

ISSUE 01  
MAY 2024

# THE HARD HAT NEWS



T.W. FRIERSON CONTRACTOR, INC.



Tennessee State Museum Archives & Storage

*TWF Celebrated 2  
Years incident free!*

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*T.W. Frierson  
Partners with  
Schneider Electric*

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*Introducing the T.W.  
Frierson Equipment  
Shop*

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## OWNER'S CORNER: CORE VALUES SPOTLIGHT



LANCE COUCH, COO

Spring is finally here and the employee owners at T.W. Frierson are enjoying the wonderful weather and continuing to serve our clients and partners as only they can. While I would love to showcase the projects we are building (I really would!), or the initiatives we've completed, I wanted today to shine a light on something that I continue to "catch" our teams doing that means so much both internally and to our community at large.

One of our core values is "Clear the Sidewalk" meaning we value doing the things that allow others to do what they need, want, and hope to do. A great illustration from earlier this year was when our Vice President of Field Operations, Michael Massey, literally cleared the snow from the office sidewalks allowing our team to come and go from the office without the need for ice skates or a potential injury. Perhaps this seems like a little thing but Michael clearing the sidewalk, not because he had to do so, but because he knew it would help, was a gift to all of his colleagues. A gift that many, if they didn't catch him in the act, would not realize had been given.

Acts like this are happening everyday throughout our team and it is those acts and gifts that display the care of the TWF family. Of course, it isn't just when we literally clear the sidewalk that we are living the Clear the Sidewalk core value, it's when –

- our shop team works long hours to equip our project teams with the resources they need to start a project the right way
- the project team at a certain private school project, makes sure school children have a great Grandparents day even while we work to improve their building
- our design team gets up early or stays up late to work alongside a foreign based customer to make their dream possible
- we find a way to say "yes" to our clients' needs because we didn't stop until we found a way
- we make sure our craft teams have a clean and safe place to do what they do best
- we put our day on pause to provide support or training to a peer who is stuck

I've "caught" so many of our people Clearing the Sidewalk and, while I won't list each incident or name, I'm thankful for these daily reminders provided by our team that we all can Clear the Sidewalk for someone because that is how we change the world for our clients, colleagues, and partners in our communities. Thank you to the T.W. Frierson team for Clearing the Sidewalk daily, reminding me and others to make sure we do the same, and for your continued pursuit of our mission, **creating a foundation for people to thrive**. Please know, I count myself blessed to work alongside you.

Thank you for your support of the T.W. Frierson and please have a wonderful summer!



We're thrilled to announce that T.W. Frierson has achieved ABC National Top Performer status. This recognition by the Associated Builders and Contractors (ABC) is a testament to our unwavering commitment to excellence in safety, quality, diversity, and project excellence, placing us among the top contractors nationwide.

For us, it's not just about completing projects; it's about upholding the highest standards in everything we do. That's why we're particularly proud of earning ABC's Accredited Quality Contractor credential, which speaks to our dedication to quality, safety, talent management, and community relations. Winning national Excellence in Construction and Safety Excellence awards further solidifies our reputation for delivering top-notch projects while maintaining impeccable safety records.

At T.W. Frierson, we prioritize our people. Through programs like STEP (Safety Training Evaluation Process), we ensure industry-leading safety measures are in place, protecting the well-being of our employees and stakeholders. Providing market-competitive compensation, benefit packages, and retirement plans is just one way we show our commitment to sustaining and growing our business while fostering a supportive work environment.

As we celebrate this achievement, we renew our commitment to upholding the values that have brought us here. T.W. Frierson's journey to becoming an ABC National Top Performer is a testament to our dedication to excellence, and we're excited to continue leading the industry with our exemplary performance.



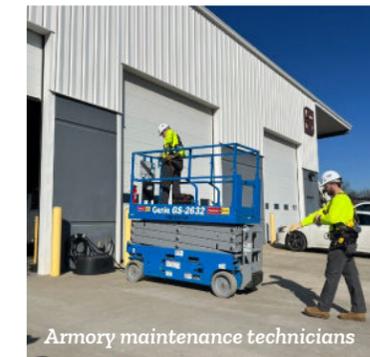
SCAN OR CLICK QR CODE TO LEARN MORE!



Michael Little & Wesley Keyes completed their CSAP training!



TN State Museum Archives & Storage Facility



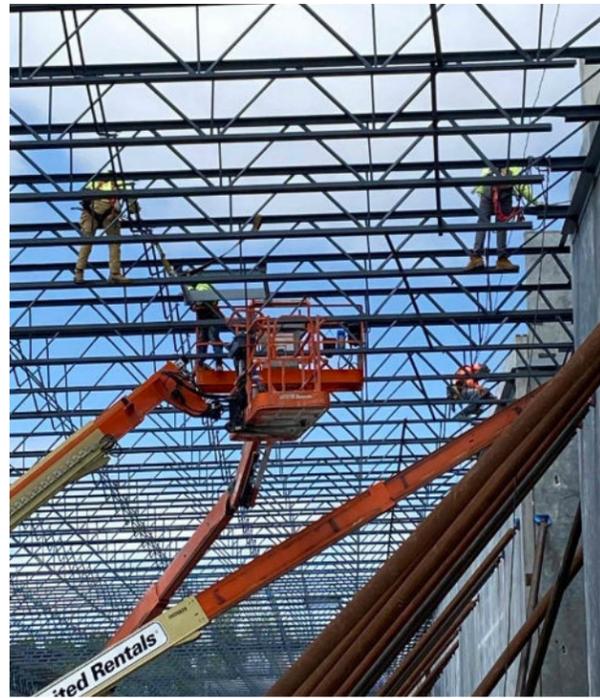
Armory maintenance technicians



PCS at Daltile

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*congratulations*  
ON YOUR PROMOTIONS!



**JAMES PITMAN**  
Senior Preconstruction Manager



**DEL PERRY**  
Superintendent

**TWF CELEBRATES  
2 YEARS INCIDENT FREE**

At TWF, safety isn't just a priority—it's a core value ingrained in everything we do. With a steadfast commitment to the well-being of our team and the elimination of workplace hazards, we're thrilled to announce a significant milestone: as of February 2024, we have achieved 24 months, equivalent to over 750,000 man-hours, without a single incident.

In an industry as inherently risky as construction, our dedication to safety shines through. Guided by our experienced EHS Professionals, we've systematically eradicated unsafe work conditions, ensuring the protection of our employees, equipment, and property.

Our ability to self-perform critical tasks, including steel erection, metal siding and roof installation, as well as various concrete works, empowers us to maintain rigorous safety standards across all operations. With over 1,300,000 man-hours worked since our last lost time incident, we're not just meeting safety benchmarks—we're exceeding them.

This achievement is a testament to the diligence, expertise, and collaboration of our dedicated team of over 100 field employee-owners. As we celebrate this milestone, we renew our commitment to fostering a culture of safety excellence and continue striving for incident-free operations.

Congratulations to everyone at T.W. Frierson for this outstanding accomplishment!

**STSC CERTIFICATION:**  
*a commitment to safety*

**CONGRATULATIONS TO THE FOLLOWING TWF EMPLOYEE-OWNERS ON ACHIEVING STSC CERTIFICATION IN 2024:**

- Griffin Jones, Superintendent
- Jorge Leal, Senior Superintendent
- Zac Watson, Superintendent
- Jay Earney, Superintendent
- Jeff Landis, Superintendent
- Jeff Waggoner, Superintendent
- Rob Holtby, Superintendent
- Joe Slate, Senior Superintendent
- Tony Enriquez, EHS Representative
- Jason Watson, Superintendent
- Alex Martin, Superintendent



**WE ARE EXCITED TO ANNOUNCE WE HAVE ACHIEVED  
PLATINUM CERTIFICATION FOR THE 3RD YEAR IN A ROW!**

**LEARN MORE AT ABC.ORG/ABCSTEP**

**T.W. FRIERSON CONTRACTOR, INC. LEADS WITH IN-HOUSE  
VIRTUAL DESIGN CONSTRUCTION (VDC) SERVICES**



rendering by  
Lyle Cook Martin

In the realm of construction, innovation isn't always synonymous with physical materials and heavy machinery. It also encompasses the digital realm, where technologies like Virtual Design Construction (VDC) are revolutionizing the way projects are conceived, planned, and executed. At T.W. Frierson, we are proud to stand at the forefront of this revolution, offering cutting-edge VDC services in-house, setting a new standard for efficiency and excellence in the industry.

Before diving into how T.W. Frierson utilizes VDC, it's essential to grasp what VDC entails. VDC integrates Building Information Modeling (BIM), 3D visualization, and other digital tools to create a virtual representation of a construction project. This virtual model serves as a collaborative platform for architects, engineers, contractors, and stakeholders to streamline decision-making, mitigate risks, and optimize project outcomes.

By embracing emerging technologies, T.W. Frierson continually seeks to enhance efficiency, quality, and client satisfaction. Recognizing the potential of VDC, we made a strategic decision to integrate these services in-house, positioning ourselves as a leader in the digital transformation of the construction industry.

**BENEFITS OF IN-HOUSE VDC SERVICES**

**STREAMLINED COLLABORATION**

With VDC services in-house, T.W. Frierson fosters seamless collaboration among project stakeholders. Architects, engineers, and contractors can work together in real-time within the virtual environment, facilitating effective communication and decision-making.

**COST AND TIME SAVINGS**

Through optimized planning and coordination facilitated by VDC, T.W. Frierson reduces project timelines and minimizes unnecessary expenses. By resolving design conflicts early in the process, the company avoids costly rework and change orders, delivering projects on time and within budget.

**ENHANCED VISUALIZATION**

VDC enables stakeholders to visualize every aspect of the project with remarkable clarity. From structural elements to interior design details, the virtual model provides a comprehensive representation, allowing for better-informed decisions and early identification of potential issues.

**CLIENT SATISFACTION**

By leveraging VDC to deliver projects with precision and efficiency, T.W. Frierson enhances client satisfaction and strengthens long-term relationships. Clients benefit from greater transparency, improved communication, and superior project outcomes, solidifying the company's reputation as a trusted partner in construction.

**RISK MITIGATION**

By identifying clashes, conflicts, and discrepancies in the virtual model before construction begins, T.W. Frierson minimizes the likelihood of costly errors and delays on-site. This proactive approach to risk management enhances project efficiency and preserves budgetary constraints.



Check on the  
animation on  
YouTube!



## LANDMARK CERAMICS UNVEILS MAJOR EXPANSION PROJECT WITH T.W. FRIERSON CONTRACTOR, INC.

*We are thrilled to announce that we have successfully completed the construction of Landmark Ceramics' expansion project. This milestone not only marks another successful collaboration, but also strengthens our position as the leading construction partner for the porcelain tile manufacturing industry in the United States!*

On March 22, 2024, Landmark Ceramics, a leading name in the porcelain manufacturing industry, marked a pivotal moment in its growth trajectory with the unveiling of its latest expansion project at its headquarters in Mt. Pleasant, TN. Spearheaded by T.W. Frierson Contractor, Inc. and DCi, this ambitious endeavor shows a significant milestone not only for Landmark Ceramics but also for the broader landscape of American manufacturing.

Part of the esteemed Italian porcelain manufacturing group, Gruppo Concorde, Landmark Ceramics made its foray into the U.S. market in 2016 with an initial investment exceeding \$100 million. Since then, the company has been at the forefront of innovation, consistently striving to enhance its production capabilities and customer experience.

Between 2023 and 2024, Landmark Ceramics embarked on a journey of transformation, channeling substantial investments into expanding its production capacity, enlarging its warehouse facilities, and optimizing its logistics services. This comprehensive overhaul included the revamping of its Warehouse and Logistics Management System, coupled with heightened automation in handling and order preparation processes.

Recognized as the premier construction partner for tile manufacturers in the U.S., T.W. Frierson's involvement ensured the seamless execution of the project, from concept to completion.

Today, thanks to these investments, Landmark Ceramics boasts a state-of-the-art facility spanning 96 acres of land, with a total covered area of 1,000,000 square feet. Notably, its annual production capacity has surged to an impressive 80 million square feet, cementing its position as a powerhouse in the porcelain manufacturing sector.

As Landmark Ceramics embarks on this new chapter of growth and expansion, it remains steadfast in its commitment to delivering unparalleled quality and service to its customers. With a renewed infrastructure and cutting-edge technologies in place, the company is poised to set new standards of excellence in the industry.



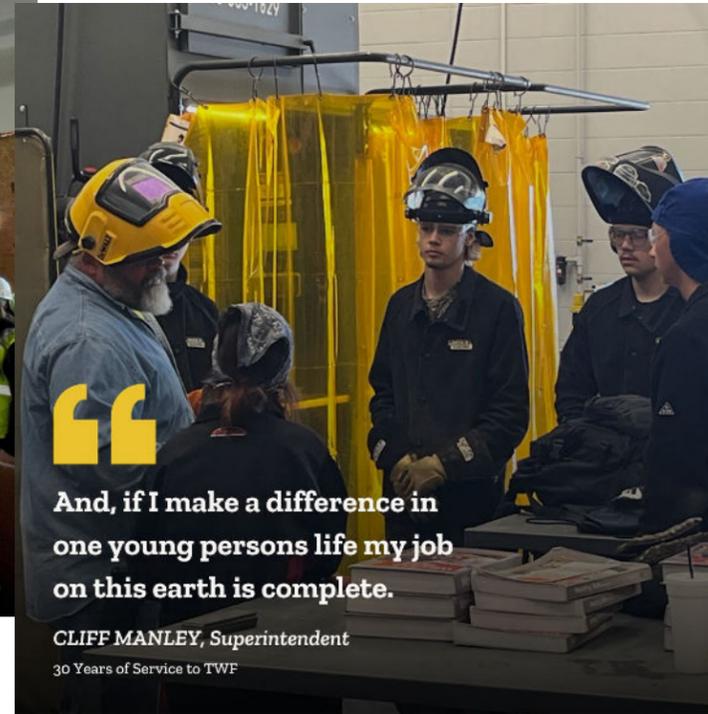
## LOCAL CTE HIGH SCHOOL STUDENTS GAIN VALUABLE INSIGHT INTO CONSTRUCTION INDUSTRY

Local high school students specializing in Career and Technical Education (CTE) recently had the unique opportunity to visit an active jobsite at Wyatt Johnson Automotive Group in Clarksville, TN and gain firsthand experience in the construction industry. The visit aimed to expose students to the technical skills required in the field and highlight the diverse career opportunities available.

The immersive field trip provided the students with a valuable chance to observe and interact with professionals working on a construction project. The visit was part of an ongoing effort to increase visibility and promote careers in the construction industry. During the visit, students had the opportunity to observe the different stages of a construction project, while interacting with professionals from various construction trades, including carpenters, electricians, and plumbers, who shared insights into their respective fields.

*"The purpose of this visit was to expose students to the exciting world of construction and showcase the multitude of technical skills and career opportunities available in our community," said Sidney Johnson- Dealer Principal at Wyatt Johnson. "By providing them with this firsthand experience, we hope to inspire and motivate the next generation of professionals."*

Through initiatives like these, T.W. Frierson aims to bridge the gap between education and industry, ensuring that students are well-informed about the rewarding opportunities available in the construction field. By nurturing and supporting the development of young talent, the construction industry can continue to thrive and meet the demands of tomorrow.



**And, if I make a difference in one young person's life my job on this earth is complete.**

**CLIFF MANLEY, Superintendent**  
30 Years of Service to TWF

## Investing in the Future: Cliff Manley

At T.W. Frierson, we believe in creating a foundation for people to thrive, and Cliff has exemplified this mission by investing in the development of our next generation of leaders in the construction industry. We extend a heartfelt "thank you" to Cliff for his dedication and passion for nurturing young talent.

Cliff recently spent time with the welding students at Green Hills High School in Mount Juliet, providing them with hands-on learning opportunities and valuable mentorship. His commitment to sharing his expertise and knowledge with these students is truly commendable, and we are immensely grateful for his efforts.

Reflecting on his experience, Cliff shared, "Working with the students at Green Hills HS in Mt. Juliet was one of the most fun and fulfilling experiences I have had. They were really inquisitive and paid excellent attention to details. The reason I like to do these classes is because someone has to help make a difference in young people's lives and teach them a real-world trade. If I don't take the time that was given to me and help train our next generation, the construction industry that we love may die."

Cliff's dedication to passing on his skills and knowledge to the next generation is inspiring. By investing in these students, he is not only shaping their futures but also ensuring the continued success and vitality of the construction industry.

At T.W. Frierson, we are proud to have individuals like Cliff who are committed to making a positive impact and building a brighter future for the construction industry. Once again, we extend our sincerest gratitude to Cliff for his invaluable contributions.

# FEATURED

# PROJECTS

## Gallatin Department of Electricity Addition & Renovation



### ARCHITECT

Lyle Cook Martin Architects

### PROJECT SUMMARY

Delivery of the new GDE campus master plan will be broken into several construction phases starting with a 22,920 square foot truck loading warehouse addition and renovations to the existing facility. The new addition and renovated facility will provide the Gallatin Department of Electricity with the space and amenities they need to continue providing excellent service to their ~25,000 customers for years to come.

### PROJECT TEAM

Rob Holtby, Superintendent  
Chad Elks, Senior Preconstruction Project Manager  
Luke Maddox, Project Executive  
Nicole Lum, Project Management Assistant

## The Village at Church of the City



### ARCHITECT

Bauer Askew

### PROJECT SUMMARY

Church of the City (COTC), located in Franklin, TN, is developing The Village, a dynamic community center, on a sprawling 14-acre campus. The expansive facility, spanning 57,000 square feet, will offer a gymnasium, commercial kitchen, classrooms, and meeting spaces to facilitate connections and engagement for people of all ages and backgrounds.

### PROJECT TEAM

Scott Peterson, Senior Superintendent  
Mike Nolan, Senior Project Manager  
Luke Maddox, Project Executive  
Amy Whiffen, Project Management Assistant

## NES Central Substation

### ARCHITECT

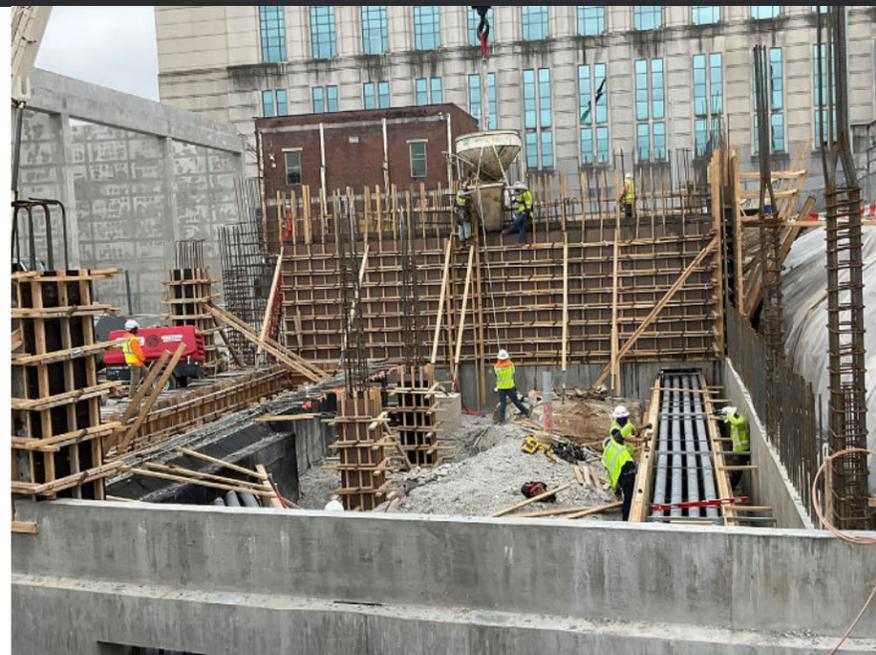
TMPartners

### PROJECT SUMMARY

We have embarked on a crucial overhaul of NES's Central substation downtown Nashville. Situated at the corner of Gay Street & 2nd Avenue North, this project involves replacing the existing structure with one resembling the recently completed 11th Avenue substation. Covering an area of 35,000 square feet, the overhaul includes the installation of four power transformers ranging from 24 to 44.8 MVA, along with 13.8 kV arc-resistant, 3000-amp indoor switchgear. Despite construction, the existing substation will remain operational, ensuring uninterrupted service to roughly a third of the downtown core business district.

### PROJECT TEAM

David Turner, Senior Superintendent  
Aric Rickman, Field Engineer  
Myles Ayers, Project Manager  
Andy Zimmerman, Project Executive  
Lee Ann Watson, Project Management Assistant



## Nissan XL Stamping Press

### ARCHITECT

MBI Companies, Inc.

### PROJECT SUMMARY

T.W. Frierson has entered into Nissan Smyrna's operational stamping facility to perform what Nissan has referred to as "open heart surgery" in the middle of their campus. This project entails dismantling three massive stamping presses, cutting a large hole in the floor of the current facility, relocating overhead cranes and putting significant electrical work in place. With 30 years of partnership with Nissan, they are confident in our team's capability to execute this project with extreme diligence and care.

### PROJECT TEAM

Michael Leahy, Senior Superintendent  
Owen McCann, Assistant Superintendent  
Tony Enriquez, On Site EHS Representative  
Craig Karaszewski, Senior Project Manager  
Luke Maddox, Project Executive  
Amy Whiffen, Project Management Assistant



Photo Source: <https://www.autonews.com/article/20100803/OEM01/308049996/nissan-revamps-smyrna-complex-for-evs>

# T.W. FRIERSON PARTNERS WITH SCHNEIDER ELECTRIC FOR EXPANSION IN MIDDLE TENNESSEE

Rockdale IV completed by TWF in 2022

Schneider Electric, a global leader in energy management and automation, has unveiled ambitious plans to invest \$140 million in expanding its U.S. manufacturing operations in 2024. This significant investment underscores the company's commitment to supporting critical infrastructure, industries, and the burgeoning demand for data center solutions across the country.

The investment will primarily focus on bolstering Schneider Electric's manufacturing capabilities in Tennessee, with \$85 million earmarked for transforming and equipping an existing 500,000 square foot building in Mt. Juliet and upgrading its Smyrna manufacturing operations. These facilities will manufacture custom electrical switchgear and medium voltage power distribution products, serving as vital components in supporting America's electrification transformation.

T.W. Frierson is excited to announce we've been engaged as Schneider Electric's design build partner for the buildout of the existing facility in Mt. Juliet, TN. Our team completed the design and construction of this 500,000 square foot shell building for First Industrial Real Estate in 2022 – the shell building represented our 10th major project in the Maddox Road Industrial Park and we're excited to continue providing services for the tenants in the park.

The new plant in Mt. Juliet is expected to begin manufacturing and shipping products to Schneider's customers in 2024 and is expected to be fully operational in 2025. The plants will also incorporate advanced manufacturing technologies and software to improve operational performance, achieve energy savings, and reduce carbon footprint, among other benefits. The expansion initiative is expected to create approximately 455 jobs in Tennessee. Roles will encompass a spectrum of positions, including manufacturing technicians, engineers, test technicians, and quality leads, among others. This influx of employment opportunities underscores Schneider Electric's commitment to fostering job creation and economic growth in the communities where it operates.

Aamir Paul, President of North America Operations at Schneider Electric, emphasized the critical role of electrical infrastructure in advancing technological progress and supporting the clean energy transition. He highlighted how these investments align with the company's mission to strengthen the domestic supply chain and support initiatives such as the Infrastructure Investment and Jobs Act and Inflation Reduction Act.

The decision to expand manufacturing operations in Tennessee reflects Schneider Electric's ongoing efforts to enhance its American manufacturing presence. Since 2020, the company has invested over \$440 million in its U.S. manufacturing and distribution network, demonstrating its commitment to streamlining production processes, staying competitive, and bolstering domestic supply chain capabilities.

Schneider Electric's investment in Tennessee is part of a broader strategy to leverage advanced manufacturing technologies and software to improve operational performance, achieve energy savings, and reduce carbon footprint. The company's continued focus on sustainability and innovation aligns with its position as a leader in enabling smart factory transformation.

As Schneider Electric embarks on this new chapter of expansion and growth, its partnership with T.W. Frierson underscores a shared commitment to excellence, innovation, and community engagement. Together, they will play a pivotal role in driving economic prosperity and technological advancement in Middle Tennessee and beyond.



## DCi Feature: Building Partnerships for Success

As design-build partners for over 30 years, DCi and T.W. Frierson have cultivated enduring relationships with subcontractors, recognizing the vital role they play in project success. Just as T.W. Frierson prioritizes subcontractor management, DCi too understands the importance of collaboration and mutual respect in achieving exceptional outcomes.

T.W. Frierson's commitment to subcontractor success is evident in their approach to project management. By treating subcontractors with integrity and care, they establish transparent communication channels, set realistic objectives, and provide unwavering support throughout the project lifecycle.

This collaborative philosophy not only strengthens relationships with trade subcontractors but also showcases their expertise to clients, solidifying T.W. Frierson's reputation for excellence. At DCi, we share T.W. Frierson's dedication to subcontractor success and recognize the integral role they play in delivering successful projects. Together, we continue to build partnerships for success in the construction industry.

DCi is proud to have had the privilege of designing office buildings, warehouses, TI projects, and more for esteemed trade partners, including:

- Wasco
- Masonry Specialty
- Lampley Concrete Co.
- Cooper Steel
- Stansell Electric
- Sunrise Contracting
- The Comfort Group
- Fire Protection Systems
- Armory
- Hunter Fan
- OHM
- Gerdau Ameristeel
- Wolfe Excel Industries
- DeGrauw Electric
- Civil Constructors
- Charlie Irwin Painting
- Kenny Pipe & Supply
- Himmel's Architectural Door
- Steve Ward Associates
- Dale, Inc.
- AMI
- ABC Greater Tennessee Chapter



*As DCi celebrates our 30th anniversary this year, we are thrilled to reflect on and honor the partners and projects that have played a pivotal role in advancing our company.*

*Over the past three decades, we have had the privilege of collaborating with exceptional partners and contributing to numerous transformative projects.*

*As we commemorate this milestone, we express our deepest gratitude to all who have been a part of our journey, and we look forward to continued growth and success in the years to come.*

We're thrilled to share that we are delivering Prologis's newest development in Nashville – City View! Our dedicated team has been on site since April 2023 completing the mass grading for this 100-acre parcel. Now, we're gearing up for phase one – the vertical construction of the first 3 Class A buildings, which will total approximately 566,200 square feet.

## Prologis City View

### WORK STARTS ON MAJOR WEST SIDE INDUSTRIAL PARK

Nashville Post Article

Prologis eyes December completion of first phase of nine-warehouse development on Centennial Boulevard

Work is underway on an industrial park to eventually offer nine Class A buildings with a collective 1.8 million square feet and being undertaken by San Francisco-based logistics giant Prologis.

Phase one of what will be called Prologis City View will offer three buildings (and a collective approximately 566,200 square feet) and is tentatively slated to be finished in December. In October 2021, Prologis paid \$54 million for the West Davidson County site on which the nine warehouses will be located (read here).

The 123.3-acre property offers an address of 7228 Centennial Blvd. and overlooks the Cumberland River. Ford Motor Co. was the seller of the site, which is located near John C. Tune Airport.

A late 2026 completion for the entire project is being targeted, a Prologis representative said.

Marketing materials note that 5 percent of parking at Prologis City View – for which the overall cost to undertake is not being disclosed – will offer electric vehicle chargers and that the warehouses will include “solar-ready roofs” for tenants.

The Nashville office of Dallas-based CBRE (Steve Preston, Will Goodman and Jack Armstrong) is assisting in the marketing of the future buildings.

Prologis, the Tennessee headquarters for which moved to downtown's Capitol View from Brentwood in 2019, has enlisted Nashville's Barge Design Solutions as the civil engineer for Prologis City View. T.W. Frierson, also a local company, is the general contractor, while Atlanta-base Ware Malcomb is the architect.

Prologis has maintained a presence in Nashville since 1997. The company bills itself as the largest owner of industrial property located in the area, with 64 buildings totaling a collective more than 15.5 million square feet. Its Nashville office services approximately 207 tenants, according to the company.

In Tennessee, notable Prologis tenants include Coca-Cola, Nissan, International Paper and FedEx.

A multinational logistics real estate investment trust, Prologis was founded in 1983. As of September 2023, the publicly traded company had about \$197 billion in assets under management, about 1.2 billion square feet in properties, about 6,700 tenants and more than 2,460 employees. It bills itself as the largest industrial real estate company in the world.



## REVITALIZING ST. PAUL CHRISTIAN ACADEMY:

*a tale of transformation*



*For over five decades, St. Paul Christian Academy has stood as a beacon of excellence in education in Nashville, fostering a nurturing environment for students to thrive academically, creatively, and socially. At the heart of this esteemed institution lies a commitment to continual improvement and innovation, evident in the recent completion of the Dining Hall + Theatre Renovation and the commencement of McGuffey Hall – Second Classroom Addition, both undertaken in partnership with ESa.*

### DINING HALL + THEATRE RENOVATION

The Dining Hall at St. Paul Christian Academy has long been a symbol of community and collaboration, serving as a gathering place for students, faculty, and families. However, recognizing the evolving needs of its constituents, St. Paul Christian Academy embarked on a journey to reimagine this space into something truly extraordinary.

The upgrades are as impressive as they are extensive. A stage fit for Broadway productions takes center stage, complete with state-of-the-art audiovisual equipment and improved acoustics to ensure every note is heard with crystal clarity. Flexible seating arrangements offer versatility, allowing the space to adapt to the needs of any occasion. And let's not forget the newly introduced dance studio—a haven for budding performers to hone their craft in a space designed to inspire creativity.

Externally, the campus has undergone a facelift, with architectural enhancements that pay homage to St. Paul Christian Academy's rich history while embracing a modern aesthetic. Palladian windows flood the interior with natural light, creating an inviting ambiance that is as warm as it is welcoming. Indeed, the Dining Hall + Theatre Renovation stands as a testament to unwavering commitment to excellence in all endeavors.

Throughout the renovation process, T.W. Frierson Contractor, Inc. worked diligently to ensure minimal disruption to the daily operations of the Academy. Phasing the construction allowed the Academy to remain operational, providing a safe and conducive learning environment for students and staff alike. Safety features were also integrated into the design and construction process to prioritize the well-being of everyone on campus.

### MCGUFFEY HALL – SECOND CLASSROOM ADDITION

As St. Paul Christian Academy looks towards the future, it recognizes the importance of providing students with facilities that are not only conducive to learning but also reflective of the Academy's core values. This sentiment is embodied in McGuffey Hall – Second Classroom Addition—a visionary endeavor aimed at expanding and enhancing the Lower Academy experience.

With the addition of new classrooms, McGuffey Hall is poised to become a hub of learning and exploration, where students can cultivate their curiosity and pursue academic excellence under one roof. But this project is more than just bricks and mortar—it's a testament to St. Paul Christian Academy's commitment to holistic education.

In addition to classrooms, a dedicated common room is being designed to foster community and camaraderie among students of all ages. Here, students will have the opportunity to engage in cross-grade activities, parent events, and hands-on learning experiences that extend beyond the confines of traditional classrooms.

With an anticipated completion date of August 2024, the renewed McGuffey Hall is set to be a vibrant center for educational and community activities—a place where the seeds of knowledge are sown, and the bonds of friendship are forged.

- EDWIN PABLO**  
Carpenter Helper
- IKAIKA TUIPULOTU**  
Carpenter
- MASON WHIFFEN**  
Technician
- LOGAN SCHAIBLE**  
Assistant Superintendent
- JASON KOONTZ**  
Asst. Precon Project Manager
- TYLER SHANNON**  
Helper
- JAKE GARREN**  
Senior Project Engineer
- JASON POWELL**  
Superintendent
- VICTORINO GONZALEZ**  
Ironworker
- CLEMENT RUIZ DAMIN**  
Ironworker
- ESTEBAN REZENDEZ RAMOS**  
Ironworker
- GUILLERMO LEYVA**  
Ironworker
- HEATHER LEE**  
Subcontractor Coordinator
- JOHN FRENCH**  
Senior Project Manager
- CHRIS DIETRICH**  
Ironworker
- SAM WESSINGER**  
Helper
- ASHLI SCHMIDT**  
Administrative Assistant
- LUKE HARRIS**  
Ironworker

- HOPE GARBACZ**  
Project Manager
- HUNTER BASTIN**  
Lead Technician
- DARION CAMPBELL**  
Asst. Precon Project Manager
- FORREST DANIEL**  
Ironworker
- J.T. MURRAY**  
Outside Salesperson
- JESSE KAUFMAN**  
Assistant Superintendent
- DAMIAN ALEXANDER**  
Carpenter
- ELMER MONTANES**  
Carpenter
- GILBERTO VELAZCO PENA**  
Carpenter
- DURVIS RIVAS**  
Carpenter
- GABRIEL ARAGORT PEREIRA**  
Ironworker



## **BREAKING GROUND FOR GROWTH:** *Brentwood Academy's Forward in Faith Vision*

April 12, 2024 marked a momentous occasion for the Brentwood Academy community as leaders, parents, neighbors, and students gathered on campus for a groundbreaking ceremony symbolizing the next phase of the school's visionary "Forward in Faith" initiative.

Headmaster Curt Masters welcomed attendees with a heartfelt prayer, setting the tone for a day of reflection and excitement. Selected students and faculty, embodying the essence of the academy's ethos, shared scripture and personal insights, underscoring the profound significance of the impending campus enhancements.

In a symbolic gesture, key figures from Brentwood Academy and the wider community grasped branded shovels, poised to break ground and usher in a new era of growth and progress. "This is a significant day in Brentwood Academy history," expressed Headmaster Curt Masters, "as we honor our past while eagerly embracing the promise of tomorrow."

Central to the transformative vision are several key additions to the campus infrastructure. A new main entrance, strategically positioned on Granny White Pike, will not only enhance accessibility but also serve as a beacon of welcome and safety for families and visitors. With an accompanying traffic light at the intersection of Virginia Way and Granny White Pike, traffic flow will be streamlined, ensuring a seamless arrival experience. Moreover, the expansion will include an additional 60 parking spaces, addressing a longstanding need and facilitating greater convenience for all.



Among the most anticipated developments is the construction of a new on-campus chapel, slated to commence immediately. Crafted with glass and timber, this sacred space will accommodate 175 individuals, providing a sanctuary for spiritual nourishment and community gatherings. From student Bible studies to worship nights, parent events to professional development sessions, the chapel will serve as a focal point for spiritual enrichment and fellowship. "The chapel is more than just a structure," emphasized Masters, "it embodies Brentwood Academy's unwavering commitment to our faith and values."

With construction beginning, anticipation is palpable throughout the Brentwood Academy community. The new entrance and parking spaces will not only enhance practical aspects of campus life but also symbolize a deeper commitment to the school's mission nurturing and challenging each whole person - body, mind, and spirit - to the glory of God.





Jenkins & Wynne

**7117 CENTENNIAL BLVD WAREHOUSE**  
Nashville, Tennessee

Jorge Leal, Sr. Superintendent  
Jay McGinnis, Project Manager  
Amy Whiffen, Project Mgmt. Assistant  
Jack Barrett, Project Executive  
Tory Rice, DSB Project Manager  
Kyle Torrence, DSB Project Engineer  
Ben Carraway, Design Project Manager  
Marc Oakley, CAD Technician

**PROJECT DUNLAP**  
Whites Creek, Tennessee

Jay McGinnis, Project Manager  
Amy Whiffen, Project Mgmt. Assistant  
Jack Barrett, Project Executive  
Tory Rice, DSB Project Manager  
Ben Carraway, Design Project Manager

**DALTILE DICKSON EXPANSION**  
Dickson, Tennessee

Tony Tidwell, Superintendent  
John French, Sr. Project Manager  
Nicole Lum, Project Mgmt. Assistant  
Luke Maddox, Project Executive  
Neil Lambert, DSB Project Manager  
Sara Proctor, DSB Project Engineer  
Jeff Smith, PCS Superintendent  
Jacob Walker, PCS Sr. Project Manager  
Amy Whiffen, PCS Project Mgmt. Assistant  
Craig Polancich, Sr. Project Designer

**BRENTWOOD ACADEMY CHAPEL & SITE**  
Brentwood, Tennessee

Zac Watson, Superintendent  
Dan Hasselbring, Project Manager  
Amy Whiffen, Project Mgmt. Assistant  
Jack Barrett, Project Executive

**VELOCITY TRUCK LEBANON PIKE**  
Nashville, Tennessee

Zach Brayton, Asst. Superintendent  
Steve Mignoli, Asst. Project Manager  
Nicole Lum, Project Mgmt. Assistant  
Luke Maddox, Project Executive  
Zack Bryant, PCS Project Manager  
Amy Whiffen, PCS Project Mgmt. Assistant  
Kandy Mallory, Sr. Design Project Manager  
Marc Oakley, CAD Technician

**VELOCITY TRUCK BRIDGESTONE PKWY**  
LaVergne, Tennessee

Jason Powell, Superintendent  
Steve Mignoli, Asst. Project Manager  
Nicole Lum, Project Mgmt. Assistant  
Luke Maddox, Project Executive  
Zack Bryant, PCS Project Manager  
Amy Whiffen, PCS Project Mgmt. Assistant  
Kandy Mallory, Sr. Design Project Manager  
Marc Oakley, CAD Technician



Jenkins & Wynne



7117 Centennial Blvd.

**ST. PAUL CHRISTIAN ACADEMY**  
Nashville, Tennessee

Jay Earney, Superintendent  
Logan Schaible, Asst. Superintendent  
Josh Coquillard, Assistant Project Manager  
Jason Hedge, Project Manager  
Amy Whiffen, Project Mgmt. Assistant  
Jack Barrett, Project Executive  
Zack Bryant, PCS Project Manager

**JENKINS & WYNNE**  
Clarksville, Tennessee

Joe Slate, Sr. Superintendent  
Christian Brinkley, Project Engineer  
Mike Nolan, Sr. Project Manager  
Nicole Lum, Project Mgmt. Assistant  
Luke Maddox, Project Executive  
Ray Woodby, DSB Superintendent  
Neil Lambert, DSB Project Manager  
Michael Little, PCS Superintendent  
Zack Bryant, PCS Project Manager  
Amy Whiffen, PCS Project Mgmt. Assistant

**NES CENTRAL FUEL ISLAND**  
Nashville, Tennessee

Kaden Frasier, Asst. Superintendent  
Myles Ayers, Project Manager  
Lee Ann Watson, Project Mgmt. Assistant  
Andy Zimmerman, Project Executive  
Michael Little, PCS Superintendent  
Jacob Walker, PCS Sr. Project Manager  
Amy Whiffen, PCS Project Mgmt. Assistant

**NES CENTRAL SUBSTATION**  
Nashville, Tennessee

David Turner, Sr. Superintendent  
Aric Rickman, Field Engineer  
Myles Ayers, Project Manager  
Lee Ann Watson, Project Mgmt. Assistant  
Andy Zimmerman, Project Executive



Daltile



Gallatin Dept. of Electric



**NISSAN BAY 01 XL PRESS**  
Smyrna, Tennessee

Michael Leahey, Sr. Superintendent  
Owen McCann, Asst. Superintendent  
Craig Karaszewski, Sr. Project Manager  
Nicole Lum, Project Mgmt. Assistant  
Luke Maddox, Project Executive

**STATE OF TN MUSEUM STORAGE & ARCHIVES**  
Nashville, Tennessee

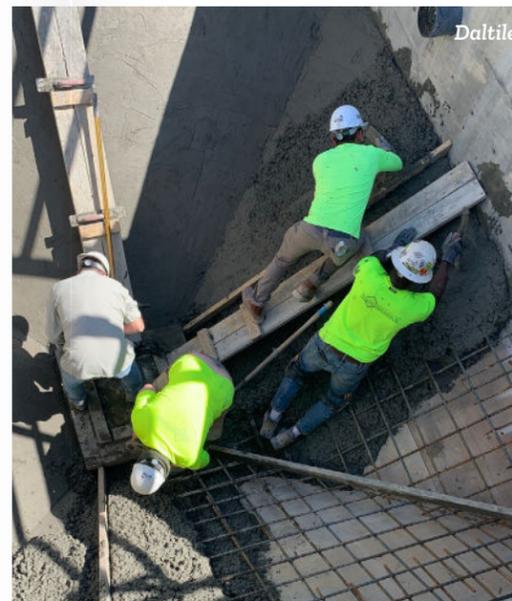
Cliff Manley, Superintendent  
Chris Andrews, Foreman  
Christian Brinkley, Project Engineer  
Craig Karaszewski, Sr. Project Manager  
Nicole Lum, Project Mgmt. Assistant  
Luke Maddox, Project Executive

**WYATT JOHNSON SUBARU**  
Clarksville, Tennessee

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

**PROLOGIS CITY VIEW**  
Nashville, Tennessee

Griffin Jones, Superintendent  
Jeff Landis, Superintendent  
Jesse Kaufman, Asst. Superintendent  
James Merritt, Project Engineer  
Hope Garbacz, Project Manager  
Justin Cochrane, Sr. Project Manager  
Amy Whiffen, Project Mgmt. Assistant  
Jack Barrett, Project Executive



Daltile

**GALLATIN DEPARTMENT OF ELECTRIC**  
Gallatin, Tennessee

Rob Holtby, Superintendent  
Chad Elks, Sr. Project Manager  
Nicole Lum, Project Mgmt. Assistant  
Luke Maddox, Project Executive

**THE VILLAGE AT CHURCH OF THE CITY**  
Franklin, Tennessee

Scott Peterson, Sr. Superintendent  
Jake Garren, Project Engineer  
Mike Nolan, Sr. Project Manager  
Amy Whiffen, Project Mgmt. Assistant  
Luke Maddox, Project Executive

**PROJECT VOLT**  
Mt. Juliet, Tennessee

Alex Martin, Superintendent  
Chad Elks, Sr. Project Manager  
Amy Whiffen, Project Mgmt. Assistant  
Jack Barrett, Project Executive  
Ben Carraway, Design Project Manager  
Marc Oakley, CAD Technician

**CONFIDENTIAL CLIENT**  
Waverly, Tennessee

Tim Blakeney, Superintendent  
Chad Elks, Sr. Project Manager  
Amy Whiffen, Project Mgmt. Assistant  
Jack Barrett, Project Executive  
Carlos Aldana, DSB Superintendent  
Tory Rice, DSB Project Manager  
Matt Self, PCS Asst. Superintendent  
Jacob Walker, PCS Sr. Project Manager  
Craig Polancich, Sr. Project Designer

**ON THE FIELD**



DESIGN SYSTEMS BUILDERS, LLC

RAY WOODYBY: *a pillar of expertise*



In the demanding landscape of construction, certain individuals stand out not only for their skill but for the unforgettable mark they leave on their teams and projects. Ray Woodby, Superintendent at Design Systems Builders, LLC (DSB), is one such figure, embodying the values of expertise, mentorship, and dedication.

Design Systems Builders, LLC has been a cornerstone of the Nashville community since 1976, consistently delivering excellence in construction projects. Specializing in Butler® products, DSB erects an average of 2 million square feet of these renowned structures each year, positioning them as one of the highest producers of Butler® products in North America.

Ray Woodby has been an integral part of the DSB family since June 1991, bringing decades of experience and a wealth of knowledge to every project he undertakes. His expertise in his craft is unparalleled, demonstrated through his adept handling of complex conditions and details, even amidst multiple variables in play. Throughout his tenure at DSB, Ray has lent his expertise to over 40 projects, leaving a memorable mark on each one. Major undertakings include the DENSO Manufacturing Electronics Expansion, Topre America, Colorobbia, 3040 Sidco, American Wonder Porcelain Finished Goods Warehouse, Numatics Actuator, and various projects at Fed Ex Memphis. Moreover, Ray's influence extends beyond project sites, as he has personally mentored nearly every DSB employee, imparting wisdom and guidance as they join the team.

Now, as Ray transitions into a Quality Assurance/Quality Control (QAQC) position, his impact on DSB's success is set to deepen even further. His unparalleled understanding of Butler products and structural steel, coupled with his meticulous attention to detail, makes him ideally suited for this role. Ray's steadfast commitment to doing the job right the first time aligns perfectly with the principles of QAQC, ensuring that DSB's projects continue to meet the highest standards of excellence.

Beyond his professional achievements, those who know Ray speak highly of his character and personality. Regarded as an honest man of integrity, Ray's reputation precedes him in every interaction. His vast knowledge in his field is matched only by his culinary prowess, with many attesting to his skills as one of the best cooks around. Furthermore, Ray's sense of humor adds a touch of levity to any situation, showcasing his ability to connect with. As a teacher, Ray's patience and expertise shine through, enriching the experiences of those fortunate enough to learn from him.

In Ray Woodby, Design Systems Builders, LLC has not only found a consummate construction professional but also a mentor, leader, and friend. As he transitions to a QAQC Superintendent position, there's no doubt that Ray will continue to leave an indelible mark on the construction industry and the lives of those around him.



# DALTILE PHASE II EXPANSION



## Professional Concrete Solutions, LLC

It is with great satisfaction that we announce the imminent completion of the Daltile Phase 2 Expansion Project in Dickson, TN. From the outset, our team has approached each aspect of the project with a focus on precision and efficiency. The construction of the resin storage building addition, spanning 40,000 square feet, presented unique challenges that were met with strategic planning and expert craftsmanship. The integration of a truck unloading canopy further enhances operational efficiency and logistics management within the facility.

The high bay addition, covering 23,000 square feet, required meticulous attention to structural integrity and load-bearing capacity. Our engineers and construction professionals worked in concert to ensure the seamless integration of this new space into the existing infrastructure, maximizing functionality while adhering to strict safety standards.

One of the focal points of the overall project was the installation of a silo pad and equipment pit for the Big Bag Breaker inside of the high bay expansion. This portion of the project included installation of over 400 anchor bolts within a new 36" concrete pad for material silo's, installation of a 14' deep equipment pit for the Big Bag Breaker that included a 30" thick mat foundation, nearly 3,000 square feet of wall face and walls up to 36" in thickness. This scope by itself accounted for nearly 1,000 cubic yards of concrete & over 50 tons of rebar.

### CONCRETE SCOPE OF WORK

- ◆ 5,000 cubic yards of concrete
- ◆ 140 tons of rebar
- ◆ +20,000 man-hours



#### FOUNDATIONS

excavation, rebar installation, setting of anchor bolts, placement of concrete and mat slabs for two equipment pits & 1 resin tank



#### FLATWORK

excavation, grading of stone base, reinforcement installation, setting of anchor bolts & placement of concrete

interior slabs on grade:

- 46,000 sf of shake-on hardener
- 27,000 sf of steel fiber reinforced slab on grade

heavy equipment mat slabs:

- 12,800 sf
- thickness up to 50" thick

exterior paving & sidewalks

total of 105,000 sf of troweled area



#### CAST IN PLACE WALLS

reinforcement installation, forming of walls & placement of concrete

12,185 sfca of concrete walls

includes dock walls for two truck wells, equipment pit walls & grade beams

pit walls up to 36" thick



IN FEBRUARY, OUR TEAM HELPED SORT  
**+4,500 POUNDS OF FOOD**  
 AT SECOND HARVEST FOOD BANK.

THIS WILL PROVIDE  
**3,768 MEALS**  
 TO PEOPLE ACROSS MIDDLE TENNESSEE.

## CONGRATULATIONS HANNAH & ROMENDA!

*Let's hear it for Hannah and Romenda, our stellar interns turned full-time colleagues!*

As they gear up to don their caps and gowns for their well-deserved graduation from MTSU with degrees in Construction Management, we can't help but beam with pride knowing that they'll be bringing their expertise and enthusiasm to our TWF family on a full-time basis.

Hannah, with two years of dedicated internship under her belt, has proven herself to be a true asset to our team. Her unwavering commitment and knack for problem-solving has left a lasting impact. Additionally, we're so proud of her for receiving the Leadership Award for her class!

And Romenda, in just one year of internship, has showcased a remarkable blend of skill and determination. Her fresh perspective and eagerness to learn have invigorated our work environment. We're so proud of Romenda for receiving the 2024 Academic Excellence Award for her class!

As they embark on this exciting new chapter with TWF, we want to extend our heartfelt congratulations to both of them. Your hard work, dedication, and passion have set you on a path to success, and we couldn't be more thrilled to have you officially join our ranks.



SO FAR THIS YEAR, OUR TEAM HAS COMPLETED  
**730 HOURS**  
 OF TRAINING AND DEVELOPMENT!

Whether new-hire orientation, equipment training in the field, teaching topics, department onboarding, or safety trainings, this wouldn't be possible without everyone embracing a learning mindset. Thank you to all who gave up some of your time to ensure transfer of knowledge with others.

Guillermo Leyva & Clemente Damian completed their CSAP training!

## ANNUAL ESOP STOCK PRICE REVEAL

What an unforgettable evening it was! With nearly 225 esteemed guests in attendance, our ESOP Stock Price Reveal event on Saturday, February 17, 2024, was a resounding success.

A highlight of the evening was the thrilling murder mystery solved by Sara Proctor, Shelia DeBord, and their exceptional team. Congratulations to them for unraveling the mystery and adding to the excitement of the occasion!

Reflecting on the past year, we can't help but celebrate the remarkable achievements that have marked T.W. Frierson's journey. From the establishment of a new self-perform business unit in Armory Door Openings to the addition of Lance Couch as our first Chief Operating Officer, 2023 was truly transformative. These milestones have fortified our foundation and positioned us for sustained success in the years ahead.

But perhaps most gratifying of all is the news of our company's stock valuation. Thanks to the dedication and hard work of our employee-owners, we've seen an impressive 22% average share growth year over year since 2016! As we enter our third year of being 100% employee-owned, this achievement stands as a testament to the collective effort and commitment of everyone in the T.W. Frierson family.

From the retirees who laid the groundwork to the new team members who bring fresh energy and expertise, this success belongs to each and every one of us. We extend our heartfelt congratulations to all who have contributed to this remarkable milestone.

As we move forward, we want to reaffirm our commitment to transparency and communication regarding our ESOP. Should you have any questions or require further clarification, please don't hesitate to reach out to Sara Waggoner or Mike Melnyk at your convenience. Your understanding and engagement are integral to the continued success of our shared ownership model.

On behalf of the entire organization, we express our deepest gratitude for your trust and support. Together, let's continue to build on our Core Purpose of "Creating a Foundation for People to Thrive" as we embark on the exciting journey ahead.



## 2024 ANNUAL STOCK PRICE REVEAL

WE'RE EXCITED TO INTRODUCE OUR NEWEST OFFERING...

# ARMORY THE AUTHORITY ON DOORS

ARMORY PROVIDES AN ARRAY OF RELATED SERVICES INCLUDING:

*Overhead Doors*

*Sectional Doors*

*Performance Doors*

*Bug Screens*

*Vertical Reciprocating Conveyors*

*Lifts*

*Modular Systems*

*Guard Houses*

*Inspections for FDA/USDA/AIB Audits*

*Security Partitions & Cages*

*Ergonomic Equipment*

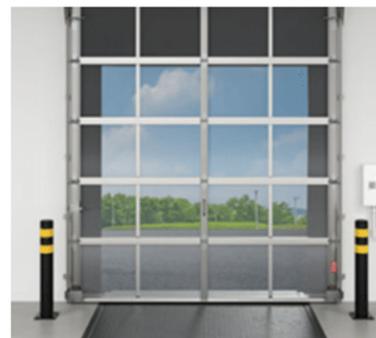
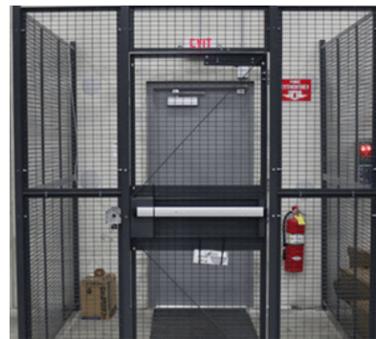
*HVLS Fans*

*Column Protection*

*Mezzanines & Stairs*



Providing service and installation excellence makes Armory the authority on doors. Our impressive team is ready to help you optimize the functionality of your business by supplying and installing best in class products and innovative solutions to your space.



## THE T.W. FRIERSON MAINTENANCE SHOP



Step into our world, where dedication, expertise, and passion converge to fuel the engine of construction excellence. At T.W. Frierson, our Equipment Shop isn't just a place—it's a team of dedicated professionals who offer a range of essential services that ensure our construction projects operate at peak efficiency.

Our extraordinary team, led by our Shop Manager, David Hardin, are masters of organization and efficiency. They're the unsung heroes who keep our wheels turning and our projects moving forward. With a wealth of knowledge and a can-do attitude, they tackle every challenge with unwavering determination.

First up: equipment rental and maintenance. Our shop boasts an extensive inventory of top-quality equipment, with options for pickup or convenient delivery straight to our job sites. When it comes to keeping those machines humming, our team of skilled technicians is on hand to handle repairs, maintenance, and everything in between.

But that's not all. They're also our go-to source for company vehicle service and repairs. From routine oil changes to more complex repairs, our team has the expertise and the tools to keep our fleet running smoothly. And with our wash bay facilities, we can keep company-issued vehicle looking sharp and presentable, inside and out.

Let's not forget about job site supplies. Whether you need hard hats, safety glasses, or high-visibility vests, they've got us covered. Plus, we offer a range of office essentials and building materials, ready for pickup or delivery to the job site at a moments notice.

But perhaps most importantly, our team isn't just here to provide services; they're here to offer support and expertise every step of the way. Need advice on the best equipment for your project? Looking for tips on maintenance and safety? Our team is here to help, with a wealth of knowledge and a commitment to customer satisfaction that sets us apart.





**T.W. FRIERSON**  
CONTRACTOR, INC.

*24th annual*  
**GOLF TOURNAMENT**

**SAVE THE DATE**

**AUGUST 26TH 2024**

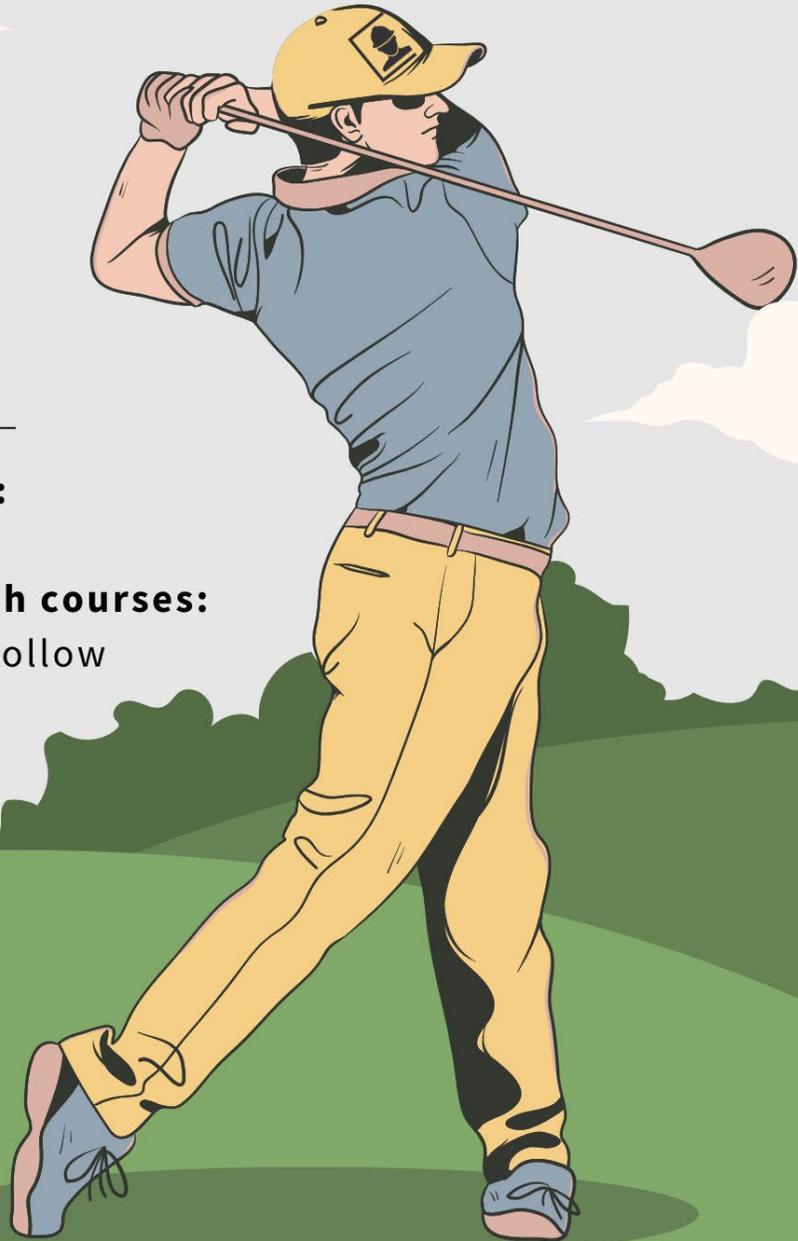
**Hermitage Golf Club**  
*3939 Old Hickory Blvd*  
*Old Hickory, TN 37138*

**Registration & Lunch:**

11:30 AM

**Shotgun Start for both courses:**

1:00 PM Reception to follow



@twfrierson