

T.W. FRIERSON CONTRACTOR, INC.

THE HARD HAT NEWS

ISSUE 01 // APRIL 2022



Creating a foundation for people to thrive.

CONTENT

TWF PARTNERS WITH DICKSON COUNTY CTE PROGRAM.....	Page 2
ANNOUNCEMENTS.....	Page 3
NATIONAL EXCELLENCE IN CONSTRUCTION AWARD.....	Page 4
FEATURED PROJECTS.....	Pages 5-6
PCS FEATURE JC FORD CONCRETE.....	Page 7
IN THE COMMUNITY.....	Page 8
DCI FEATURE CUMBERLAND TRUCK.....	Page 9
#TWFWHEREISTED.....	Page 10
FEDEX GROUND COOKEVILLE, TN.....	Pages 11-12
DSB FEATURE RED KNIGHT EXPANSION.....	Pages 13-14
FOCUS ON THE FIELD.....	Pages 15-16
CHEATHAM COUNTY JAIL EXPANSION.....	Page 17
SAFETY UPDATE.....	Page 18
BRISTOL TRUCK RACE + MISC. EVENT PHOTOS.....	Page 19
DSB AWARDS & PROMOTIONS.....	Page 20
WOMEN IN CONSTRUCTION WEEK.....	Page 21-22



Zak McBride
DSB Preconstruction Manager

Dan Hasselbring
Project Manager & Estimator

Jarvis Phipps
DSB Laborer

Alan Patrick
DSB Laborer

Logan Casanova
Accounting Manager

Marc Oakley
CAD Technician

Jeremy McGaughey
DSB Laborer

Jennifer Hastings
Field Engineer

Cassandra Salazar
DSB Laborer/ Welder

Zayne Watson
DSB Installer

Amy Whiffen
Project Management Assistant

Chris Biggs
DSB Laborer

Tim Carden
PCS Carpenter

Michael Durham
PCS Carpenter Helper

Jason Hedge
Project Manager

TWF PARTNERS WITH DICKSON COUNTY SCHOOLS CTE PROGRAM



Workforce development is a major hot button in the construction industry. In response to this, we've found the best way to introduce students to the trades is to give them hand on opportunities and to get involved!

On March 30, 2022 we participated in a Career & Education Training (CTE) opportunity with Dickson County Schools. TWF employee-owners Del Perry, Cliff Manley, Jake Wisecup & Bob Upton provided mentorship and worked hands-on with students from Creekwood High School's Welding and Construction classes.

About Dickson County Schools CTE

The Dickson County Schools' Career & Technical Education Program in Dickson County Schools has helped many students discover career interests and develop skills to assist them in future employment beyond high school. CTE courses provide students with opportunities to blend academic knowledge with real life work experiences and helps prepare students to enter college or technical post-secondary education or acquire high-demand, high-wage jobs in their community.

Learn more about Dickson County Career & Training Education Program at www.dcscte.org/



VANCE HARDIN,
WELDING INSTRUCTOR

I can't say thank you enough for all of those that helped make today possible. I watched and had a smile on my face as Creekwood HS students were engaged in real world experiences and learning tricks of the trade from some awesome guys from T.W. Frierson.



TWF Annual Golf Tournament
August 29, 2022

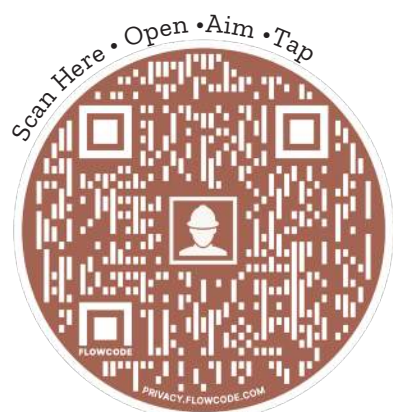


This is fantastic news for our employee owners and retirees who are a part of our ESOP. We can't wait to continue seeing our stock price soar in the years to come!



Candidates should apply on our Indeed site. No walk-in or emailed applications or resumes will be accepted. T.W. Frierson Contractor, Inc. is a Drug-Free Workplace and uses E-Verify.

**View job openings on Indeed
using the code below**



- Non-exempt hourly employees referring a new hire will receive a \$0.50 per hour pay increase after the referred employee reaches 26 weeks of employment.

If either the referring or referred employee terminates employment prior to a scheduled payment, the payment and all subsequent payments will not be made.

Congratulations to our project teams for the NES 11th Avenue Substation!



Joshua Hurst



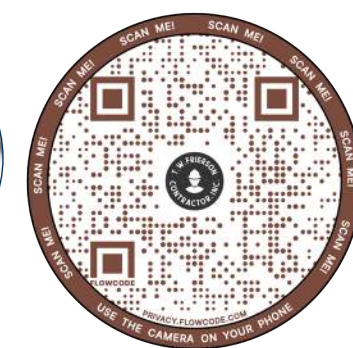
Dan Taylor



Alex Martin



James Pitman



A panel of industry experts served as the competition's judges. This year's judges included representatives from the Smithsonian Facilities Construction Division, Construction Management Association of America, Engineering News-Record, Design-Build Institute of America, University Research Institute and various construction-related firms nationwide.

Located in downtown Nashville, this highly visible substation houses four transformers that distributes energy to more than 400,000 customers. An aesthetically pleasing screening structure encloses the building, increasing reliability and safety, while also minimizing the eyesore aspect of infrastructure.



Read more on our blog!



Metro Stormwater Administration Office Building & Garage

ARCHITECT	Goodwyn Mills Cawood
PROJECT SIZE	35,000 Square Feet
CONSTRUCTION START	March 2021
ANTICIPATED COMPLETION	January 2023

PROJECT TEAM

-  Luke Maddox – Sr. Project Manager
- Jorge Leal, Superintendent
- Lisa Sanford, Project Management Assistant
-  Tory Rice, DSB Project Manager
- Donnie Heirs, DSB Superintendent
- Sara Proctor, DSB Project Engineer

T.W. Frierson has successfully partnered with Blakley Construction to build the new Metro Water Services Stormwater Administrative Buildings. The project is multi-phased to accommodate the Owner's continued use of the existing facilities and operational site flow during construction.



The project includes the construction of a 23,550 square foot two-story office building and a 10,210 square foot single-story pre-engineered metal maintenance building with a Wash Bay. Our scope of work will also include 200 additional parking spaces, relocation of the existing Guard Building, and demolition of one existing 12,844 square foot prefabricated metal building.

The two-story office building will be used as a demonstration facility to highlight Stormwater design best practices including low impact site design, a green roof, and a cistern. This project is pursuing LEED Gold certification.

Portobello America

ARCHITECT	Design Innovation Architects
PROJECT SIZE	936,000 Square Feet
CONSTRUCTION START	October 2021
ANTICIPATED COMPLETION	Spring 2023

PROJECT TEAM

-  Andy Zimmerman, Sr. Project Manager
- Myles Ayers, Project Manager
- Joe Slate, Superintendent
- Robert Holtby, Superintendent
- Lee Ann Watson, Project Management Assistant
-  Tory Rice, DSB Project Manager



Portobello America's new state-of-the-art tile manufacturing plant will be located on a 92-acre site on the south side of Interstate 40 in Putnam County at 8401 Ditty Road. The site was formerly known as the Tennessee Speedway Dirt Racetrack. The facility will span 936,000 square feet, including 30,000 square feet of office space, a showroom, research-and-development lab and production lines.



Nashville Women's Rescue Mission

ARCHITECT	Design Constructors, Inc.
PROJECT SIZE	71,880 Square Feet
CONSTRUCTION START	August 2021
ANTICIPATED COMPLETION	Spring 2023

PROJECT TEAM

-  Luke Maddox, Senior Project Manager
- Tommy Manley, Superintendent
- Jennifer Hastings, Project Engineer
- Lee Ann Watson, Project Manager Assistant
-  Ben Carraway, Design Project Manager



This facility will be a 71,880 square foot building with two stories and a basement, with entries on Rosa L Parks and the public alley. The building features Dayrooms, Chapel, Cafeteria, and Dorm Rooms, and serves the two groups of women using the Mission's services: women who need short term emergency food or shelter, and women part of the long-term Life Recovery Program.



Spring Hill Industrial Park 2&3

ARCHITECT	Design Constructors, Inc.
PROJECT SIZE	229,919 Square Feet
CONSTRUCTION START	October 2021
COMPLETION	September 2022

PROJECT TEAM

-  Mike Nolan, Senior Project Manager
- Todd Keiser, Superintendent
- Lee Ann Watson, Project Manager Assistant
-  Steve Jasinski, Project Designer

T.W. Frierson and DCi have partnered with the Charles Hawkins Company and their financial partners to design and deliver the Spring Hill Industrial Park (SHIP), a Class-A industrial business park located in one of the fastest growing suburbs in Middle Tennessee. After performing due diligence studies and numerous site plan options for the property, the developers purchased the 105 acre site that can contain multiple buildings totalling approximately 1,000,000 SF.

The first 176,400 square foot industrial building was recently completed and fully leased, sparking the addition of two more industrial buildings of 132,889 square feet and 99,110 square feet to be constructed on the southeast corner of Beechcroft Road and Cleburne Road in western Spring Hill.



Featured Projects



BY THE NUMBERS

2,977
CUBIC YARDS OF CONCRETE

80
TONS OF REBAR

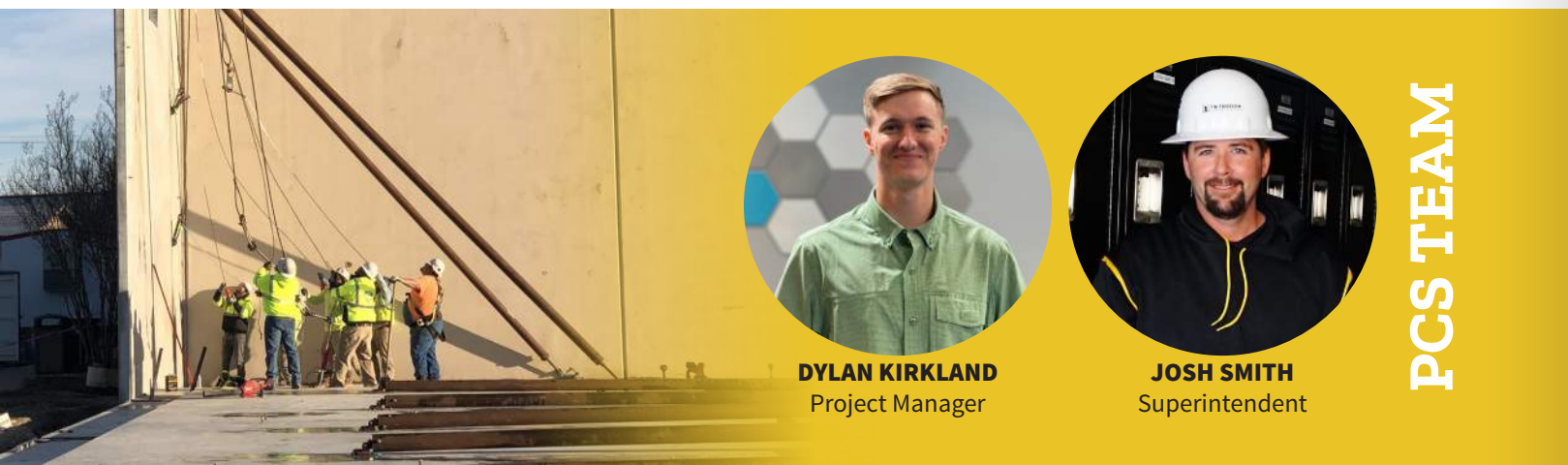
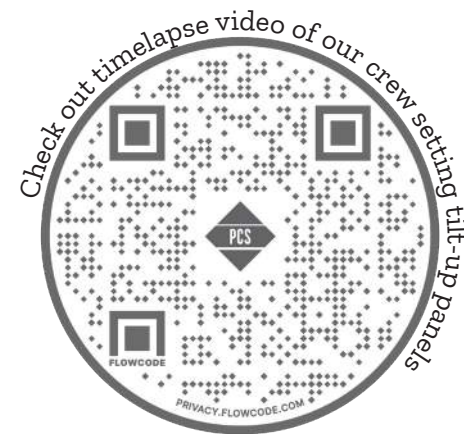


This project represents a \$30 million investment by JC Ford to expand two existing facilities and create 210 new jobs in Maury County over the next five years.

Family-owned and operated, JC Ford was founded nearly 80 years ago. The company is a leading manufacturer in high-speed corn tortilla production equipment with production ranging from 1,000 to 8,000 dozen per hour.

JC Ford also manufactures tortilla chip production lines, ranging from 250 pounds per hour to a completely automated 4,000 pounds per hour system. The company works with clients offering customized options for layout, design, equipment, product development and service to fit each client's needs while maximizing resources and product quality.

T.W. Frierson and its LLCs will be completing the design and construction of a warehouse expansion and office addition to the campus which was originally built in 2003 and 2007 respectively.



DYLAN KIRKLAND
Project Manager



JOSH SMITH
Superintendent

PCS TEAM

NASHVILLE WOMEN'S RESCUE MISSION BUILDING DEDICATION CEREMONY

On February 23, 2022 we gathered at the Nashville Women's Rescue Mission site for a blessing and dedication ceremony. We're so honored to work on this project and can't wait to see the tremendous impact it will have on our community.



"We understand that we're not just building a shelter, a refuge from the cold, the wind, and the rain. We're building a place of refuge for souls battered by the storms of life... we pray as we lay the foundation for the physical building that the cornerstone of this project be Jesus Christ, the true and only cornerstone upon which lives can be built and rebuilt."

- Nashville Rescue Mission Board Member



COMMUNITY INVOLVEMENT

Helping people thrive and giving back to our communities is at the root of T.W. Frierson's mission. We proudly support an array of different charities through company-wide charitable drives, sponsoring local youth teams and activities, mentorship programs and volunteering our time at local non-profits.





Existing facility pre-renovation



CUMBERLAND INTERNATIONAL TRUCKS

MASSMAN DRIVE RENOVATION

An existing facility on Massman Drive is the latest project we're working on for a long-time client, Cumberland International Trucks. This 166,850 square foot warehouse is being renovated into a state-of-the-art tractor trailer service center and lease/ rental facility, complete with a training and education area and electric vehicle charging stations.

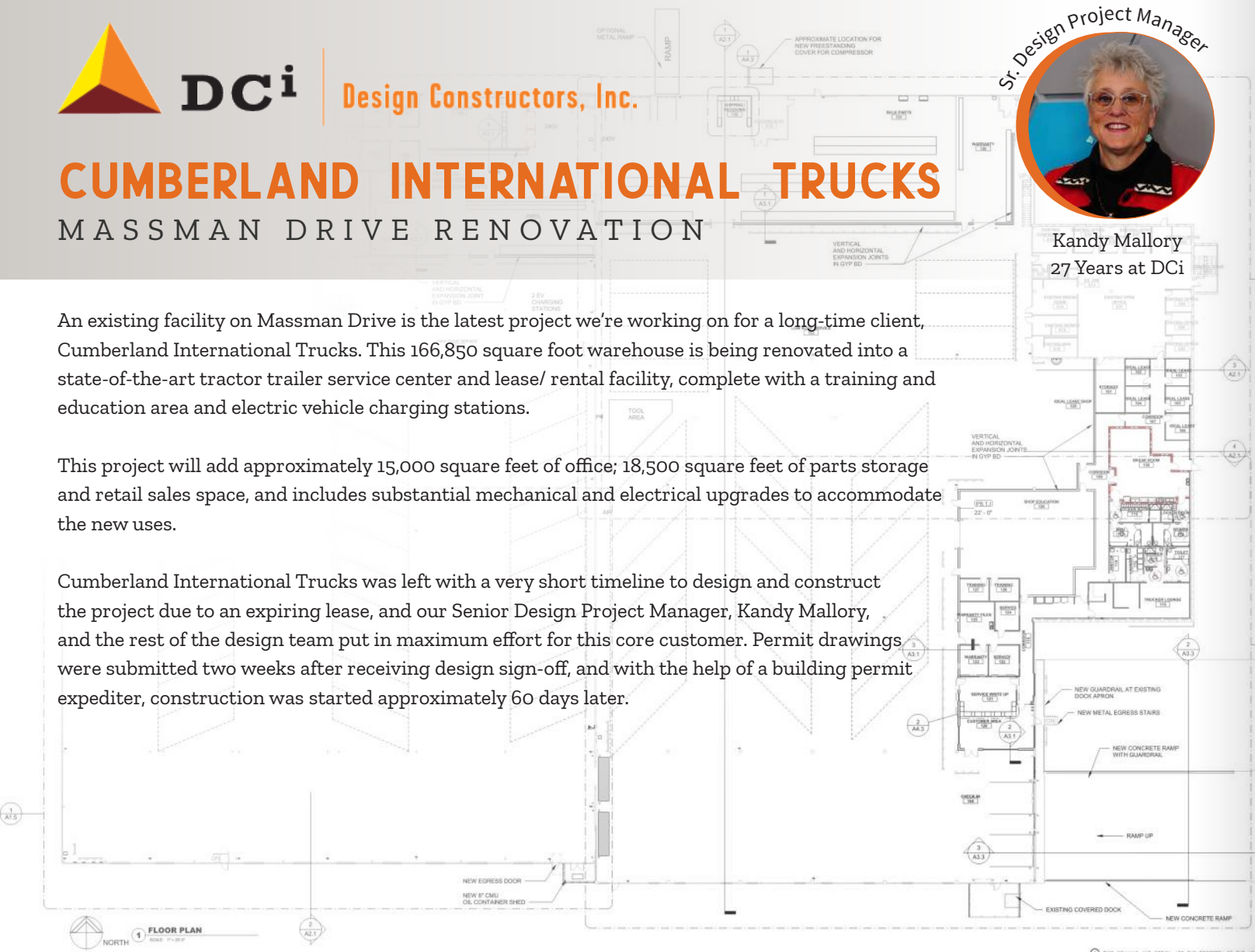
This project will add approximately 15,000 square feet of office; 18,500 square feet of parts storage and retail sales space, and includes substantial mechanical and electrical upgrades to accommodate the new uses.

Cumberland International Trucks was left with a very short timeline to design and construct the project due to an expiring lease, and our Senior Design Project Manager, Kandy Mallory, and the rest of the design team put in maximum effort for this core customer. Permit drawings were submitted two weeks after receiving design sign-off, and with the help of a building permit expeditor, construction was started approximately 60 days later.

Sr. Design Project Manager



Kandy Mallory
27 Years at DCi



#TWFWHEREISTED?

ATTENTION TWF EMPLOYEE OWNERS!

Join in the fun and tag us in your adventures.
We'd love to see all the places you go!

Tag **@TWFRIERSON**
Use **#TWFWHEREISTED**

If you don't want to post the photo to your own account, send us an email with the photo and a brief description at pr@twfrierson.com or send us a DM on Facebook or Instagram!



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@DESIGN_CONSTRUCTORS



T.W. Frierson continues to grow presence in Cookeville, Putnam County

T.W. Frierson Contractor, Inc. has been awarded the construction contract for a new FedEx Ground Package facility in Cookeville. The facility will feature a 240,000 square foot warehouse with an 11,000 square foot office and approximately a 4,000 square foot vehicle maintenance garage. This facility is designed by Castles Design Group, PLLC and will be located on approximately 50 acres located at 4676 Tennessee Avenue.

The developer for this project, The Westmoreland Group, based out of Huntsville, Alabama, also has several other FedEx Ground facilities under construction around the Southeast.

This is the second project recently awarded to T.W. Frierson in Cookeville. T.W. Frierson recently announced construction for the 936,000 square-foot tile manufacturing facility for Portobello Group in Baxter. The 92-acre project site is located on the south side of Interstate 40 at 8401 Ditty Road. The site was formerly known as the Tennessee Speedway Dirt Racetrack. Phase I will span 936,000 square feet, including 30,000 square feet of office space, a showroom, research-and-development lab and production lines

The construction team has deep ties to the Cookeville community. In addition to being active members of the Highlands Economic Partnership and Cookeville-Putnam Chamber, Shannon Patterson, Superintendent for the FedEx Ground project has led projects in the Upper Cumberland Region over his career, and most recently supervised the construction of Hörmann Manufacturing Facility located in White County. Patterson is a second generation employee owner at T.W. Frierson and has been a valuable team member for nearly 25 years.

“We look forward to growing our presence in the Cookeville and the Upper Cumberland Region. As active members of the Highlands Economic Partnership, we recognize this region has tremendous growth opportunity and access to all the amenities that will bring high-impact jobs to the area. We can’t wait to see what the future holds.”

- Brent Edwards, Vice President of Business Development at T.W. Frierson.

GROUNDBREAKING CEREMONY HELD FOR FEDEX GROUND FACILITY

By Michelle Price, UCBJ Managing Editor

COOKEVILLE – An official groundbreaking ceremony for the new FedEx Ground distribution facility was held Wednesday, April 27. The 255,000 square foot facility, located at 4676 Tennessee Avenue.

The facility is aiming for a November 2022 opening, prior to the holiday season, according to Robert Newman, Managing Director of FedEx Ground. The facility is expected to turn over 7,300 packages per hour.

Booming business during the COVID-19 pandemic has prompted FedEx to open 200 new facilities as the shipping industry has absolutely skyrocketed, according to Newman.

FedEx Ground is currently operating with 215 employees in a 30,000 square-foot facility on TennTex Drive off of Highway 111. With the move to the new, much larger facility, FedEx plans to add another 200 employees.

“An investment in Putnam County is an investment in growth. The proximity to both HWY 111 as well as I-40 makes this project a no-brainer for the shipping industry. The location combined with the workforce in Putnam County will bring success for all parties involved,” said Putnam County Mayor Randy Porter.

“We are thrilled to welcome the FedEx Ground distribution facility to the Highlands Business Park,” Chamber President Amy New added. “Their investment in our area shows their dedication and confidence in our community to provide the ideal workforce that will be a main contributor to their success.”

Developed by The Westmoreland Company, Inc., the project dedicates a significant capital investment from the group which impacts Cookeville and Putnam County as a whole. The site for the project is located on Tennessee Avenue south of Highlands Business Park. The facility is designed by Castles Design Group, PLLC and is being constructed by T.W. Frierson. This facility will work in tandem with FedEx Ground’s various facilities throughout the Southeast.

“This is the first project in Cookeville developed by Westmoreland Group, and we are thrilled to welcome them into Cookeville’s economic development family. Their stellar work and commitment to the project will be a game-changer for our community,” said Melinda Keifer, Coordinator of Economic Development for the City of Cookeville

“FedEx Ground is growing and their commitment to Cookeville emphasizes our role as a logistics location for the shipping industry in the Southeast,” said Cookeville Mayor Ricky Shelton.



Red Knight Expansion



This design build project is a 40,625 square foot addition to an existing facility and is being constructed for our long time friend and client, Dave Berggren. The original 60,125 square foot facility was constructed by T.W. Frierson in 2011-2012 by Michael Massey and Dan Taylor. Other projects completed for Dave include the Ashley Furniture Homestore and the Furniture Connection retail stores.



... BY THE NUMBERS ...

40,625

Square Feet

\$2,903,960

Total Contract Value

**APRIL
2022**

Anticipated
Completion

220,725

Total Pounds of Butler
Materials Ordered

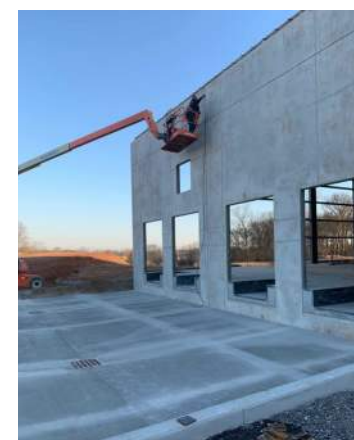
PROJECT CHALLENGES

Connecting to an existing facility presents several challenges. We had drawings for the existing building, but you never know if it was built exactly per those drawings or if the building moved or settled over time. We had to field measure the existing building to verify that it matched what the drawings showed so that we could make sure the addition matched.

Site Logistics -- There is very little room for lifts and material staging around the perimeter of the building. When roofing, we couldn't get a crane set up on the back side of the building to stage roofing material, so we had to load the material on the front side of the roof and then carry the roof sheets to the back.

Weather! We have lost over 10 working days due to snow, ice, rain, wind, etc. With this site being in an industrial park, it is very exposed to weather and is one of the windiest sites we've ever been on.

Canopy Installation -- We are installing a 10' x 65' canopy on the front of the building which has presented unique challenges. A 10' projection is large compared to most canopies we install and will require substantial bracing. There are openings for louvers in the concrete tilt-up wall, which has required close coordination to strategically locate the braces to make sure they don't land where an openings are. In order to do this, the canopy supplier decreased the angle of the braces so that they would all attach below these louver openings. Decreasing the angle caused the required pull-out strength of the anchors used to attach the canopy braces to the tilt wall to increase from 2000lbs per anchor to 3600lbs per anchor. The wall is full of rebar, so drilling into the wall to install the anchors is not going to be easy.



PROJECT TEAM

DSB Project Manager



Tory Rice

DSB Superintendent



Alan Quam

PCS Project Manager



Dylan Kirkland

PCS Superintendent



Jeff Smith

TWF Project Manager



Jay McGinnis

TWF Superintendent



Cliff Manley

Project Manager Assistant



Lisa Sanford

Sr. Design Project Manager



Kandy Mallory



Cumberland Truck

Dickson County Admin Building | Dickson, TN



MATT TAYLOR, VP OPERATIONS
JASON WATSON, SUPERINTENDENT
LEE ANN WATSON, PROJECT MANAGER ASSISTANT

FedEx Ground | Cookeville, TN



JACK BARRETT, SR. PROJECT MANAGER
SHANNON PATTERSON, SUPERINTENDENT
LISA SANFORD, PROJECT MANAGER ASSISTANT
DYLAN KIRKLAND, PCS PROJECT MANAGER
JOSH SMITH, PCS SUPERINTENDENT





ZAK MCBRIDE, DSB PROJECT MANAGER

FOCUS ON


3040 Sidco Drive Mezzanine | Nashville, TN



CRAIG KARASZEWSKI, SR. PROJECT MANAGER
JOSHUA HURST, SUPERINTENDENT
LEE ANN WATSON, PROJECT MANAGER ASSISTANT
 **MATTHEW HOWELL, DSB PROJECT MANAGER**
 **CRAIG POLANCICH, SR. DESIGN PROJECT MANAGER**

Boat Locker Phase 4 | Hermitage, TN



MYLES AYERS, PROJECT MANAGER
MICHAEL LEAHEY, SUPERINTENDENT
LISA SANFORD, PROJECT MANAGER ASSISTANT
 **KANDY MALLORY, SR. DESIGN PROJECT MANAGER**



Brentwood United Methodist Church | Brentwood, TN

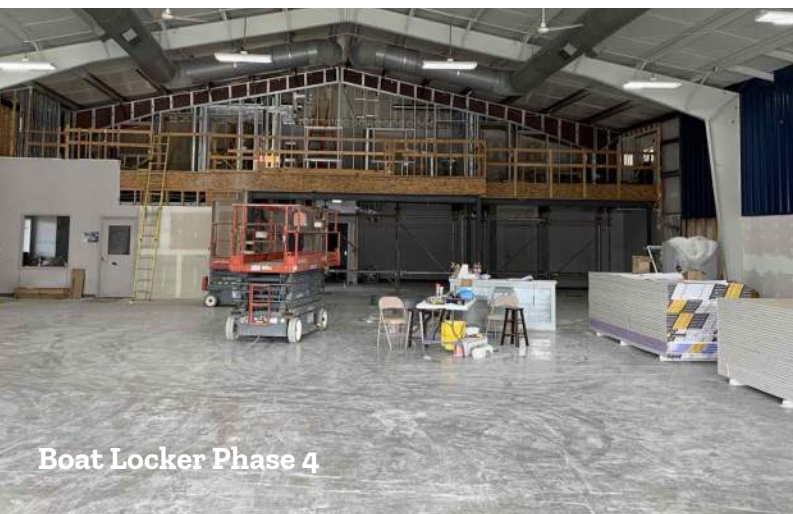


CRAIG KARASZEWSKI, SR. PROJECT MANAGER
DAN TAYLOR, SUPERINTENDENT
LISA SANFORD, PROJECT MANAGER ASSISTANT

Cumberland International Trucks | Nashville, TN






CRAIG KARASZEWSKI, SR. PROJECT MANAGER
TONY TIDWELL, SUPERINTENDENT
LISA SANFORD, PROJECT MANAGER ASSISTANT
 **DYLAN KIRKLAND, PCS PROJECT MANAGER**
JEFF SMITH, PCS SUPERINTENDENT
 **KANDY MALLORY, SR. DESIGN PROJECT MANAGER**



Boat Locker Phase 4



Gravity Defyer | Lebanon, TN



JAY MCGINNIS, PROJECT MANAGER
DEL PERRY, SUPERINTENDENT
LISA SANFORD, PROJECT MANAGER ASSISTANT
 **DYLAN KIRKLAND, PCS PROJECT MANAGER**
JAMES COLTON, PCS SUPERINTENDENT
 **TORY RICE, DSB PROJECT MANAGER**
ALAN QUAM, DSB SUPERINTENDENT
SARA PROCTOR, DSB PROJECT ENGINEER
 **SEAN FOOTE, DIRECTOR OF ARCHITECTURE**




Himmell Architecture Door & Hardware | Mt. Juliet, TN



BRENT EDWARDS, SR. PROJECT MANAGER
GRIFFIN JONES, SUPERINTENDENT
LEE ANN WATSON, PROJECT MANAGER ASSISTANT
 **NEIL LAMBERT, DSB PROJECT MANAGER**
ALAN QUAM, SUPERINTENDENT
 **STEVE JASINSKI, DESIGN PROJECT MANAGER**


JC Ford | Columbia, TN



MIKE NOLAN, SR. PROJECT MANAGER
RANDY LANE, SUPERINTENDENT
LEE ANN WATSON, PROJECT MANAGER ASSISTANT
 **DYLAN KIRKLAND, PCS PROJECT MANAGER**
GREG WELLMAN, PCS SUPERINTENDENT
LISA SANFORD, PROJECT MANAGER ASSISTANT
 **NEIL LAMBERT, DSB PROJECT MANAGER**
CARLOS ALDANA, DSB SUPERINTENDENT
 **BEN CARRAWAY, SR. DESIGN PROJECT MANAGER**

Metro Stormwater Admin Building | Nashville, TN




LUKE MADDOX, SR. PROJECT MANAGER
JORGE LEAL, SUPERINTENDENT
LISA SANFORD, PROJECT MANAGER ASSISTANT
 **TORY RICE, DSB PROJECT MANAGER**
DONNIE HEIRS, DSB SUPERINTENDENT



Portobello Porcelain Plant

Milwaukee Tool | Grenada, MS



LAUREN CARTER, PROJECT MANAGER
JEFF WAGGONER, SUPERINTENDENT
LEE ANN WATSON, PROJECT MANAGER ASSISTANT
 **CRAIG POLANCICH, SR. DESIGN PROJECT MANAGER**

Nashville Women's Rescue Mission | Nashville, TN



LUKE MADDOX, SR. PROJECT MANAGER
TOMMY MANLEY, SUPERINTENDENT
LEE ANN WATSON, PROJECT MANAGER ASSISTANT
 **BEN CARRAWAY, DESIGN PROJECT MANAGER**



Omohundro South - Building H | Nashville, TN



TORY RICE, DSB PROJECT MANAGER


Please Be Seated | Nashville, TN



JAY MCGINNIS, PROJECT MANAGER
TIM BLAKENEY, SUPERINTENDENT
LISA SANFORD, PROJECT MANAGER ASSISTANT
 **TORY RICE, DSB PROJECT MANAGER**
DONNIE HEIRS, DSB SUPERINTENDENT
 **SEAN FOOTE, DIRECTOR OF ARCHITECTURE**
STEVE JASINSKI, SR. DESIGN PROJECT MANAGER

Portobello America | Nashville, TN



ANDY ZIMMERMAN, SR. PROJECT MANAGER
MYLES AYERS, PROJECT MANAGER
JOE SLATE, SUPERINTENDENT
ROBERT HOLTBY, SUPERINTENDENT
LEE ANN WATSON, PROJECT MANAGER ASSISTANT
 **TORY RICE, DSB PROJECT MANAGER**

Prologis 1 & 2 TI | Lebanon, TN



JACK BARRETT, SR. PROJECT MANAGER
JAY MCGINNIS, ASSISTING PROJECT MANAGER
ZAC WATSON, ASSISTANT SUPERINTENDENT
LISA SANFORD, PROJECT MANAGER ASSISTANT

Prologis - Building 3 TI | Lebanon, TN



JACK BARRETT, SR. PROJECT MANAGER
JAY MCGINNIS, ASSISTING PROJECT MANAGER
MICHAEL LAWSON, SUPERINTENDENT
LISA SANFORD, PROJECT MANAGER ASSISTANT

Red Knight Expansion | Clarksville, TN



JAY MCGINNIS, SR. PROJECT MANAGER
CLIFF MANLEY, SUPERINTENDENT
LISA SANFORD, PROJECT MANAGER ASSISTANT



TORY RICE, DSB PROJECT MANAGER
ALAN QUAM, DSB SUPERINTENDENT
SARA PROCTOR, DSB PROJECT ENGINEER
 **KANDY MALLORY, SR. DESIGN PROJECT MANAGER**

Sequoia Swim & Tennis Club | Nashville, TN



NEIL LAMBERT, DSB PROJECT MANAGER
JULIO PINEDA, DSB SUPERINTENDENT


Rockdale IV Distribution Center | Mt. Juliet, TN



JACK BARRETT, SR. PROJECT MANAGER
MYLES AYERS, PROJECT MANAGER
SCOTT PETERSON, SUPERINTENDENT
RICHARD HAYES, ASSISTANT SUPERINTENDENT
LEE ANN WATSON, PROJECT MANAGER ASSISTANT
 **ZAK MCBRIDE, DSB PROJECT MANAGER**
 **SEAN FOOTE, DIRECTOR OF ARCHITECTURE**


SHIP - Building 2 & 3 | Spring Hill, TN



MIKE NOLAN, SR. PROJECT MANAGER
TODD KEISER, SUPERINTENDENT
LEE ANN WATSON, PROJECT MANAGER ASSISTANT
 **STEVE JASINSKI, DESIGN PROJECT MANAGER**



Tennessee Oncology | Dickson, TN



MIKE NOLAN, SR. PROJECT MANAGER
JAY EARNEY, SUPERINTENDENT
LEE ANN WATSON, PROJECT MANAGER ASSISTANT
 **DYLAN KIRKLAND, PCS PROJECT MANAGER**
JEFF SMITH, PCS SUPERINTENDENT

Wasco Maintenance Shop | Nashville, TN



CRAIG KARASZEWSKI, SR. PROJECT MANAGER
ALEX MARTIN, ASSISTANT SUPERINTENDENT
LEE ANN WATSON, PROJECT MANAGER ASSISTANT
 **TORY RICE, DSB PROJECT MANAGER**
JULIO PINEDA, DSB SUPERINTENDENT
SARA PROCTOR, DSB PROJECT ENGINEER
 **BEN CARRAWAY, SR. DESIGN PROJECT MANAGER**



NEW PROJECT ANNOUNCEMENT!

CHEATHAM CO. JAIL ADDITION & RENOVATION

The Cheatham County Commission voted to award T.W. Frierson the construction contract for the expansion and renovation of the Cheatham County Jail at a special session in February 2022.

Recent success working with Knoxville based architect MBI Companies to deliver the state-of-the-art Hörmann Manufacturing Facility in White County, TN accompanied by our experience and successful delivery of the Dickson County Justice Center played an instrumental role in us receiving the award for this project, along with our teams' energy and enthusiasm for entering this new market.

The job is currently in the design and preconstruction phase. Our team is working closely with MBI Companies and County officials to provide accurate pricing for county approval.

The project generally consist of renovating the existing County jail facilities and the construction of new facilities. The Project provides for a jail with approximately 200 beds (plus a possible 64 additional beds), sheriff's office and court facility. The expanded facilities will be located immediately behind and beside the current County Jail located 200 Public Square, Ashland City, TN.

The current facility is certified for 116 inmates but housed as many as 200 inmates before the pandemic. Overcrowding and other issues have caused the jail to risk decertification from The Tennessee Corrections Institute, the agency that provides certification and education for correctional facilities in Tennessee. Mayor McCarver said the overcrowding issue must be addressed, not only because of the risk of being decertified by the State, but also for the safety of the inmates and staff. He said the overcrowding creates high staff turnover, which means staff with less experience and high costs for training new staff.

Also, because of space constraints, having any kind of inmate training or religious services is a challenge, and those activities both help to keep recidivism rates down. McCarver said the jail's recidivism rate is over 80%, compared to the state average of 55%. "It costs the county to have the same inmates unable to break the cycle and return repeatedly to jail," McCarver said.



2021/2022 BRONZE LEVEL

We are pleased to announce we have achieved Bronze level certification in Associated Builders and Contractor's STEP Safety Management System, meaning the company is 655% safer than the industry average. Founded more than three decades ago, STEP has evolved into a world-class safety program that dramatically improves safety performance among construction industry participants..

T.W. Frierson has participated in ABC's STEP Program for nearly 30 years and was recognized as an Accredited Quality Contractor and one of ABC's Top Performers in 2019 and 2020.

STEP participants measure their safety processes and policies on key components through a detailed questionnaire with the goal of implementing or enhancing safety programs that reduce jobsite incidents.

"Safety is a journey, and that journey is possible because of systems like STEP, which enables ABC member contractors like T.W. Frierson to have a safer and more productive jobsite," said Greg Sizemore, ABC vice president of health, safety, environment and workforce development. "Committing to total human health is essential to ensure both the physical and mental health and safety of our workforce, and I commend [company] for consistently fulfilling those commitments to raising the bar of safety performance."

According to ABC's annual Safety Performance Report, STEP participants, regardless of company size or type of work, and can reduce recordable incidents up to 85%, making the best performing companies more than eight times safer than the U.S. Bureau of Labor Statistics industry average. Ratings range from Diamond, the highest, to Platinum, Gold, Silver, Bronze and Participant.

To learn more about the STEP program, visit abcstep.org.

T.W. FRIERSON CONTRACTOR, INC.

SAFETY COMMITTEE

A safety program is essential to protecting a construction company's most valuable asset: **its team**. Those same team members are also the biggest determining factor of whether a safety program will be successful.

Intentionally empowering employees to have a voice and role in the company safety program will improve outcomes, which is why TWF has decided to establish a Safety Committee.

The committee includes representatives from all facets of our company and our goal is to review our existing safety culture and identify areas for improvement.

We have identified several hot button issues that will be addressed over the coming months including, but not limited to:

- Training opportunities
- Setting expectations with subcontractors early
- Employee led jobsite audits
- Learning more from our peer group companies
- Increased safety communications
- Refresh of the safety incentive program

As we tackle these items, other initiatives will be added to the list -- we encourage everyone in the company to be thinking strategically and to share their ideas with us!

The overall goal is to effectively support a safety program that empowers our team and truly prioritizes our people and their safety.

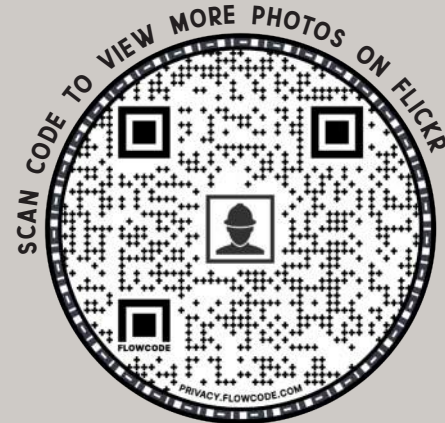
SAFETY COMMITTEE MEMBERS:

Nathan Heppler, Eric Davis, Jake Wisecup, Kit Ozburn, Shannon Patterson, Griffin Jones, Angel Gonzalez, Keith Mooneyham, Lauren Carter, Dylan Kirkland, Montana Dodd, Jamie Holmes, Brent Edwards

Questions? Or want to get involved?

Email safetycommittee@twfrierson.com

We were thrilled to join Rackley WAR in sponsoring the NASCAR Truck Series at Bristol Motor Speedway. We have partnered on many significant projects across the region together and are grateful to be considered by a truly exceptional trade partner like Rackley. We are incredibly thankful to enjoy both a professional and personal relationship with Rackley, who demonstrates the highest level of integrity and service.



Our team attended the 2022 Butler Sales Meeting at the beginning of April and our team was awarded 2020 Southeast Region Volume Builder of the Year & \$155 Million Cumulative Butler Sales!



METAL BUILDING AWARDS

- # 1 Volume Builder of the Year, SE Region (1992 – 2008, 2010 – 2017, 2019, 2020)
- Butler \$155 Million Award (2021)
- Butler \$150 Million Award (2020)
- Butler \$145 Million Award (2019)
- Butler \$140 Million Award (2018)
- Butler \$135 Million Club (2017)
- Butler \$130 Million Award (2017)
- High Performance Builder (1983, 1985, 1989, 1990, 1992 – 2019)
- Million Dollar Builder (1983, 1985, 1986, 1988, 1989, 1992 – 2019)
- Builder of the Year, North America (1993, 2003, 2010)
- Builder of the Year, Southeast (1992, 2010, 2014, 2015)
- Metal News Construction, #2 in Nation, SF. of Pre-Engineered Buildings (2011)
- Metal News Construction, #8 in Nation, Amt. of Erected Tons of Steel (2011)

Congratulations ON YOUR PROMOTIONS!



JAVIER SALAZAR
Assistant Superintendent
18 Years of Service



JOSE SALAZAR
Assistant Superintendent
18 Years of Service



TRENT ROBINSON
Assistant Superintendent
10 Years of Service



DESIGN SYSTEMS BUILDERS, LLC



CELEBRATING WOMEN IN CONSTRUCTION (WIC) WEEK 2022

A Butler Builder® Shares Her Story

Butler Manufacturing™ has a commitment to women in construction that is rooted in our culture and values. With support and empowerment from our parent company, BlueScope Buildings North America, Butler acts on this commitment at every level of the organization. When we celebrate Women in Construction (WIC) Week, it is to recognize the achievements and unique contributions women make in this industry and to encourage other women to explore career opportunities in construction, because we know our company will be stronger with them in it.

One example comes from Design Systems Builders, LLC (DSB), a Butler Builder in Nashville, TN, where Sara Waggoner has worked since 2005. Sara currently serves as the Director of Marketing and Client Relations for DSB's parent company, T.W. Frierson Contractor, Inc., a role with broad-ranging responsibilities including business development and public relations. Over the years, Sara's combination of confidence and unique perspective has helped the companies grow.

Unlike some women who grew up in a construction family and seek careers in construction, Sara's sights were set on a different path. She earned a bachelor's degree (magna cum laude) in Criminal Justice with plans to attend law school. But a healthy dose of self-awareness made her realize that was not where she would be happy.

Construction Just 'Meshed' for Sara

"It was one of my first jobs out of college, I started working for a small general contractor when I was in Houston, TX, and it grew from there," Sara said. "When I moved to Nashville, that was the only 'real' experience I had, so I looked for a job in something I knew and landed at T.W. Frierson."

With some experience in the construction industry under her belt, Sara was prepared for what she would encounter.

"I had three interviews [at T.W. Frierson] and at my final interview there were eight guys in it. But they didn't intimidate me," she said. "I knew—because I was very outnumbered—that I had a different perspective, a different opinion, and a different way of looking at things or communicating with people. And that was something they needed."

At the time Sara was just three years out of college, but she noticed how the male-dominated company was relying on "old school" methods to promote the business. Rather than feeling limited, Sara saw this as an opportunity. "If anything, it gave me more to offer. To stay up with the times, you have to change your workforce, and how you get work, and how you interact with people," she explained. She had confidence in her ability to bring this new dynamic to the company.



Finding Her Way

Sara credits the culture of what was then a family-owned business (T.W. Frierson is now 100% employee-owned) for allowing her to find her own way in the construction industry.

"There's never been anyone directly above me who does what I do. I've really been able to work with the executives and create my next position," Sara explained. **"They've let me grow, and learn, and evolve. They've allowed me to explore and find ways to help the business."**

She also points to experiences with trade associations such as Associated Builders and Contractors and NAIOP, where she has been a National Forum Group Member since 2015. "That exposure gave me more information about the industry in general, and really built my confidence when talking with owners," she said. Providing validation of that confidence, she was recently selected to serve on the Butler Builder Advisory Council, where she and other members will provide Butler® leadership with advice and recommendations on growing the Butler business.

Change Comes Slowly

Sara doesn't blame the construction industry for the gender imbalance. She is quick to point out how other industries have far more female workers than male workers and is convinced these issues are rooted in the norms of our society.

"The construction industry has historically been a male-dominated industry. Many young women have not been exposed to construction, and therefore don't think this is a field they would enjoy or be good at."

When Sara was hired, a majority of jobs for women at T.W. Frierson were administration roles. In fact, her first position was administrative, one she describes as something "they didn't see a guy wanting to do." But things are evolving. Within the past few years, they hired the first female project manager.

"We've been around a really long time, and we just now have our first one. It's still hard to find female workers" she said. When it comes to field workers, the numbers are even more lopsided. "The workforce just isn't there. Not many women are choosing to work construction in the field."

However, just before we published this story, Sara announced that two female field engineers, who work on site in the field, joined T.W. Frierson.

Regardless of these numbers, Sara sees construction as a sustainable, long term career choice and encourages other women to consider the diverse opportunities in the industry. She is thankful for her experiences with the local chapter of NAWIC (National Association of Women in Construction), where she has served on the board since 2020. The broad range of women involved creates teaching, learning, and mentoring opportunities that are valuable for women of all experience levels. NAWIC also supports STEM programs in local schools to help young females explore career paths that women traditionally did not pursue.

With nearly 20 years of experience, Sara values her network of other females in construction saying, "Women in this industry are very supportive and stick together. We're a resource for each other."

24th Annual Women in Construction Week March 6 - 12, 2022

T.W. Frierson's commitment to women in construction is rooted in our culture and values. We have been active members of NAWIC Nashville for many years and eagerly look for opportunities to support women in the construction industry. As we celebrate Women in Construction (WIC) Week, it is to recognize the contributions and achievements women make in our industry and to encourage other women to explore career opportunities in construction.



CREATING A FOUNDATION



T.W. Frierson •

• Our Mission

FOR PEOPLE TO THRIVE

