



CONSTRUCTIVELY SPEAKING



Johnstone Supply Outgrows Current Site

Johnstone Supply, Inc., an industry-leading cooperative distributor of HVACR parts and products, has outgrown its current Cookeville, Tenn. location and has selected J&S Construction® as the Design-Build contractor for a new 20,000 square-foot facility.

The new site is in close proximity to the current store, located at 1361 S. Jefferson Ave., and will also have visibility from the heavily traveled highway.

J&S Construction recently broke ground on the five-month project that will include approximately 18,000 square feet of warehouse space and a 2,000 square-foot showroom. A second-level mezzanine will be used as a training room and is designed for secure access after normal working hours. This facility will give Johnstone Supply the ability to house more product on site, helping to improve customer lead times on purchases.

The building's construction type is a pre-engineered metal building with an upgraded exterior that will utilize an insulated metal panel system (IMPs), yielding a greater R-value than typical metal building wall panels that have batt insulation. The use of IMPs carries significant importance because the applied stucco exterior finish satisfies the city's architectural requirements while also providing a finished interior surface that is much more durable than alternatives.

During the design phase, J&S Construction worked with the Owner to ensure the building was designed to have proper flow and contribute the best efficiency to minimize material handling. The finished design allows the facility to have two dock doors that will be used for receiving on the east side of the building while also having two ground-level overhead doors where customers will be able to pick up materials on the south end.

J&S Construction has completed many projects with the Owner of this new facility.

"Their design and approval team makes our lives easier," said Richard Cramer, Johnstone Supply CEO - Knoxville Group. "In addition, they stand behind their work after it has been completed and furnish you with a kit of owner's manuals, drawings, etc. that will be very useful in the future."

To learn more about the J&S Construction TEAM-Build approach, visit our website at www.jsconstruction.com.

Charter to Launch Operations Center

Charter Communications, Inc. will soon open an advanced operations center at 851 S. Willow Ave., in Cookeville.

J&S Construction was contracted to finish out 11,500 square feet of space for the American telecommunications giant, providing updated conference rooms, offices, new restroom facilities, miscellaneous support rooms, and a large workstation area for up to 34 employees.

Charter employees will be responsible for providing tech support to the company's current customer service location at 38 W. Broad Street.

The 10-week remodel included replacement of existing flooring, removal and addition of many walls to accommodate a new wall configuration, replacing all lighting with new LED products, painting, doors and hardware, cabinetry, appliances, and new finishes throughout the building.

A spacious tech storage area was also added within the building foot print to provide convenience to employees.

J&S Construction was able to meet Charter's aggressive timeline and receive the certificate of occupancy ahead of the contracted schedule.



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Wheeler Orthodontics Now Serving Patients in New Facility

Wheeler Orthodontics has opened its newest site, a 7,400 square-foot, state-of-the-art facility, located at 755 E. Veterans Drive, in Cookeville.

The Design-Build project included more than 5,550 square feet of first-floor space and almost 1,850 square feet of private event space on the second floor. The wood-frame structure consists of stone veneer, HardiePlank® lap siding, and rough sawn lumber overhangs, which gives this modern facility a charming, craftsman-style look.

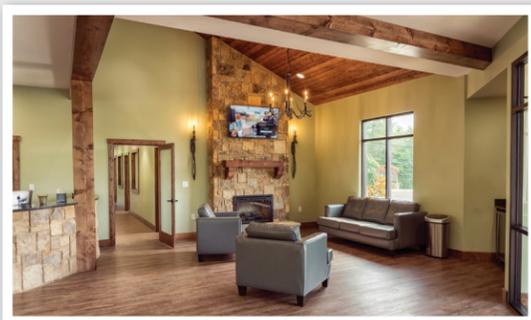
A standing seam roof system will provide the owner a more durable and maintenance-free alternative while giving excellent thermal performance that will help reduce the building's overall energy waste.

A 1,300 square-foot waiting room showcases exposed beams overhead, a beautiful gas fireplace, coffee bar and large gaming area for the kids. The nearly 1,000 square-foot treatment area is accented with vaulted tongue and groove ceilings and 15' arched windows, and includes 10 treatment chairs, two private treatment rooms, an x-ray room, employee break room, as well as a brushing station with four sinks.

The building's flooring is a mixture of luxury vinyl plank, ceramic tile and carpet, and the ceilings are comprised of tongue and groove wood, painted gypsum board and acoustical ceiling tiles.

The second floor features a large sitting area at the top of the stairs, two separate staff locker rooms with showers, a full kitchen with 6' island and attached lounge area, a 14' x 20' covered porch with vaulted ceiling and exposed Douglas fir rough sawn beams, and a multipurpose room that can be used as a fitness area or private event space.

"It's always a pleasure to be a part of any local project, and our working relationship with Dr. Wheeler has been exceptional," said J&S Construction CEO, Jack Stites.



Happy Trails, Larry. We Appreciate You!

Larry Fuell, one of J&S Construction's go-to field employees, has been delighting customers and setting the bar high on project sites for more than 19 years. The well-respected field veteran celebrated retirement this past June as the J&S Construction Management Team and fellow coworkers presented him with gifts and reminisced about his loyal service.



Shown from left: Brian King, Larry Fuell, Hap Salyer and Jimmy Smith

The former assistant field manager spent his tenure here at J&S Construction supervising construction sites, finishing projects ahead of schedule and ensuring the company's utmost standards of quality were met.

Larry's highest recognition occurred at last year's annual Christmas Party, when fellow employees named him 2017's Founder's Diamond Award winner. This company accolade was established in 2004 in honor of J&S Construction founder, John D. Stites, and nominees of this award must exhibit specific characteristics in the workplace. The award is tallied from votes which are collected from all field and office employees.

"It always stings a little to lose an employee of this caliber," said Stites. "Larry has always given 110 percent, and this is just one of the many reasons our clients would request him by name."

Larry has always been a professional held in the highest regard by his J&S family, and we wish him the very best!

All in the Family

Birthdays

Brittany Key.....	7/2
Leonard Goodwin	7/7
Terri Phillips.....	7/7
Ben Reeves.....	7/10
Matt Davenport	7/14
Carrie Thompson	7/16
Jay Kanipe.....	7/18
Josh Sites.....	7/28

August

Brian King	8/9
RL Murphy	8/10
Danny Hatfield.....	8/19
Jesse Jones.....	8/21
Jensen Rohr	8/22
Hunter Randolph.....	8/31

September

Buford Cole	9/6
Larry Cory.....	9/12
Dwight Ledbetter.....	9/12
Marc Conner.....	9/16
Gary Young.....	9/18
Adam Weeks	9/20
Adam Keener	9/26
Kenneth Bean.....	9/30

Anniversaries

Susie and Johnny Foust.....	7/2
BasheBa and Carleton Benford.....	7/4
June and Ben Salyer.....	7/8
Brittany and Matt Davenport.....	7/19
Tina and Mike Christie.....	7/21
Angie and Larry Thompson.....	8/5
Cindy and Phil Adams.....	8/10
Rebecca and Robert Owens	8/26
Brittany and Chris Key	9/7
Stephanie and Andrew Scarborough	9/8
Krystal and Kenneth Bean	9/10
Sharon and Terry Garrett	9/23
Lisa and Bill Stephens	9/27

Congratulations for Births and Additions:

- Lindsey and Ryan Morris** - Daughter
Adopted March 26, named Penny Shalom Pingni
- Brittany and Chris Key** - Daughter
Born April 3, named Aubrey Joy Harriett
- Angie and Larry Thompson** - Grandson
Born May 18, named Bruce Dennis Karazia

With Deepest Sympathy in the Loss of Loved Ones:

- Robert Owens** - Mother-in-law
- Jensen Rohr** - Grandfather

WHAT WE ARE ALL ABOUT

We Build Relationships.

J&S CONSTRUCTION
COOKEVILLE, TN

Insurance and Restoration Team
Customer Evaluation

Project Name: RON & LAURA TRAVIS Project Number: 18-IR4102

1. Please rate J&S Construction Company, Inc.'s performance on this project in the following areas:

	Delighted	Pleased	Satisfied	Disappointed	
Quality of Workmanship	4 ✓	3	2	1	N/A
Communications	4 ✓	3	2	1	N/A
Scheduling	4 ✓	3	2	1	N/A
Job Site Appearance	4 ✓	3	2	1	N/A
Project Design	4 ✓	3	2	1	N/A
Attention Given to Your Project	4 ✓	3	2	1	N/A
Responsiveness of Project Manager	4 ✓	3	2	1	N/A
Responsiveness of Field Supervisor	4 ✓	3	2	1	N/A
Responsiveness of Salesman	4 ✓	3	2	1	N/A
Performance of Field Crews	4 ✓	3	2	1	N/A
Project Price	4 ✓	3	2	1	N/A

2. Of the following, which best describes your overall impression of the performance on this project by J&S Construction? 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):

3 Experience 1 Price 1 Design Capabilities
 4 Ability to Meet Schedule 2 Quality 1 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? Positive: It's very skilled to work with.

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

8. Could you offer any suggestions on how we could improve our level of service to our clients? None (stated)

Signature: [Signature] Date: 9/26/2018

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Construction Employment Reaches 10-Year High

Construction employment increased by 13,000 jobs in June and by 282,000 jobs over the past year, reaching a 10-year high, according to an analysis of new government data by the Associated General Contractors of America. Association officials said many construction firms appear to be more willing to hire amid lower tax rates and a more favorable business environment, but caution that trade fights and labor shortages pose risks to future growth.

"The construction industry continues to add workers faster than the economy as a whole, and the industry is paying premium wages to attract and retain those workers," said Ken Simonson, the association's chief economist. "However, the industry is having to rely more and more on workers without construction experience, as the pool of unemployed construction workers has nearly evaporated."

The unemployment for workers with construction experience in June was 4.7 percent, virtually unchanged from the levels in June 2017 (4.5 percent) and June 2016 (4.6 percent)—a sign that the industry is operating at essentially full employment, Simonson said.

J&S Construction is now hiring for various field and office positions! If interested in joining the J&S Construction Family, contact our Human Resources Department for more information at 931-528-7475.

(Retrieved from: www.agc.org/agc-news)

Sparta Manufacturing Facility Expands

THK Rhythm North America Co. Ltd., located in Sparta, Tenn., has selected J&S Construction to complete a 60,168 square-foot addition to one of its existing buildings. The Sparta location currently houses the company's corporate offices, as well as engineering, manufacturing and QA testing facilities.

THK Rhythm North America's Building #3, originally completed by J&S Construction in 2004, is in need of additional manufacturing space for its growing automotive supply business.

The extension will include a 52,000 square-foot production area, new server space, extra storage, an employee breakroom with vending and lockers, a backside employee entrance, as well as additional restrooms. A meeting room/storm shelter with accordion movable partitions will also be incorporated.

The pre-engineered metal building will be comprised of a light gauge metal interior framing with exterior metal panels and a metal roof system. The expansion's manufacturing area will be reinforced with an 8" thick interior concrete slab and will contain new production pits as well as a new floor grate system.

A 1,200 square-yard, heavy duty pavement area and approximately 1,800 square yards of new employee parking will also be added to the north end of the facility, all of which will be surrounded by a fencing system and associated gates.

THK Rhythm North America Co., Ltd. is a supplier of suspension ball joints, aluminum suspension links, steering tie rods and stabilizer connecting rods to the North American automotive industry.

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.

Make the Workplace a Place of Blessings

God blesses people in countless ways—spiritual, mental, emotional and material. But the focus here is on blessing people with words. Our good words become the moment of God's grace in the lives of others. Our words can be full of grace, making situations better than they otherwise would be. Here are a few ways we can bless our coworkers through our words.

1) Express Welcome - Hospitality makes room for another person, right where he or she is at. How do you speak with people who approach you? Do coworkers feel they can ask you for help? Or, do you take their struggles as a sign of incompetence? Our beliefs come through in how we communicate. We can be critical and impatient, or respectful.

2) Eliminate Blame Shifting - When failures happen at work, our tendency is to hide for fear of shame or other negative consequences. One easy way to hide is by shifting blame. Consider a work group that operates in a culture of blame. Rather than working together to fix problems, people spend all their time trying to blame others whenever problems arise. If your work-place is a culture of blame, it may not be your fault. The next time the boss starts to blame someone, imagine if you interjected and said, "I remember that I supported this idea the last time we talked about it, so I'm responsible as well." What if the time after that, two or three other people did the same thing along with you? Would that begin to make the blame game fall apart?

3) Reconcile Broken Relationships - Have you ever experienced weeks of tension with a coworker? Your words can bring peace by restoring relationships that have been broken. For example, "I realize that things have gone wrong between us, but I want to find a way to have a good relationship again."

4) Be Careful Not to Judge - Of course, there are times we have to object, critique, correct, and perhaps punish others at work. Even so, we can choose whether to criticize the faulty action itself (and find solutions) or condemn the whole person.

5) Show Appreciation - When others do well, we can choose to praise instead of keeping silent. For some of us, this might risk our reputation or cool reserve.

The Lord bless you and keep you; the Lord make his face to shine upon you, and be gracious to you; the Lord lift up his countenance upon you, and give you peace.
(Numbers 6:24-26)

(Retrieved from: <https://www.christianpost.com/reporter/voice/theology-of-work-project>)

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