Constructing Success Q3

NEWSLETTER

Monday, November 9th, 2026



Project Milestones:

Key Updates and Achievement

Q3 tested us. *The heat was relentless, the days were long, and many of our jobsites went weeks without meaningful rain. Coming off an extremely wet second quarter, we needed the dry weather, and our teams took advantage of it. Several smaller projects are now complete, and we're nearing the finish line on some of our larger projects.*
As Q4 begins, we're also starting challenging new work that will stretch us and raise the bar.

The formula for success is simple: ***plan the work, maintain our schedules, meet production, communicate well, and work as one team.***
Finishing strong will take every one of us, from the field to the office. We've worked hard to get here. Now let's carry that momentum through the final quarter.

Let's finish this year better than we started.



In the Know

Grade A Updates & Announcements

Upcoming Events -

- ***Our Annual Family Christmas party on December 6th 2026***
- ***December 7th Benefit selection Christmas party for our field employees***

No Policy Changes This Quarter!
There are currently no new policy updates or changes to share. However, as we look ahead, it's a great time to start thinking about Open Enrollment! Employees are encouraged to begin reviewing their current benefits, considering any upcoming changes or needs, and preparing for the enrollment period. Be on the lookout for additional information, important dates, and enrollment details coming soon.
Staying informed and taking time to review your benefits helps ensure you're ready to make the best choices for the year ahead!

We're excited to welcome ***63 new team members*** *to the Grade A Construction family this quarter,* ***with 21 joining in July, 24 in August, and 18 in September.*** *Congratulations to* ***Kevin Jackson*** *on his* ***promotion to Night Shift Trucking Foreman*** *and* ***Michael Maynard*** *on his* ***promotion to Trucking Superintendent!***

We also want to recognize our dedicated employees celebrating work anniversaries this quarter—34 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!

Level Up

Professional Development Resources

Career growth doesn't always mean a new title. Sometimes it's about building skills, taking initiative, and becoming someone others can count on.
A few ways to invest in your growth:

- Learn something new: Take advantage of training opportunities and learn skills that help you in your current role.
- Ask for feedback: Check in with your supervisor about what you're doing well and where you can improve.
- Take initiative: Look for opportunities to help your team, solve problems, and take ownership of your work.
- Share your goals: Let your supervisor know what you'd like to learn or work toward next.

Small, consistent steps can open doors to new opportunities over time.



WHAT'S SHAPING OUR INDUSTRY:

NEWS & UPDATES

New Stormwater Regulations Take Effect

Effective October 1, 2026, Tennessee introduced an updated Construction General Permit governing stormwater runoff from construction sites. The new requirements affect grading, excavation, erosion control, and site inspections. One important change reduces the minimum spacing between twice-weekly inspections from 72 to 48 hours. Existing permitted sites must also update their Stormwater Pollution Prevention Plans by October 1, 2027. These changes remind us that protecting waterways, maintaining erosion controls, and properly documenting inspections are essential to keeping our projects compliant and moving forward.

Tennessee 811 Updates Locate Notifications

Beginning October 1, 2026, Tennessee 811 reduced its utility notification buffer from approximately 343 feet to 200 feet. This change helps utility companies focus on excavation areas where their facilities may be affected. For Grade A crews, accurate excavation boundaries and locate requests remain critical to avoiding underground utility damage. The 24-inch tolerance zone on either side of marked utilities has not changed. Before digging, always verify locate markings, follow safe excavation practices, and report unidentified utilities. Proper planning prevents injuries, costly repairs, and unnecessary project delays.

TRACKING OUR

GOALS

Strong Performance. Growing Opportunities. Bigger Projects.

We continue to see positive momentum across the company as we work toward our 2026 goals.

- Revenue is ahead of plan, with year-to-date results exceeding budget by nearly $10 million.
- Our backlog of opportunities continues to expand, with over $68 million to complete on our current projects and several more under negotiation.

EVENT SPOTLIGHT:

RECENT HAPPENINGS

From fair nights to family picnics, we love creating opportunities to bring our Grade A family together! At our annual Fair Night, employees and their families enjoyed an evening of fun, friendly competition, and our favorite corn-eating contest. Congratulations to this year's winners, Shelby W. and Kendall, Mandy's husband!

In September, we hosted our annual Family Field Picnic, bringing our field crews and their families together for food, giveaways, and fun. The dunk tank was a highlight as our field guys got their chance to dunk their supers!

We also enjoyed Dozer Day, where we got to see so many little smiles light up as children experienced heavy machinery up close. Seeing their excitement reminded us how special it is to share what we do with the next generation.

These moments remind us that Grade A is more than a team — we're a family!





The Heart of Our Company

Fun, Culture, Connection

At Grade A, we know that what makes our company special goes beyond the work we do every day. Our annual company picnic is one of the ways we celebrate the people behind the hard work by bringing employees and their families together for a day of fun, laughter, and connection. **After all, our people are at the heart of everything we do!**

Did You Know?

Company events help strengthen workplace relationships, boost employee morale, and create a greater sense of belonging. Sometimes, the best team-building happens outside of work!

HEALTH & WELLNESS:

STRONGER, SAFER, HEALTHIER

Our mental health matters just as much as our physical health. Work, family, and everyday stress can add up, but asking for help is a sign of strength, not weakness. Take time to recharge, recognize signs of stress, and reach out to someone you trust when needed. Checking in on coworkers and offering support can make a difference, too.

Let's Look Out for One Another

You don't have to wait until things feel unmanageable to ask for help. Taking care of your mental health is part of your overall health.

Take a Moment to Breathe...



Pray with Your Feet

Sometimes the most powerful prayers aren't spoken—they're lived. In Joshua 3, God promised to lead the Israelites across the Jordan River, but the waters didn't stop until the priests stepped into the river. They had to act in faith before seeing the way forward. The same is true for us. We can pray for stronger relationships, better decisions, and opportunities to serve others, but faith often requires action. At Grade A, we have opportunities every day to encourage a coworker, do the right thing, help someone in need, or take that next difficult step. Don't just pray for a difference. Be willing to make one. God often meets us in the middle of that first step.

MINDFUL
MOMENTS...



Shining a Light on Our Team
Employee Spotlight

Congratulations to Maddie Petty on her exciting pregnancy news! We're so happy for you and wish you a healthy, happy pregnancy and all the best as you prepare for this new chapter!



Your Feedback Fuels Our Growth:
Get Involved!

Your Voice Makes a Difference!

A strong company culture starts with the people who make up Grade A. Whether it's sharing feedback, offering new ideas, participating in company events, or simply taking the time to connect with coworkers, every contribution matters.

We value hearing from our employees and encourage everyone to speak up, share their thoughts, and help us continue finding ways to make Grade A an even better place to work. After all, building a great company takes all of us!