Constructing Success Q2

NEWSLETTER

Tuesday, August 18th, 2026

In the Know

Grade A Updates & Announcements

Upcoming Events -

- ***We will be hosting our Family Field Picnic on Sunday September 27th 2026 at the Charlie Daniels Park here in Mount Juliet. Stay Tuned for more details to come!***

Policy Updates/Changes -

Adding AwardCo to Teams

- ***Office Staff: Teams - Office Processes - Shared - How-To for AwardCo Integration with Teams***
- ***Field Staff: Teams - Field Processes - Shared - Field Procedures - How-To for AwardCo Integration with Teams Field Onboarding Procedure Uploaded in Files. This procedure has been updated in Teams - Field - Field Processes - Shared – Field Procedures – Field Onboarding Procedure***

We're excited to welcome 48 new team members to the Grade A Construction family this quarter, with 13 joining in April, 10 in May, and 25 in June.
Congratulations to Rodney Hall and Daniel Shields on their promotions to Grading Foreman!
We also want to recognize our dedicated employees celebrating work anniversaries this quarter—45 field employees and 11 office employees reached another milestone with the company. Thank you all for your hard work and commitment to our continued success!

Project Milestones:

Key Updates and Achievement

Despite record-breaking rainfall during the second quarter, Grade A successfully completed several projects. Rain seasons like this not only halt work on sites but also impact our team's mental well-being. We acknowledge that this rainfall has affected all of us. The third quarter presents several new projects that demand our unwavering focus and determination. It promises to be an exceptional remainder of the year. I am confident in this outcome because of your invaluable contributions. Let us collaborate, think creatively, and uphold our integrity. Together, we possess the potential to achieve remarkable accomplishments. Thank you for your unwavering dedication in shaping Grade A into the esteemed organization it is today.

Level Up

Professional Development Resources

Every project is an opportunity to learn something new. Challenge yourself to:

- *Ask questions.*
- *Learn from experienced teammates.*
- *Share knowledge with others.*
- *Reflect on what went well—and what could be improved.*

Growth happens one lesson at a time.

WHAT'S SHAPING OUR INDUSTRY:

NEWS & UPDATES

Expanding Our Reach: Growing Through Night Hauling
Grade A Construction continues to expand its presence across Middle Tennessee through increased night hauling operations. These overnight projects allow us to support customers with critical paving schedules while minimizing traffic disruptions and strengthening partnerships throughout the region.
As our trucks represent Grade A each night, they showcase our commitment to safety, reliability, and quality service. These relationships continue to create new opportunities for our hauling division and our full-service site development capabilities.
Special thanks to our drivers, dispatch team, mechanics, and operations staff for keeping these projects running safely and efficiently. Your dedication strengthens our partnerships, expands our reach, and helps drive the continued success of Grade A.

TRACKING OUR

GOALS

We set an ambitious revenue goal for 2026 and have exceeded our budgeted revenue for the first half of 2026 by over $500,000!

We have added over $21,000,000 in new projects since March.

And our average job size is currently $4,100,000

EVENT SPOTLIGHT:

RECENT HAPPENINGS

It's been a busy few months at Grade A! During Safety Week, our teams came together to reinforce our commitment to working safely every day through training, demonstrations, and team activities. We also hosted another successful Charity Clay Shoot, raising $25,000 for Volunteer Network thanks to the generosity of our sponsors, participants, and volunteers. To wrap up the season, we had the opportunity to provide lunch for the Mt. Juliet Fire Department as a small thank-you for their dedication and service to our community.

The Heart of Our Company

Fun, Culture, Connection

Each year, Safety Week gives us the opportunity to slow down, come together, and focus on what matters most—our people.
Throughout the week, our field crews, office staff, and leadership gather to share lunch, talk through jobsite safety, and learn from one another's experiences. It's a chance to have meaningful conversations, reinforce safe practices, and remind each other that every decision we make on the job impacts the people waiting for us at home.
One of the highlights each year is unveiling our exclusive Safety Week merchandise. From custom shirts and hats to other branded gear, it's a tradition our team looks forward to and a way to recognize the commitment our field employees make to working safely every day.
Safety Week is more than a company event—it's a reflection of the culture we've built together. It's a week filled with learning, appreciation, and connection, reminding us that looking out for one another is what makes Grade A stronger.

HEALTH & WELLNESS:

STRONGER, SAFER, HEALTHIER

Don't Skip the Maintenance on Yourself
In construction, we do preventive maintenance on trucks, equipment, and tools because small problems can turn into big ones. Your health works the same way. A yearly physical and basic labs can catch issues like blood pressure, cholesterol, and blood sugar before they become serious. Taking care of yourself is not weakness. It is wisdom. Schedule the appointment, get the labs, and stay strong for your family, your work, and your future.

Take a Moment to Breathe...

Three people were laboring in a field of boulders and large stones. Sweat ran from their foreheads as they swung their heavy picks again and again. A curious passerby approached them and aske each what they were doing.

- Sternly - Can't you see? I am breaking rocks!
- Matter of Fact - Can't you see? I am earning my salary!
- Smiling with enthusiasm - Can't you see? I am helping to build a Cathedral!

You will not be judged by the number of degrees on your wall, the number of promotions that you receive, or the accolades you receive from friends and groups. Rather it will come from the answer to the question: Are the people and places that you have touched better because of their interactions with you? Did you build a cathedral, or did you break down your people into tiny rocks?

MINDFUL
MOMENTS...

Shining a Light on Our Team
Employee Spotlight

Love is in the air at Grade A! We're excited to celebrate some special milestones happening within our team. Congratulations to Dallane Gallegos (Outreach Coordinator) on their recent engagement, Coner Gilbert (Estimator)as he prepare to say "I do," and Mike Roberts (Estimator) who recently celebrated their wedding day. These moments are a reminder that while we work hard together, we also get to celebrate life's biggest milestones together. Wishing each of you a lifetime of happiness and exciting new adventures!

Your Feedback Fuels Our Growth:
Get Involved!

One of the best ways we grow as a company is by listening to the people who know our work best—you. Whether it's an idea, a suggestion, or feedback from the field, every voice helps us improve. We encourage open, honest conversations because they help us learn, solve problems, and grow together. Thank you to everyone who shares their feedback—your input helps shape the future of Grade A.

Breaking News:

GRADE A CONSTRUCTION DOMINATES ANNUAL ORICA ST. LAWRENCE CLASSIC, LEAVES COMPETITION SEARCHING FOR ANSWERS

Clayton, New York — Officials have confirmed what many suspected by midweek: the 2026 Annual Orica St. Lawrence River Fishing Classic was less of a tournament and more of a public demonstration by the Grade A Construction team.

Facing off against the crews from Orica and Barlow Inc., Grade A wasted little time establishing itself as the team to beat. While the competition spent valuable hours debating lure color, changing spots, and questioning their electronics, Grade A quietly went to work putting giant St. Lawrence smallmouth in the livewell.

The first event of the week challenged teams to be the first boat to 20 pounds. What began as a race quickly turned into a history lesson.

Instead of stopping at 20 pounds like normal competitors, Grade A kept catching fish… and catching fish… and catching fish.

By day's end, the team had officially eclipsed the 100-pound mark, becoming the first team in tournament history to record a Century Mark. Witnesses described the event as "hard to watch" for opposing teams, while tournament officials were reportedly considering implementing a mercy rule before next year's event.

Barlow representatives declined to comment but were later seen studying contour maps and blaming "boat traffic."

Orica team members cited "changing conditions," "wind direction," and "barometric pressure" as contributing factors. Independent investigators, however, confirmed the primary issue appeared to be that Grade A simply kept catching them.

If there were any lingering doubts about the week's outcome, they disappeared during Championship Day. In the tournament's marquee event, Grade A brought 28 pounds, 3 ounces to the scales—setting a new Classic Championship record and leaving the rest of the field wondering whether they had accidentally entered a different tournament.

Adding insult to injury, Grade A also captured the Closest to Four Pounds Challenge by weighing in a fish that tipped the scales at exactly 4.00 pounds. Tournament statisticians have since classified the catch as either remarkable skill or an unbelievable amount of luck. Grade A insists it was simply "all part of the game plan."

Reporters attempted to pry fishing secrets from Grade A's own Presley Lannom, but the interview yielded very little. When asked to explain the strategy behind the week's domination, Presley simply smiled and replied, "Big rods, big line, and big baits." He refused to elaborate further before walking away, leading analysts to conclude that the rest of the system remains a closely guarded Grade A trade secret.

Sources close to Barlow have reportedly begun searching online for instructional videos titled "How to Catch Smallmouth." Orica officials are rumored to be considering adding fishing seminars to future safety meetings.

Despite the one-sided results, spirits remained high throughout the week. The tournament was filled with great food, plenty of laughs, unforgettable stories, and memories that will last far longer than the scorecards.

Grade A Construction extends its sincere appreciation to our friends at Orica for organizing another outstanding trip and to the crew from Barlow Inc. for providing excellent company—and just enough competition to make the victories feel official.

Plans for next year's tournament are already underway, although early reports indicate Barlow has requested a handicap, Orica has requested a rematch, and both organizations have unofficially petitioned that Grade A be required to fish with one hand tied behind its back.

Until then, the record book now reads:

- Classic Championship: Grade A Construction — 28 lbs. 3 oz. (New Tournament Record)
- First Boat to 20 Pounds: Grade A Construction — First-ever Century Mark (100+ lbs.)
- Closest to 4 Pounds: Grade A Construction — 4.00 lbs.

Three events.

Three wins.

One unforgettable week on the St. Lawrence River.

We'll see everyone next year… if Orica and Barlow decide to show up.