



CONSTRUCTIVELY SPEAKING



Ft. Stewart's MATES Project Complete

Construction is complete on the \$19.5 million, 74,339 square-foot Maneuver Area Training Equipment Site maintenance facility for the Department of the Army National Guard Bureau's Ft. Stewart base, the largest Army installation east of the Mississippi River.

Located just outside of Savannah, Ga., this project was the first pairing between J&S Construction® and the Georgia Army National Guard. The facility includes three separate buildings; each containing maintenance bays, shops, storage, break room and locker rooms.

All three buildings are set to receive LEED® Silver Certification through USGBC. When certified, the MATES project at Ft. Stewart will boost J&S Construction's total square footage of LEED certified space to more than 260,000.

Site work for this project included military vehicle parking, private owned vehicle (POV) parking, access aprons, storm water control and detention, sanitary and industrial waste lines, natural gas lines, electrical and telecom lines and other utilities required for a facility of this type. This project also included the installation of overhead cranes and additional overhead crane support; relocation of fuel tank and commissioning of fuel storage tank.

Environmentally friendly features built into the project include translucent wall panels, spray foam insulation, sound attenuation insulation, a radiant floor heating system, low flow water fixtures, a solar water heating system, recycled material content and regional material.

"We are excited to wrap up J&S Construction's largest-ever contract," said Jack Stites, president of J&S Construction. "Our team continues to impress me day by day with its abilities. These men and women are asked to leave their homes and their families to go on the road and never complain. It is a true testament to the devotion our employees have to this company."

To learn more about the J&S Construction and energy-efficient building techniques, visit our website at www.jsconstruction.com or call 931-528-7475.

Work Begins at Local Dental Facility

J&S Construction has been selected to be the Design-Build contractor for Cookeville Regional Dental Associates. The scope of work requires a complete interior renovation of the first floor of an existing building recently purchased by the dental group. The work area is approximately 4,547 square feet in size.

While the exterior of the building is not expected to change at this time, the facility's interior will receive all new finishes. Extensive coordination with the Owner's dental equipment provider will be required to ensure business is ready to begin as soon as the certificate of occupancy is received.

Offering more patient chairs and a larger reception area, the new floor plan will accommodate an increase in patients for the dental business. The reception area will include a children's play nook to keep their interest while waiting. The new space will also showcase an open floor plan, yet maintain adequate privacy for each chair location.

One of the key benefits of J&S Construction's Design-Build delivery method is the ability to move quickly from the preliminary drawing phase (also the pricing phase) to the final stamped drawings phase which is required by the City of Cookeville to obtain a building permit. This is particularly helpful on a project like this because an early jump on the work helps ensure the Owner's move-in date is met.

Construction is scheduled to be complete by June 2016.



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Ft. Hood's TEMF Commended by AGC of TN, Middle TN

J&S Construction was recently recognized during the annual Build Tennessee awards ceremony held Feb. 18 by the Associated General Contractors of TN's Middle TN Branch at the Loveless Barn in Nashville.

J&S Construction was honored with the Award of Excellence in Sustainable New Construction for the Unmanned Aerial Vehicle Maintenance Complex, located in Ft. Hood, Texas. The \$11.4 million, 32,360 square-foot complex includes a 17,444 square-foot Tactical Equipment Maintenance Facility (TEMF) which received LEED Silver Certification in January 2016, achieving a total of 56 points out of a possible 110.

The facility uses 32 percent less energy than current code requirements and uses 53 percent less water than a standard building. Twenty-two percent of the material value was from recycled material and more than half of the materials used were extracted, harvested, or recovered, and manufactured within 500 miles of the project.

Environmentally friendly features include Ft. Hood's first geothermal well field for heating and cooling purposes, 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.

The UAV Maintenance Facility is the eighth LEED certified project completed by J&S Construction; bringing the current total square footage of LEED certified space to more than 186,000 square feet.

The Associated General Contractors of America (AGC) is the largest and oldest national construction trade association in the U.S. AGC represents more than 32,000 firms, including 7,000 of America's leading general contractors, and over 11,000 specialty-contracting firms. More than 13,000 service providers and suppliers are associated with AGC through a nationwide network of chapters.



Shown from left: Jack Stites, president, and Jerry Brown, field manager, proudly accept the Award of Excellence in Sustainable New Construction. Photo courtesy: Aerial Innovations of TN.

New Design Director Added to Team

A design director has been added to J&S Construction's impressive repertoire of experience. Bo Howard joined the team in August 2015, and his current duties include architectural design, graphic design and drafting.

Bo is responsible for creating illustrations of proposed designs, including floor plans and computer-generated, three-dimensional renderings to help the client visualize his or her concept for J&S Construction's Design-Build projects.



Prior to J&S Construction, Bo gained more than six years' experience as an architectural designer and illustrator for an architecture firm in Mississippi, specializing in educational and commercial design. He also has experience as an architectural illustrator and technical drafter, specializing in historic preservation and restoration.

He received his LEED AP BD+C accreditation in October 2014 and will assist J&S Construction with future LEED projects and certifications, ensuring these projects meet all criteria required by USGBC.

Bo graduated from the University of Southern Mississippi in 2004 with a bachelor's degree in architectural engineering. He and his wife, Brooke, grew up in the Cookeville area. They have one son, Jack (3), and are excited to be back in the Upper Cumberland.

All in the Family

Birthdays

April

Michael Crowe.....	4/1
Mark Rippetoe.....	4/3
Roy Weaver.....	4/8
Andrew Scarborough.....	4/17
Robert Blyly.....	4/19
Mike Sakkinen.....	4/21
Emma Jean Puckett.....	4/23

May

Jesse Mann.....	5/5
Chad Burks.....	5/15
Bill Stephens.....	5/17
Paul Koger.....	5/24
Greg Hutchens.....	5/29
Jennifer Guerrero.....	5/30

June

Phil Adams.....	6/1
Ryan Williams.....	6/1
Larry Fuell.....	6/20
LeBron Hughes.....	6/26

Anniversaries

Tricia and Joseph McNeiece.....	4/7
Kristi and Brian King.....	4/8
Patricia and Roy Weaver.....	4/27
Sandy and Larry Taylor.....	4/30
Kathy and Tom Thompson.....	5/5
Glenda and Robert Bean.....	5/12
Jennifer and Joshua Pearson.....	5/16
Jennifer and Juan Guerrero.....	5/24
Lori and Chris Wakefield.....	5/25
Beth and Joe Bontrager.....	5/29
Tracey and LeBron Hughes.....	5/29
Stefanie and Andy Stites.....	6/4
Michelle and Brent Rieke.....	6/6
Lisa and Danny Hatfield.....	6/18
Deborah and Amos Malchow.....	6/20
Lisa and Bryan Cole.....	6/21
Heather and Billy Flanary.....	6/22
Anita and Jerry Brown.....	6/25

Congratulations for Birth:

Cindy and Phil Adams - Grandson

Born Jan. 5, named Makario Isaac

Dana and George Peckinpaugh - Granddaughters

Born Feb. 22, named Kamari Leigh Ann & Devaeh Ciara

With Deepest Sympathy in the Loss of Loved Ones:

LeBron Hughes - Mother

Emma Jean Puckett - Sister-in-law

Brent Rieke - Grandmother

Andrew Scarborough - Grandfather

Larry Thompson - Brother-in-law

WHAT WE ARE ALL ABOUT



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January 6, 2016

J&S Construction CO., Inc
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Dear Mr. Stites,

We would like to thank you for the opportunity to work with your company this past year on the UAS TEMF project at Ft. Hood, Texas for the US Army CORPS of Engineers. We found your staff to be very knowledgeable and dedicated to promoting a working environment which helped all subcontractors involved get their work done in a timely and cooperative manner. When problems arose on the jobsite your people were on top of things immediately and most issues were resolved quickly. As you know working for the government can be a challenge at times and as a subcontractor it is always comforting to know that the general contractor is competent and willing to go to bat to for you.

I would also like to commend your safety staff for the work which was put in to keep the jobsite a safe place for all but without constricting the production of any crews. Again safety compliance on any government project can be challenging and can become very constricting to the point of hurting the job production if not managed properly.

We would like to thank you again for having us participate in this project and we certainly look forward to being able to help you out on any future projects.

Sincerely,

Keith James
Project Manager

HR Housekeeping

Register with Teladoc.

Don't forget, if you are a J&S Construction employee and have elected health benefits, be sure you have set up your Teladoc™ account, a national network of U.S. board-certified physicians and pediatricians that lets you resolve your routine medical issues, on-demand 24/7, via phone or online video consultations. Visit the website at Teladoc.com, click "Set up account" and provide the required information. You can also call Teladoc for assistance over the phone at 1-800-Teladoc (835-2362). Once your account is set up, request a consult anytime you need care, and talk to a doctor anytime for free.

Want to Make a Difference in 2016? Volunteer!

Volunteer your time through the J&S Construction Employee Charitable Foundation. We are always looking for committee volunteers to bring in fresh ideas and a new perspective to ensure the Charitable Foundation succeeds in its mission to help individuals and organizations in need.

Start learning today through J&S University.

All courses offered through J&S University are at no charge to J&S Construction employees and are available 24/7. Course offerings include a variety of topics that are beneficial to all employees - from construction and safety basics to project management.

For additional information on any of the topics noted above, contact Jennifer Guerrero, director of human resources.

Preventing Fall Hazards a Must at J&S

J&S Construction will once again participate in the National Safety Stand Down to prevent falls in construction during the week of May 2-6.

The purpose of this year's National Fall Prevention Stand Down is to raise awareness of and maximize efforts toward preventing fall hazards in construction. Fatalities caused by falls from elevation continue to be a leading cause of death for construction workers; accounting for 337 of the 874 construction fatalities recorded in 2014 (the latest year for which compiled statistics are available). Those deaths were preventable. Fall prevention safety standards were among the top 10 most frequently cited OSHA standards during fiscal year 2014.

Nearly 20,000 construction employees across the state of Tennessee participated in Fall Protection Stand Down in 2015. Nationally, the Stand Down was a tremendous success, reaching more than 2.5 million workers. This year, OSHA's goal is to reach 5 million workers. If that goal is achieved, more than half of the construction workers in the country will have participated in the Stand Down.

J&S Construction has always encouraged and worked to foster an open dialogue between employees and management regarding its safety policies and practices. Tailgate/toolbox meetings are an excellent method of increasing employee awareness and serve as a link between supervisors and employees on safety matters. A short, single-topic approach is used to emphasize ongoing safety issues. Employees participate in Toolbox Talks weekly and typically discuss topics relevant to work currently being performed at their respective job site.

"We take safety training and participation very seriously at J&S Construction," said Jack Stites, president of J&S Construction. "When our employees step foot onto a job site, we know they can be counted on to do their job efficiently and safely because of the extent of training we require them to complete before going to a job site."

Why TEAM-BUILD?

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

Together **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.

Nine Qualities of the Servant Leader

(By: Skip Prichard)

Servant leadership is a blend and balance between leader and servant. You don't lose leadership qualities when becoming a servant leader. A servant leader is one who:

- 1. Values diverse opinions.** A servant leader values everyone's contributions and regularly seeks out opinions.
- 2. Cultivates a culture of trust.** People don't meet at the water cooler to gossip.
- 3. Develops other leaders.** The replication factor is so important. It means teaching others to lead, providing opportunities for growth and demonstrating by example. That means the leader is not always leading, but instead giving up power and deputizing others to lead.
- 4. Helps people with life issues (not just work issues).** It's important to offer opportunities for personal development beyond the job.
- 5. Encourages.** The hallmark of a servant leader is encouragement, and a true servant leader says, "Let's go do it," not, "You go do it."
- 6. Sells instead of tells.** A servant leader is the opposite of a dictator. It's a style all about persuading, not commanding.
- 7. Thinks "you," not "me."** There's a selfless quality about a servant leader. Someone who is thinking only, "How does this benefit me?" is disqualified.
- 8. Thinks long-term.** A servant leader is thinking about the next generation, the next leader, the next opportunity. That means a trade-off between what's important today versus tomorrow, and making choices to benefit the future.
- 9. Acts with humility.** The leader doesn't wear a title as a way to show who's in charge, doesn't think he's/she's better than everyone else, and acts in a way to care for others. Setting an example of service, the servant leader understands that it is not about the leader, but about others.

For even the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many.

(Mark 10:45)

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