



CONSTRUCTIVELY SPEAKING



Work continues on Breakthrough Phase III in Knoxville, Tenn.

Construction Continues on Knoxville Home for Adults with Autism

J&S Construction broke ground in October 2013 on the Breakthrough Phase III project site, located in southern Knoxville, Tenn.

The 7,315 square-foot project includes the construction of two residential buildings and all related site development. The smaller building contains four efficiency apartments while the larger building contains two 3-bedroom units, each with a large activity area and staff living quarters.

This project is being constructed through HUD Section 811 Supportive Housing for Persons with Disabilities. Through the Section 811 program, HUD provides funding to develop and subsidize rental housing with the availability of supportive services for very low- and extremely low-income adults with disabilities.

The purpose of the Section 811 program is to allow persons with disabilities to live as independently as possible in the community by subsidizing rental housing opportunities which provide access to appropriate supportive services. Breakthrough Corporation has developed this cul-de-sac community to serve as housing for autistic adults.

The project budget was established prior to the completion of the design drawings. Thus, the design was constrained primarily by the budget. Through multiple meetings between J&S Construction and ACHW (Adams Craft Herz Walker), the architect of record, the drawings were modified to reflect cost-savings measures identified by J&S Construction in order to meet the project's budget.

Construction began in the fourth quarter of 2013 and is expected to be completed by late summer 2014.

J&S Returns to Rockwood Facility

Horsehead Corporation, a leading U.S. producer of specialty zinc and zinc-based products and leading recycler of electric arc furnace dust, has selected J&S Construction for three contracts worth \$405,000 to be performed at its recycling facility in Rockwood, Tenn.

The scope of work includes site drainage and water removal, as well as construction of a zinc containment pit to control and capture excess zinc and keep it from entering the main detention pond for the facility. J&S Construction will also build a covered containment slab to allow the vehicles that transport zinc across the site to be cleaned of zinc; this zinc can be contained for future re-use.

Additional work will include construction of an uncovered containment pad with underground drainage around a portion of the client's existing railroad tracks. This containment pad will allow up to three railroad cars to be pulled within the pit area. Once within this area, the cars can be cleaned of excess zinc; this zinc will be captured and not allowed to leave the site or contaminate other areas of the project.

These projects allow Horsehead to further comply with EPA regulations and meet Horsehead's Environmental Policy to be a good citizen, reduce waste, promote environmental awareness and strive to be better. With these three contracts, **J&S Construction will have completed 59 projects for Horsehead's Rockwood facility, again proving our Relationships are Continuously Built on Trust.**



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J&S Named 'Third Place Installer Winner' for its Work on VMF

J&S Construction is honored to announce recently being named the 2013 Third Place Installer Winner by ATAS International, Inc. for its use of InSpire transpired solar wall panels on the Tactical Equipment Maintenance Facility, or TEMF, located at Fort Campbell, Ky.

The InSpire system used on the TEMF building preheats outside air before it enters the building to provide fresh air changes and natural humidification, as well as opportunities to reduce energy consumption. InSpire's design features allow outside air to be drawn through the wall panel and into the wall cavity via ventilation fans. InSpire wall panels are specially coated in colors which allow absorption of the sun's energy to preheat surface and cavity air. The solar generated, preheated air transpires into the wall cavity and is drawn into the building's interior through conventional ductwork.

The TEMF building is part of the Vehicle Maintenance Facility for the 101st Combat Aviation Brigade completed late last year. At 35,290 square feet, the Vehicle Maintenance Facility consists of the TEMF building, an Organizational Storage Building (OSB), a Hazardous Waste Storage Building (HWSB), a Petroleum Oil and Lubricant storage building (POL), a Tactical Unmanned Aerial Vehicle storage building (TUAV), an organization vehicle hardstand and privately-owned vehicle parking. These facility types are used for the purpose of maintaining and repairing vehicles, complete with equipment and parts storage and administrative offices.

Other environmentally-friendly features at this facility, in addition to the transpired solar wall panel system, include: skylights, daylighting tubes, spray foam insulation, an air barrier system, radon piping system, low-flow water fixtures, energy recovery units, an in-floor radiant heating system, occupancy sensors, low volatile organic compounds (VOCs) and recycled materials. This project was also designed to meet LEED® Silver requirements by the U.S. Green Building Council.



Shown from left: Jim Bus, ATAS VP; Paul Corken of Corken Steel; Jacob L. Ramsaur, J&S Construction Project Manager; and Dick Bus, ATAS President.

J&S Ranked 'Top 25' by A&S

Noted as one of Middle Tennessee's top pre-engineered steel building contractors, J&S Construction was recently recognized by A&S Building Systems at its 2014 national sales meeting in Bonaventure, Fla.

J&S Construction received the Top 25 Award in Appreciation of Outstanding Performance. That award is presented to the top 25 authorized A&S builders worldwide, based on shipments/ranking during a particular calendar year.

"The J&S team continues, year after year, to be recognized as one of the leading providers of pre-engineered steel buildings in the nation," said J&S Construction's CEO, Johnny Stites. "We have been able to achieve this level of success because we continue to strive for perfection for our clients, and they reward our performance by consistently returning to J&S Construction year after year."

"This consistent level of performance is only possible when teams measure what is important to the client," Stites continued. "Only by having in place those critical measurements can a company know if it is improving, and we believe our clients deserve a construction partner who is constantly improving. Last year, over 75% of our clients were repeat clients, and since 1990, an astounding 99.6% of our clients say they will use J&S on their next project."

A&S Building Systems, headquartered in Caryville, Tenn., is a leading pre-engineered building systems manufacturer and division of NCI, as well as being noted as one of the largest suppliers of metal building products in the industry.

Who's New at J&S: Meet the Faces

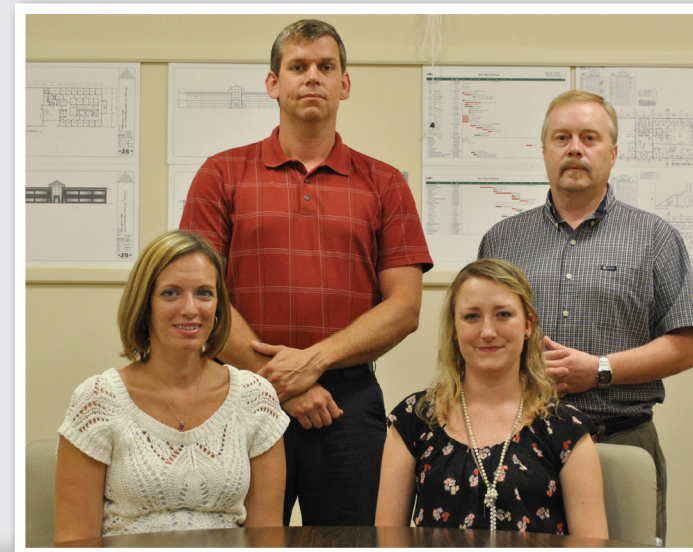
Recently, J&S Construction welcomed four new faces to its support staff in the corporate headquarters, helping to better back our continuously growing local and national contracts.

Samantha Budesá joined J&S Construction in February as the receptionist/office coordinator. This position is responsible for all receptionist duties, coordination of subcontract agreements, overseeing shipping and processing mail and numerous administrative tasks in support of the owners and accounting department. Samantha is from Cookeville and studied philosophy at the University of Tennessee in Knoxville. In July 2013, she married Zachary, a graduate student of psychology at Tennessee Tech University. They enjoy spending time with their two cats, Liam and Rhett.

Jim Kimbrell first joined J&S Construction's team as a carpenter in June 2010 and worked his way up to field manager for the Insurance and Restoration Team in April 2013. Jim has since transferred to the corporate office as a project manager for the Insurance and Restoration Team in February. In this role, Jim plans and manages construction projects to be completed ahead of schedule, within budget and in compliance with company safety and procedural policies. Originally from Fentress County, Jim is a second-generation employee; his father, James, was a commercial superintendent for J&S Construction. Jim and his wife, Priscilla, were married in January 2010.

Miranda McCullough also joined J&S Construction in March as the Insurance and Restoration Team's administrator, responsible for ensuring customer satisfaction, internal and external communications and tracking projects from start to completion. She works with clients and insurance/mortgage companies to ensure that all required documentation is present and all payments are processed accordingly. Miranda was born and raised in Tennessee and is a graduate of Austin Peay State University. Prior to working at J&S Construction, she was the director of a nonprofit organization in Cumberland County. Miranda and her husband, Jody, live in Sparta with their three boys: Jackson (11), Sam (8) and Josh (3).

Derrick Satterfield joined the team in January as a member of the company's project management staff. He has more than 17 years' experience in the construction industry; having previously worked as a superintendent, manager, estimator, field manager and operator. Derrick and his wife, Sherry, married in May 2007. They have five children: Rebecca (23), Steven (20), Harley (19), Emily (13) and Haley (8).



Shown from left, front row: Miranda McCullough and Samantha Budesá
Shown from left, back row: Derrick Satterfield and Jim Kimbrell

All in the Family

Birthdays

July

Brittany Key.....	7/2
David K. Stites.....	7/2
Justin Vann.....	7/8
Brad Leimer.....	7/14
Matt Davenport.....	7/14
Elizabeth Camarillo.....	7/19
Jon Griese.....	7/23
Mike Harrold.....	7/27

August

David Howard.....	8/2
Tammy Murphy.....	8/5
John Barber.....	8/7
Ashley McCaleb.....	8/8
R.L. Murphy, Jr.....	8/10
Tony Stafford.....	8/11
Andy Tharp.....	8/14
David Ladd.....	8/15
Danny Hatfield.....	8/19
Bob Raymond.....	8/31

September

Halie MacIntosh.....	9/2
Mason Lowe.....	9/2
Ronnie Prater.....	9/2
Rick Bennett.....	9/5
Buford Cole.....	9/6
Amye Anderson.....	9/11
Dwight Ledbetter.....	9/12
Gary Young.....	9/18
Darlene Provance.....	9/22
David Turner.....	9/25
Fred Curtis.....	9/25
Kenneth Bean.....	9/30

Anniversaries

Haven and Charley Paul.....	7/1
Elizabeth and Francisco Camarillo.....	7/3
June and Ben Salyer.....	7/8
Kristin and Don Durrence.....	7/9
Kelly and Matt Billings.....	7/9
Samantha and Zach Budesá.....	7/13
Brittany and Matt Davenport.....	7/19
Angie and Larry Thompson.....	8/5
Candice and David K. Stites.....	8/8
Cindy and Phil Adams.....	8/10
Cheryl and Ron Gardner.....	8/17
Miranda and Jody McCullough.....	8/24
Rosemary and Johnny Stites.....	8/29
Connie and Larry Fuell.....	9/5
Brittany and Chris Key.....	9/7
Nancy and Steve Lewis.....	9/8
Stephanie and Andrew Scarborough.....	9/8
Ashley and Kevin McCaleb.....	9/19
Sharon and Terry Garrett.....	9/23
Lisa and Bill Stephens.....	9/27


Congratulations for Birth:

Lindsey and Ryan Morris - Son Born April 2, named Asher Levi Edward
Katherine and Matt Whitaker - Son Born April 11, named David Matthew
Mary and Jack Stites - Grandson Born April 28, named Jack Dalton
Angie and Larry Thompson - Grandson Born June 24, named Kevin Christopher

With Deepest Sympathy in the Loss of Loved Ones:

Matt Davenport - Grandfather
Emma Jean Puckett - Brother

WHAT WE ARE ALL ABOUT



J & S Construction
Customer Evaluation Form
March 26, 2014

Project Name: Confidential Industrial Facility Project Number: 12-000518

1. Please rate J & S Construction's performance on this project in the following areas:

	Delighted	Pleased	Satisfied	Disappointed	
Quality of Workmanship	4	3	2	1	N/A
Communications	4	3	2	1	N/A
Scheduling	4	3	2	1	N/A
Job Site Appearance	4	3	2	1	N/A
Project Design	4	3	2	1	N/A
Attention Given to Your Project	4	3	2	1	N/A
Responsiveness of Project Managers	4	3	2	1	N/A
Responsiveness of Field Supervisors	4	3	2	1	N/A
Responsiveness of Salesman	4	3	2	1	N/A
Performance of Field Crews	4	3	2	1	N/A
Project Price	4	3	2	1	N/A

2. Of the following, which best describes your overall impression of J & S Construction's performance on this project? Delighted Pleased Satisfied Disappointed

3. Would you use J & S Construction for future projects?
 Definitely Probably Probably Not Definitely Not

4. Was your project completed within the required time?
 Yes No

5. Which of the following items are most important to you in choosing a contractor?
 Please rank from 1 to 7 (1 being most important):
 2 Experience 3 Price 6 Design Capabilities
 4 Ability to Meet Schedule 1 Quality 5 Reputation 7 Other

6. When you think about the entire process of this project, is there any particular instance, person or situation that you recall being either positive or negative? Refer to attached.

7. If you have used other construction companies in the past, how does J & S Construction compare? As good or better quality and responsiveness.

8. Could you offer any ideas on how we could improve our level of service to our clients?
 Not at this time.

If you have any additional comments, please use the back of this page.
 Signature (optional): *Johnny Stites*

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Why TEAM-BUILD?

J&S Construction's Design-Build concept is based on a TEAM approach:

Together **E**ngineers **A**rchitects **M**anagers

All design and construction services are wrapped up in one contract, providing a **single source** of responsibility with diversified perspectives from all TEAM members.

Early cost is determined to ensure project is **within budget constraints**.

Design and pricing phases are synchronous, allowing **construction to start sooner** than traditional delivery systems.

Final accountability is placed with J&S Construction as the leader of the TEAM-Build delivery system.

Numbers Matter:

Metric	TEAM-Build vs. Design-Bid-Build
Project Cost	6.1% lower
Construction Speed	12% faster
Delivery Speed	33.5% faster
Cost Growth	5.2% less
Schedule Growth	11.4% less

Source: Construction Industry Institute (CII)/Penn State research comprising 351 projects ranging from 5k to 2.5M square feet. The study includes varied types and sectors.

Becoming a Forward Thinker

The fast pace of our lives can seem like an infinite loop. For many, this includes the constant barrage of emails, a 24/7 workplace, busy families, the challenges of uncertainty and life's trials and tribulations. This can make it easy for someone to get sucked into a "poor me" cycle. Instead of dwelling on the negative, tune your mind to the positive. Forward thinking is preparing to not only avoid pitfalls and failure, but also to achieve growth and success through innovation. Here are seven tips you can put into action and share with your team to train yourself to be a forward thinker.

- 1.) **Unify your team around goals tied to one vision.** Think of yourself as a trendsetter – leading by example to bring your vision to life.
- 2.) **Branch out and learn from other organizations.** Look for an organization outside of your own that is focused on big issues.
- 3.) **Remember the rule of three.** Innovation typically requires three tries to get it right. If you try something once and it works perfectly, it probably wasn't all that innovative.
- 4.) **Take risks, kick tires and experiment.** Risk-taking can sometimes be an imperative factor to success. Taking the risk to experiment with a new process or idea for your team allows you to identify new areas for future growth.
- 5.) **Abandon control.** Working with individuals whose knowledge, experience or potential you trust makes it easier to relinquish control.
- 6.) **Read and watch.** Reading makes it much easier to identify trends and gain perspectives on success and mistakes. Being able to take a look into the mind-set of others can benefit your own thought process.
- 7.) **Set aside time for forward thinking.** By simply scheduling a personal appointment for yourself, you'll be impressed with how many new ideas you can create.

You were taught, with regard to your former way of life, to put off your old self, which is being corrupted by its deceitful desires; to be made new in the attitude of your minds; and to put on the new self, created to be like God in true righteousness and holiness.

Ephesians 4:22-24

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