

T.W. FRIERSON CONTRACTOR, INC.

HARD HAT NEWS

Issue 02 // August 2022



2ND ANNUAL
FIELD DAY A
HUGE SUCCESS!
EVEN WITH A LITTLE BIT OF RAIN ;)



T.W. FRIERSON
CONTRACTOR, INC.

Welcome to the Team!

Jason Hedge
Project Manager
Donnie L. Hiers
DSB Laborer
Camren Martin
PCS Laborer
Kevin Hoskins
DSB Laborer
Dakota Travis
PCS Operator
Carlos Aldana Lira
DSB Laborer
Jayquan Gandy
DSB Laborer
Tyler Hindes
DSB Laborer
Hannah Dunn
Summer Intern
Mason Rademacher
Summer Intern
Jake Thomas
PCS Operator
Jacob Walker
PCS Project Manager
Isaac Honeycutt
DSB Laborer
Joseph Cammarata
DSB Laborer
Justin Cochrane
Senior Project Manager
Nikki Kam
DSB Laborer
Esau Ramirez
PCS Carpenter
Jose Ramirez
PCS Carpenter
Leonardo Ramirez
PCS Carpenter
Claudia Aldana
Accounts Payable Clerk
Brionne Henderson
Estimator
Steve Mignoli
Assistant Project Manager
Ray Woodby
DSB Superintenden
Drake Harris
TWF Laborer
Fredy Ramos
PCS Carpenter

03 SDS, A RIGHT TO KNOW



Promotions

Please join us in congratulating **LUKE MADDOX, JACK BARRETT AND ANDY ZIMMERMAN ON** their recent promotions to Project Executive.

In their new roles, they will be providing oversight and mentorship to our Project Management team.

SUMMER INTERNS 04

Save the Date!

22ND ANNUAL GOLF TOURNAMENT
Join us on **August 29, 2022** at the **Hermitage Golf Course**. Registration opens at **11:00AM**, lunch will be provided. Shotgun Start at **1:00PM**.

Email jholmes@twfrierson.com for more information!



07 HISTORY OF THE WALL DOGS



Save the Date!

SEPTEMBER TOWN HALL

TWF Employee-owners, join us on **September 7, 2022** at **9:00AM** via zoom for our bi-monthly Town Hall!

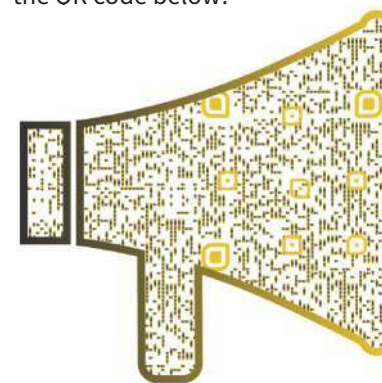
EMPLOYEE CELEBRATION

TWF Employee-owners, join us on **November 8, 2022** at our Shop for our Annual Employee Celebration event! Be on the lookout for more information coming soon!

ANNOUNCEMENTS

We're Hiring!

View jobs on indeed by scanning the QR code below!



Employee Referral Program

For each referral a current employee makes that results in a hire, the referring employee will receive the following bonus:

- \$250 per week for the first 4 weeks
- \$2000 after 12 weeks of employment
- \$2000 after 26 weeks of employment
- **TOTAL of \$5000!**
- 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.

Referrals for ALL positions at the Company qualify for this program.

Prior employees of the Company do not qualify.

Candidates MUST write the current employee's name in "referred by" blank on either the Employment Application or tell Human Resources at new hire orientation.

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

AMEC BUILDING DEDICATION 10



On May 21, 2022 we gathered with our friends from AMEC Publishing House for their Building Dedication Ceremony. With a relationship spanning decades, TWF partnered with AMEC to relocate their Headquarters in downtown Nashville. This design-build 3-story office building also includes a museum, ground floor gathering space, archives room, banquet room and future tenant spaces.

PORTOBELLO AMERICA 20

Construction of Portobello America factory making major strides - Article from Upper Cumberland Business Journal



We are honored to have been invited to be a guest on the podcast, Building Scale. Building Scale is a weekly podcast that is hosted by Will Foret and Justin Neagle. The podcast focuses on interviewing successful Architecture, Engineering, and Construction (AEC) business leaders to learn how they use people, processes, and technology to scale their businesses.





T.W. Frierson embraces safety and health as a core value and is committed to the elimination of personal injuries, occupational illnesses, and damage to equipment and property in all our operations. The construction industry is inherently dangerous, but through the guidance and expertise of our EHS Professionals, unsafe work conditions are eliminated.

As part of a recent safety initiative, we rolled out QR code hard hat stickers that have been distributed to every T.W. Frierson employee-owner. We believe that all employees on our job sites have the right to know what chemical products they are working with and should have access to our Safety Data Sheets (SDS). With the rollout of the new TWF QR code hard hat stickers, it is simple and convenient for all employees to access our SDS with their smart devices.

The QR code links directly to our personalized Sphera account page. Sphera is the leading provider of Environmental, Social and Governance (ESG) performance and risk management software, data and consulting services with a focus on Environment, health, Safety and Sustainability (EHS&S) operational risk management and product stewardship.

Many companies struggle to connect data throughout their organizations, and to communicate that risk efficiently and effectively. We've found that it's hard to complete such an enormous task, which is why we opted to utilize SpheraCloud.

Our Corporate EHS Manager, Nathan Heppler, led the charge to push for this cloud-based software as an alternative to the many hard copies of Safety Data Sheets that were stored in binders in our job site trailers. He spent months meticulously reviewing and adding all SDS to our SpheraCloud account. The platform has empowered our company to gain a comprehensive view of performance and risk in real time, breaking down information silos so everyone can have the same holistic view. We can access our SDS from anywhere on site and no longer have to spend time searching through binders in the job site trailer to find what we need.



By using a cloud-based software for SDS Management and employee accessibility via QR code sticker we are giving our workforce their "right to know" through innovation.

- Nathan Heppler, Corporate EHS Manager

2022 INTERNSHIP PROGRAM

T. W. Frierson's Internship Program is the ultimate opportunity for students seeking a successful career in the construction industry.

Our intentional rotation plan includes measurable objectives and offers the opportunity to spend essential time with each of our highly motivated and accomplished project teams. The knowledge and skills gained during an internship term is certain to equip participants with the knowledge and skills necessary to be highly successful in their careers.

Our 2022 summer interns, Hannah and Mason, had the opportunity to learn from every business unit within our company - they covered everything from spending a week with laborers in the field to marketing and business development.

Additionally they were able to complete safety and equipment operators courses and received competent person certifications in

- Confined Space
- Excavation
- Aerial Lift
- and more!

If you're interested in joining our team for a summer packed full of measurable learning objectives, led by our accomplished project teams, as well as participate in exciting team building events where you can get to know the TWF family, reach out to **Jake Wisecup** at jwisecup@twfrierson.com for more information!

Find out for yourself why our interns hold their time with our organization in such high regard.

"They want everyone to succeed and find their perfect place within the company - they really do create a foundation for everyone to thrive individually."

Hannah Dunn
Middle Tennessee State University

"T.W. Frierson has given me a great summer while providing information I will need for my future. Not only did they help me learn new information, but they helped me see how a company should treat each other."

Mason Rademacher
University of Tennessee



Thank you Hannah & Mason for spending your summer with us!

Milwaukee Tool breaks ground on new facility in Grenada, Mississippi



T.W. Frierson's in-house design team, Design Constructors, Inc. is leading the charge as the Architect of Record for this project.

In August 2021 we were approached by Riley Construction about partnering on a design-build project for Milwaukee Tool that would be built in Grenada, MS. Riley has had previous success building for Milwaukee Tool, but had limited knowledge of the subcontractor market in this region. They reached out to us because of our proximity to the site, our knowledge of working in this region, our self-performance capabilities, and our design-build expertise.

Design Constructors, Inc. worked closely with Milwaukee's architect, Steven Perry Smith, to take their conceptual drawings to a complete set that is ready for construction.

Of particular importance to Milwaukee is showcasing their brand. The main entryway and office spaces will be heavily branded and has required close coordination and approvals with their branding department. We are currently in the process of assisting to develop a fully rendered virtual walk-through of the interior spaces for Milwaukee's Brand Department to "experience" the building prior to finalizing the interior finish selections.

One of the unique features of this building is the wall system that consists of insulated precast walls and a Kirby Pre-engineered Metal Building. The building is situated on the 80-acre site to be highly visible from the interstate, requiring a high level of finish on the exterior of the building. All the wall panels will be custom color matched Milwaukee's "TOR Red" and "Bungalow Beige" to make the brand easily recognizable as people are driving by.

GROUND BREAKING

On May 19, 2022 executives from Milwaukee Tool and dignitaries from throughout the state participated in the groundbreaking ceremony at what will become the new site of the estimated 525,000 square foot facility that will make and assemble Milwaukee Tool products.

Milwaukee's latest expansion will accommodate the company's growing power tool accessories and power tool business, and will also serve as a centralized repair facility. The new location will create more than 800 new jobs, and is planned to open in mid-2023. They plan to integrate advanced technology and manufacturing equipment at this new location. The facility will house critical accessory manufacturing capabilities, and will join the company's other service hub in Greenwood, Indiana, as one of Milwaukee Tool's main axis points for service operations.

The company is creating 1,200 jobs, of which 800 will be at the new facility in Grenada and 400 will be at the company's other locations across Mississippi. According to the Mississippi Development Authority (MDA), Milwaukee Tool will have more than 5,000 employees in Mississippi and MDA Chief Economic Development Officer Bill Cork said Milwaukee Tool will be one of the largest employers in the state following this project's completion.

DID YOU KNOW?

- **Milwaukee Tool is the fastest growing brand in the industry**
- **Milwaukee has secured more than 1,500 patents since 2007**
- **They have increased the U.S. workforce by 7x in the last decade**
- **They have posted growth of 20% year over year for the last decade**

This facility will feature approximately 353,000 square feet of manufacturing space where the company will make Sawzall blades and hole saws. The power requirements for their process required the design and construction of a dedicated substation on site. It will also be home to a 110,000 square foot service center, where customers can send in their tools to be repaired or replaced and a 61,000 square foot office and mezzanine. Additionally, the 80-acre site allows Milwaukee to expand their existing footprint and add an additional building in the future.

In an effort to recruit potential employees and to give back to the community, unique to this facility because of its rural location, Milwaukee is investing in the creation of a Clinic and Wellness Center within their new facility. The Clinic will be staffed with licensed professions for employees, their families, and the community to visit when they are sick or needing their annual check-ups. There will also be a Fitness Center equipped with standard gym equipment that will be available for employees and their families to utilize.

This facility is currently under construction as a partnership between T.W. Frierson and Riley Construction and is anticipated to be complete in Mid-2023.

Building designed by: Craig Polancich, Senior Design Project Manager



Professional Concrete Solutions, LLC

HISTORY OF THE WALL DOGS



We have self performed concrete services long before we established Professional Concrete Solutions, LLC a subsidiary of T.W. Frierson. We specialize in providing commercial concrete services for contractors, developers, property management companies, and city agencies.

Affectionately called the “Wall Dogs”, our full-service team of expert concrete contractors are 100% committed to meeting our client’s needs. We bring experience, pride, and reliability to every job site. With experience that spans industries and scope, you can count on us to stand behind our work.

In the early 1990’s, T.W. Frierson Contractor, Inc. developed relationships with several local developers that were constructing tilt-up concrete wall buildings which included poured in place concrete dock walls.

After completing several of these projects, we realized that our forming operations were not very efficient, leading us to start looking for a good long-term solution that would allow us to continue self performing this work. It was decided that we needed to hire a concrete formwork person that could bolster our abilities and be a mentor to others.

T.W. Frierson has been self-performing concrete work for over 40 years!



We were fortunate to find Jeff Smith who joined us from Concrete Form Erectors. With his expertise, we were able to build a great team that became known as *The Wall Dogs*. Over the next ten years *The Wall Dogs* acquired many new team members, allowing us to have full concrete crews at three to four jobsites simultaneously. They have been instrumental to our success with clients like Nissan North America and Bridgestone America’s. They have constructed many complicated concrete pit and trench projects, including a 2400 ton hydraulic press pit foundation and large curing trenches and presses. Additionally, this group has always been willing to travel and have made impacts on our projects in Florida, Texas, Mississippi, Arkansas, Kentucky, Maryland, Indiana, among other states in the Southeastern United States.

Today, this group is known as Professional Concrete Solutions, LLC, a wholly owned subsidiary of T.W. Frierson Contractor, Inc. They perform our concrete work for foundations, slabs, pits, walls, and tilt-up panels. This group is instrumental in allowing us to control the critical path of our projects while ensuring our quality is second to none. We are very proud of our company’s history and the positive impact that *The Wall Dogs* have made over the last twenty six years!

PROJECTS CURRENTLY UNDER CONSTRUCTION

CUMBERLAND TRUCK RENOVATION

GRAVITY DEFYER

CONFIDENTIAL CLIENT

SPRING HILL INDUSTRIAL PARK (SHIP)
BUILDINGS 2 & 3



AMEC PUBLISHING HOUSE BUILDING DEDICATION

The new state-of-the-art Publishing House features a curated collection of artistic expressions, accentuating its capacity of storytelling across borders. Various gallery spaces in the building feature artwork from Memphis-based visual artist and dedicated AMEC member Terry Lynn, which will be part of the permanent art collection of the Publishing House. The space also features a series of quilts in the two-story lobby from fiber artist Dr. Judi Wortham and a prominent portion of the exterior façade showcases the work of Brandon “BMike” Odums, a New Orleans-based muralist.

Serving both the connectional AMEC and the Nashville community, the new Publishing House is designed to be a combination of working office and gathering spaces; an impressive triumph fit for the evolving city. The Publishing House remains the publishing operation hub for the African Methodist Episcopal Church and houses eight other departments for the denomination:

- Chief Financial Officer
- Chief Information Officer
- Department of Research and Scholarship
- The Christian Recorder – the oldest continuous periodical by persons of African descent in the country
- Departments of Church Growth and Development
- Retirement Services
- Global Witness and Ministry
- House the resident Bishop and headquarters for the 13th Episcopal District

Each of these AMEC departments are housed in individual office suites. They benefit from shared and collaborative spaces such as high-tech conference rooms and a shared printing/copying center.


The broader Nashville community is also poised to benefit from the Publishing House’s new building. In addition to the offices and departments, the building features spaces the public is invited to enjoy and engage. A permanent art collection is on display and many works will be showcased in a dedicated gallery space on the first floor. The lobby is designed to be a multi-functional space that is equipped to hold chapel services, chamber concerts, literary readings, community meetings, lectures, and even theatrical productions. When this space is not reserved, the lobby will remain open as a community reading room, fit with seating, ample outlets, charging devices and Wi-Fi for those in the community to enjoy. The third floor of the building offers a banquet space, designed for community receptions, galas, and celebrations and features a private balcony that overlooks Nashville.




“Storytelling, in all its forms, is a hallmark of the African continent and diaspora. From griots and folk-tellers to poets and singers, the crafting and sharing of a story is part-and-parcel with the rich heritage of Blackness. This could not be more evident than in the crafting and execution of the new Publishing House of the African Methodist Episcopal Church which was dedicated in May 2022. The AMEC Publishing House (Sunday School Union) has been a leading force in sharing liberative stories and religious publications since the late-nineteenth century, one of the earliest institutions of its kind. This new accomplishment, constructed under the leadership of the Reverend Dr. Roderick D. Belin, president/publisher of the Publishing House, serves as a continuation of a legacy of “telling the story,” both in Nashville and beyond.” - AMEC Official

FOCUS ON *the field*

Brentwood United Methodist Church Brentwood, TN


 Craig Karaszewski, Sr. Project Manager
Dan Taylor, Superintendent
Amy Whiffen, Project Management Assistant

Cumberland Truck | Nashville, TN



 Craig Karaszewski, Sr. Project Manager
Tony Tidwell, Superintendent
Amy Whiffen, Project Management Assistant
 Jacob Walker, PCS Project Manager
Josh Smith, PCS Superintendent
 Matthew Howell, DSB Division Manager
Trent Robinson, DSB Superintendent
 Kandy Mallory, Sr. Design Project Manager





Dickson County Admin Building | Dickson, TN

 Matt Taylor, VP Operations
Jason Watson, Superintendent
Lee Ann Watson, Project Management Assistant





FedEx Ground | Cookeville, TN

 Jack Barrett, Project executive
Shannon Patterson, Superintendent
 Richard Hayes, Superintendent
Amy Whiffen, Project Management Assistant
Zak McBride, DSB Project Manager


Fessey Park | Nashville, TN

 Jack Barrett, Project executive
Dan Hasselbring, Project Manager & Estimator
Alex Martin, Superintendent
Amy Whiffen, Project Management Assistant
 Zak McBride, DSB Project Manager




Gravity Defyer | Lebanon, TN

 Jay McGinnis, Project Manager
Del Perry, Superintendent
Amy Whiffen, Project Management Assistant
 Jacob Walker, PCS Project Manager
James Colton, PCS Superintendent
 Tory Rice, DSB Project Manager
Sara Proctor, DSB Project Engineer
 Sean Foote, Director of Architecture





Griffin Partners | Spring Hill, TN

 Justin Cochrane, Sr. Project Manager
Michael Leahey, Superintendent
Amy Whiffen, Project Management Assistant



Himmel Door - Beckwith Farms | 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
Sara Proctor, DSB Project Engineer
 Steve Jasinski, Design Project Manager



JC Ford | Columbia, TN

 Mike Nolan, Sr. Project Manager
Randy Lane, Superintendent
Lee Ann Watson, Project Management Assistant
 Jacob Walker, PCS Project Manager
Greg Wellman, PCS Superintendent
 Neil Lambert, DSB Project Manager
Carlos Aldana, DSB Superintendent
Sara Proctor, DSB Project Engineer
 Ben Carraway, Design Project Manager

Landmark Ceramics UST | Mt. Pleasant, TN




 Myles Ayers, Project Manager
Joshua Hurst, Superintendent
Lee Ann Watson, Project Management Assistant
 Sean Foote, Director of Architecture

Metro Stormwater Admin Building & Garage Nashville, TN



 Luke Maddox, Project executive
Jorge Leal, Superintendent
Lee Ann Watson, Project Management Assistant
 Tory Rice, DSB Project Manager
Donnie Heirs, DSB Superintendent



Milwaukee Tool | Grenada, MS

 Lauren Carter, Project Manager
Jeff Waggoner, Superintendent
Cliff Manley, Superintendent
Lee Ann Watson, Project Management Assistant
 Neil Lambert, DSB Project Manager
Alan Quam, DSB Superintendent
Sara Proctor, DSB Project Engineer
 Craig Polancich, Sr. Design Project Manager

Nashville Women's Rescue Mission | Nashville, TN

 Luke Maddox, Project executive
Tommy Manley, Superintendent
Lee Ann Watson, Project Management 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
Michael Lawson, Superintendent
Amy Whiffen, Project Management Assistant
 Tory Rice, DSB Project Manager
Donnie Heirs, DSB Superintendent
 Steve Jasinski, Design Project Manager



Portobello Porcelain Plant | Baxter, TN

 Andy Zimmerman, Project executive
Myles Ayers, Project Manager
Joe Slate, Superintendent
Robert Holtby, Superintendent
Lee Ann Watson, Project Management Assistant
 Tory Rice, DSB Project Manager
Donnie Hiers, DSB Superintendent
Sara Proctor, DSB Project Engineer


Prologis 2 TI | Lebanon, TN

 Jack Barrett, Project executive
Jay McGinnis, Assisting Project Manager
Zac Watson, Assistant Superintendent

Reliable Sprinkler | Old Hickory, TN

 Neil Lambert, DSB Project Manager
Sara Proctor, DSB Project Engineer
 Kandy Mallory, Sr. Design Project Manager


RevSpring | Nashville, TN

 Jason Hedge, Project Manager
Alex Martin, Superintendent
Amy Whiffen, Project Management Assistant




Rockdale IV Distribution Center Mt. Juliet, TN

 Jack Barrett, Project Executive
Scott Peterson, Superintendent
Lee Ann Watson, Project Management Assistant
 Zak McBride, DSB Project Manager
 Sean Foote, Director of Architecture


Sequoia Swim & Tennis Club | Nashville, TN

 Neil Lambert, DSB Project Manager
Julio Pineda, DSB Superintendent



SHIP - Building 2 & 3 | Spring Hill, TN

 Mike Nolan, Sr. Project Manager
Todd Keiser, Superintendent
Lee Ann Watson, Project Management Assistant
 Jacob Walker, PCS Project Manager
Jeff Smith, PCS Superintendent
 Steve Jasinski, Design Project Manager




Tennessee Oncology | Dickson, TN

 Mike Nolan, Sr. Project Manager
Jay Earney, Superintendent
Lee Ann Watson, Project Management Assistant

TWF Office Renovations | Nashville, TN

 Myles Ayers, Project Manager
Zac Watson, Superintendent
Amy Whiffen, Project Management Assistant
 Kandy Mallory, Sr. Design Project Manager

Wasco Maintenance Shop | Nashville, TN

 Craig Karaszewski, Sr. Project Manager
Alex Martin, Assistant Superintendent
Lee Ann Watson, Project Management Assistant
 Tory Rice, DSB Project Manager
Julio Pineda, DSB Superintendent
Sara Proctor, DSB Project Engineer
 Ben Carraway, Design Project Manager



Karen Saul appointed to T.W. Frierson Contractor, Inc. Board of Directors

We are excited to welcome Karen Saul as the newest member to our board of directors!

Karen brings over thirty years of insurance, risk management and consulting services experience and will be integral to developing a comprehensive strategy to enhance employee owner benefits. As President and then Area Chairman at Arthur J. Gallagher, Karen led the Gallagher Benefit Services division for over a decade in Tennessee. She was responsible for providing strategic leadership for the organization, serving as the Managing Partner for key accounts and identifying growth and expansion opportunities across the Southeast. Prior to her time at Gallagher Benefit Services, Karen owned her own business, The HR Group, LLC, and previously spent fifteen years with Kraft CPAs, a regional CPA firm.

“On behalf of all employee-owners at T.W. Frierson, we are delighted to welcome Karen Saul to serve in leadership”, said Kit Ozburn, President of T.W. Frierson, “We are honored to gain her unique perspective, keen awareness and clear commitment to our core purpose, and we look forward to learning from her and strengthening our company’s presence across the southeast”.

Additionally, Karen has served on numerous boards such as Avenue Bank, Medical Reimbursements of America, Nashville Chamber of Commerce, Leadership Nashville, United Way, and Oak Hill School to name a few. The Nashville business community has recognized Karen as one of it’s most significant leaders. Honors include: 50 Most Promising Companies (Business Tennessee), Music City Future 50 Award, Williamson County Impact Award (Nashville Business Journal), Most Influential People (Nashville Business Journal), The Spirit of Free Enterprise Award and Civil Service Commissioner for Metropolitan Davidson County. Karen received her Bachelor’s degree from Lipscomb University and Master’s degree from Vanderbilt University. She is a member of First Presbyterian Church in Nashville, Women on Corporate Boards, and the Centennial Club.

Karen stated, “I am thrilled to have the opportunity to join the team at T.W. Frierson! It is both an honor and privilege to serve the employee-owners of this great organization.”

#TWFWHEREISTED

As part of a recent communications survey, we received many comments regarding the desire to learn more about our employee-owners outside of work. We created #twfwhereisted as a fun and easy way to get more connected with each other! Check out some of Ted’s Summer adventures!





DESIGN SYSTEMS BUILDERS, LLC

HIMMEL'S ARCHITECTURAL DOOR & HARDWARE

Himmel's Architectural Door & Hardware was founded in 1983 by Max Himmel. Today Himmel's is still a family owned company who prides themselves in building their brand through adding value to all customers. Himmel's is continuing to grow and we are excited to be working on their new facility in Mt. Juliet, TN!

This design-build project consists of two buildings on approximately nine acres - a 32,500 square foot office that will be occupied by Himmel's and an 80,000 square foot warehouse. Both buildings are being constructed simultaneously and are anticipated to be completed September 2022.

BY THE NUMBERS

112,500
SQUARE FEET

213.3
TONS OF STEEL



METAL CONSTRUCTION
NEWS HAS RANKED DESIGN
SYSTEMS BUILDERS, LLC
#13 IN THE NATION FOR
TONNAGE OF STEEL!

This year, we participated in OSHA's Safe + Sound Week as a part of our 2022 safety initiatives!

Safe + Sound Week is a nationwide event held each August that recognizes the successes of workplace health and safety programs and offers information and ideas on how to keep America's workers safe. This summer, we have spent a lot of time educating our workforce on Heat Stress and Heat Related Illnesses. This is an important part of our safety program as we work the hot summer months!



Founded in 1989 as a safety benchmarking and improvement tool, STEP has evolved into a world-class safety management system that dramatically improves safety performance among participants. T.W. Frierson was measured on our safety processes and policies on 24 key components through a detailed questionnaire and received a Platinum Level Award for 2019 & 2020 and a Bronze Level Award for 2021! For more information on the STEP program visit: www.abcstep.org

Please join us in **congratulating**
Sara & Lee Ann on their
appointment to the **NAWIC**
Nashville Board of Directors!



Introducing our 2023 ESOP Committee

100%
EMPLOYEE
OWNED



We'd like to introduce our ESOP Committee for 2023!

Thank you to our fearless leaders, Mike M. and Sara W. for organizing our committee and THANK YOU to the employee-owners who have volunteered to participate - Steve J., Mike N., Kathy, Amy, Dan and Jamie.

We have a lot of new faces this year and we're look forward to visiting our job sites to share information about our ESOP!



CUMBERLAND TRUCK MASSMAN DRIVE RENOVATION



An existing facility on Massman Drive is the latest project we're working on for our 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.

Architect: Design Constructors, Inc.
Anticipated Completion: Sept 2022

Featured Projects

TENNESSEE ONCOLOGY ADDTION AND RENOVATION



This exciting addition is to the Horizon Medical Center in Dickson, TN. The project includes a 7,500 square foot building addition, site improvements and the 5,000 square foot interior renovation of the lobby and oncology space.

Architect: TMPartners
Anticipated Completion: Nov 2022

T.W. FRIERSON OFFICE RENOVATION



Our company is growing and with that came a need for more space. Our office recently underwent a renovation to update and add more office spaces to make room for new and future employee-owners!

Architect: Design Constructors, Inc.
Completion: Aug 2022



FEDEX GROUND PACKAGE FACILITY FOR THE WESTMORELAND GROUP



Construction of a new FedEx Ground Package facility in Cookeville, TN is underway. 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.

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.

Architect: Castles Design Group
Anticipated Completion: Dec 2022

Skyline temporarily changes as 92-foot church steeple goes in for year-long repair

When driving into the city of Brentwood, it's hard to miss the beautiful steeple atop Brentwood United Methodist Church.

Originally installed in 1976, the steeple is in dire need of renovation. That's why it was removed from its perch for that work to begin.

"The steeple atop our church has come to be known in Brentwood skies and loved for the beautiful music that sounds out from the carillon throughout the day," said Julia Todd, director of operations at the church. "Many in the community enjoy hearing the music while they enjoy lunch on our campus."

"While we will temporarily miss the sights and sounds the steeple has provided us for over 40 years, we look forward to reinforcing our facilities to better serve the community for the next 40 years and beyond."

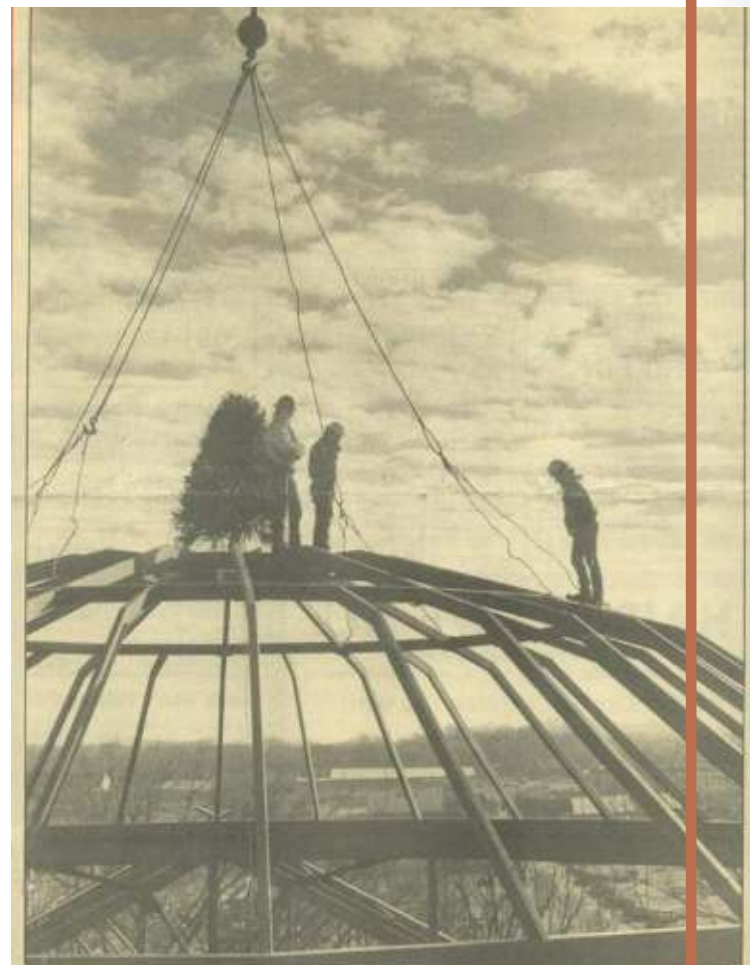
Renovation of the BUMC steeple could take more than a year. While the steeple will have new exterior cladding, it won't look different after the renovation. The beautiful white cross at its peak will remain intact.

In historian and church member T. Vance Little's book, "A History of Brentwood United Methodist Church," he shared that the steeple was not originally going to be included in the new build because the cost was beyond the funds raised for the building. However, the Walter Nipper family generously gifted the funds to make sure the steeple was included.

There were a few failed attempts at installing the giant steeple before it was successfully placed in its permanent home in 1976.

Campbellsville Industries Inc., based out of Kentucky, will handle the renovations. T.W. Frierson is the general contractor helping to coordinate the project, the same contractor that helped build several sections of the church, along with the Turner Discipleship Center, Haney Hall and the sanctuary.

The worksite around the steeple will be closed for public safety during the renovations. Church leaders want the community to be assured that the steeple will be back, however, they will need to be patient. The process could take more than a year.



CONSTRUCTION OF PORTOBELLO AMERICA FACTORY MAKING MAJOR STRIDES

Portobello America's vision of having a full-service, state-of-the-art production facility in the United States is getting closer and closer to becoming a major reality.

According to James "Jed" Durbin, the company's Vice President of Manufacturing & Outsourcing, "Everything is on schedule, and we anticipate a March or April (2023) startup."

Durbin added, "From Day One of production, the new factory will be able to double originally planned capacity of smaller pieces, such as 8 x 8", 3 x 6", 3 x 12" and everything in between. There is a strong demand from our North American customer base for these to augment some of our best-selling porcelain collections. The pieces will be produced using the same body materials as included in our field tile ranges, such as Terralma and Gouach. And they will be just as high-end in appearance."

The new Baxter facility will not only be a major sustainable manufacturing venue; it will also be the new home of Portobello America's North American offices. Baxter is located in Putnam County, considered a national hub regarding the manufacture of porcelain tile due to the local obtainability of natural clay and feldspar supplies. The new factory's updated personnel plan is now expected to generate at least 230 local jobs.



"Our new plant will be fully automated with absolutely the most modern technology. This will include laser-guided systems, automated packaging and palleting, robots that move materials from one area of the plant to another... and much, much more. Obviously, we've got much to accomplish before our startup," concluded Jed Durbin. "And, we will get it done!"





T.W. FRIERSON
CONTRACTOR, INC.



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