

THE HARD HAT NEWS



T.W. FRIERSON CONTRACTOR, INC.

NES Central Substation

TWF mobilizes downtown Nashville to
overhaul Central Substation



*TWF Internship
Program -- ranked
10/10 by all 5
interns!*

07

*ESOP --
Meet our new
2023-2024 ESOP
Committee!*

09

*Safety --
Celebrating over
1M man-hours
with no lost time!*

20



LIVING OUR Core Values



KIT OZBURN | PRESIDENT

There may be no greater joy than to witness the hard-working teams at T.W. Frierson receive well-earned compliments. The joy is even greater when these teams receive due kudos for **living out the core values** of the organization.

Recently, the teams at DCi, DSB, and PCS received a kind expression of gratitude from a thankful client. The 421,000 square foot Warehouse Expansion project for a confidential client in Mt. Pleasant, Tennessee was beset with its share of challenges. Even still, the team, led by Sr. Superintendent David Turner, exhibited one of T.W. Frierson's core values and **"Dug the Pit"** to deliver the project under budget, within schedule, with no recordable injuries, and coordinating around a fully operational manufacturing facility. **The client noted that David and the teams displayed an impressive degree "of professionalism, attention to detail, and dedication to the project."**

From the institutional portfolio, we enjoyed partnering with ESa Architects on the Dining Hall Renovation at St. Paul Christian Academy. The facility has recently been completed in time for school to start and lunch to be served! After a recent brief punchlist, **one of the lead architects shared that the team "pulled out a miracle with a renovation project in a tight schedule" and further offered an enthusiastic "kudos on a job well done!"** For this project, the team of Jay Earney, Jason Hedge, Jack Barrett, and others demonstrated a continuous attitude to **"Clear the Sidewalk"** by accommodating the school's emerging requests, adapting quickly to unforeseen conditions within the renovation, and respecting the countless activities of an active school setting on a very tight project site.

Please join me in expressing our sincere congratulations to everyone involved in receiving these stellar recommendations for all employee-owners at T.W. Frierson! Whether serving client needs on project sites or serving the community as dozens volunteered at Second Harvest Food Bank, **"Treating Others Like Family"** echoes through all corners of the organization. Since our founders established T.W. Frierson's reputation of excellence, it is such a privilege to reinforce this tradition into the next season of employee-ownership for the organization. Many thanks to our client partners for inviting us to connect in so many ways both with mission-critical projects and with meaningful impacts in our community.

TREAT OTHERS LIKE FAMILY

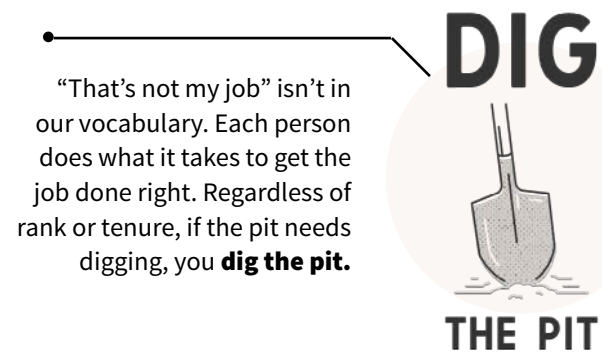
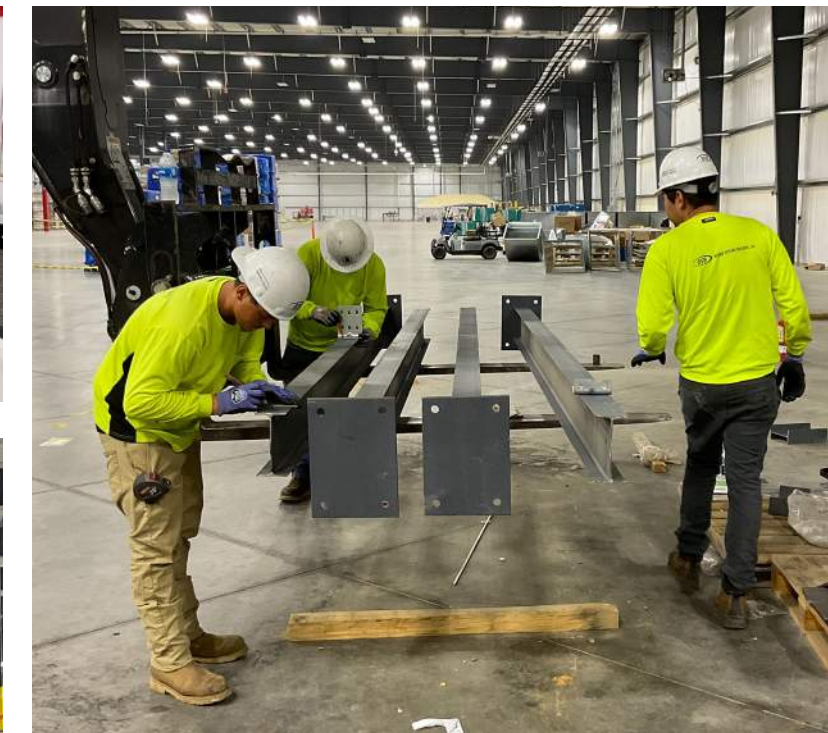
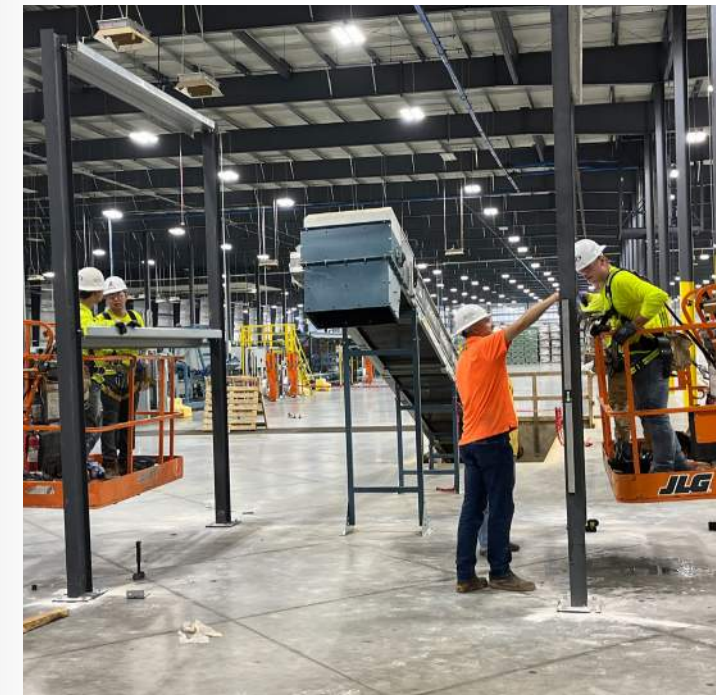
People are at the heart of T.W. Frierson. We work hard because we're accountable to one another. We don't just build buildings, we build careers and create meaningful relationships — we **treat others like family.**



We're responsible for the experience we create. While some people prefer to "roll out the red carpet" for a select few, we like to **clear the sidewalk** for everyone.



We always go the extra mile to show appreciation and gratitude. Small gestures, like delivering **4am doughnuts** for an early morning concrete pour, make a big difference.



"That's not my job" isn't in our vocabulary. Each person does what it takes to get the job done right. Regardless of rank or tenure, if the pit needs digging, you **dig the pit.**



We strive to do the job right on the first try. And when a mistake happens, even if it could go unnoticed, we owe it to our team to **tear out the concrete** and fix it.

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CONSTRUCTION MARKET UPDATE

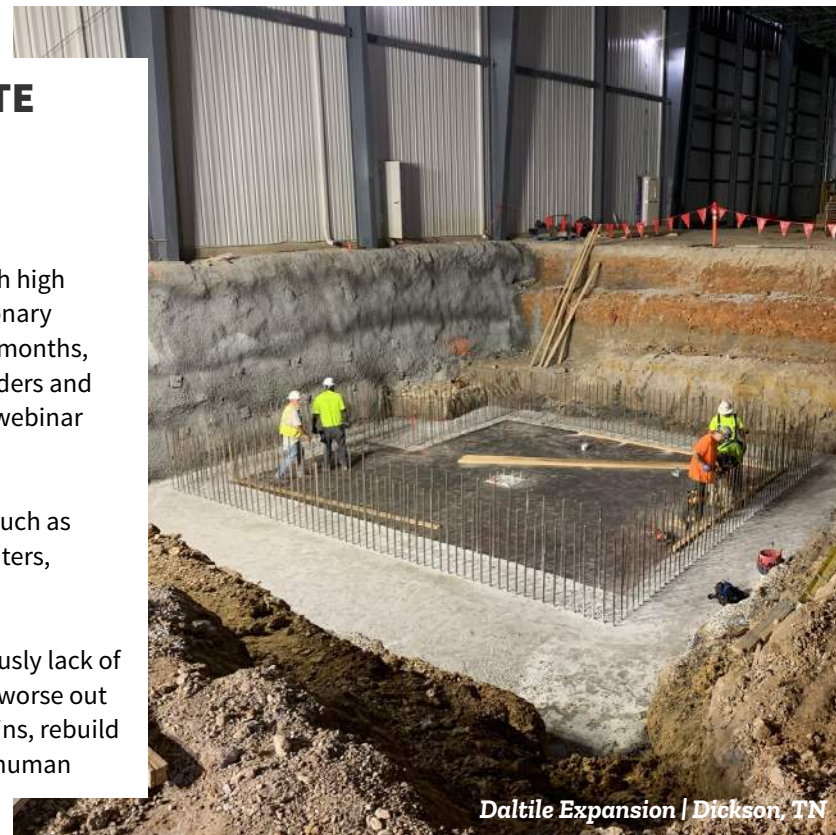
Recessionary conditions likely in next year

Construction Dive | July 27, 2023

Weakening global and national economies, mixed with high borrowing costs and excess inflation, suggest recessionary conditions will prevail at some point over the next 12 months, said Anirban Basu, chief economist at Associated Builders and Contractors, during a construction economic update webinar Wednesday, July 26, 2023.

Some segments stand to hold up better than others, such as public construction, manufacturing projects, data centers, grocery stores and multifamily housing, said Basu.

“One of the factors driving construction costs is obviously lack of a skilled workforce, and as far as I can tell, it’s getting worse out there,” said Basu. “As we try to rebuild our supply chains, rebuild our infrastructure, costs are set to go higher because human capital is so scarce.”



Daltile Expansion | Dickson, TN

ELECTRICAL

- ▶ Trade values have remained consistent over the last 6 months with no large increases or decreases.
- ▶ Large switchgear continues to be a challenge concerning lead times.

CONCRETE

- ▶ Concrete prices will likely continue to go up \$3-5 per cubic yard every 6 months for the foreseeable future. Fuel prices have been cited as the cause for increase over the last 16 months.
- ▶ This is an improvement based on expected increases of \$8-10 per cubic yard we were seeing less than a year ago.
- ▶ Varying with locations, 3,000 psi is near \$130/cy.
- ▶ Straight cement or high early mixes can increase \$7-10/cy.

REBAR

- ▶ Rebar has stabilized.
- ▶ We are seeing anywhere from \$1,300-1,600 per ton depending on job size.
- ▶ This is an improvement from the \$1,800 per ton we saw just 12 months ago.

ROOFING

- ▶ Material lead times have drastically improved.
- ▶ Labor remains a challenge.

ARTICLES WE'RE READING



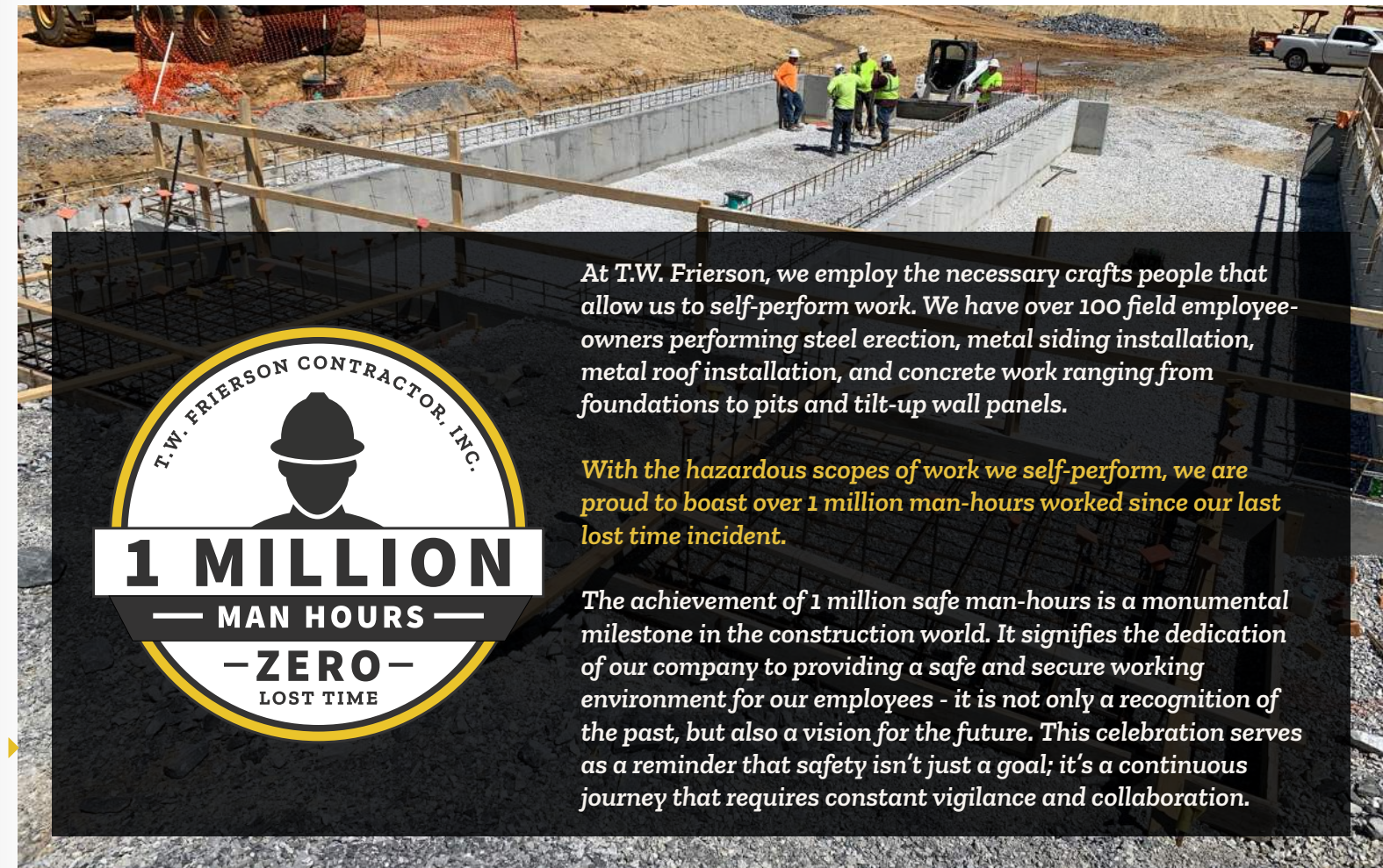
CONSTRUCTION EXECUTIVE CONFIDENCE FALLS IN FACE OF BANK FAILURES



TRIMBLE: CONSTRUCTION INDUSTRY DATA AND TRENDS



'THIS IS GOING TO GET WORSE BEFORE IT GETS BETTER': PANAMA CANAL PILEUP DUE TO DROUGHT REACHES 154 VESSELS



At T.W. Frierson, we employ the necessary crafts people that allow us to self-perform work. We have over 100 field employee-owners performing steel erection, metal siding installation, metal roof installation, and concrete work ranging from foundations to pits and tilt-up wall panels.

With the hazardous scopes of work we self-perform, we are proud to boast over 1 million man-hours worked since our last lost time incident.

The achievement of 1 million safe man-hours is a monumental milestone in the construction world. It signifies the dedication of our company to providing a safe and secure working environment for our employees - it is not only a recognition of the past, but also a vision for the future. This celebration serves as a reminder that safety isn't just a goal; it's a continuous journey that requires constant vigilance and collaboration.

Introducing our revamped safety slogan & vision...

SAFETY ON PURPOSE: *Because Every Life Matters*

At T.W. Frierson, we are committed to creating a safe and secure work environment for our employees, clients, and trade partners. We firmly believe that safety is not just a priority but a core value that drives every aspect of our operations. Our safety vision reflects our unwavering dedication to protecting lives, preventing incidents and fostering a culture of responsibility.

"Safety on Purpose" is not just a slogan for us; it encapsulates our company's philosophy and unwavering commitment to safety. Every action we take, every decision we make, and every project we undertake is done with safety at the forefront of our minds. We firmly believe that safety should be intentionally integrated into all aspects of our work.

Through thorough planning, comprehensive training, proactive hazard identification, and the use of best practices, we strive to eliminate incidents, injuries, and occupational hazards. Our goal is to create an environment where everyone feels empowered and accountable for their safety and the safety of those around them.

We recognize that achieving our safety vision requires continuous improvement, open communication, and collaboration at all levels of the organization. We foster a safety culture where every employee is encouraged to actively participate, share their concerns, and offer suggestions for improvement. We believe that safety is a collective responsibility that extends beyond the individual to the entire team.

Ultimately, our safety vision is to provide a workplace where employees and partners can perform their duties confidently, knowing that their well-being is our top priority.

With our Safety on Purpose approach, we are dedicated to achieving a workplace where everyone returns home safely each day. Together, we can build a safer tomorrow. Safety on Purpose: Because Every Life Matters.

T.W. FRIERSON PARTNERS WITH BAUER ASKEW TO BRING CHURCH OF THE CITY'S VISION FOR "THE VILLAGE" TO LIFE



BAUER ASKEW
ARCHITECTURE + PLANNING

Church of the City (COTC), a rapidly growing church in Franklin, TN, has recently announced the construction of The Village, a new community center that aims to provide space for people of all ages and backgrounds to come together, connect and engage with each other. The new facility will include a gymnasium, a commercial kitchen, classrooms, and meeting spaces.

One of the main goals of COTC's The Village is to provide a network of support for foster families. Foster parents often face numerous challenges, including emotional stress, financial strain, and a lack of resources. The Village will offer space for the training and support programs to help foster parents navigate these challenges and provide the best care possible for the children in their care. In addition to providing support for foster families, The Village will also offer services to the children in foster care. The program includes a mentoring program, educational support and extracurricular activities. These services are designed to help children in foster care feel valued, supported, and empowered. One of the most significant aspects of these programs is the emphasis on building a sense of community and offers opportunities for foster families to connect with one another, share their experiences, and support each other through the challenges each of them face.

Additionally, Church of the City is an active participant in helping foster kids who are aging out of the system. The church has launched several initiatives that provide resources and support to these young adults, helping them navigate the challenges of independent living. One of the most significant challenges that foster kids aging out of the system face is a lack of resources and support. These young adults often have no family to rely on, and they may struggle to find a stable job, housing, and access to education. One of the most impactful initiatives launched by Church of the City is called the Foster Care Closet — This program provides clothing, shoes, household items, and other necessities to foster kids aging out of the system and is run by volunteers and relies on donations from the community.

Church of the City desires to see our state flourish by serving the needs they see are immediate in our area, and The Village will be a space where they can support a broad range of social programs to help with the following key issues they've identified:

Mental health & suicide prevention

Reliable transportation for single moms

Space for kids awaiting foster placement

Foster family support

Kids aging out of the system

Another initiative launched by COTC that will be supported by the new facilities, is the Life Support program. This program provides support and resources to young adults aging out of the foster care system and offers a range of services including job training, financial literacy education, and mental health counseling. The program also provides mentorship opportunities, allowing young adults to connect with positive role models who can offer guidance and support.

The Village will also support COTC's mission to provide aid and support to those in need, both locally and internationally. The center will be used to coordinate a range of outreach programs, including food drives, charity events, and mission trips.

We couldn't be more excited to help Church of the City by constructing their new state-of-the-art community center that will allow them to facilitate their programs and create a positive impact on our community for generations to come. They are a shining example of a community that is dedicated to helping those in need and with the announcement of The Village, they are helping to create a brighter future for all.

CFO UPDATE

A note from Mike Melnyk



Overall, the Company continues to experience a successful 2023. On slightly lower projected revenue for 2023 as compared to 2022, earnings from operations are on pace with the amounts reported in 2022. TWF employee-owners look to close out the year strong as the Company enters into the final quarter of fiscal year 2023.



Kirby Building Systems presented our team with a Top 25 Award as their second-largest builder of the year!



T.W. FRIERSON HOSTS ITS 23RD ANNUAL GOLF TOURNAMENT

Our 23rd Annual Golf Tournament returned to the Hermitage Golf Course on August 28th and was an extraordinary event that united golf aficionados, sponsors, and philanthropists in a common goal – supporting the American Heart Association and the Leukemia & Lymphoma Society.

With immense gratitude, we'd like to extend a thank you to the nearly 60 teams that participated in the tournament, particularly the teams composed of our subcontractor partners, who have consistently demonstrated their commitment to this charitable cause.

The collaboration between T.W. Frierson and our dedicated subcontractor partners has been instrumental in driving positive change. Together, we have forged a powerful alliance that goes beyond construction projects, symbolizing a shared purpose in giving back to the community. The proceeds from the event, generously contributed by our subcontractor partners and other supporters, will undoubtedly play a pivotal role in advancing the vital missions of the American Heart Association and the Leukemia & Lymphoma Society. Their dedication to the cause aligns seamlessly with our values, and our mission of creating a foundation for people to thrive.

\$70,000+ RAISED





OUR 2023 SUMMER INTERNS UNANIMOUSLY RANKED THEIR EXPERIENCE WITH TWF 10/10!

“Without a doubt this program has exceeded my expectations and I have already spoken to a number of my peers within UT’s construction science program about T.W. Frierson, and have strongly recommended their program and the company as a whole.”

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 2023 summer interns had the opportunity to learn from every business unit within our company - they cover everything from spending a week with laborers in the field to marketing and business development.

Additionally they are able to complete safety and equipment operators courses and receive competent person certifications in:

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

Are you, or someone you know interested in an internship with us?!

Reach out to us for more information!

Brian Criswell
Talent & Training Manager
bcriswell@twfrierson.com
(615) 308-9024

Discover Design Constructors, Inc.’s Architectural Prowess MASTER PLANNING & SITE SELECTION EXPERTISE



In the ever-evolving realm of architecture and construction, companies that push boundaries and redefine norms stand out as industry leaders. Design Constructors, Inc. (DCi) is one such trailblazer, and this month, we’re shining a spotlight on their groundbreaking expertise in Master Planning and Site Selection services.

When it comes to envisioning a project’s potential, DCi’s Master Planning services prove unparalleled. Their team of visionary architects and planners collaboratively craft comprehensive blueprints that optimize spaces, enhance functionality, and align with clients’ objectives. From logistics centers and business parks to institutional campuses, DCi’s Master Planning strategies combine creative ingenuity with pragmatic feasibility to create a roadmap for success.

Choosing the right location is a critical step in any architectural endeavor. DCi’s Site Selection services take the guesswork out of this process by leveraging in-depth market analysis, zoning expertise, and a deep understanding of local regulations. By considering factors such as accessibility,

environmental impact, and community engagement, DCi ensures that every site selected is not just a plot of land, but a canvas for transformative architectural innovation.

One of DCi’s driving principles is collaboration. Their Master Planning and Site Selection services are rooted in engaging clients as active partners in the process. This approach ensures that the final designs reflect the clients’ vision while benefiting from DCi’s wealth of experience and strategic insights. This synergy results in projects that are not only aesthetically remarkable but also functionally efficient.

With a legacy spanning nearly three decades, DCi has earned a reputation for exceeding expectations. Their Master Planning and Site Selection projects have reshaped communities, catalyzed economic growth, and elevated the human experience through thoughtful architecture.

By seamlessly integrating sustainability, innovation, and client aspirations, DCi continues to leave an indelible mark on the built environment.



At the heart of DCi’s success lies an unwavering commitment to their clients. By carefully listening to their needs, analyzing their challenges, and envisioning their dreams, DCi crafts tailored solutions that resonate with the client’s identity and purpose. Through Master Planning and Site Selection, DCi creates spaces that not only accommodate but inspire.

Sample listing of Master Planned projects:

Airpark Business Center
Nashville, TN

Royal Business Park
Nashville, TN

Hamilton Creek Commerce Park
Nashville, TN

Long Hollow Baptist Church
Hendersonville, TN

Spring Hill Industrial Park
Spring Hill, TN

CentrePointe Distribution Park
LaVergne, TN

MidSouth Logistics Center
LaVergne, TN

Red Knight
Clarksville, TN

St. Mark’s Methodist Church
Nashville, TN

Ritchie Bros. Auctioneers
7 locations

AND MORE!

WELCOME 2023-2024 ESOP COMMITTEE MEMBERS!

At T.W. Frierson, we believe in the power of ownership - not just in terms of the projects we undertake, but also in empowering our employees to share in the company's success. Our commitment to fostering a sense of ownership and community led us to establish the Employee Stock Ownership Plan (ESOP) Committee.

We are thrilled to welcome new members to the committee and extend our heartfelt gratitude to those who have served in the past.

If you have any questions about the ESOP, please email esop@twfrierson.com



Left to Right: Emmy Hickman Neisz, Neil Lambert, Sara Waggoner, Mike Melnyk, Craig Karaszewski, Justin Cochrane & Dawn Bogens

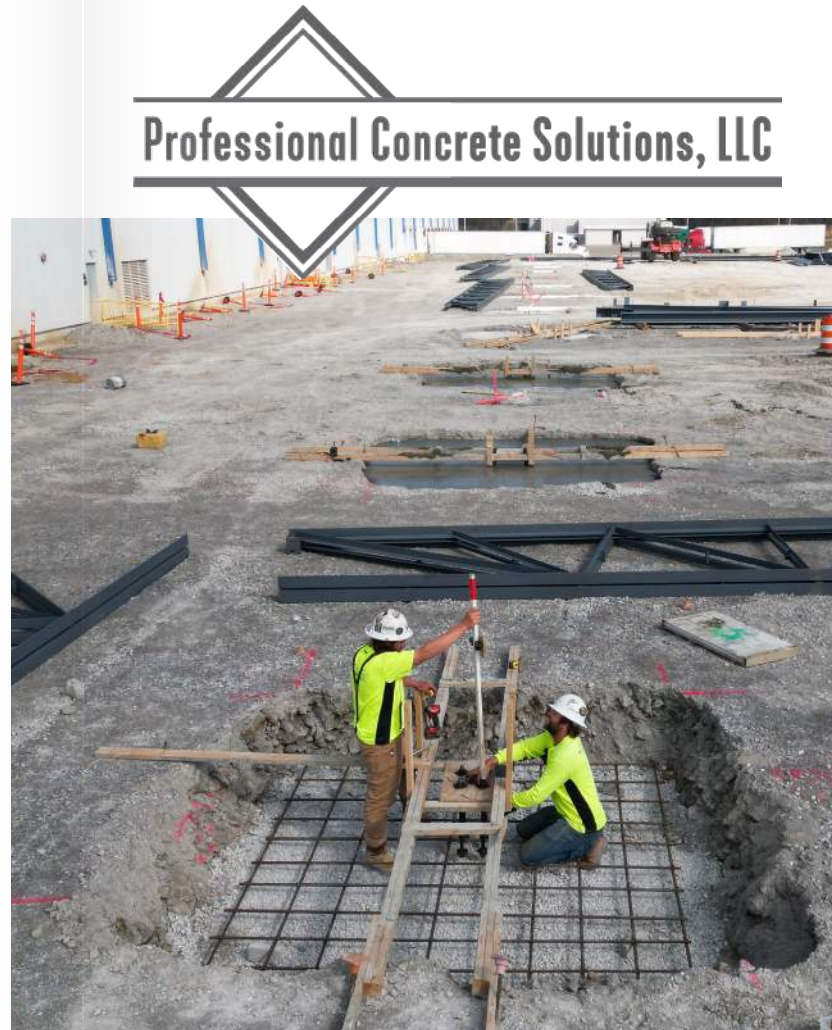
Uniting Hands, Uplifting Hearts

T.W. FRIERSON'S EMPLOYEE-OWNERS PACK NEARLY 700 BOXES OF FOOD AT SECOND HARVEST FOOD

At T.W. Frierson, our dedication to building a stronger community goes beyond our construction projects; it is ingrained in the very essence of who we are as employee-owners.

We take immense pride in our commitment to making a positive impact on the community we call home and living our core purpose of "creating a foundation for people to thrive."

As employee-owners, we believe in the power of unity and service, and this spirit was on full display when a group of dedicated employee-owners recently volunteered at the Second Harvest Food Bank in Nashville. Together, we packed nearly 700 boxes of food, bringing hope and support to families in need across Middle Tennessee.



"Cole is an example of what hard work and determination can lead to. He started at an entry level position, became a standout among his peers and has proven himself. That type of work ethic and willingness to be taught has led to him becoming a valued field leader. The exciting thing is that his story is far from over. I am hopeful that Cole will continue to grow in his position and help PCS to be an industry leader in concrete construction."

Michael Massey, Vice President of Field Operations

Employee Spotlight: COLE BAKER



In the world of construction, stories of dedication, growth, and determination often stand as a testament to the true spirit of the industry. Meet Cole Baker, our Assistant Superintendent at Professional Concrete Solutions, LLC (PCS), a subsidiary of T.W. Frierson Contractor, Inc. With an incredible journey

spanning 7 years, Cole's evolution from a Carpenter's Helper to Assistant Superintendent speaks volumes about his dedication, perseverance, and commitment to excellence.

Cole's journey with us began as a Carpenter's Helper. His early days on the job were marked by hard work and a willingness to learn, traits that have become his hallmark. Over the years, he absorbed invaluable insights from his team members, growing under their mentorship into a skilled professional and eventually ascending to his current role as Assistant Superintendent.

Among Cole's favorite projects was the construction of a handicapped ramp in McEwen, TN. Having known members of the family that this project was completed for, it carries a special significance. Cole stated, "it was humbling being a part of something that good, so close to home."

Cole attributes much of his growth to the guidance of Superintendent Josh Smith, whose mentorship has been instrumental in shaping his journey. From learning the ropes as a Carpenter's Helper to becoming Assistant Superintendent, Cole acknowledges that patience has been a pivotal skill he has acquired over the years. His openness to learning from every person he encounters, regardless of their experience, reflects his commitment to personal and professional development.

For those embarking on their own journeys within PCS, Cole offers sage advice: "Think safe, take your time, and there is something new to learn from every person you meet here, regardless of experience."

Cole's ascent from an entry-level position to a field leader has garnered recognition from his peers and superiors alike. TWF Vice President of Field Operations, Michael Massey, commends Cole's journey as a testament to hard work and determination, predicting an exciting future of continued growth and leadership within the company. Professional Concrete Solutions Project Manager Jacob Walker underscores Cole's tenacity, respect for colleagues, and his drive to succeed as traits that will undoubtedly propel him toward even greater accomplishments.



SUBCONTRACTOR APPRECIATION LUNCH @ MILWAUKEE TOOL



FEATURED

PROJECTS

DALTILE PHASE II EXPANSION



ARCHITECT

Design Constructors, Inc.
Craig Polancich, Sr. Project Designer

PROJECT SUMMARY

This project represents our 5th and 6th major project for Daltile at their campus in Dickson, TN. This contract includes a 40,000 square foot addition to the resin storage building and a truck unloading canopy, a 23,000 square foot high bay addition, and installation of an additional production line inside the existing building, including a new 4-level concrete mixing mezzanine and 6 bridge cranes.

PROJECT TEAM

Tony Tidwell, Superintendent
Craig Karaszewski, Sr. Project Manager
Nicole Lum, Project Manager Assistant
Julio Pineda, DSB Superintendent
Neil Lambert, DSB Project Manager
Sara Proctor, DSB Project Engineer
Jeff Smith, PCS Superintendent
Jacob Walker, PCS Project Manager

SATURN CROSSING



ARCHITECT

Powers Brown Architecture

PROJECT SUMMARY

We have partnered with Griffin Partners Inc. and their financial investors to deliver the Saturn Crossing development. Saturn Crossing consists of two Class-A industrial warehouse buildings located within minutes of Downtown Spring Hill. The twin buildings, each 101,429 square feet, are facing Saturn Parkway on the northern edge of Maury County on approximately 19 acres, and provide quick access to Saturn Parkway, I-65, I-840, Franklin, Columbia, Nashville, and beyond. Both buildings are constructed of load-bearing concrete tilt-up panels, conventional steel, and a 45mil TPO roof. The northern elevations facing Saturn Parkway are designed with additional architectural elements, including form liners, metal panels, and a canopy structure.

PROJECT TEAM

Michael Leahey, Sr. Superintendent
Justin Cochrane, Sr. Project Manager
Amy Whiffen, Project Manager Assistant
Carlos Aldana, DSB Superintendent
Neil Lambert, DSB Project Manager
Sara Proctor, DSB Project Engineer

NASHVILLE WOMEN'S RESCUE MISSION



ARCHITECT

Design Constructors, Inc.
Ben Carraway, Project Designer

PROJECT SUMMARY

The new women's campus will house 348 beds in the emergency services dorms, which is 166 beds more than the previous building offered. It will offer a larger kitchen and a cafeteria with a seating capacity of 156 people. The building will feature a significantly larger chapel, which will seat 375 compared to that of the previous building, which accommodated 225. In addition, the building will provide 20 family units as opposed to the original eight. It will also feature larger classroom, office and meeting spaces to better serve the community with counseling and education. Likewise, restroom and shower capacities will also be larger, and the facility will provide better accessibility for individuals with mobility impairments.

PROJECT TEAM

Tommy Manley, Sr. Superintendent
Kaden Frasier, Assistant Superintendent
Justin Cochrane, Sr. Project Manager
Lee Ann Watson, Project Manager Assistant

MILWAUKEE TOOL



ARCHITECT

Design Constructors, Inc.
Craig Polancich, Sr. Project Designer

PROJECT SUMMARY

This project is 563,000 square feet and includes manufacturing, warehouse, office, food service, and health and wellness services. 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.

PROJECT TEAM

Jeff Waggoner, Superintendent
Cliff Manley, Superintendent
Craig Karaszewski, Sr. Project Manager
Lee Ann Watson, Project Manager Assistant
Julio Pineda, DSB Superintendent
Neil Lambert, DSB Project Manager
Sara Proctor, DSB Project Engineer

Building for the Future

TWF TO EXPAND NASHVILLE STATE COMMUNITY COLLEGE'S CLARKSVILLE CAMPUS

BAUER ASKEW
architectural PLLC



Communities thrive on the quality of education they provide, and community colleges play a vital role in shaping the future of our society. As the demand for skilled professionals in various fields continues to grow, so does the need for state-of-the-art educational facilities.

The project at hand is a significant undertaking, involving the construction of a brand new addition on the east side of the existing community college facility. This ambitious expansion will house an array of cutting-edge spaces, catering to a diverse range of educational needs. Among the new facilities planned are classrooms, administrative and faculty offices, a testing center, a multi-purpose space complete with a catering kitchen, well-equipped science labs, and specialized nursing labs.

But that's not all; the existing building is also set to undergo a transformative renovation. Through careful planning and design, it will be transformed into a modern hub of knowledge and resources. The renovated building will encompass an IPCT lab, computer labs, additional classrooms, a welcoming receiving area, and a well-stocked library.

With such a grand vision comes a set of unique challenges that must be overcome to ensure the successful completion of the project. One of the primary challenges involves designing and constructing facilities that cater to health programs and high-tech workforce training programs. This requires meticulous attention to detail, ensuring that every aspect of these specialized spaces meets the specific needs of the programs they will serve.

Furthermore, coordinating the backfill and renovation of the existing teaching facilities presents another hurdle. The construction team will work diligently to ensure minimal disruption to the college's ongoing operations while simultaneously bringing the new addition to life and renovating the existing building.

Recognizing the complexity of the project, the college has devised a two-phase approach to its construction and renovation. During the initial phase, the focus will be on constructing the new addition. This phase's critical aspect is to ensure that the college can continue its operations smoothly within the existing building, even as construction takes place on the east side.

Once the addition is complete, the college will transition its operations to this new space, paving the way for the second phase - the renovation of the existing building. This well-thought-out approach will allow for a seamless shift, guaranteeing that students and staff have access to a functional and conducive learning environment at all times.

Throughout the construction and renovation phases, the college's commitment to fostering a spirit of learning and excellence remains unwavering. The project's team has carefully considered the logistics and safety measures to ensure that construction activities on the north side do not impede the smooth functioning of the college on the south side.

As the construction commences in Q2 2024, the college community eagerly anticipates a brighter future where students can explore their passions, faculty can impart knowledge with modern tools, and the community can witness the impact of a thriving educational institution. The journey to building for the future has begun, and soon enough, this community college will shine as a beacon of learning and innovation for generations to come.



COMPANY PICNIC @ LUCKY LADD FARMS

Every successful company knows that fostering a strong sense of community and unity among its employees is vital for overall growth and success. On a bright and sunny weekend, the sprawling grounds of Lucky Ladd Farms transformed into a vibrant playground for the employees of T.W. Frierson Contractor, Inc.

One of the most heartwarming aspects of the event was the inclusion of families. T.W. Frierson recognizes that employees' families are an integral part of their lives, and extending the invitation to them made the picnic all the more special. Children enjoyed pony rides, petting zoos, and thrilling games, creating a relaxed atmosphere where employees could bond not only with their colleagues but also with their loved ones.



Focus ON THE FIELD

CENTRAL WWTP TERTIARY BUILDING Nashville, Tennessee

Ray Woodby, DSB Superintendent
Tory Rice, DSB Project Manager
Sara Proctor, DSB Project Engineer

DALTILE DICKSON EXPANSION Dickson, Tennessee

Tony Tidwell, Superintendent
Craig Karaszewski, Sr. Project Manager
Nicole Lum, Project Manager Assistant
Julio Pineda, DSB Superintendent
Neil Lambert, DSB Project Manager
Sara Proctor, DSB Project Engineer
Jeff Smith, PCS Superintendent
Jacob Walker, PCS Project Manager
Craig Polancich, Sr. Project Designer

EASTGATE 1 Mt. Juliet, Tennessee

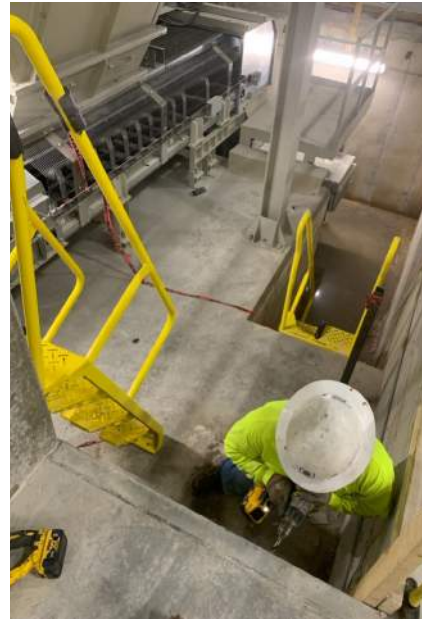
Del Perry, Superintendent
Jay McGinnis, Project Manager
Amy Whiffen, Project Manager Assistant

SATURN CROSSING Spring Hill, Tennessee

Michael Leahey, Sr. Superintendent
Justin Cochrane, Sr. Project Manager
Amy Whiffen, Project Manager Assistant
Carlos Aldana, DSB Superintendent
Neil Lambert, DSB Project Manager
Sara Proctor, DSB Project Engineer

WAREHOUSE EXPANSION Mt. Pleasant, Tennessee

Scott Peterson, Sr. Superintendent
Myles Ayers, Project Manager
Lee Ann Watson, Project Manager Assistant
Ray Woodby, DSB Superintendent
Tory Rice, DSB Project Manager
Sara Proctor, DSB Project Engineer
Sean Foote, Director of Architecture



CONFIDENTIAL CLIENT Waverly, Tennessee

Tim Blakeney, Superintendent
Chad Elks, Sr. Project Manager
Amy Whiffen, Project Manager Assistant
Tory Rice, DSB Project Manager
Sara Proctor, DSB Project Engineer
Josh Smith, PCS Superintendent
Jacob Walker, PCS Project Manager
Craig Polancich, Sr. Project Designer

METRO STORMWATER ADMINISTRATION Nashville, Tennessee

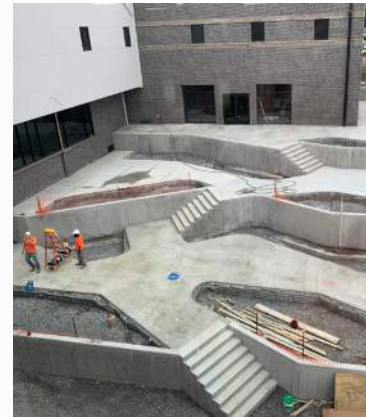
Jorge Leal, Sr. Superintendent
Luke Maddox, Project Executive
Lee Ann Watson, Project Manager Assistant
Tory Rice, DSB Project Manager

WOMEN'S RESCUE MISSION Nashville, Tennessee

Tommy Manley, Sr. Superintendent
Kaden Frasier, Assistant Superintendent
Justin Cochrane, Sr. Project Manager
Lee Ann Watson, Project Manager Assistant
Ben Carraway, Project Designer

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Myles Ayers, Project Manager
Lee Ann Watson, Project Manager Assistant



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Lee Ann Watson, Project Manager Assistant
Neil Lambert, DSB Project Manager
Sara Proctor, DSB Project Engineer
Craig Polancich, Sr. Project Designer

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Jay McGinnis, Project Manager
Amy Whiffen, Project Manager Assistant
Neil Lambert, DSB Project Manager
Sara Proctor, DSB Project Engineer
Matt Self, PCS Superintendent
Jacob Walker, PCS Project Manager
Sean Foote, Director of Architecture

OMOHUNDRO SOUTH BUILDING H Nashville, Tennessee

Tory Rice, DSB Project Manager

PORTOBELLO AMERICA Nashville, Tennessee

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Andy Zimmerman, Project Executive
James Merritt, Project Engineer
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Sara Proctor, DSB Project Engineer

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Amy Whiffen, Project Manager Assistant

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Mike Nolan, Sr. Project Manager
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Dan Hasselbring, Project Manager
Amy Whiffen, Project Manager Assistant

WYATT JOHNSON SUBARU Clarksville, Tennessee

Jason Watson, Superintendent
Mike Nolan, Sr. Project Manager
Lee Ann Watson, Project Manager Assistant
Cole Baker, PCS Superintendent
Jacob Walker, PCS Project Manager



Design Systems Builders, LLC

CREATIVE SOLUTIONS FOR WAREHOUSE EXPANSION

This 425,000 square foot warehouse expansion for a confidential client exemplifies the intricate dance between technical prowess and creative problem-solving. The project's scope was monumental and included the supply and installation of insulated metal wall panels across an expansive 86,000+ square feet of exterior walls. The TWF team, led by David Turner and Myles Ayers, orchestrated the intricate maneuvers, while Ray Woodby and Tory Rice took the helm as the DSB Superintendent and Project Manager.

The cornerstone of the challenge lay in preserving the visual harmony between the new addition and the existing facility. However, the original facility's metal panels had been sourced from a different supplier, leading to a disjuncture in aesthetic coherence. To tackle this, an exhaustive documentation process was initiated. Each aspect within the project's scope, from insulated metal panels to trims and flashings, was meticulously measured and photographed from the existing building. This data served as a precise blueprint, ensuring the new insulated metal panel supplier could replicate the exact specifications required to harmonize the appearance of the structures.

Customization played a vital role in achieving this unity. The new panels' custom colors and the creation of bespoke trims were meticulously engineered to bridge the gap and create a seamless visual transition.



A hallmark of technical ingenuity was the deployment of the Vac Lift system for insulated panel installation. This advanced system streamlined the process, enhancing efficiency and worker safety. Panels were precisely positioned using vacuum-powered lifting mechanisms, reducing manual labor and accelerating the installation process. This not only showcased the project's embrace of cutting-edge technology but also underscored the commitment to efficiency and quality.

Additionally, the project embraced the integration of Duo-Gard translucent wall panels. By strategically placing these panels throughout the building, the team introduced ample natural light into the interior spaces. This architectural decision not only illuminated workspaces but also contributed to an inviting and comfortable atmosphere.

In Loving Memory



DONNIE PATTERSON
 September 21, 1956 - July 31, 2023
41 YEARS OF SERVICE TO TWF



Dearest friends and family of TWF,

It is with bittersweet emotions that we share a memorial to a founding father of our T.W. Frierson family. Although we grieve for the earthly passing of our friend, we also celebrate the eternal joy that Donnie Patterson now possesses.

After 41 years of faithful service to our employees, clients, and partners, Donnie retired in February of 2022 and was called home on July 31st of 2023.

While there is much to say about the person that Donnie was, we will do our best to summarize in a way that he would have wanted.

First and foremost, he would not have wanted attention drawn to himself. Donnie lived a life of humility, always deflecting praise when it was rightfully due to him. Few of us would be T.W. Frierson employees today if not for the sacrifices made by Donnie and his peers. When we talk about our core purpose of creating a foundation for people to thrive, please know that these men actually lived it. Our debt to them is immeasurable, and Donnie specifically asked for nothing in return. To honor him, we would ask that you pay it forward. We challenge any of us to act with half the dignity, resolve, and courage of Donnie Patterson and, in so doing, positively impact the lives of others. Donnie made a profound impact on our lives, and many of the blessings we cherish were made possible by his blood, sweat, and tears.

Donnie was a great disciple on this earth. His pulpit was his jobsite, and he lived the great commission not by words but by actions. While he was a bright light on earth, he now shines in unparalleled brilliance in front of his Father in Heaven. While I miss my friend, of one thing we are certain: we will be reunited one day, and what a glorious day that will be.

If you would be so kind as to keep Donnie's wife, sons, and grandchildren in your prayers, the family would be grateful. In loving memory of our dearest friend, we wish you and your family God's richest blessings.



T.W. FRIERSON

CONTRACTOR, INC.

OPEN HOUSE

OCTOBER 24TH

3:00PM - 6:00 PM

T.W. FRIERSON'S OFFICE

2971 KRAFT DRIVE, NASHVILLE TN 37204

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