materials.

This was the first cash and carry lumber yard, initially selling lumber and building materials from railroad cars because there was no building for his inventory.

See John D. Stites' Legacy continued on next page.

J&S Heads to the Home of the Big Red One

J&S Construction has received notice to proceed on its second contract for the U.S. Army Corps of Engineers, Kansas City District. J&S Construction is scheduled to break ground on the Defense Logistics Agency (DLA) Warehouse Improvements project mid-October.

The scope of work for this \$2.6 million fixed-firm contract, located at Camp Funston on Fort Riley, southwest of Manhattan, Kan., will include dismantling existing storage racks, installation of new storage racks, installation of storage rack protective equipment, polishing the concrete warehouse floor, striping the warehouse floor, installation of a new fire alarm system and the design and installation of a new fire suppression system.

Fort Riley, "Home of the Big Red One" (1st Infantry Division), is known for its excellent training, abundant recreational opportunities, rich history and tremendous relations with surrounding communities.

This project has a 180-day duration and is scheduled to be complete by June 2014. The objective for this contract includes the design and construction improvements to facilities to increase safety, reduce slips, trips and falls and provide more operability to the facility.

See Ft. Riley continued on page three.



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“I Don’t Think He Ever Dreamed It’d Be This Big.”

“I remember going down to the train yard as a young boy to help unload lumber and other materials,” recalled his son, Johnny, CEO of J&S Construction. “He really taught us, his kids, the value of hard work.”

In 1957, he founded J&S Construction after purchasing the Bill Smith Machinery Company. It began as a small residential construction firm through building speculative houses from building materials he had accumulated. Originally, it was called John Stites and Sons Construction, but the name was shortened to J&S Construction. It was also much smaller then — there were four to five people working for the business at the time.

In the early ‘70s, Johnny and Jack came back home and joined their father in the business. Johnny had only been in the position three years when his father left the business.

“He came in to my office one day and said, ‘Do you understand what we’re doing here?’” Johnny recalled. “I said, ‘Yeah, I think I do.’ He patted me on the shoulder, said ‘Good,’ and left.”

And he never came back.

“He never criticized and never asked us what we were doing,” Johnny said. “He trusted his kids to perform.”

It was not until the late ‘70s that the construction business really took off and started to grow.

“I don’t think he ever dreamed it’d be this big,” Johnny said. “He used the business to be a tool to reach out to the community.”



John D. Stites is pictured holding his son, Johnny, at Builders Supply Company around 1947.

Some examples of that include donating material to build the office building for the Mustard Seed Ranch, building a Habitat for Humanity house, cosponsoring the Monterey High School’s Virtual Enterprise Class website and endowing an engineering scholarship at Tennessee Tech, among other things.

Now, the next generation of the Stites family is involved in the business.

Stites was also known for his activities in a number of organizations throughout the county - from being a founding member of the Jaycees and the Cookeville Country Club to being a Scoutmaster. He also had a hand in developing Ironwood Golf Course, the first public 18-hole golf course in Putnam County.

He also built and managed the Upper Cumberland’s first nursing home, Cookeville Nursing Home, which was sold in 1980.

Through his creative side, he built a workshop on the farm and would create unique pieces for his children, grandchildren and great-grandchildren.

And his legacy lives on in his business. Currently, J&S Construction is at one its largest backlogs in company history, and employs over 110 of the finest craftsmen and trade professionals in the construction industry.

Death is swallowed up in victory. Where, O death, is your victory? Where, O death, is your sting?

1 Corinthians 15:54-55

Story compliments of Herald-Citizen.

WHAT WE ARE ALL ABOUT

**J & S Construction
Customer Evaluation Form**

Project Name: James W. Borum Job Number: 13-IR8974

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
Communications	3	3	2	1
Scheduling	3	3	2	1
Job Site Appearance	3	3	2	1
Project Design	3	3	2	1
Attention Given to Your Project	3	3	2	1
Responsiveness of Project Managers	3	3	2	1
Responsiveness of Field Supervisors	3	3	2	1
Responsiveness of Salesman	3	3	2	1
Performance of Field Crews	3	3	2	1
Project Price	4	3	2	1

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 recommend J & S Construction to others 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):
 Experience Price Design Capabilities
 Ability to Meet Schedule Quality Reputation 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?
All J&S Construction employees were very helpful.

7. If you have used other construction companies in the past, how does J & S Construction compare?
Best

8. Could you offer any ideas on how we could improve our level of service to our clients?
I was really impressed with everybody & the product. J&S should want beyond their task approval.

If you have any additional comments, please use the back of this page.
COMMENTS: *Very professional and helpful. I feel they should be recognized for doing.*

Signature: *James W. Borum* Date: *5 Sep 13*

J&S Adds Two to Its Talented Roster

J&S Construction is blessed to be at one its largest backlogs in company history. As a result of these various contracts, two new employees have been added to the J&S family.

Billy Flanary joined the J&S group as an assistant pre-construction manager. After some restructuring, he was moved over to the project management team as an assistant project manager. His primary duties include subcontract agreements, quality control plan reviews, purchase orders, as well as contract reviews. He has close interaction with clients, field managers, subcontractors and vendors.

Born in Pikeville, Ky., Billy moved to Gray, Tenn., at the age of seven and has remained a Tennessean ever since. Billy graduated from East Tennessee State University with a B.S. in construction engineering technology and has almost 10 years of residential construction experience. Billy and his wife, Heather, are newlyweds and were married June 2013.

Mariano Amicarelli joined the project management team in early spring, with his main focus being the government sector. His responsibilities include overseeing subcontracts, purchase orders, submittals and payment applications.

Mariano graduated from Florida International University with a B.S. in civil engineering with a focus in structural engineering. He was born in Buenos Aires, Argentina, and has lived in the U.S. for over 20 years. Mariano's bilingual skills in English and Spanish provide J&S Construction with a more versatile working environment between J&S and subcontractors, as well as clients.

Mariano's wife of three years, Jessica, is currently finishing her Ph.D. in chemical engineering at Tennessee Technological University.



Shown from left: Mariano Amicarelli and Billy Flanary

J&S Construction to Build at Ft. Riley

The primary mission of the DLA Disposition Services is to dispose of Department of Defense (DoD) excess and surplus personal property generated by the military services.

The contract stems from a Small Business Multiple Award Task Order Contract (MATOC) for Whiteman Air Force Base (Mo.) and the Northwest Kansas District. J&S Construction's first contract for this specific MATOC is currently under construction at Whiteman Air Force Base and consists of the construction of a \$3.4 million, 8,725 square-foot Logistics Readiness Squadron facility.

"This contract is just another example of being able to sit down with owners and help them to figure out the most cost effective way to deal with their construction needs," said Jack Stites, president of J&S Construction.

J&S Construction is currently near completion of two jobs for the Corps of Engineers. These projects total over 65,000 square feet of facility space and are both located at Ft. Campbell, Ky.

All in the Family

Birthdays

October

Tony D. Stafford	10/2
Lori Wakefield	10/2
Paul Demont	10/6
Tony Morris	10/9
Bryan Cole	10/11
Harry Colorito	10/12
Ron Gardner	10/15
Kevin McCaleb	10/15
Jacob L. Ramsaur	10/15
Dave Robinson	10/31

November

Billy Flanary	11/5
Brett Thomas	11/6
Ron Reading	11/12
Eric Martin	11/13
Tony Santon	11/13
Sarah Jo Dixon	11/30

December

Mike Sakkinen	12/1
Jeremy Bennett	12/5
Johnny Stites	12/6
Ryan Morris	12/8
Charles Craig	12/11
Tim King	12/12
Nate Clay	12/14
Bill Curtsinger	12/19
Gordon Rackley	12/23
Fallon Dortch	12/26
Jerry Brown	12/29
Coral Braswell	12/30

Anniversaries

Jessica and Gordon Rackley	10/2/1999
Lindsey and Tony Morris	10/13/2009
Elizabeth and Dave Robinson	10/13/2007
Brenda and Chuck Scarborough	10/13/2001
Nancy and Stanley Morris	10/18/1997
Patty and Tony D. Stafford	10/29/1999
Merry and Jim Vaughn	10/29/1977
Halie MacIntosh and Doug Van Allen	11/07/2009
Roxanna and Eric Martin	11/16/1996
Tammy and Skip McDonald	11/18/2000
Anita and Gary Brashears	11/21/2009
Darlene and Jeff Provance	11/21/2003
Terri and Robert Blyly	11/28/1980
Abby and Ryan Williams	12/21/1996
Renee and Bill Curtsinger	12/22/1977
Doris Ann and Steve Hassler	12/29/1976
Nita and Jimmy Smith	12/31/2000

Congratulations for Birth:

Merry and Jim Vaughn - Granddaughters
..... Born Sept. 13, 2013, named Lily and Olivia Kopple

With Deepest Sympathy

in the Loss of Loved Ones:

Ryan Morris - Grandmother
Stites Family - John D. Stites (Big John)

J&S' Value of a PROMISE

- Effortless Process
- Guaranteed Price
- No Change Orders
- Two-Year Warranty
- Guaranteed Move-in Date



Now Building

Army National Guard.....	1
Dogwood Manor	2
Collegeside Church of Christ.....	11
Cummins Filtration	8
Ficosa	3
Horsehead Corporation	55
Humana, Inc.	4
Insurance/Restoration Division (Jobs since Jan. 2013).....	
Includes many of nation's top insurers	283 assignments
Kindred Healthcare	7
McKendree Village	12
U.S. Army Corps of Engineers	14

Numbers listed reflect number of projects completed and in progress

Five Attitudes to Get You Ahead

Your attitude in the workplace can become your career booster. So, what are some of the attitudes in the workplace that can help you get ahead at work?

1. Enthusiastic

To be enthusiastic at work is about a mental state. You need to make the decision to be enthusiastic. Attack your task with energy. The more you tell yourself, "This is so boring," or whatever the excuse may be, the worse you will feel. Get interested in the work, and the energy will come naturally.

2. Efficient

Strive to be the most efficient worker on your team. According to *Webster's Universal College Dictionary*, to be efficient means "performing or functioning effectively with the least waste of time and effort." If you carry with you the attitude in the workplace of constantly striving to be the most efficient worker, then you will sooner or later get ahead in your career.

3. Excellence

Of the five attitudes in the workplace, this one probably calls for you to give yourself some pressure. A little pressure is good, since it makes you push yourself harder. Strive for excellence in everything you do. Do not be contented with good. Go for great. Exceed expectations by knowing good is sometimes not good enough. When you strive for excellence in everything you do, you quite naturally surpass others in your work.

4. Early

Have you ever thought about being early as an attitude in the workplace that can get you ahead? Yes, especially when your workplace practices flexitime. Many people take flexitime for granted. They stroll in and out at their own pace, not knowing they have probably wasted productive time.

5. Easy

Make every effort to be the easiest to work with in the office. When you are easy to work with, you make working enjoyable for the rest too. Such attitudes in the workplace are welcomed everywhere and you make yourself a competitive edge of any team. Simple steps with these attitudes in the workplace can get you ahead in your career.

Let us not become weary in doing good, for at the proper time we will reap a harvest if we do not give up.

Galatians 6:9

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