

**Key Responsibilities / Path to Growth (5.1.22)**



<p align="center"><b>SUPERINTENDENT / ASST SUPERINTENDENT</b></p>	<p align="center"><b>FOREMAN / LEAD CARPENTER</b></p>	<p align="center"><b>CARPENTER</b></p>	<p align="center"><b>LABORER</b></p>
<p><b><u>Safety:</u></b></p> <ul style="list-style-type: none"> <li>• Must assist in providing a clean safe working environment on the jobsite and enforce others to do the same</li> <li>• Must always wear personal protective equipment and enforce others to do the same.</li> <li>• Must have awareness and willingness to comply with state specific jobsite safety regulations.</li> <li>• Must have gone through pre-hire safety orientation.</li> <li>• Must be familiar with and enforce safety discipline policies</li> <li>• Should have minimum OSHA 10 training. Preferably OSHA 30 training.</li> <li>• Must be eyes and ears on the job regarding safety both form employees and others.</li> <li>• Must be willing to attend required safety training classes.</li> <li>• Must have current first aid card.</li> <li>• Must be competent person trained.</li> </ul> <p><b><u>Performance:</u></b></p> <ul style="list-style-type: none"> <li>• Must have a minimum of 8 years construction experience.</li> <li>• Must have reliable transportation to and from jobsite.</li> <li>• Must be prepared for work with proper attitude and energy to provide a full day's work while managing other workers.</li> <li>• Must have knowledge of safe</li> </ul>	<p><b><u>Safety:</u></b></p> <ul style="list-style-type: none"> <li>• Must assist in providing a clean safe working environment on the jobsite and enforce others to do the same</li> <li>• Must always wear personal protective equipment and enforce others to do the same.</li> <li>• Must have awareness and willingness to comply with state specific jobsite safety regulations.</li> <li>• Must have gone through pre-hire safety orientation.</li> <li>• Should have OSHA 10 training.</li> <li>• Must be eyes and ears on the job regarding safety both form employees and others.</li> <li>• Must be willing to attend required safety training classes.</li> <li>• Should have current first aid card.</li> </ul> <p><b><u>Performance:</u></b></p> <ul style="list-style-type: none"> <li>• Must have a minimum of 6 years construction experience.</li> <li>• Must arrive at the jobsite at least 15 minutes prior to start time.</li> <li>• Must have reliable transportation to and from jobsite.</li> <li>• Must be prepared for work with proper attitude and energy to provide a full day's work while managing other workers.</li> <li>• Must have knowledge of safe tool use and proper maintenance of company tools and personal tools.</li> <li>• Must have all tools listed on complete tool list required</li> </ul>	<p><b><u>Safety:</u></b></p> <ul style="list-style-type: none"> <li>• Must assist in providing a clean safe working environment on the jobsite</li> <li>• Must always wear personal protective equipment.</li> <li>• Must have awareness and willingness to comply with state specific jobsite safety regulations.</li> <li>• Must have gone through pre-hire safety orientation.</li> <li>• Should have OSHA 10 training.</li> <li>• Must be eyes and ears on the job regarding safety both form employees and others.</li> <li>• Must be willing to attend required safety training classes.</li> </ul> <p><b><u>Performance:</u></b></p> <ul style="list-style-type: none"> <li>• Must have a minimum of 3 years construction experience.</li> <li>• Must arrive at the jobsite at least 10 minutes prior to start time.</li> <li>• Must have reliable transportation to and from jobsite.</li> <li>• Must be prepared for work with proper attitude and energy to provide a full day's work.</li> <li>• Must have knowledge of safe tool use and proper maintenance of company tools and personal tools.</li> <li>• Must have all tools listed on complete tool list required</li> <li>• Should be able to set up and use building level and transit.</li> <li>• Should be able to convert metric to inches and vise versa.</li> <li>• Should understand underground</li> </ul>	<p><b><u>Safety:</u></b></p> <ul style="list-style-type: none"> <li>• Must assist in providing a clean safe working environment on the jobsite</li> <li>• Must always wear personal protective equipment.</li> <li>• Must have awareness and willingness to comply with state specific jobsite safety regulations.</li> <li>• Must have gone through pre hire safety orientation.</li> <li>• Must be willing to attend required safety training classes.</li> </ul> <p><b><u>Performance:</u></b></p> <ul style="list-style-type: none"> <li>• Must arrive at the jobsite at least 10 minutes prior to start time.</li> <li>• Must have reliable transportation to and from jobsite.</li> <li>• Must be prepared for work with proper attitude and energy to provide a full day's work.</li> <li>• Must have knowledge of safe tool use and proper maintenance of company tools and personal tools.</li> <li>• Must have all tools listed on basic tool list required</li> </ul> <p><b><u>Policy:</u></b></p> <ul style="list-style-type: none"> <li>• Must work in a manner as to produce a quality result resulting in no rework.</li> <li>• Must interact well with other employees.</li> <li>• Must work well with other team members on the job.</li> <li>• Must take direction from Lead Carpenter, Foreman and Superintendent.</li> </ul>

<p>tool use and proper maintenance of company tools. and personal tools.</p> <ul style="list-style-type: none"> <li>• Must have all tools listed on complete tool list required and be willing to use them when needed.</li> <li>• Must be able to set up and use building level and transit.</li> <li>• Must be able to convert metric to inches and vise versa.</li> <li>• Must have good understanding of underground utility work and site work.</li> <li>• Must be able to read and interpret drawings and specs and be willing to teach others.</li> <li>• Must have a full working knowledge of specific trade techniques and practices.</li> <li>• Must be able to work alongside and manage Lead, carpenters, and laborers.</li> <li>• Must be able to manage Subcontractors in the field.</li> <li>• Must be able to think ahead and be preparing for work ten days in advance.</li> <li>• Should have good exposure to both occupied and unoccupied remodel work.</li> <li>• Should have basic computer skills.</li> <li>• Should be able and willing to review shop drawings,</li> <li>• Should be able to generate RFI'S.</li> <li>• Should be able to manage a small job independently.</li> </ul> <p><b><u>Policy:</u></b></p> <ul style="list-style-type: none"> <li>• Must work in a manner as to produce a quality result with no rework.</li> <li>• Must interact well with other employees.</li> <li>• Must work well with other team members on the job including</li> </ul>	<ul style="list-style-type: none"> <li>• Must be able to set up and use building level and transit.</li> <li>• Must be able to convert metric to inches and vise versa.</li> <li>• Must understand underground utility work.</li> <li>• Must be able to read and interpret drawings and specs.</li> <li>• Must have a full working knowledge of specific trade techniques and practices.</li> <li>• Must be able to work alongside and manage carpenters and laborers.</li> <li>• Must be able to think ahead and be preparing for work five days in advance.</li> <li>• Should have good exposure to both occupied and unoccupied remodel work.</li> </ul> <p><b><u>Policy:</u></b></p> <ul style="list-style-type: none"> <li>• Must work in a manner as to produce a quality result with no rework.</li> <li>• Must interact well with other employees.</li> <li>• Must work well with other team members on the job.</li> <li>• Must take direction from Superintendent.</li> <li>• Must be able to work independently and manage others on tasks assigned to worker.</li> <li>• Must have willingness and desire to learn and teach.</li> <li>• Must be able to fill in as superintendent for short periods of time.</li> <li>• If desired worker should show willingness to move to superintendent position.</li> <li>• Must protect the assets of the company through safe and accurate work skills.</li> <li>• Must have desire to achieve high level of quality and standards.</li> </ul>	<p>utility work.</p> <ul style="list-style-type: none"> <li>• Should be able to read and interpret drawings.</li> <li>• Should have a good working knowledge of specific trade techniques and practices.</li> <li>• Should be able to work alongside and manage laborers.</li> <li>• Should be able to think ahead and be preparing for work two days in advance.</li> </ul> <p><b><u>Policy:</u></b></p> <ul style="list-style-type: none"> <li>• Must work in a manner as to produce a quality result with no rework.</li> <li>• Must interact well with other employees.</li> <li>• Must work well with other team members on the job.</li> <li>• Must take direction from Lead Carpenter, Foreman and Superintendent.</li> <li>• Must be able to work independently on tasks assigned to worker.</li> <li>• Must have willingness and desire to learn and teach.</li> <li>• Should be able to fill in as lead worker for short periods of time</li> <li>• If desired worker should show willingness to move to Lead or Foreman position.</li> <li>• Must protect the assets of the company through safe and accurate work skills.</li> <li>• Must have desire to achieve high level of quality and standards.</li> </ul>	<ul style="list-style-type: none"> <li>• Must be able to work independently on tasks assigned to worker.</li> <li>• Must have willingness and desire to learn.</li> <li>• If desired worker should show desire to move to carpenter level.</li> <li>• Must protect the assets of the company through safe and accurate work skills.</li> <li>•</li> </ul>
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<p>owners, architects, and inspectors.</p> <ul style="list-style-type: none"><li>• Must be able to work independently and manage others on tasks assigned to worker.</li><li>• Must have willingness and desire to learn and teach.</li><li>• Must protect the assets of the company through safe and accurate work skills.</li><li>• Must have desire to achieve high level of quality and standards.</li><li>• Must be able to do material take-offs as required.</li><li>• Must be able to do short interval schedules.</li><li>• Should be able to assist in completion of daily timecards.</li></ul>	<ul style="list-style-type: none"><li>• Must be able to do material take-offs if required.</li><li>• Must be able to do short interval schedules.</li><li>• Should be able to assist in completion of daily timecards.</li></ul>		
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