



# CONSTRUCTIVELY SPEAKING



Shown from left: Brad Leimer, Administration Facility Project Manager and LEED AP, and Jacob L. Ramsaur, Vehicle Maintenance Facility Project Manager

## Two J&S Projects Celebrated

J&S Construction was recently recognized during the annual **Build Tennessee awards ceremony** held Feb. 27 by the Associated General Contractors of TN's Middle TN Branch at the Music City Center in downtown Nashville.

J&S Construction was honored with two Awards of Merit: one for the Vehicle Maintenance Facility (VMF) for the 101st Combat Brigade (\$10-\$20 Million Project Category) and another for the Sustainment Brigade Complex Administration Facility (Sustainable Project Category). Both projects are located at Fort Campbell, Ky., and were completed for the U.S. Army Corps of Engineers, Louisville District.

The \$12.2 million, 35,290 square-foot VMF was designed to meet LEED® Silver requirements by the U.S. Green Building Council (USGBC). Environmentally-friendly features for this project include transpired solar wall panel system, skylights, daylighting tubes, spray foam insulation, air barrier system, radon piping system, low flow water fixtures, energy recovery units, in-floor radiant heating system, occupancy sensors, low VOC and recycled materials.

The second J&S project recognized was the Sustainment Brigade Complex Administration Facility, a 30,900 square-foot building that houses accounting offices. This building received LEED Gold Certification in March and includes many environmentally-friendly features: pervious pavement, rainwater harvesting and reuse system, solar panels, solar water heating, insulated concrete forms, spray foam insulation, geothermal heat pump system, as well as an enhanced Energy Monitoring and Control System.

**J&S Construction is pleased to announce no lost time accidents during either project, spanning over a combined 33-month construction period.**

## Stites Appointed to TBR

Tennessee Gov. Bill Haslam has appointed J&S Construction CEO John D. Stites II to the Tennessee Board of Regents as the representative of the Sixth Congressional District.

"I want to thank John for his commitment and willingness to serve," Haslam said. "This is a significant time in higher education as we continue our work on the Drive to 55 to increase the number of Tennesseans with a certificate or degree beyond high school."

Johnny has held many leadership positions in local, state and national organizations. He was a founding member and president of the Home Builders Association of the Upper Cumberland, the Putnam County Family YMCA and the Cookeville Breakfast Rotary Club; a Paul Harris Fellow in Rotary International; and he served on President's Advisory Councils at Stran Buildings, Varco Pruden Buildings and American Buildings Company. He was also chairman of the President's Advisory Council at Stran.

"I am humbled to have been selected by Gov. Haslam to serve on the Board of Regents for Tennessee," Stites said. "**Across the United States higher education is being asked to reinvent itself, become more efficient and more relevant to the work place.** I hope to work hard to help the governor, and other Tennesseans, be the

leader in this country toward those ends."



## Skilled Workforce a Must for Construction Industry to Survive

Approximately 2.1 million construction jobs were lost in the U.S. between December 2007, when the Great Recession began, and January 2011, the month that saw construction industry employment the lowest since 1996.

In a nationwide survey, completed by Associated General Contractors of America, released in September 2013, **approximately three-fourths of construction firms across the country are reportedly having difficulty finding qualified craft workers to fill key spots.** Of those, the most cited shortages are carpenters, plumbers, HVAC, masons, concrete finishers, equipment operators and laborers.

Even as the industry recovers from the recession, the shortage of skilled workers will continue creating a persistent and serious labor shortage for the construction industry. The most immediate cause of the shortage was the recession and the downsizing of so many general contractors, subcontractors and vendors that followed. Skilled workers found jobs in other fields and industries and are not returning.

In 2006, according to the U.S. Bureau of Labor, the median age of construction workers was 38.5 years. In 2011, the median age rose to just over 41. **Today, about 53 percent of the construction workforce is 45 years old and 15 percent of them are between the age of 55 and 64.** Added to the dilemma of a heavy proportion of aging skilled-trade workers and their impending retirements is the fact that there are fewer younger people to replenish the workforce in general.

Decades ago, high schools shifted their focus from preparing their students for a wide variety of career choices to concentrating on preparing their graduates to enter four-year colleges. That, of course, was in response to the mindsets of parents and young people that only a college degree would ensure access to well-paying jobs.

**Skilled trades were no longer viewed as desirable positions.** Schools slowly eliminated shop classes and work-study programs, and the opportunity for adequate preparation for vocational schools as an alternative to college practically vanished. Our education system must play a critical role in the solution by again preparing students for advanced vocational schools. Overcoming the shortage of skilled tradespeople will take many years and will require rewiring young people to understand these jobs are not dead-end, disrespected positions, but rather jobs that require a high level of skill and offer sustaining wages and substantial opportunities.

WHAT WE ARE ALL ABOUT

### CHARLES McCANN AND ASSOCIATES

DESIGNERS • PLANNERS  
STRUCTURAL ENGINEERS

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January 6, 2014

Mr. John D. Stites  
J & S Construction Company, Inc.  
1843 Foreman Dr.  
Cookeville, TN 38501

Re: Vehicle Maintenance Facility,  
Fy 12 PN: 18646, P2: 146359  
Fort Campbell, Kentucky

Dear Mr. Stites:

Charles McCann and Associates was extremely pleased to be chosen as part of the J&S team and to work with your organization in the development and construction administration of this project.

The project is a vehicle maintenance facility. The construction documents were prepared by the U.S. Army Corps of Engineers, Louisville, Kentucky office. The project encompasses three separate buildings. The construction documents as prepared were produced prior to the actual award of the metal building super structures. The Corps of Engineers over-estimated the foundation loads and thus their design for bidding purposes resulted in larger than necessary foundation elements.

They did provide in the construction documents that it was permissible to re-design the foundation to meet the actual foundation loads provided by the metal building manufacturer. Your metal building supplier furnished these loads and they resulted in smaller foundation loads than the Corps estimates allowing for a reduction in the foundation requirements. We were pleased to be able to effect a considerable saving in a re-design as a result.

As one might imagine, coordination of design, construction drawings and other information with the office and field staff of J&S Construction Company as the new design required, was critical to its success. The project manager and field superintendent handled all this in a very professional manner. They helped us stay on track with converting the revised foundation with the detail of remainder of the building structure as specified by the Corps drawings.

As it is with the other projects which we have worked with J&S Construction, it was delightful to experience the knowledge, attention to detail and the enthusiasm of the J&S team. It made our part of the work go so much more smoothly. Their determination to provide quality product was especially satisfying to us as Engineers. We hope J&S Construction will continue to use our services. It is gratifying to work with a construction company with such high standards.

Yours Truly,  
  
Charles P. McCann, P.E.  
CHARLES McCANN AND ASSOCIATES

J&S Construction is committed to educating today's young people of the benefits of employment in the construction industry. J&S Construction sets itself apart from many other general contractors by ensuring our employees maintain an atmosphere of continued growth and education through several different avenues. Through J&S University, an online service hosted by RedVector, we are able to provide more than 1,000 online courses designed to encompass all facets of construction and professional development. That, along with extensive training hours, and in-house mentoring, ensures that our staff is capable of meeting the specific needs of our clients.

The continuing shortage of skilled tradespeople will likely mean higher construction costs, as fewer subcontractors and general contractors are able to bid on projects; meaning, owners will need to be even more discerning about the general contractors they select to bid. The relationship between owners and general contractors is something J&S Construction will always value. In fact, our motto, 'Building Relationships by Building Trust,' is more than just a phrase; it is something we have practiced since 1957.

Being a family-owned business rooted in strong, traditional conservative values, J&S Construction strives to remain consistent in its values of trust, dependability, quality and integrity. It is our goal, on every project, to delight our clients. **With more than 75 percent of our projects being performed for repeat clients,** making sure our clients are delighted is one of the most important things we can do to ensure the current and future success of J&S Construction. The years ahead will undoubtedly offer challenges to our industry and J&S Construction feels confident that we are prepared for the future by remaining **committed to those we serve.**

## J&S Announces its Growing Staff

Please join us in welcoming two new additions to J&S Construction's skilled personnel.



Shown from left: Amye Anderson and Ben Moore.

Amye (Wright) Anderson joined the J&S Construction team in October as the marketing coordinator, providing marketing and administrative support and assisting in the implementation of the company's marketing plan, visiting and corresponding with prospective clients, assisting in the development and execution of promotional events, assisting in the development and creation of promotional brochures, as well as co-managing social media correspondence. Amye received her B.S. in communications, with a focus in news-editorial journalism, from Tennessee Technological University in 2010. She has more than four years' professional experience working for and with local news publications. She and her husband Mikel are originally from Jamestown, Tenn., and were married in 2012.

Ben Moore joined J&S Construction in December as the director of operations for the Insurance and Restoration Team. Ben will oversee all operations including insurance assignment capacity, job flow, logistics, and project planning, management and execution. Ben was born in Saegertown, Pa., and attended Gannon University where he graduated with honors and was commissioned as an Officer in the U.S. Army. Ben served in numerous positions while in the Army and received several decorations for his service. He most recently served as the Senior Logistics Advisor-S4, in Fort Leonard Wood, Mo. After deciding to exit the military, Ben relocated with his wife, Devin, to Cookeville to begin his role at J&S Construction. His wife Devin is a licensed physician assistant and they celebrated the birth of their first child, Presley Brianne, March 6.

## Big Savings for Stones River Manor

The numbers are in and J&S Construction's LEED Gold Certified apartment units are providing substantial savings for the Stones River Manor Assisted Living Facility, located in Murfreesboro, Tenn.

The nine units, completed by J&S in December 2011, have saved 22 to 27 percent over similar units built just two years prior (2009). **J&S Construction's units have also yielded between 41 to 45 percent more savings than the original units built in 1984.** The J&S-constructed units consist of six one-bedroom units and three two-bedroom units for a total of nine units. Again, the footprint matches that of the earlier units, but the latest complex incorporated even more improvements.

Utility rooms contained in the units were relocated to the central area of the unit rather than across from the kitchens, and the kitchen and living rooms feature an open floor plan living space with no dividing wall between them. In addition to Energy Star appliances and HVAC units, the new complex included foam insulation, compact fluorescent lighting and a number of other features which contributed to a LEED Gold Certification for the project.

The data for this comparison was collected from April 2012 through March 2013 and was provided to J&S Construction by Stones River Manor's CEO, Kirkland Mason.

## All in the Family

### Birthdays

#### April

Roy Weaver.....	4/8
Andrew Scarborough.....	4/17
Robert Blyly.....	4/19
Dennis Raymond.....	4/19
Mariano Amicarelli.....	4/20
Emma Jean Puckett.....	4/23

#### May

Chad Burks.....	5/15
Brendan Blatchford.....	5/17
Bill Stephens.....	5/17
Tony Carter.....	5/20
Paul Koger.....	5/24
Derrick Satterfield.....	5/28
Greg Hutchens.....	5/29

#### June

Phil Adams.....	6/1
Ryan Williams.....	6/1
Nick Callarino.....	6/8
Larry Fuell.....	6/20
Chuck Scarborough.....	6/23
Cody Toungott.....	6/24
LeBron Hughes.....	6/26
Jeff Walker.....	6/26

## Anniversaries

Colene and Fred Curtis.....	4/1/2007
Gina and Jeff Walker.....	4/1/2006
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
Rosa and Teofila Alfaro.....	5/24/1986
Katherine and Matt Whitaker.....	5/26/2012
Lori and Chris Wakefield.....	5/25/2002
Sherry and Derrick Satterfield.....	5/27/2001
Tracey and LeBron Hughes.....	5/29/2010
Stefanie and Andy Stites.....	6/4/2005
Sherri and Brad Leimer.....	6/15/1991
Lisa and Danny Hatfield.....	6/18/1989
Lisa and Bryan Cole.....	6/21/1996
Anita and Jerry Brown.....	6/25/1981
Doris and Ronnie Prater.....	6/27/1983

## Congratulations for Birth:

Devin and Ben Moore - Daughter  
Born March 6, named Presley Brianne  
Stefanie and Andy Stites - Son  
Born Jan. 22, named Weston Andrew  
Mary and Jack Stites - Grandson

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

Larry Fuell - Brother-in-law  
Justin Mason - Grandmother

# 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
Breakthrough Corporation.....	1
Dogwood Manor Apartments.....	2
Humana .....	6
<b>Insurance/Restoration Division (Jobs since Jan. 2014) .....</b>	
Includes many of nation's top insurers .....	172
Kerry Ingredients .....	3
Patoto Residence .....	1
Perdue Farms.....	16
Shellman Residence.....	1
U.S. Army Corps of Engineers .....	14

*Numbers listed reflect number of projects completed and in progress*

## Becoming a Better Team Player

- 1) **Accept that conflict is normal and can occur within groups.**  
Believe it or not, disagreements can help shape the group's norms and identity. Conflict will be easier to deal with if each group member understands that disagreements play a normal and fundamental role in group formation.
- 2) **Be willing to acknowledge good ideas even in the face of competition.**  
In the face of competition, a team player is willing to admit when a fellow group member has a better or more practical idea than his or her own. Praising each other has a positive effect on the group by improving the probability of the project's success.
- 3) **Avoid backbiting and complaining about fellow group members.**  
Should a problem develop, do your best to solve it with that group member, addressing the issue directly and tactfully; or, if absolutely necessary, consult your supervisor.

### 4) Use your resources.

When a group is put together for the purpose of completing a particular project, the members may not have all of the expertise needed to perform their tasks sufficiently. Do not be afraid to ask questions and seek advice from those within your organization who can provide the information needed to increase the group's knowledge and effectiveness.

### 5) Delegate according to your strengths.

It would be a waste to ask the most talented researcher to do the organizing and the most talented organizer to do the researching. By first assessing the strengths and weaknesses of each group member, you are able to delegate tasks to the members with the strongest skills in that area.

### 6) Go the extra mile.

Whether that means staying in the office after 5 p.m., or taking on more responsibility, your team relies on you doing your part and doing it well. Sometimes that means taking on more than you initially expected. Going the extra mile is not only one way to ensure the success of your project, but also an effective way to gain the respect of fellow coworkers.

*Two are better than one, because they have a good return for their labor: If either of them falls down, one can help the other up. But pity anyone who falls and has no one to help them up.*

*Ecclesiastes 4:9-10*

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CONSTRUCTION

