



Field Employee Hierarchy Matrix

TITLE	EXPERIENCE	REQUIRED CRITERIA	CERTIFICATIONS & TRAINING CLASSES
Foreman	7+ Years	<ul style="list-style-type: none"> • Must have previous Construction Supervision Experience • Must possess all requirements identified in the following classification 	
Foreman Trainee	6+ Years	<ul style="list-style-type: none"> • Complete 2-5 jobs as a Foreman Trainee that come in on budget • Formal promotion to foreman will be after probation period is completed 	
Master Frammer	Minimum 6 years	<ul style="list-style-type: none"> • Must be experienced and demonstrate an understanding of all phases and aspects of framing a building • Must be able to lead and coordinate multiple carpenters or crew leads • Must possess all requirements identified in the following classification 	6A, 6B
Crew Lead	4.5 years to 6 years	<ul style="list-style-type: none"> • Must be proficient in reading and interpreting plans/prints • Demonstrate an ability to coordinate and perform work that requires more than one task • Has the ability to educate and lead lesser skilled carpenters • Must possess all requirements identified in the following classification 	5A, 5B, 5C



Lead Frammer	3 years to 4.5 years	<ul style="list-style-type: none"> • Demonstrate a solid understanding of reading/interpreting plans/prints • Must be able to perform work efficiently when working with the assistance of others • Must possess all requirements identified in the following classification 	4A, 4B
Framer	1.5 year to 3 years	<ul style="list-style-type: none"> • Possess a fundamental understanding of plan/prints • Support and Assist tasks required of more experienced carpenters • Must be able with minimal support to perform non-complex carpentry tasks • Must possess all requirements identified in the following classification 	3A, 3B, 3C
Trainee/Apprentice	1.5 years	<ul style="list-style-type: none"> • Ability to read a tape measure • Differentiate material sizing and grade • Able to Operate Electrical Hand Tools • Must possess all requirements identified in the following classification 	2A, 2B, 2C
Field Labor	No Experience	No Construction Experience Required. Must be able to perform general duties with limited supervision	1A, 1B, 1C, 1D
Equipment Operator	1+ Years		1A, 1B, 1C, 1D



CERTIFICATIONS AND TRAINING CLASSES			
CERTIFICATION	OFFERED	OFFERED BY	WHO QUALIFIES
LEVEL I			
1A - Bloodborne Pathogens	Quarterly	Mandere Construction	All
1B - Respirable Crystalline Silica Exposure Preventions	Quarterly	Mandere Construction	All
1C - HAZCOM	Quarterly	Mandere Construction	All
1D - Heat Related Stress/Illness Prevention	Quarterly	Mandere Construction	All
LEVEL II			
2A - Budgeting Class	Online	Mandere Construction	Trainee/Apprentice and above
2B - Fall Protection Safety Concepts	Quarterly	Mandere Construction	Trainee/Apprentice and above
2C - Hoisting Equipment Rigger/Signal Person	Quarterly	Mandere Construction	Trainee/Apprentice and above
LEVEL III			
3A C2 - Forklift Operator	Quarterly	Mandere Construction	Framer and Above (Foreman Approval Only)
3B C5 - Crane Certification	Quarterly	3 rd Party	Framer and Above (Foreman Approval Only)
3C C8 -Elevated Work Platform Operator - Scissor Lift and Boom Supported	Quarterly	Mandere Construction	Framer and Above
LEVEL IV			
4A TC2 - Beginning Blueprint Reading	Semi-Annual	ABC	Lead Framer and Above
4B TC5 - Fundamentals of Crew Leadership I	Semi-Annual	ABC	Lead Framer and Above



LEVEL V			
5A TC3 - Intermediate Blueprint Reading	Semi-Annual	ABC	Crew Lead and Above
5B TC6 - Fundamentals of Crew Leadership II	Semi-Annual	ABC	Crew Lead and Above
5C TC7 - Procore Certifications (Online)	Online	Mandere Construction	Crew Lead and Above
Level VI			
6A - CPR First Aid	Semi-Annual	Mandere	Foreman and Foreman in Training
6B - Advanced Blueprint Reading	Semi-Annual	ABC	