

What a Prospective Crew Member Needs to Know About a Construction Position at Wick

Building a successful team is a two way process. Wick wants to make sure you, as a prospective employee fits the position, culture, and skills needed to be a successful addition to the crew. You need to know what is expected of an employee in this position, as well as what the job entails; including the physical, mental, and aptitude needed to be successful.

Job Requirements:

- Wick is a Drug Free Workplace and require a successfully completed a pre-employment physical, drug test, and Human Performance Evaluation prior to final offer of employment.
- You must provide your personal small work tools (hammer, tape, etc).
- You will be working outdoors and will need proper clothing for hot and cold weather. The clothing must represent Wick well. We provide Wick tee shirts and you are expected to wear them as much as possible.
- You are expected to work efficiently as possible with a with attention to safety and detail
- Wick cares you and your health and demands a safe work place and for all employees to follow safe work practices at all times and to fully comply with safety rules and policies
- You must have a positive attitude about the job, fellow crewmembers, customers, and Wick.
- You have to show up for work ready to work every day and on time.
- You must present a positive representation of Wick with your actions, attitude, and behavior.
- Remember that we are here to serve the customer and be willing to go the extra mile.
- Not all relationships work and this job may not be right for you. There are times when it is best for you and for Wick to part ways.

What to expect as a crew member

- We make every effort to keep you “home” and working on jobs that do not require overnight travel. However, there will be times that will require you travel with the crew away from home and spend nights in hotels (in state and out of state).
 - Wick provides the transportation and the hotel as well as meal per diem.
 - While on the road, you will be rooming with other members of the crew.
 - You will experience other parts of the country while you travel to and from job sites.
- Whether working around home or traveling away from home, you will have the opportunity to meet new people/customers from other parts of the country.
- When the weather is nice, you will not be indoors but will get to work outdoors and enjoy the sunshine!
- There are also times when the weather is not the best and you will be required to work in difficult conditions (Rain, snow, etc).
- Early Mornings: Construction jobs start early in the morning and you are expected to be ready to go with the sunrise and at the job site daily.



- **Physical Labor:** This job is physically demanding, lifting, carrying, working with large materials, etc. are part of the daily routine.
- **Heights:** This job is not for those that have a fear of heights. It is common that you will be working over 20' in the air. Wick provides and requires you use a comprehensive fall protection program for your safety.
- **Down days/weeks:** There may be times when work is not available and you have some days/weeks when you are not working. We make every effort to minimize the down time.
- **Job Satisfaction:** Few jobs give you the tangible satisfaction of standing back and seeing a completed project that you helped build.
- This job allows you to leave a permanent mark of your accomplishment across the country
- **Member of a team/family:** The crew of three to five people become almost like a family and certainly a cohesive team. You may just form friendships that will last a lifetime.

Good Pay and Benefits

We believe team members are to be fairly compensated for the work they perform and rewarded for exceptional effort and success. Wick offers an above average starting pay and the opportunity for a pay increase after 60 days of employment. Also, periodic performance reviews are rewarded with additional pay increases. You are moreover eligible for production bonus pay, safety rewards, and the opportunity to earn your way to a warm weather get-a-way to a tropical beach!

In addition to what shows up on your paycheck each week, you have the "hidden paycheck" in the form of a comprehensive benefit package.

- **Group Health Coverage** for you and your dependents: Wick pays \$350 of your premium per month for single coverage and \$900 of your premium per month for family coverage!
- **Group Short Term Disability Coverage:** If you are sick or injured and can't work, you have the financial security of a short term disability plan to help cover expenses. Wick pays 100% of the premium.
- **Life Insurance:** Wick provides you \$20,000 in life insurance as well as \$20,000 in accidental death and dismemberment coverage. Wick pays 100% of the premium
- **Dental and Vision:** You can enroll in comprehensive dental and vision insurance to further protect you and your dependents.
- **Paid Time Off:** you have eight paid holidays throughout the year as well as paid vacation time!

**If you are interested in taking the next step in your
Construction Career,
APPLY TODAY!**

Applications are available for download at www.WickBuildings.com

Or Request an Application by phone

800.356.9682 or email HR@WickBuildings.com