



CONSTRUCTIVELY SPEAKING



Shown from left: Brad Leimer, Project Manager and LEED AP, and Johnny Stites, CEO, accept the Award of Merit for Sustainable Projects

Stites Receives Coveted SIR Award

NASHVILLE -- The Associated General Contractors of TN, Middle TN's Branch recently hosted the annual Build Tennessee Awards Program, held at the Millennium Maxwell House this past February. J&S Construction Company was honored with the Award of Merit for Sustainable Projects for the LEED® Gold Certified Stones River Manor Independent Living Facility, located in Murfreesboro. **The highlight of the evening came when Johnny Stites, J&S Construction's CEO, received AGC's most coveted award, the SIR Award (Construction Lifetime Achievement Award).**

J&S Construction designed and built the Stones River Manor facility to meet LEED for Homes requirements and received LEED Gold Certification June 2012. This project was the first LEED certification for an independent care facility in Tennessee. The 7,500 square-foot, nine-unit addition includes energy efficiencies such as spray foam insulation, Energy Star® windows, Energy Star® appliances, compact fluorescent lighting, reduced envelope leakage rates and insulated duct in unconditioned spaces. In addition to being LEED Gold Certified, all nine units are also Energy Star® Certified.

"J&S Construction is proud to be recognized for our energy-efficient design and construction," said Brad Leimer, project manager and LEED AP for J&S Construction. "We feel sustainability is the future of construction, and we are excited to be on the forefront of this movement."

The awards ceremony was closed when Johnny Stites was presented with the 2012 SIR (Skill, Integrity, Responsibility) Award. The SIR Award is reserved for *AGC Awards continued on next page.*

Five-phase Project Underway for Flexial

J&S Construction is underway in a five-phase project for Flexial Corporation, a member of the BOA Group.

Started in 1994 and based in Cookeville, Flexial was the world's first welded bellows company to become a certified supplier listed in the International Aerospace Quality Group (IAQG) OASIS database, and has since risen to become the preferred supplier of accumulators, seals, sensors, and other products for today's commercial and military aircraft and spacecraft.

With an estimated completion date of May, this five-phase project includes a 2,500 square-foot mezzanine for the engineering group. The lower area will include office area, a new 3,000 square-foot quality lab and a new network room.

Renovations are also being made to the main lobby, as well as construction of the second floor area above the existing lobby which will also accommodate office staff, restrooms, a conference room and break room.

"The tight schedule the Owner required made this project especially difficult," said Johnny Stites, J&S Construction's CEO. "However, our processes and the subcontractors on our team made the difficult goal possible. We are thankful to be included on the Owner's world aerospace team."



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“Johnny Stites is Near the Top of this List, if Not at the Top”

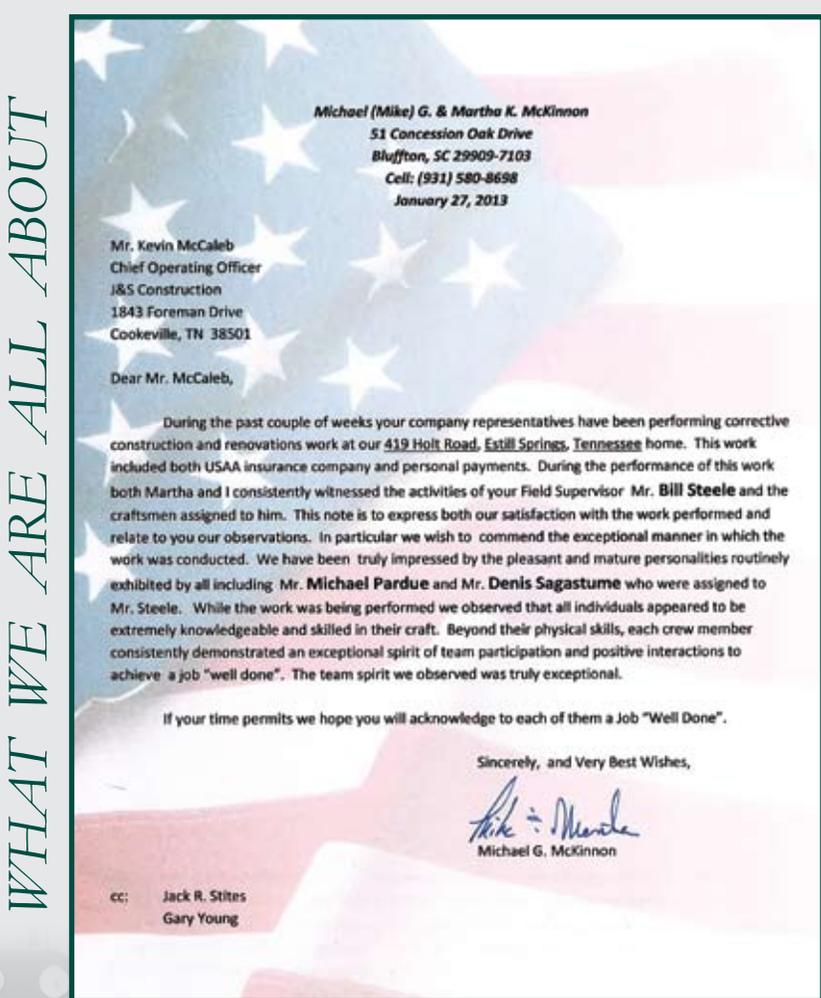
someone who has made a substantial contribution, while honorably serving the construction industry and exemplifying Skill, Integrity and Responsibility in his or her endeavors.

Judging criteria also included the individual’s contribution to the local construction industry, the individual’s commitment to serving the community, as well as what sets this individual apart from others in the industry.

“I have been active in the construction industry for over 40 years and involved with AGC the entire time,” said Ed Baldwin, Procurement Manager - South East Region with Turner Construction Company. “During those years, I have met hundreds of people from many walks of life across the country. **I can easily identify a short-list of individuals that are clearly set apart from the others with respect to character, ethics, honesty, fairness, concern for others and for truly making a difference in our industry. Johnny Stites is near the top of this list, if not at the top.** Within minutes of meeting Johnny for the first time, I realized that he is a class-act and a genuine professional who is committed to doing the right thing...all the time.”

The SIR Award is in its fourth year of recognition and previous winners include Til Borland of the Parent Company, Ed Baldwin of Turner Construction Company and Hall Hardaway Jr. of HARDAWAY Construction Corp.

Johnny has always led by example in holding many leadership positions in local, state and national organizations. Johnny’s biography reveals that he was a founding member and president of the Home Builders Association of the Upper Cumberland; founding member and president of Putnam County Family YMCA; founding member and president of Cookeville Breakfast Rotary Club; selected as a Paul Harris Fellow in Rotary International; served on President’s Advisory Councils (PAC) at Stran Buildings, Varco Pruden Buildings and American Buildings Company and was Chairman of the PAC at Stran.



He has been recognized with Abilene Christian University’s Distinguished Alumni Citation, and serves his alma mater on its Board of Trustees and the Board’s Purpose & Governance Resource Committee. Currently, he serves on the Tennessee Tech University College of Business Foundation, as well as the Cookeville-Putnam County Chamber of Commerce Board.

Johnny’s involvement with the AGC spans over 17 years. He joined the AGC in 1996 and has held several offices with the Middle TN Branch, serving as President from 2004-2006 and 2006-2007. At AGC’s state level, he served as Secretary from 2008-2009, Treasurer from 2010-2011 and is currently the State Executive VP (2012-2013).

Johnny is an Eagle Scout, and has served as Cubmaster and District Chairman in Boy Scouts of America. He earned his B.S. in business from Abilene Christian University in 1968, and, upon graduation, entered the United States Navy, where he was a lieutenant, serving from 1968 through 1971, during the Vietnam conflict. He joined J&S in June 1971 as secretary, served as president and now serves as CEO.

His wife of 46 years is Rosemary Tillman Stites, of Columbia, whom he met in college. They have 13 grandchildren and four children: Kelly Beth, Jonathan Wesley, Ben Tillman and David Kirk, who serves as Vice President alongside his father and uncle, Jack.

J&S Construction applauds Johnny in his continuous effort in leading this company to be the model of integrity and excellence by which the construction industry is measured.

WHAT WE ARE ALL ABOUT

J&S Announces its Growing Staff

J&S Construction continues to be thankful for our steady growth as a result of increasing business in both the government and private sectors.

Nate Clay has joined the J&S estimating department as assistant pre-construction manager. His duties include performing quantity takeoffs, maintaining estimating databases, as well as writing estimates and other construction documents for bidding purposes. He was born and raised in West Virginia and has lived in Tennessee for 10 years. Nate graduated from Tennessee Technological University (TTU) with a B.S. in both civil engineering and environmental engineering.

Anna Dilts has joined the J&S project management team as an assistant project manager. Her primary duties include subcontract agreements, quality control plan reviews, purchase orders as well as contract reviews. Anna graduated from Oral Roberts University with a B.S. in social work and has 12 years' experience in sales.

Anna prides herself on her constant service in the church, leading as a teacher for several children's age groups, as well as traveling on two mission trips; one to Guyana, South America, and the other to the Philippines.

The Insurance and Restoration Division, responsible for handling fire, water, wind and other catastrophic emergencies and restorations, has added two members to its experienced crew. Matt Billings, originally from the Cookeville area, has over seven years' experience with emergency response. Matt earned his B.S. in business administration with a concentration in business management at TTU. His responsibilities include estimating, purchasing, project management, customer relations, as well as sales.

Carol Hart has joined the Insurance and Restoration Division as assistant administrative coordinator. She places an emphasis in billing and collections, assisting in the assurance of customer satisfaction, internal and external communications, tracking projects from start to completion and scheduling. Carol also plays a role as leasing coordinator. These tasks include but are not limited to: managing numerous property leases including collections of lease payments and utilities payments, managing rentals and maintenance of properties and developing and reporting monthly status reports to owners.

Born and raised in Lewisburg, Carol attended Freed-Hardeman University and then settled back in Lewisburg as a legal secretary and co-owner of a title company. She shared 25 wonderful years of marriage with her husband, Ron, and has two daughters; Angela (25) and Shelby (20). Carol recently relocated to Cookeville to be near her parents and enjoy life with family.



Shown from left: Nate Clay, Carol Hart, Matt Billings and Anna Dilts

All in the Family

Birthdays

April

Roy Weaver.....	4/8
Celeste Penn.....	4/9
Denis Sagastume.....	4/10
Andrew Scarborough.....	4/17
Melissa Wilson.....	4/17
Robert Blyly.....	4/19
Dennis Raymond.....	4/19
Mariano Amicarelli.....	4/20
Emma Jean Puckett.....	4/23
Jim Vaughn.....	4/24

May

Patrick Gant.....	5/9
Bill Stephens.....	5/17
Tony Carter.....	5/20
Jason Payne.....	5/22
Paul Koger.....	5/24

June

Phil Adams.....	6/1
Jessica Williams.....	6/1
Ryan Williams.....	6/1
Lori Griffin.....	6/11
Larry Fuell.....	6/20
Chuck Scarborough.....	6/23
Bill Steele.....	6/27

Anniversaries

Colene and Fred Curtis.....	4/1/2007
Jennifer and Tony Carter.....	4/12/2000
Sue and Harry Colorito.....	4/13/1984
Patricia and Roy Weaver.....	4/28/1973
Sandy and Jacob L. Ramsaur.....	4/30/1994
Coral and Eddie Braswell.....	5/2/2009
Heather and Tony Santon.....	5/4/2001
Brandi and William Anderson.....	5/14/2011
Rosa and Teofila Alfaro.....	5/24/1986
Donna Marie and Tony Kluck.....	5/24/1986
Lori and Chris Wakefield.....	5/25/2002
Stefanie and Andy Stites.....	6/4/2005
Jessica and Robert Williams.....	6/9/2009
Sherri and Brad Leimer.....	6/15/1991
Lisa and Bryan Cole.....	6/21/1996
Shirley and Jack Snyder.....	6/21/1985
Anita and Jerry Brown.....	6/25/1981
Doris and Ronnie Prater.....	6/27/1983

Congratulations for Birth:

Nancy and Steve Lewis - Granddaughter
Born Jan. 14, named Lora Claire Lewis

With Deepest Sympathy in the Loss of Loved Ones:

Coral Braswell - Father-in-law
Steve Hassler - Mother-in-law
Steve Lewis - Aunt
Emma Jean Puckett - Sister-in-law

J&S' Value of a PROMISE

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



Now Building

ABC Fuel Groups	21
Army National Guard.....	1
Chattanooga Retina Building	1
Flexial Corporation.....	1
Horsehead Corporation	51
Insurance/Restoration Division (Jobs since Jan. 2013).....	
Includes many of nation's top insurers	145
Jamestown Regional Medical Center	2
McKendree Village	9
Miller Residence Renovation	1
Perdue Farms.....	15
Times Square, LLC	5
U.S. Army Corps of Engineers	12
Valor Healthcare.....	3

Numbers listed reflect number of projects completed and in progress

Barriers of Goal Setting

What Can you Achieve Today?

Next-mile thinking stresses the importance of reaching the next achievable goal. What may seem impossible, or extremely difficult, is less so when you break it down to the next step, the next mile. Of course, stretching and worthwhile goals are important and should not be easily given up. Yet, when facing serious difficulty, it is all too easy to aim for less. The next-mile principle is a great way to counter this tendency. Take purposeful steps towards goals you can achieve.

Identify two basic barriers to goal setting:

- Problem #1: You know what you want, and you don't know how to get it.
- Problem #2: You don't know what you want.

Secondly, suggested solutions (adapted from Jack Canfield's The Success Principles):

- Take 100% responsibility for your life and your success;
- Decide what you want;
- Set specific and measurable goals for all parts of your personal vision;
- Break these goals down into specific action steps;
- Create affirmations for each one of your goals;
- Practice visualizing your completed goals every day;
- Take action on your most important goals every day (except rest days);
- Pay the price by doing whatever it takes;
- Ask for whatever you need, with no fear of rejection;
- Ask for and respond to feedback;
- Commit to never ending improvement;
- Persist in the face of whatever obstacles you encounter.

Now ask yourself, "What can I achieve today that gets me closer to my goal?" Regardless of how far away that goal might seem! Overcome those barriers to goal setting one by one!

"Have I not commanded you? Be strong and courageous. Do not be terrified; do not be discouraged, for the LORD your God will be with you wherever you go."

Joshua 1:9 (NIV)

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