



CONSTRUCTIVELY SPEAKING



Clayton Supply Upgrades a Success

J&S Construction® teamed up with Clayton Supply, a division of Clayton Home Building Group®, to complete a full renovation to the office space of a 130,000 square-foot manufacturing facility in Westmoreland, Tenn.

Clayton, headquartered in Maryville, is one of the largest homebuilders in the nation and will be devoting the Sumner County site to a new panel construction division, with the primary focus being premanufactured assemblies for on-site home builders. Scheduled for operations to begin later this year, the plant will be responsible for the manufacturing of wall panels and trusses for single-family and multi-family homes in and around the Nashville market.

J&S Construction successfully completed demolition and renovations to a 19,000 square-foot office area, creating an inviting space, complete with raised ceilings, a main lobby, cubicles and a bistro café. New storefronts and curtainwall systems were added to both the interior and exterior, and intricate wall elevations were also incorporated that taper the demising walls.

Modifications and fabrications of steel beams were essential for J&S Construction to be able to accommodate the chic design; and J&S Construction also installed new structural beams to avoid the need for additional columns.

A new entry vestibule with exposed architectural truss system was also incorporated and gives way for a new cozy, outdoor seating area for its employees to enjoy.

Clayton proudly employs more than 5,400 associates across the U.S. and looks for this facility to create approximately 110 jobs in Sumner County.

“Clayton Supply Westmoreland is a tangible continuation of our vision to adapt innovations in the off-site housing industry for on-site building methods,” President of subsidiary Clayton Home Building Group Keith Holdbrooks said in the company’s official news release. “We look forward to developing Clayton Supply Westmoreland into a world-class working environment for our team members so that they have a place that they are excited to come to work to every day.”

For more information, visit claytonhomes.com.

Cookeville’s TOA Fit Out Underway

Tennessee Orthopaedic Alliance (TOA), the largest orthopaedic surgery group in Nashville and Middle Tennessee, is currently making some exciting enhancements to its Cookeville site at Premier Medical Park.

Renovations have begun as J&S crews have already completed demolition to the 5,800 square-foot space and have started a complete renovation including the addition of a new x-ray area, exam rooms, restroom facilities, physician stations, and break rooms. This project needed to be completed on a tight time frame and with care to not disrupt neighboring tenants still seeing patients and, in some cases, performing outpatient procedures.

The three-month project is slated to reopen to the public in the spring and is an exciting addition to J&S Construction’s healthcare portfolio. More information about other projects can viewed at www.jsconstruction.com under the Medical Project Gallery.

TOA’s team of physicians provides comprehensive orthopaedic care with expertise including sports medicine, joint replacement, spine, hand, wrist and elbow, foot and ankle surgery, shoulder surgery, pediatric orthopaedics, physical medicine and rehabilitation, and arthroscopy and trauma

care. Visit www.toa.com for additional information.



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Updates to New Site for TDOC's District 31 Field Office Complete

The Tennessee Department of Correction's District 31 has occupied its new field office, a freshly renovated, 15,000 square-foot site located off S. Willow Avenue in Cookeville.

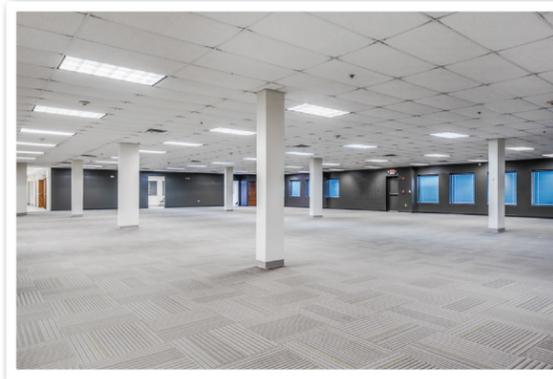
The improved venue will assist TDOC employees in better providing effective community supervision in order to enhance public safety to the established coverage areas: Clay, Cumberland, Dekalb, Jackson, Macon, Overton, Pickett, Putnam, Smith, Trousdale and White Counties.

With TDOC's primary mission being to enhance public safety here in Tennessee, the mission hinges on offender success. One of the most vital factors in an offender's success is the ability to obtain and retain employment. An offender who is gainfully employed is three times less likely to commit another crime. The entire community benefits when an offender becomes a productive, taxpaying citizen who contributes to the community in a positive way.

J&S Construction successfully worked with both the building's owner and the State of Tennessee to design a new layout that will house more than 55 office employees, and includes conference rooms, offices, a waiting area, miscellaneous support rooms, two break areas, an open-concept workstation area, and various restrooms.

J&S crews were responsible for providing an updated reconfiguration of various walls and spaces, and installed new finishes, cabinets, new bathrooms and zoned areas for additional tenant security.

J&S Construction was selected for this project due to the ability to fast-track the design and construction services to meet the client's tight delivery schedule.



J&S' Annual Service Awards Presented

In the past 12 months, as a company, we have experienced a tragic storm and a global pandemic. In the end, we have emerged as a stronger company by the goodness of the Almighty. While there is still great uncertainty in the marketplace, God continues to provide.

The story of David and Goliath tells of how God provides for and protects His people. But, it also tells how one person who takes responsibility, sharpens his skills, and shows courage in the face of challenges is equipped for the day. David's story didn't begin in the Valley of Elah where the Israelites were facing the Philistines. It began many years before as he was faithful in doing his job as a shepherd. The challenges in those early days prepared him for the challenges to come. As a New Year unfolds, please continue to view the current difficulties in the same way and respond with the same faithfulness and excellence you have exhibited during the 2020 year.

We love working with folks who are skilled in their craft and faithful to their character. Thank you, Team, for all you do to help J&S Construction become the standard of integrity and excellence by which our industry is measured.



35 years of service: Jerry Brown



25 years of service: Ben Salyer



20 years of service, from left: Johnny Foust, Jimmy Smith and Larry Thompson



15 years of service: Gary Young



10 years of service, from left: Matt Davenport, Adam Keener and Dwight Ledbetter



Five years of service, from left: Jensen Rohr, Robert Bean, Brian King and Joey McNeiece (Not pictured: Tom Thompson)

All in the Family

Birthdays January

- Larry Thompson..... 1/1
- Spencer Mason..... 1/7
- Hap Salyer..... 1/10
- Mariam Nash..... 1/21
- Robert Bean..... 1/22
- Skip McDonald..... 1/22

February

- Ben Salyer..... 2/13
- Tom Thompson..... 2/13
- Kota Goodwin..... 2/16
- Jimmy Smith..... 2/19
- John Adams..... 2/26

March

- Marty Jackson 3/1
- Kyle Anderson..... 3/6
- Shane Cole..... 3/6
- Anna Dilts 3/10
- David Wallis 3/11
- Patrick Caughey..... 3/17
- Logan Blair 3/23
- Cole Sturgill..... 3/26
- Johnny Foust 3/27
- Andy Stites..... 3/30
- Jack Stites 3/30

Anniversaries

- Maggi and Spencer Mason..... 1/1
- Suzanne and Hap Salyer..... 1/1
- Mary and Jack Stites 1/4
- Lindsey and Ryan Morris 1/6
- Aurelie and Marty Jackson 1/7
- Jensen and Brian Rohr..... 2/13
- Sylvia and Shane Cole 2/14
- Sandy and Gary Young 2/16
- Kim and Ron Reading..... 3/17
- Vicky and Buford Cole..... 3/21

With Deepest Sympathy in the Loss of Loved Ones:

- Phil Adams - Father
- Carleton Benford - Son
- Larry Thompson - Mother
- Wayne Smith - Father

J&S Adjusts to New Needs

When it comes to construction during a pandemic, J&S Construction continues to commit to successfully serving our clients in the safest environment possible. Several of our current jobsites include renovation work to occupied, fully-functioning healthcare facilities. Anytime you are working in an occupied space, the clients' safety, including residents, patients and employees, is always our number one concern.

J&S Construction has developed and implemented plans to effectively maintain a safe work environment while adhering to guidelines established by the CDC and OSHA. To assure minimal contact, J&S Construction has successfully adjusted some of our crews and various team members to night shift operations for the duration of these projects. These team members are required to receive a negative COVID-19 test prior to entering the sites and must be re-tested every two weeks to ensure our Team remains healthy and helps to avoid the spread of COVID-19. N95 Respirator Masks are also required by all team members entering these sites, including vendors and subcontractors. An extensive Air Exchange Plan has been developed and is closely adhered to that includes operating air machines that filter air in specific locations, ensuring air is both filtered and cleaned each night. An electrostatic sprayer is also used to cover and kill all germs and potential COVID-19 cells.

No matter your need, J&S Construction is equipped to assist in ensuring your project is completed successfully in a safe, efficient manner.



J&S Construction
Customer Evaluation Form
December 1, 2020

Project Name: Eye Centers of Tennessee New Facility - Cookeville, TN Project Number: 20-000319

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 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 Managers	4	3	2	1 N/A
Responsiveness of Field Supervisors	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 J&S Construction's performance on this project: Delighted Pleased Satisfied Disappointed

3. Would you use J&S Construction for future projects? Definitely Probably Probably Not Definitely Not

4. Was your project completed within the required time? Yes No

5. What is the most important factor to you when choosing a contractor? Timeliness

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? Ryan, Matt, Coley, Jimmy, Danny - All very good!

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

8. Could you offer any ideas on how we could improve our level of service to our clients? no

9. May we publicize your response in future company publications? Yes No

If you have any additional comments, please use the back of this page.

Signature (optional): Michael Peterson

WHAT WE ARE ALL ABOUT

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.

How to be a Light in a Dark World

Do you ever wonder if the dark world around us will snuff out your little light? All of us will face seasons where the darkness will try to overtake us and extinguish our fire. It may be due to our own decision, circumstances beyond our choices of those we love, or events beyond our control. However, we are not helpless. We can still shine in this dark world. We must learn how to be a light in this dark world.

1. Start with God: Remember Where the True Light Originated. First of all, remember God brought visible light to our world at the pretty awesome creation. However, wouldn't you agree the best light God ever gave us was his son? Jesus brought spiritual light to our souls and gave us an excellent example to attain. Jesus was terrific at shining his light on everyone. It never mattered who you were or your status – he loved unconditionally.

2. Recognize: It Only Takes a Tiny Bit of Light to Make a Difference. Do you struggle with wanting to be a light in this dark world, but feel as though your little flicker won't be enough? So, why bother? Stop yourself right there, and do not underestimate how your light can change the darkness. Each of us does make a difference.

3. Be Willing. Be bold enough to shine your light no matter how small or insignificant you may feel. Remember, it takes only a flicker to change the room. Furthermore, you may brighten the life of someone else just by your smile.

4. Choose to Turn on the Light. But the catch is willingness won't light up the room. We must choose to light the candle as we did in the dark room. You will have to make a choice and turn on the light.

5. Now Go: Be a Light to Those Around You. Maybe you are not in the dark right now, but there are people all around us who are hurting and could use a little light to shine into their world. Will you be that person? Shine yourself up and reflect God's light by loving others. Look for those who need a little light in their life. It doesn't take much.

BE THE LIGHT. We can shine in this dark world. However, we must remember where the light originated and then step out with a willing heart. Don't for a moment think a small little flicker won't make a difference. It will!

Then Jesus told them, "You are going to have the light just a little while longer. Walk while you have the light before darkness overtakes you. Whoever walks in the dark does not know where they are going." (John 12:35)

(Retrieved from: <https://www.embracingtheunexpected.com/light-in-this-dark-world>)

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