



T.W. FRIERSON CONTRACTOR, INC.

THE HARD HAT NEWS

Issue 01 // May 2019

INSIDE THIS ISSUE:

Owner's Corner

ESOP Committee Update

SAFETY UPDATE

Design Constructors, Inc.
"Step Into The Story" at
Cheekwood Gardens

Announcements

**Mark Your Calendars:
UPCOMING EVENTS**

Employee Spotlights

**CLIENT SPOTLIGHT:
CDE LIGHTBAND**

Featured Projects

IN THE COMMUNITY

FOCUS ON THE FIELD

NOW OPEN!
PRIME HEALTH
FRANKLIN, TN



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OWNER'S CORNER

WITH SARA WAGGONER, DIRECTOR OF MARKETING & CLIENT RELATIONS

A little over a year ago, T.W. Frierson formed our first ESOP Committee. The committee has 10 members, each representing a different department within our company. Over the past year, the committee visited 19 job sites for a lunchtime ESOP Q&A, ordered 163 pizzas, and traveled all around Nashville, as well as Huntsville, Clarksville and Cookeville!

Our time spent visiting the job sites has been one of my personal favorites. Not only has it given me the opportunity to see our projects during construction, it has given me the opportunity to

get to know the people that are responsible for actually putting our work in place. Without a doubt, our group of talented, resourceful, and hardworking employee owners in the field is what truly makes TWF better than our competition. I have witnessed firsthand how we empower each other to make informed decisions, seek out more efficient ways of doing things, and treat each other with dignity and respect - ultimately, creating a foundation for people to thrive.

Thank you for continuing to welcome the ESOP committee on your job sites.



If there is anything we can do to provide more support or information, please don't hesitate to ask. We are here to support our most valuable assets... YOU!

100% VESTED EMPLOYEE OWNERS RECOGNIZED AT ANNUAL STOCK CERTIFICATE REVEAL PARTY



ESOP COMMITTEE UPDATE

The ESOP Committee is currently looking for new members! The purpose of this committee is to be the hinge point for all things ESOP for the entire company. Responsibilities of committee members includes sharing ESOP information company-wide, participating in the planning of company ESOP events, participating in a monthly committee meeting, visiting job sites with the ESOP committee, and being a resource for your fellow employee owners. In an effort to avoid having a brand new committee each year, we are requesting you commit to a 2-year term. This will ensure each year we have a mix of experience and new voices. Please reach out to [Sara Waggoner](#) by May 31st if you are interested in joining the committee!

CURRENT COMMITTEE MEMBERS:

Sara Waggoner, Committee Chair
Sheila DeBord, Accounting
Jack Barrett, Project Management

James Pitman, Pre-Construction
Matthew Howell, DSB
Dave Godbey, Field Representative

Julio Pineda, Field Representative
Sean Foote, DCi Representative
Mike Melnyk, CFO

SAFETY UPDATE



Congratulations to the following employee owners for completing the OSHA 30-HOUR CONSTRUCTION COURSE in March. We thank you for making safety a priority.

Michael Massey, Del Perry, Jason Watson, Ray Woodby, Julio Pineda, Alan Quam, Chase McGhee, Nathan Heppler, Griffin Jones, Cliff Manley, Jorge Leal, Jeff Waggoner, and Joe Slate.

WORKING IN THE HEAT

As summer approaches, remember working in the heat puts workers at an increased risk for heat related illness. Understanding the associated risks and what environmental conditions and personal risk factors increase your risk for heat illness is the first step towards prevention.

Take a break if you notice you're getting a headache or you start feeling overheated. Work/Rest regiments should be implemented when working in the heat. When resting, workers should move out of the sun, sit down, drink water and try to remain still. Allow your body to catch up and cool yourself down. Wear lightweight, light colored clothing when working in the sun. Get enough sleep at night.



During April we had the following people complete their CPR and First Aid certification/recertification:

Nathan Heppler, Shelby Herndon, Eric Bowman, Dave Godbey, John French, Michael Massey, Ron Bush, Eric Davis, Donnie Patterson, Preston Hall, Griffin Jones, Matt Self, and Tony Tidwell

Step Into the Story

May 1, 2019 – September 1, 2019



DCi



Cheekwood



Experience the magic of five of your favorite childhood classics re-imagined in Cheekwood's gardens. Visitors of all ages will enjoy the whimsical playhouses inspired by beloved illustrators including "Oh, The Places You'll Play" inspired by Dr. Seuss, "Hill Top Garden" inspired by Beatrix Potter, "Charlotte's Barn" inspired by Garth Williams, "We Are Wild" inspired by Maurice Sendak, and "TRAINS!" inspired by Loren Long.



A huge shout out to the DCi and TWF team that designed and constructed this interactive installment! We couldn't have done this if it weren't for Jay Hill, Chuck Hall, Tommy Brown and Randy Mallory.



The "TRAINS!" playhouse, is being featured during the May 1 - September 1, 2019 exhibit and will remain as a permanent installment at the Cheekwood gardens.

Share your photos with us by tagging @twfrierson and @design_constructors on instagram and twitter or use #cheekwoodtrains

WELCOME TO THE TWF FAMILY!

James Joslin, Carpenter
Dylan Kirkland, Laborer
Britt Hicks, DSB Laborer
Joshua Hurst, Project Superintendent
Shane Fielder, DSB Ironworker
Jamal Rouse, Laborer
Madison Wright, DSB Laborer
Tory Rice, DSB Field Engineer
Doug Hampton, DSB Laborer
(Welcome back!)

James Self, Concrete Laborer
Steve Jasinski, DCi
Craig Polancich, DCi (Welcome back!)

Adam Randolph, DSB Laborer

MARK YOUR CALENDARS!

TWF 19TH ANNUAL GOLF TOURNAMENT
Benefiting the American Heart Association
August 26, 2019 | 12:00-6:00PM
@ The Hermitage Golf Club

EMPLOYEE CELEBRATION/BI-ANNUAL MEETING
November 12, 2019 | 11:00AM-4:00PM
@ TWF Shop

CONGRATULATIONS ON YOUR PROMOTION!



DEL PERRY
Promoted to Assistant Superintendent
8 Years of Service at TWF

EMPLOYEE SPOTLIGHTS



SHELBY HERNDON

Job Title: Office Coordinator

Hometown: Nashville, Tennessee

Share one thing most people here don't know about you: I speak German. Although I am no longer fluent, I can still carry on a conversation.

My biggest pet peeve is...when people show up really late or cancel at the last minute. I think being respectful of people's time is very important. I try to do the same for everyone I come in contact with.

What's the best dinner you ever had?

Beef short ribs, sushi, and an excellent wine list from a restaurant called 560 in Dallas. It is a Wolfgang Puck restaurant, located at the top of Reunion Tower on a revolving rooftop. It was definitely a memorable experience.

What was the first car you drove? My first car was a 95' cherry red Ford Probe. I purchased it on my own, at 16, and ended up replacing everything but the engine, but I was happy to have it and proud to call it mine.

What is your favorite sport, and which team of that sport do you cheer for? I am a big Nashville Predators Hockey Fan. I love the action! I have always attended games and I hope to one day become a season ticket holder.

What was your first job where you got paid by someone other than your parents? I applied for and got my first job when I turned 14, at Kroger as a grocery bagger. I made \$5.10 an hour and was so happy when I received a 5-cent raise!



CRAIG POLANCICH

Job Title: Project Designer

Hometown: Lexington, Kentucky

What does being an employee owner mean to you? It means I have a meaningful stake in what I do everyday.

If you could only eat one thing for a year, what would it be? Toss up: pizza vs french fries

What's the oldest piece of clothing you still own and wear? A couple of college t-shirts; they're virtually transparent at this point.

When you were little, who was your favorite superhero and why? Superman - his powers were diverse and many.

What was the first car you drove? '87 Honda Accord LXi, manual transmission

If you could have one super human power, what would it be? Teleportation

Name three things you think will become obsolete in ten years. The NCAA, cable TV, physical cash transactions

What is your favorite sport, and which team of that sport do you cheer for? Golf is my favorite sport, but if it has to be a team - College Basketball/Football - University of Kentucky Wildcats

What TV game show would you want to go on? Jeopardy

CONGRATULATIONS TO CDE LIGHTBAND FOR RECEIVING 3 NATIONAL AND 2 REGIONAL AWARDS!

CDE Lightband has been recognized by BroadbandNow with three nationwide awards and two regional awards in the 2019 Internet Service Provider Awards Program for the mid-size provider category. This award program highlights excellence among Internet service providers across the United States by using analyzed results of more than a billion rows of government and proprietary data.

CDE Lightband was awarded in the following areas:

- ✓ Top 3 Fastest Internet Providers in Tennessee
- ✓ Top 3 Fastest Fiber Providers in Tennessee
- ✓ Top 10 Fastest Fiber Providers Nationwide
- ✓ Top 10 Fastest Internet Providers Nationwide
- ✓ Top 10 Most Affordable High-Speed Internet Plans Nationwide



T.W. Frierson Contractor, Inc. is currently working at the CDE Lightband facility in Clarksville, TN. We are simultaneously constructing a 24,000 square foot vertical expansion to the existing facility, while completing approximately 11,000 square feet of interior renovations.

This project is complex in nature - the new structure and footings will be installed inside the existing building for the vertical expansion. The tight urban site requires strategic phasing and site layout plans. Detailed project planning is paramount to the successful execution of this project for our trusted partners at CDE Lightband.

This project has been designed by our good friends at Lyle Cook Martin Architects and is being constructed by Superintendent, Joe Slate and Senior Project Manager, Andy Zimmerman.

"CDE LIGHTBAND IS A TRUE HIGH-TECH SUCCESS STORY THAT CONTINUES TO BRING NATIONAL ATTENTION TO CLARKSVILLE. BY INVESTING IN OUR OWN INTERNET INFRASTRUCTURE, WE ARE IN THE VANGUARD OF CITIES ACROSS AMERICA WITH A HIGH SPEED FIBER NETWORK TO DRIVE OUR ECONOMIC PROSPERITY AND IMPROVE THE QUALITY OF LIFE FOR OUR CITIZENS. THIS RECOGNITION IS A TRIBUTE TO CDE LIGHTBAND'S VISION, LEADERSHIP AND STAFF. WE'RE HONORED TO SEE THIS HARD WORK AND DEDICATION COME TO FRUITION, AND WE ARE THRILLED WITH THE PROSPECTS OF WHAT CDE LIGHTBAND CAN DELIVER IN THE FUTURE."

- MAYOR JOE PITTS -
CITY OF CLARKSVILLE

FEATURED PROJECTS

HORMANN MANUFACTURING Sparta, TN

350,000 Square Feet

Architect: Michael Brady, Inc.

This project consists of constructing a 350,000 SF manufacturing facility which includes approximately 20,000 SF of office space, training facilities and a showroom.



PROJECT TEAM

TWF Project Manager
Brent Edwards

DSB Project Manager
Matthew Howell

TWF Superintendent
Shannon Patterson

DSB Superintendent
Javier Salazar

COMMERCIAL



NASHVILLE FAIRGROUNDS EXPO CENTER Nashville, TN

200,000 Square Feet

Architect: Adkisson & Assoc. Architects, Inc.

With a footprint of approximately 200,000 SF, the new Nashville Fairgrounds project will consist of three new expo buildings, two parking sheds, a new show arena, and maintenance shed. Working alongside A&H construction company, we will be delivering a LEED certified project within 5 months.

PROJECT TEAM

TWF Project Manager

Chuck Hall &
Chase McGhee

DSB Superintendent
Alan Quam

AMERICAN PAPER & TWINE EXPANSION Knoxville, TN

16,000 Square Feet

Architect: Design Constructors, Inc.

This design-build project consists of a 16,000 SF warehouse expansion to the original facility that we constructed in 2014. The facility will be full height non-load-bearing tilt-up and a Butler Manufacturing pre-engineered metal building.



PROJECT TEAM

Project Architect
Kandy Mallory

TWF Project Manager
Brent Edwards

DSB Project Manager
Matthew Howell

TWF Superintendent
Scott Peterson

DSB Superintendent
Ray Woodby

CELEBRATING 22 YEARS OF PARTNERSHIP!

INSTITUTIONAL



DICKSON COUNTY JUSTICE CENTER Charlotte, TN

70,339 Square Feet

Architect: HFR Design, Inc.

This project consists of a 3-story facility that will reside on an approximate 23,000 SF footprint. T.W. Frierson completed several rounds of Value Engineering and constructibility reviews in order to execute a final GMP that satisfied the requirements of Dickson County. Mobilization is currently underway.

PROJECT TEAM

Project Manager
John French

Superintendent
Tommy Manley

Assistant
Superintendent
Del Perry

GO BUILD

In April we welcomed Brian Kelly with Go Build of Tennessee as a new tenant in our office. Brian is the Outreach Coordinator for Go Build, which is an organization engaged in increasing the awareness of careers in the construction industry.

www.gobuildtennessee.com



LEASING AVAILABLE NOW!

For More Information
Please Contact:

Tee Patterson, SIOR 615.354.7229
R. Stephen Prather 615.345.7254



Kit Ozburn accepted our ABC National Excellence in Construction Award for the American Wonder Porcelain project at the ABC National Convention in Long Beach, CA this Spring!



4:13 Strong provides a 6-month residential program that equips men to succeed personally and professionally. Their mission is to break the cycle of poverty, crime and dependency by providing faith-based educational, vocational and life skills training to men in Nashville.

CONGRATULATIONS TO MADISON WRIGHT AND JAMAL ROUSE FOR GRADUATING FROM THE 4:13 STRONG PROGRAM - WE ARE SO PROUD TO WELCOME YOU TO THE TWF FAMILY!



Each year we have a goal of reaching \$100,000 in Charitable Giving - we're at the half way point of our Fiscal Year and have already donated \$70,000! Recent contributions include Dickson County High School, VolRHA, Special Olympics, 413 Strong, Harvest Hands, and Putnam Co. Youth Baseball.

4:13
STRONG



Harvest hands
COMMUNITY DEVELOPMENT



Special Olympics
Tennessee

If you have a request please contact:

Sara Waggoner, Director of Marketing and Client Relations
swaggoner@twfrierson.com

FOCUS ON THE FIELD



HORMANN, LLC
Sparta, TN

AMERICAN PAPER & TWINE EXPANSION | Knoxville, TN
Project Managers: Brent Edwards & Matthew Howell
Superintendents: Scott Peterson & Ray Woodby

HORMANN LLC | Sparta, TN
Project Managers: Brent Edwards & Matthew Howell
Superintendents: Shannon Patterson & Javier Salazar

DICKSON COUNTY JUSTICE CENTER | Charlotte, TN
Project Manager: John French
Superintendent: Tommy Manley

BATHFITTER BISTRO | Springfield, TN
Project Manager: John French
Assistant Superintendent: Tony Campos

GRANGES OFFICE EXPANSION | Huntington, TN
Project Manager: Andy Zimmerman
Assistant Superintendent: Tony Tidwell

TOGO RENOVATION | Portland, TN
Project Manager: Jack Barrett
Assistant Superintendent: Zac Watson

TWF WESTERN ADDITION | Nashville, TN
Project Manager: Eric Bowman
Assistant Superintendent: Cliff Manley



AMERICAN PAPER & TWINE
Knoxville, TN

COOPER STEEL ADDITION | Shelbyville, TN
Project Managers: Jack Barrett & Matthew Howell
Superintendent: Randy Lane

CHANGE HEALTHCARE | Nashville, TN
Project Manager: Jack Barrett
Superintendent: Scott Peterson

NISSAN ALUMINUM SCRAP | Smyrna, TN
Project Manager: Luke Maddox
Superintendent: Jorge Leal & Joshua Hurst
Foreman: Zac Baker

EUGENIA RENOVATION | Nashville, TN
Project Manager: Luke Maddox
Superintendent: Jay Hill

ADVANCED TURF SOLUTIONS | Madison, TN
Project Managers: Chuck Hall & Matthew Howell
DSB Superintendent: Carlos Aldana
Assistant Superintendent: Tim Blakeney

CDE LIGHTBAND RENOVATION & ADDITION | Clarksville, TN
Project Manager: Andy Zimmerman
Superintendent: Joe Slate
Assistant Superintendent: Jon Patrick

FOCUS ON THE FIELD



DENSO 203 EXPANSION
Maryville, TN

FURNITURE CONNECTION | Clarksville, TN
Project Manager: Andy Zimmerman
Assistant Superintendent: Tony Campos

DYKE INDUSTRIES | Mt. Juliet, TN
Project Managers: Jack Barrett & Matthew Howell
Superintendents: Jeff Waggoner & Julio Pineda
Assistant Superintendent: Del Perry

EMPIRE DISTRIBUTION WAREHOUSE | Nashville, TN
Project Manager: Preston Hall
Superintendent: Jason Watson

WONDER PHASE 2 WAREHOUSE | Lebanon, TN
Project Managers: Preston Hall & Matthew Howell
Superintendents: Jeff Smith & Ray Woodby
Assistant Superintendent: Tony Tidwell

KENNY PIPE | Murfreesboro, TN
Project Managers: Chuck Hall & Matthew Howell
Superintendents: Randy Lane & Alan Quam

SIGNATURE HANGAR 4&7 RENOVATION | Nashville, TN
Project Manager: Chuck Hall
Superintendent: Dave Godbey
Assistant Superintendent: Richard Hayes



KENNY PIPE
Murfreesboro, TN

NES 11TH AVE SUBSTATION | Nashville, TN
Project Manager: Chuck Hall
Superintendent: Jorge Leal

NASHVILLE FAIRGROUNDS EXPO CENTER | Nashville, TN
Project Managers: Chuck Hall & Chase McGhee
DSB Superintendent: Alan Quam

COMPOSITES ONE | Mt. Juliet, TN
Project Manager: Eric Bowman
Superintendent: Donnie Patterson

CUMBERLAND TRUCK OFFICE RENOVATION | Nashville, TN
Project Manager: Eric Bowman
Superintendent: Donnie Patterson

DALTILE PROJECTS | Dickson, TN
Project Managers: Andy Zimmerman & Matthew Howell
DSB Superintendent: Alan Quam
Assistant Superintendent: Tony Tidwell

YAZOO BREWING COMPANY | Madison, TN
Project Manager: Eric Bowman
Superintendent: Jason Watson

NISSAN BLANK & PANEL WAREHOUSES | Smyrna, TN
Project Manager: Luke Maddox
Superintendent: Jorge Leal & Joshua Hurst

JOIN OUR TEAM!

AT T.W. FRIERSON CONTRACTOR, INC. WE'RE ALWAYS SEARCHING FOR HARD WORKING, TALENTED TEAM MEMBERS WHO SHARE OUR CORPORATE VALUES. AS AN EMPLOYEE OWNED COMPANY, YOU'LL OWN A PIECE OF THE COMPANY- WHETHER YOU WORK IN THE OFFICE OR THE FIELD.

WE ARE CURRENTLY ACCEPTING APPLICATIONS FOR:

SENIOR PROJECT MANAGER
ASSISTANT SUPERINTENDENT
CARPENTER/FINISHER
EQUIPMENT MECHANIC

DON'T FORGET ABOUT OUR EMPLOYEE REFERRAL PROGRAM!

For each referral a current employee makes that results in a hire, the referring employee will receive a bonus of \$250 after the hired employee completes one month of service, \$1,000 after the hired employee completes six months of service, and \$1,750 bonus once the hired employee completes one year of service. Total of \$3,000.

If you have any questions about this program, please contact:

Bronwyn Wilson, Human Resources Manager

Office: 615.367.1333 • Direct: 615.301.1959 • Email: bwilson@twfrierson.com

CREATING A FOUNDATION FOR PEOPLE TO THRIVE



FRIERSON

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