



# CONSTRUCTIVELY SPEAKING



## Maintain Productivity Amid Construction

Most businesses do not have the luxury of picking up and moving to a fully-customized space and are tasked with having to figure out how to keep operations going while construction happens at their current location.

Although many individuals are familiar with the linear construction method, where the whole project is bid and then constructed all at once, various circumstances could dictate a more beneficial approach being to split your project into multiple phases that will be built at different times. Following a successful three-phase, 30,000 square-foot renovation endeavor to SAIC's Technology Integration Gateway, located in Cookeville, it was of no surprise that J&S Construction® was contacted to once again lend our expertise to another corporate office space for the premier Fortune 500® technology integrator.

J&S Construction recently completed remodeling efforts to one of the company's Huntsville, AL locations, the ODYSSEY Building, a five-story, 50,000 square-foot site that is just one of a few U.S. locations owned by the SAIC corporation.

Select renovations to the second floor feature sleek new labs and various IT rooms, an updated open-ceiling breakroom, and a multitude of office space. Complete demolition to the third floor gives way to a completely new floorplan, including contemporary offices and open floor work stations exquisitely accented with glass walls and doors throughout the area.

J&S Construction diligently worked alongside SAIC to navigate through various, potential project challenges, including an expiring lease that relocated 90 employees to the newly renovated second floor and the building's first, fourth and fifth floors remaining occupied by SAIC employees the duration of this multiple-phased project. J&S crews steadfastly worked to ensure renovations were finished within the scheduled completion date as well as being able to creatively maintain a successful working atmosphere for SAIC's talented staff.

If you are looking for assistance with phased construction or ideas to help you minimize the negative impact of unexpected surprises, identify hidden costs, or prevent lost production, give us a call.

## Plateau Pediatrics Faces Growth Spurt

Plateau Pediatrics, one of the Upper Cumberland's leading pediatric practices, is expanding its operations following an exciting groundbreaking ceremony held for its entire staff, friends, families and Cumberland County officials, who all gathered to celebrate the momentous occasion.

Construction is well underway at the highly-trafficked, Miller Avenue site in Crossville as the latest expansion is the facility's third construction project since 2006 and will nearly double capacity for the booming practice. The 7,000 square-foot expansion will include eight exam rooms, a spacious break room, conference room; and the waiting room, lab space, reception area and nurses' station will all be increasing in size.

"There are a lot of challenges to healthcare right now," said Ryan Williams, Director of Business Development at J&S Construction. "Rural medical care, in particular a specialist like Pediatricians, is really important. It's exciting to see the growth, but they also employ at least 40 families and allow them to provide for their families. In addition to healthcare, they are really stimulating the economy."

Plateau Pediatrics has four board-certified pediatricians and three board-certified pediatric nurse practitioners, providing competent, accessible, and friendly pediatric primary health care to the children of Cumberland County for more than 20 years.



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## J&S' Design-Build Method Trumps Construction Management Plan

Founded in 2005 and located in Sumner and Macon Counties, HOPE Family Health is the only faith-based, nonprofit, Federally Qualified Health Center of its kind. The philanthropic group continuously seeks to improve access to medical and mental healthcare in rural areas, and places an emphasis on vulnerable populations such as the uninsured, underinsured, poor, and homeless, children, migrant workers, and those addicted to substances.



As the costs of healthcare premiums continue to rise and many being forced to drop coverage, HOPE's diligent staff has continued to find creative ways to integrate its medical health, mental health and pharmacy operations under one roof and within extremely tight quarters.

Last year, funding was approved to provide HOPE a new facility devoted solely to the company's demanding administrative efforts. A request for proposal was drafted and sent to bidders in an effort to secure a Construction Management company that could help with drawing procurement and construction efforts.

Being a company that assists our clients with both design and construction needs, we decided to mention the Design-Build delivery method as an alternative to their original request. The information we provided briefly distinguished the benefits of the Design-Build process by highlighting a quicker path to construction and the significant savings that could be realized. HOPE agreed with our logic, decided to move forward with Design-Build, and within just a few weeks, the building was successfully designed and priced. The change in delivery method proved to successfully provide the space HOPE needed with pricing that came in under the stated budget.

The campus' new addition will include three generous meeting areas, restrooms, a chapel and fully-equipped kitchen. The meeting rooms were also designed with the ability to be opened up into one large meeting space to accommodate larger groups as needed. Given the proposed location of the new building, the new work should not affect HOPE's ongoing operations which is beneficial to everyone involved.

HOPE founders envisioned a health center that would never turn a patient away based on insurance status or ability to pay, and J&S Construction is humbled to be assisting in their mission to restore dignity, faith, HOPE, and health in those they serve. For more information regarding the services and resources HOPE offers to the public, visit [www.hopefamilyhealth.org](http://www.hopefamilyhealth.org).

## Employee Engagement Survey Reports Thriving J&S Work Culture

Now more than ever, employees have the ability to choose where they want to work and what they want their workplace to be like. As a result, employers who take the health of their workplaces seriously are at a significant strategic advantage.



Best Christian Workplaces (BCW), a nonprofit ministry dedicated to helping Christian organizations and Christian-led businesses increase their Kingdom impact, provides service offerings with enhanced survey data, specialized consulting, professional coaching and robust digital resources. In addition, BCW can assist in identifying blind spots in your organization while also helping to build a flourishing workplace culture.

Each and every J&S team member was sought out to complete a confidential workplace survey to assist in providing a better understanding of the company's culture. BCW's renowned online Employee Engagement Survey presented a wealth of honest, anonymous feedback and revealed areas of improvement within the company.

The J&S Team voiced its opinion, and the survey findings were clear, as J&S Construction recently received word we had been certified a Best Christian Workplaces in 2022, joining 241 faith-based organizations and Christian-owned businesses across the world accepting this coveted recognition. J&S Team Members reported strong satisfaction with team dynamics, and scored highest in the following two categories: Outstanding Talent and Life Giving Work.

We have an incredible team of professionals who are passionate about their work, and we often see similar comments made in the client surveys that we receive back at the conclusion of jobs. The work we do makes a quantifiable improvement in the places where our community lives, works, plays and worships and the work we do lasts for generations. The expectation for each team member to work to be better each day is why J&S Construction, as a company, strives to always seek improvements. We are very proud of this accomplishment and know the receipt of this certification is due to our outstanding team.

## J&S Building Earns Top Honor

Ceco Building Systems, known for its sophisticated capabilities in highly complex metal building projects, has served the commercial building industry since 1947 and has led the business in technology and product innovation, spearheading the evolution of pre-engineered metal buildings to highly customized and architecturally-focused structures. The premier PEMB company recently announced its annual project award winners, presenting the top award to J&S Construction for the successful collaboration of the Advanex Corporate Campus, located in White House, TN. The 49,000 square-foot Building of the Year was recognized as being an innovative, out-of-the-box building, encased in a stunning design, and portrays years of experience and vast metal building knowledge.

Advanex Americas, the U.S. division of Advanex Group, a global corporation that specializes in precision engineered products used in everything from ballpoint pens to space stations, partnered with J&S Construction to design and construct a new and improved company headquarters and manufacturing operation, successfully relocating its California home base last year to the outskirts of the bustling Music City.

The state-of-the-art facility includes an open concept office layout with generous space for informal meetings, sleek admin areas, large conference rooms and plenty of second floor capacity for continued growth within the company. The building's main entrance boasts large storefront doors and windows that lead guests and employees into a chic office area with clean, professional interior finishes look.

## J&S Team Members' Lengthy Tenure Acclaimed

Every workplace needs someone who stands out from the rest and is an inspiration for everyone. As a 65-year-old company with a hearty 11-year, average tenure (compared to the grim industry average of 4), we certainly have no short supply of talented personnel meeting this criteria.

Take a look at the individuals below who were recently celebrated for 120 combined years of carrying out J&S Construction's mission: To be the model of integrity and excellence by which the construction industry is measured.

We are grateful for each and every team member and for all they do to deliver excellence within the industry's challenging competition.

*Thank you all for your constant leadership and dedication!*



35 years of service: Danny Hatfield



15 years of service (from left): David Robinson and Patrick Caughey



10 years of service (from left): Bryan Cole, Anna Diltz, and Buford Cole



Five years of service (from left): Jason Ross, Ben Reeves, Randy Cooper, Stephen Conley, and Michael Christie

WHAT WE ARE ALL ABOUT

**J&S Construction**  
Customer Evaluation Form  
January 30, 2023

Project Name: TN Oncology (Interior Renovations) - Cookeville, TN    Project Number: 22-000522

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
Communications	4	3	2	1
Scheduling	4	3	2	1
Job Site Appearance	4	3	2	1
Project Design	4	3	2	1
Attention Given to Your Project	4	3	2	1
Responsiveness of Project Managers	4	3	2	1
Responsiveness of Field Supervisors	4	3	2	1
Responsiveness of Salesman	4	3	2	1
Performance of Field Crews	4	3	2	1
Project Price	4	3	2	1

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? *Communication! - Project Colby Lombard was the best!*

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? *Jim Jorgel was definitely positive!*

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

8. Could you offer any ideas on how we could improve our level of service to our clients? *Keep doing what you do best. Make your clients happy!*

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): *Nora Edwards*

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## Why TEAM-BUILD?

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

**T**ogether **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.

## Scriptures To Inspire Excellence

As leaders, we look for ways to achieve excellence in the workplace. As Christians, we meditate upon God's principles for living in every area of our lives. Use these scriptures to help in bringing your work to a higher level of excellence and Christlikeness.

**1. Encourage the team to work hard.** -- Colossians 3:23 "Whatever you do, work heartily, as for the Lord and not for men." -- We may be leaders, but our ultimate "boss" is the Lord. Encourage your team to work unto the Lord, as an offering of love and service to Him. Don't forget to do the same!

**2. Influence the team to trust God with the outcome of their efforts.** -- Proverbs 16:3 "Commit your work to the Lord, and then your plans will succeed." -- The Lord cares about how you spend your days. He takes interest in helping your endeavors see the light of success. Spend time in prayer and contemplation before the Lord, and ask him to lead you to execute each project with His wisdom and strategy.

**3. Caution the team to be fair.** -- Proverbs 16:11 "A just balance and scales are the Lord; all the weights in the bag are his work." -- Employees who are encouraged to be honest in their dealings are proud of what they do and create a reputation of Christlikeness. Your team will respect you for your integrity, as they are encouraged to do, and stand up for, what is right.

**4. Exhort the team to be faithful.** -- 1 Corinthians 15:58 "Therefore, my beloved brothers, be steadfast, immovable, always abounding in the work of the Lord, knowing that in the Lord your labor is not in vain." -- Creating a culture of safety and steady faithfulness will be a blessing to the souls who enter the kingdom and become a part of your congregation. Your team should have a strong focus on maintaining the fortitude that causes your church to be stable and strong.

**5. Motivate the team to follow through with their commitments.** -- Proverbs 14:23 "In all toil there is profit, but mere talk tends only to poverty." -- Too much talking about ideas and too little execution can lead to lack. Whether speaking of your team culture, or even evaluating employee performance, it's essential to remember, and remind your team members if they forget, of the common goal and nose-to-the-grindstone hard work that must be done if we are going to reach it.

(Inspired and pulled from: <https://www.christianjobs.com/articles-tips/2021/08/17/5-scriptures-to-inspire-workplace-excellence/>)

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