

COMPANY NAME: Forsgren, Inc.
POSITION TITLE: Milling Machine – Ground Control Operator
REPORTS TO: Milling Machine Operator

The Milling Machine – Ground Control Operator is responsible for operation, care, and maintenance of a pavement profiler machine (milling machine). The Milling Machine – Ground Control Operator is accountable for the safe and efficient operation and transport of the milling machine. This is a Safety Sensitive position.

Essential Duties & Responsibilities:

- Operate and Transport of Milling Machine in a professional and safe manner at all times.
- Operate pavement profiler on either asphalt or concrete pavements
- Perform control material removal from roadway surface by controlling the slope, depth, and width of cut
- Perform preventative maintenance and servicing
- Perform various other maintenance duties, as assigned
- Maintain a clean, neat, and orderly work area.
- Conduct operations in a manner that promotes safety.
- The ability to work in a constant state of alertness and in a safe manner.
- Other duties as assigned to meet the needs of the business

Education Requirements, Skills & Qualifications:

- There is no educational requirement for this position
- Possession of a current State issued Driver’s License and clean MVR
- Ability to prioritize effectively and handle multiple tasks

Work Environment:

This position works in a multi setting atmosphere, with outdoor exposure to extreme weather conditions

Physical Demands and Mental Competencies:

While performing the duties of this job, the employee is regularly required to use hands to finger, handle or feel; reach with hands and arms; and talk or hear. The employee is required to have good hand/eye/foot coordination. The employee frequently is required to stand, lift, walk on uneven terrain, and stoop, kneel, crouch or crawl. The employee is occasionally required to sit, climb or balance. The employee must regularly lift and/or move objects up to 10 pounds, frequently lift and/or move objects up to 50 pounds, and occasionally lift and/or move objects that weigh more than 100 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.

This employee must be able to concentrate for long periods of time.

Other Duties: Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Position Classification: Non- Exempt

NOTE: Reviewed FLSA and the above position meets the appropriate classification guidelines.

COMPANY NAME: Forsgren, Inc.
POSITION TITLE: Milling Machine Operator
REPORTS TO: Team Superintendent

The Milling Machine Operator is responsible for supervising and coordinating pavement profilers. The Milling Machine Operator is accountable for the safe and efficient flow of traffic through a project site. This is a Safety Sensitive position.

Essential Duties & Responsibilities:

- Supervise operation of pavement profilers in a professional and safe manner at all times.
- Supervise operation of pavement profiler on either asphalt or concrete pavements in removing material from the pavement surface
- Supervise, train and coordinate subordinates
- Schedule and supervise maintenance and repair of equipment
- Ensure safety on the job site and orderly traffic flow through a project site
- Maintain a clean, neat, and orderly work area.
- Conduct operations in a manner that promotes safety.
- The ability to work in a constant state of alertness and in a safe manner.
- Other duties as assigned to meet the needs of the business

Education Requirements, Skills & Qualifications:

- There is no educational requirement for this position
- Possession of a current State issued Driver's License and clean MVR
- Excellent written, oral and interpersonal communication skills
- Ability to prioritize effectively and handle multiple tasks

Work Environment:

This position works in a multi setting atmosphere, with outdoor exposure to extreme weather conditions

Physical Demands and Mental Competencies:

While performing the duties of this job, the employee is regularly required to use hands to finger, handle or feel; reach with hands and arms; and talk or hear. The employee is required to have good hand/eye/foot coordination. The employee frequently is required to stand, lift, walk on uneven terrain, and stoop, kneel, crouch or crawl. The employee is occasionally required to sit, climb or balance. The employee must regularly lift and/or move objects up to 10 pounds, frequently lift and/or move objects up to 50 pounds, and occasionally lift and/or move objects that weigh more than 100 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.

This employee must be able to concentrate for long periods of time.

Other Duties: Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Position Classification: Non- Exempt

NOTE: Reviewed FLSA and the above position meets the appropriate classification guidelines.

COMPANY NAME: Forsgren, Inc.
POSITION TITLE: Asphalt Paver Operator
REPORTS TO: Team Superintendent

The Asphalt Paver Operator is responsible for operating company trucks in a safe and manner. The Asphalt Paver Operator operates grade control (manual and electronic) asphalt finishing machine rubber tire or track type. This is a Safety Sensitive position.

Essential Duties & Responsibilities:

- Operates Company equipment in a professional and safe manner at all times.
- Oil, grease, service, and make normal operating adjustments to the equipment
- Add and remove screed extensions
- Install or remove automatic devices, grade log or other machine accessories
- Assist in overhauling machine, as needed
- Guide and direct dump trucks while backing up to machine hopper
- Use wrenches, screw drivers, electric drills, drift pins, and pneumatic tools
- Maintain a clean, neat, and orderly work area.
- Conduct operations in a manner that promotes safety.
- The ability to work in a constant state of alertness and in a safe manner.
- Other duties as assigned to meet the needs of the business

Education Requirements, Skills & Qualifications:

- There is no educational requirement for this position.
- Ability to learn and follow instructions provided
- Experience operating grade control (manual and electronic) asphalt finishing machine is preferred

Work Environment:

This position works on uneven terrain and is subject to exposure to extreme weather temperatures

Physical Demands and Mental Competencies:

While performing the duties of this job, the employee is regularly required to use hands to finger, handle or feel; reach with hands and arms; and talk or hear. The employee frequently is required to sit, stand, walk, drive, push, pull, bend, squat, stoop, kneel, twist, throw, reach and exposure to vibration. The employee is occasionally required climb or balance. The employee must regularly lift and/or move objects

up to 100 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.

This employee must be able to concentrate for long periods of time.

Other Duties: Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Position Classification: Non- Exempt

NOTE: Reviewed FLSA and the above position meets the appropriate classification guidelines.

COMPANY NAME: Forsgren, Inc.
POSITION TITLE: Asphalt Raker
REPORTS TO: Team Superintendent

The Asphalt Raker requires some knowledge of hot mix asphalt. This is a Safety Sensitive position.

Essential Duties & Responsibilities:

- Rake asphalt joints
- Place hot mix asphalt in locations that are inaccessible with a paving machine
- Maintain a clean, neat, and orderly work area.
- Conduct operations in a manner that promotes safety.
- The ability to work in a constant state of alertness and in a safe manner.
- Other duties as assigned to meet the needs of the business

Education Requirements, Skills & Qualifications:

- This is no formal education required for this position
- Knowledge and experience with hot mix asphalt is preferred

Work Environment:

This position works on uneven terrain, exposure to and working with hot asphalt, and exposure to extreme weather temperatures.

Physical Demands and Mental Competencies:

While performing the duties of this job, the employee is regularly required to use hands to finger, handle or feel; reach with hands and arms; and talk or hear. The employee frequently is required to shovel/hand work with hot asphalt, stand, walk, kneel, and remain in raking/bending for long periods of time. The employee is occasionally required to sit and climb or balance. The employee must regularly lift and/or move objects up to 120 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.

This employee must be able to concentrate for long periods of time.

Other Duties: Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Position Classification: Non- Exempt

NOTE: Reviewed FLSA and the above position meets the appropriate classification guidelines.

COMPANY NAME: Forsgren, Inc.
POSITION TITLE: Roller Operator (Base/Dirt/Asphalt)
REPORTS TO: Team Superintendent

The Roller Operator is responsible for operating the following self-propelled rollers: rubber-tired roller, steel wheeled static roller, or vibratory roller to compact earth or crushed aggregate base. The Roller Operator is accountable for the safe and efficient operation of the equipment. This is a Safety Sensitive position.

Essential Duties & Responsibilities:

- Operates Company equipment in a professional and safe manner at all times.
- Roll material to desired compaction and surface texture by establishing rolling patterns and determining when the material is ready for compaction by its temperature and moisture
- Clean, service and perform minor repairs
- Maintain a clean, neat, and orderly work area.
- Conduct operations in a manner that promotes safety.
- The ability to work in a constant state of alertness and in a safe manner.
- Other duties as assigned to meet the needs of the business

Education Requirements, Skills & Qualifications:

There is no educational requirement for this position

Work Environment:

This position works outdoors with exposure to extreme weather conditions.

Physical Demands and Mental Competencies:

While performing the duties of this job, the employee is regularly required to use hands to finger, handle or feel; reach with hands and arms; and talk or hear. The employee frequently is required to stand, walk/work on uneven terrain and stoop, kneel, crouch or crawl. The employee is occasionally required to sit and climbing on/off machinery or balance. The employee must regularly lift and/or move objects up to 100 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.

This employee must be able to concentrate for long periods of time.

Other Duties: Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Position Classification: Non- Exempt

NOTE: Reviewed FLSA and the above position meets the appropriate classification guidelines.

COMPANY NAME: Forsgren, Inc.
POSITION TITLE: Screed Operator
REPORTS TO: Team Superintendent

The Screed Operator is responsible for operating, care and maintenance of asphalt paving machine. The Screed Operator is accountable for the safe and efficient operation of the equipment. This is a Safety Sensitive position.

Essential Duties & Responsibilities:

- Operates Company equipment in a professional and safe manner at all times.
- Operate asphalt paving machine and screed in the construction of highways
- Perform preventative maintenance and servicing
- Perform various other maintenance duties such as roadway patching
- Make minor in-field repairs on paver
- Maintain a clean, neat, and orderly work area.
- Conduct operations in a manner that promotes safety.
- The ability to work in a constant state of alertness and in a safe manner.
- Other duties as assigned to meet the needs of the business

Education Requirements, Skills & Qualifications:

There is no educational requirement for this position

Work Environment:

This position works outdoors with exposure to extreme weather conditions.

Physical Demands and Mental Competencies:

While performing the duties of this job, the employee is regularly required to use hands to finger, handle or feel; reach with hands and arms; and talk or hear. The employee frequently is required to operate levers, stand, walk/work on uneven terrain and stoop, kneel, crouch or crawl. The employee is occasionally required to sit and climbing on/off machinery or balance. The employee must regularly lift and/or move objects up to 100 pounds. Specific vision abilities required by this job include distance vision, color vision, peripheral vision, depth perception and ability to adjust focus.

This employee must be able to concentrate for long periods of time.

Other Duties: Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Position Classification: Non- Exempt

NOTE: Reviewed FLSA and the above position meets the appropriate classification guidelines.

COMPANY NAME: Forsgren, Inc.
POSITION TITLE: Screw Operator
REPORTS TO: Team Superintendent

The Screw Operator is responsible for operating, care and maintenance of asphalt paving machine. The Screw Operator is accountable for the safe and efficient operation of the equipment. This is a Safety Sensitive position.

Essential Duties & Responsibilities:

- Operates Company equipment in a professional and safe manner at all times.
- Operate asphalt paving machine and screed in the construction of highways
- Perform preventative maintenance and servicing
- Perform various other maintenance duties such as roadway patching
- Make minor in-field repairs on paver
- Oil, grease, service and make normal operating adjustments to the equipment
- Adding and removing screed extensions
- Installing or removing automatic devices, grade log or other machine accessories
- Assist in overhauling machine, as needed
- Guide and direct dump trucks while backing up to machine hopper
- Maintain a clean, neat, and orderly work area.
- Conduct operations in a manner that promotes safety.
- The ability to work in a constant state of alertness and in a safe manner.
- Other duties as assigned to meet the needs of the business

Education Requirements, Skills & Qualifications:

- There is no educational requirement for this position
- Ability, knowledge and skills required to use wrenches, screw drivers, electric drills, drift pins, and pneumatic tools

Work Environment:

This position works outdoors with exposure to extreme weather conditions.

Physical Demands and Mental Competencies:

While performing the duties of this job, the employee is regularly required to use hands to finger, handle or feel; reach with hands and arms; and talk or hear. The employee frequently stand, walk/work on uneven terrain, stoop, bend, kneel, squat, crouch or crawl, sit, climb or balance, drive, push, pull, exposure to vibration, twist, throw, and reach. The employee must regularly lift and/or move objects up to

100 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.

This employee must be able to concentrate for long periods of time.

Other Duties: Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Position Classification: Non- Exempt

NOTE: Reviewed FLSA and the above position meets the appropriate classification guidelines.

COMPANY NAME: Forsgren, Inc.
POSITION TITLE: Shuttlebuggy Operator
REPORTS TO: Team Superintendent

The Shuttlebuggy Operator is responsible for operating the shuttle buggy used in asphalt operations. The Shuttlebuggy Operator is accountable for the safe and efficient operation of the equipment. This is a Safety Sensitive position.

Essential Duties & Responsibilities:

- Operates Company equipment and vehicles in a professional and safe manner at all times.
- Make normal operating adjustments
- Oil, grease, and service unit
- Add or remove screed extensions
- Maintain a clean, neat, and orderly work area.
- Conduct operations in a manner that promotes safety.
- The ability to work in a constant state of alertness and in a safe manner.
- Other duties as assigned to meet the needs of the business

Education Requirements, Skills & Qualifications:

There is no educational requirement for this position

Work Environment:

This position works outdoors with exposure to extreme weather conditions.

Physical Demands and Mental Competencies:

While performing the duties of this job, the employee is regularly required to use hands to finger, handle or feel; reach with hands and arms; and talk or hear. The employee frequently stand, walk, work on uneven terrain, stoop, bend, kneel, squat, crouch or crawl, sit, climb or balance, drive, push, pull, exposure to vibration, twist, throw, and reach. The employee must regularly lift and/or move objects up to 100 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.

This employee must be able to concentrate for long periods of time.

Other Duties: Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Position Classification: Non- Exempt

NOTE: Reviewed FLSA and the above position meets the appropriate classification guidelines.

COMPANY NAME: Forsgren, Inc.
POSITION TITLE: Truck Driver – Distributor
REPORTS TO: Team Superintendent

The Truck Driver – Distributor is responsible for operating company trucks to distribute oil and other materials as required on the job site. The Driver is accountable for the safe and efficient operation of the vehicle and distribution of materials as required. This is a Safety Sensitive position.

Essential Duties & Responsibilities:

- Drives Company equipment in a professional and safe manner at all times.
- Complete daily inspection and report any defects immediately.
- Record hours of service as required.
- Ensures that DOT paperwork is completed and turned in weekly (if required).
- Ensures truck pre-trip and post trip procedures are followed daily.
- Clean the truck and perform simple maintenance when needed
- Follow sting line at a set speed when shooting oil
- Use hand sprayer while placing prime or tack
- Working around hot asphalt
- Maintain a clean, neat, and orderly work area.
- Conduct operations in a manner that promotes safety.
- The ability to work in a constant state of alertness and in a safe manner.
- Other duties as assigned to meet the needs of the business

Education Requirements, Skills & Qualifications:

- There is no educational requirement for this position
- Possession of a current State issued Commercial Driver’s License Class A with a Tanker (N) with endorsements, if needed
- Must have clean MVR and meet all DOT requirements
- Ability to follow a sting line at a set speed when shooting oil
- Ability to use hand sprayer while placing prime or tack and working around hot asphalt is required

Work Environment:

This position works in a multi setting atmosphere, with outdoor exposure to extreme weather conditions.

Physical Demands and Mental Competencies:

While performing the duties of this job, the employee is regularly required to use hands to finger, handle or feel, reach with hands and arms, and talk or hear. The employee frequently is required to stand, walk on uneven terrain, and stoop, kneel, crouch or crawl. The employee is occasionally required to sit and climb or balance, driving, and using hand tools. The employee must occasionally lift and/or move objects that weigh up to 100 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.

This employee must be able to concentrate for long periods of time.

Other Duties: Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Position Classification: Non- Exempt

NOTE: Reviewed FLSA and the above position meets the appropriate classification guidelines.

COMPANY NAME: Forsgren, Inc.
POSITION TITLE: Truck Driver –Service Truck
REPORTS TO: Team Superintendent

The Truck Driver – One Ton is responsible for operating company trucks for transporting tools, supplies and other construction items to the job site. The Driver is accountable for the safe and efficient operation of the vehicle. This is a Safety Sensitive position.

Essential Duties & Responsibilities:

- Drives Company equipment in a professional and safe manner at all times.
- Complete daily inspection and report any defects immediately.
- Record hours of service, Ensures that DOT paperwork is completed and turned in weekly (if required).
- Ensures truck pre-trip and post trip procedures are followed daily.
- Transport tools, supplies, and other construction items to the job site.
- Care of small tools and equipment and keeping the truck clean and orderly
- Clean the truck and perform simple maintenance when needed
- Maintain a clean, neat, and orderly work area.
- Conduct operations in a manner that promotes safety.
- The ability to work in a constant state of alertness and in a safe manner.
- Other duties as assigned to meet the needs of the business

Education Requirements, Skills & Qualifications:

- There is no educational requirement for this position
- Possession of a current State issued Commercial Driver’s License with the type required and necessary endorsements
- Must have clean MVR and met all DOT requirements
- Basic knowledge of all machinery to facilitate loading and unloading is required

Work Environment:

This position works in a multi setting atmosphere, with outdoor exposure to extreme weather conditions.

Physical Demands and Mental Competencies:

While performing the duties of this job, the employee is regularly required to use hands to finger, handle or feel, reach with hands and arms, and talk or hear. The employee frequently is required to stand, walk on uneven terrain, and stoop, kneel, crouch or crawl. The employee is occasionally required to sit and climb or balance, driving, and using hand tools. The employee must occasionally lift and/or move objects

that weigh up to 100 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.

This employee must be able to concentrate for long periods of time.

Other Duties: Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Position Classification: Non- Exempt

NOTE: Reviewed FLSA and the above position meets the appropriate classification guidelines.

COMPANY NAME: Forsgren, Inc.
POSITION TITLE: Carpenter
REPORTS TO: Team Superintendent

Carpenter is responsible for setting and removal of forms in accordance with construction drawings. This is a Safety Sensitive position.

Essential Duties & Responsibilities:

- Build, erect and remove forms
- Work without constant supervision
- Maintain a clean, neat, and orderly work area.
- Conduct operations in a manner that promotes safety.
- The ability to work in a constant state of alertness and in a safe manner.
- Other duties as assigned to meet the needs of the business

Education Requirements, Skills & Qualifications:

- There is no formal education requirement for this position
- Knowledge of power and hand tools used in carpentry
- Able to read and understand construction drawings

Work Environment:

This position works outdoors and has exposure to extreme weather conditions.

Physical Demands and Mental Competencies:

While performing the duties of this job, the employee is regularly required to use hands to finger, handle or feel; reach with hands and arms; and talk or hear. The employee frequently is required to stand; walk; and stoop, kneel, crouch or crawl. The employee is occasionally required to sit and climb or balance. The employee must regularly saw, hammer, pry, lift, carry forms, climb ladder, and embankments. The employee must regularly walk over rough terrain while lifting, moving, and carrying objects up to 90 to 120 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.

This employee must be able to concentrate for long periods of time.

Other Duties: Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Position Classification: Non- Exempt

NOTE: Reviewed FLSA and the above position meets the appropriate classification guidelines.

NOMBRE DE LA COMPANIA: Forsgren, Inc.

TÍTULO DEL PUESTO: Carpintero

REPORTA A: Superintendente de equipo

El carpintero es responsable de colocar y quitar los encofrados de acuerdo con los planos de construcción. Esta es una posición sensible a la seguridad.

Deberes y responsabilidades esenciales:

- Construye, monta y retira formas
- Trabajar sin supervisión constante
- Mantenga un área de trabajo limpia, y ordenada.
- Llevar a cabo las operaciones de una manera que promueva la seguridad.
- La capacidad de trabajar en un estado constante de alerta y de manera segura.
- Otras tareas asignadas para satisfacer las necesidades de la empresa

Requisitos de Educación, Habilidades y Calificaciones:

- No hay ningún requisito de educación formal para este puesto
- Conocimiento de herramientas eléctricas y manuales utilizadas en carpintería
- Capaz de leer y comprender los planos de construcción

Ambiente laboral:

Este puesto funciona al aire libre y tiene exposición a condiciones climáticas extremas.

Exigencias físicas y competencias mentales:

Mientras realiza las tareas de este trabajo, se requiere regularmente que el empleado use las manos para tocar, manipular o sentir; alcanzar con las manos y los brazos; y hablar u oír. Con frecuencia se requiere que el empleado se ponga de pie; caminar; y agacharse, arrodillarse, agacharse o gatear. Ocasionalmente se requiere que el empleado se siente y se suba o mantenga el equilibrio. El empleado debe serrar, martillar, hacer palanca, levantar, cargar formularios, subir escaleras y terraplenes con regularidad. El empleado debe caminar regularmente sobre terrenos accidentados mientras levanta, mueve y transporta objetos de hasta 90 a 120 libras. Las habilidades visuales específicas requeridas por este trabajo incluyen la visión de cerca, la visión de lejos, la visión periférica, la percepción de profundidad y la capacidad de ajustar el enfoque.

Este empleado debe ser capaz de concentrarse durante largos períodos de tiempo.

Otros deberes: Tenga en cuenta que esta descripción del trabajo no está diseñada para cubrir o contener una lista completa de actividades, deberes o responsabilidades que se requieren del empleado para este trabajo. Los deberes, responsabilidades y actividades pueden cambiar en cualquier momento con o sin previo aviso.

Clasificación del puesto: No exento

NOTA: La FLSA revisada y la posición anterior cumplen con las pautas de clasificación adecuadas.

COMPANY NAME: Forsgren, Inc.
POSITION TITLE: Concrete Finisher
REPORTS TO: Team Superintendent

Concrete Finisher will be responsible for applying the appropriate curing compounds and skill to produce rubbed concrete finishes required for each job. This is a Safety Sensitive position.

Essential Duties & Responsibilities:

- Apply concrete curing compounds
- Produce rubbed concrete finishes
- Maintain a clean, neat, and orderly work area.
- Conduct operations in a manner that promotes safety.
- The ability to work in a constant state of alertness and in a safe manner.
- Other duties as assigned to meet the needs of the business

Education Requirements, Skills & Qualifications:

- There is no formal education requirement for this position
- Requires thorough knowledge of concrete, its properties, and reactions in order to determine the proper time to begin the finishing process.

Work Environment:

This position works outdoors with exposure to some dust, working on uneven terrain, and extreme weather conditions.

Physical Demands and Mental Competencies:

While performing the duties of this job, the employee is regularly required to use hands to finger, handle or feel; reach with hands and arms; and talk or hear. The employee frequently works in kneeling position for extended periods, hand rubbing. The employee is required to stand; walk; and stoop, crouch or crawl. The employee is occasionally required to sit and climb or balance. The employee must regularly lift and/or move objects up to 120 pounds range. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.

This employee must be able to concentrate for long periods of time.

Other Duties: Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Position Classification: Non- Exempt

NOTE: Reviewed FLSA and the above position meets the appropriate classification guidelines.

NOMBRE DE LA COMPANIA: Forsgren, Inc.

TÍTULO DEL PUESTO: Acabador de concreto

REPORTA A: Superintendente de equipo

El finalizador de concreto será responsable de aplicar los compuestos de curado apropiados y la habilidad para producir los acabados de concreto frotado requeridos para cada trabajo. Esta es una posición sensible a la seguridad.

Deberes y responsabilidades esenciales:

- Aplicar compuestos de curado de hormigón
- Producir acabados de hormigón frotado
- Mantenga un área de trabajo limpio y ordenada.
- Llevar a cabo las operaciones de una manera que promueva la seguridad.
- La capacidad de trabajar en un estado constante de alerta y de manera segura.
- Otras tareas asignadas para satisfacer las necesidades de la empresa.

Requisitos de Educación, Habilidades y Calificaciones:

- No hay ningún requisito de educación formal para este puesto
- Requiere un conocimiento profundo del concreto, sus propiedades y reacciones para determinar el momento adecuado para comenzar el proceso de acabado.

Ambiente del trabajo:

Esta posición funciona al aire libre con exposición a algo de polvo, trabajo en terrenos irregulares y condiciones climáticas extremas.

Exigencias físicas y competencias mentales:

Mientras realiza las tareas de este trabajo, se requiere regularmente que el empleado use las manos para tocar, manipular o sentir; alcanzar con las manos y los brazos; y hablar u oír. El empleado trabaja con frecuencia en posición de rodillas durante períodos prolongados, frotándose las manos. El empleado está obligado a ponerse de pie; caminar; y agacharse, o gatear. Ocasionalmente se requiere que el empleado se siente y se suba o mantenga el equilibrio. El empleado debe levantar y/o mover regularmente objetos de hasta 120 libras. Las habilidades visuales específicas requeridas por este trabajo incluyen la visión de cerca, la visión de lejos, la visión periférica, la percepción de profundidad y la capacidad de ajustar el enfoque.

Este empleado debe ser capaz de concentrarse durante largos períodos de tiempo.

Otros deberes: Tenga en cuenta que esta descripción del trabajo no está diseñada para cubrir o contener una lista completa de actividades, deberes o responsabilidades que se requieren del empleado para este trabajo. Los deberes, responsabilidades y actividades pueden cambiar en cualquier momento con o sin previo aviso.

Clasificación del puesto: No exento

NOTA: La FLSA revisada y la posición anterior cumplen con las pautas de clasificación adecuadas.

COMPANY NAME: Forsgren, Inc.
POSITION TITLE: Concrete Paver- Curb Machine Operator
REPORTS TO: Team Superintendent

Concrete Paver – Curb Machine Operator is responsible for operating company equipment in a safe and efficient operation of the machine and be required to operate a self-propelled curb machine which finishes concrete to contour. This is a Safety Sensitive position.

Essential Duties & Responsibilities:

- Operates Company equipment in a professional and safe manner at all times.
- Set elevation and string line
- Prepare subgrade
- Set up for grade trimming/slip forms, pre-operational instruction and slip form curb operation
- Use of hand tools such as hammer, wrenches and grease gun
- Assist in adjusting/changing steel track
- Maintain a clean, neat, and orderly work area.
- Conduct operations in a manner that promotes safety.
- The ability to work in a constant state of alertness and in a safe manner.
- Other duties as assigned to meet the needs of the business

Education Requirements, Skills & Qualifications:

- There is no formal education required for this position
- Experience as Curb Machine Operator is required

Work Environment:

This position works outdoors with vibration, working on uneven terrain, and exposure to extreme weather conditions.

Physical Demands and Mental Competencies:

While performing the duties of this job, the employee is regularly required to use hands to finger, handle or feel; reach with hands and arms; and talk or hear. The employee frequently is required to stand, walk, stretch, bend, twist, reach, sit, stoop, kneel, drive/ride, crouch or crawl. The employee is occasionally required to climb or balance. The employee must frequently lift and/or move objects up to 100 pounds. Specific vision abilities required by this job include distance vision, color vision, peripheral vision, depth perception and ability to adjust focus.

This employee must be able to concentrate for long periods of time.

Other Duties: Please note this job description is not designed to cover or contain a comprehensive listing of activities., duties, or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Position Classification: Non- Exempt

NOTE: Reviewed FLSA and the above position meets the appropriate classification guidelines.

COMPANY NAME: Forsgren, Inc.
POSITION TITLE: Truck Driver –Service Truck
REPORTS TO: Team Superintendent

The Truck Driver – One Ton is responsible for operating company trucks for transporting tools, supplies and other construction items to the job site. The Driver is accountable for the safe and efficient operation of the vehicle. This is a Safety Sensitive position.

Essential Duties & Responsibilities:

- Drives Company equipment in a professional and safe manner at all times.
- Complete daily inspection and report any defects immediately.
- Record hours of service, Ensures that DOT paperwork is completed and turned in weekly (if required).
- Ensures truck pre-trip and post trip procedures are followed daily.
- Transport tools, supplies, and other construction items to the job site.
- Care of small tools and equipment and keeping the truck clean and orderly
- Clean the truck and perform simple maintenance when needed
- Maintain a clean, neat, and orderly work area.
- Conduct operations in a manner that promotes safety.
- The ability to work in a constant state of alertness and in a safe manner.
- Other duties as assigned to meet the needs of the business

Education Requirements, Skills & Qualifications:

- There is no educational requirement for this position
- Possession of a current State issued Commercial Driver’s License with the type required and necessary endorsements
- Must have clean MVR and met all DOT requirements
- Basic knowledge of all machinery to facilitate loading and unloading is required

Work Environment:

This position works in a multi setting atmosphere, with outdoor exposure to extreme weather conditions.

Physical Demands and Mental Competencies:

While performing the duties of this job, the employee is regularly required to use hands to finger, handle or feel, reach with hands and arms, and talk or hear. The employee frequently is required to stand, walk on uneven terrain, and stoop, kneel, crouch or crawl. The employee is occasionally required to sit and climb or balance, driving, and using hand tools. The employee must occasionally lift and/or move objects

that weigh up to 100 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.

This employee must be able to concentrate for long periods of time.

Other Duties: Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Position Classification: Non- Exempt

NOTE: Reviewed FLSA and the above position meets the appropriate classification guidelines.

COMPANY NAME: Forsgren, Inc.
POSITION TITLE: Grade Checker
REPORTS TO: Team Superintendent

Grade checker is responsible for the measurement and setting of grade stakes during a construction project. This is a Safety Sensitive position.

Essential Duties & Responsibilities:

- Compute cuts, fill and slopes
- Use a hand (eye) level, grade level and transit
- Maintain a clean, neat, and orderly work area.
- Conduct operations in a manner that promotes safety.
- The ability to work in a constant state of alertness and in a safe manner.
- Other duties as assigned to meet the needs of the business

Education Requirements, Skills & Qualifications:

- There is no educational requirement for this position
- Ability to read plans and understand various lines and grades shown
- Accurate Math skills required to compute cuts, fill and slopes
- Experience with GPS, both rovers and machine control
- Ability to prioritize effectively and handle multiple tasks

Work Environment:

This position works in a multi setting atmosphere, with outdoor exposure to extreme weather conditions.

Physical Demands and Mental Competencies:

While performing the duties of this job, the employee is regularly required to use hands to finger, handle or feel; reach with hands and arms; and talk or hear. The employee frequently is required to stand; walk; and stoop, kneel, crouch or crawl. The employee is occasionally required to sit and climb or balance. The employee must regularly climb embankments, and traverse rough terrain. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.

This employee must be able to concentrate for long periods of time.

Other Duties: Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Position Classification: Non- Exempt

NOTE: Reviewed FLSA and the above position meets the appropriate classification guidelines.

COMPANY NAME: Forsgren, Inc.
POSITION TITLE: Roller Operator (Base/Dirt/Asphalt)
REPORTS TO: Team Superintendent

The Roller Operator is responsible for operating the following self-propelled rollers: rubber-tired roller, steel wheeled static roller, or vibratory roller to compact earth or crushed aggregate base. The Roller Operator is accountable for the safe and efficient operation of the equipment. This is a Safety Sensitive position.

Essential Duties & Responsibilities:

- Operates Company equipment in a professional and safe manner at all times.
- Roll material to desired compaction and surface texture by establishing rolling patterns and determining when the material is ready for compaction by its temperature and moisture
- Clean, service and perform minor repairs
- Maintain a clean, neat, and orderly work area.
- Conduct operations in a manner that promotes safety.
- The ability to work in a constant state of alertness and in a safe manner.
- Other duties as assigned to meet the needs of the business

Education Requirements, Skills & Qualifications:

There is no educational requirement for this position

Work Environment:

This position works outdoors with exposure to extreme weather conditions.

Physical Demands and Mental Competencies:

While performing the duties of this job, the employee is regularly required to use hands to finger, handle or feel; reach with hands and arms; and talk or hear. The employee frequently is required to stand, walk/work on uneven terrain and stoop, kneel, crouch or crawl. The employee is occasionally required to sit and climbing on/off machinery or balance. The employee must regularly lift and/or move objects up to 100 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.

This employee must be able to concentrate for long periods of time.

Other Duties: Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Position Classification: Non- Exempt

NOTE: Reviewed FLSA and the above position meets the appropriate classification guidelines.

COMPANY NAME: Forsgren, Inc.
POSITION TITLE: Truck Driver –Service Truck
REPORTS TO: Team Superintendent

The Truck Driver – One Ton is responsible for operating company trucks for transporting tools, supplies and other construction items to the job site. The Driver is accountable for the safe and efficient operation of the vehicle. This is a Safety Sensitive position.

Essential Duties & Responsibilities:

- Drives Company equipment in a professional and safe manner at all times.
- Complete daily inspection and report any defects immediately.
- Record hours of service, Ensures that DOT paperwork is completed and turned in weekly (if required).
- Ensures truck pre-trip and post trip procedures are followed daily.
- Transport tools, supplies, and other construction items to the job site.
- Care of small tools and equipment and keeping the truck clean and orderly
- Clean the truck and perform simple maintenance when needed
- Maintain a clean, neat, and orderly work area.
- Conduct operations in a manner that promotes safety.
- The ability to work in a constant state of alertness and in a safe manner.
- Other duties as assigned to meet the needs of the business

Education Requirements, Skills & Qualifications:

- There is no educational requirement for this position
- Possession of a current State issued Commercial Driver’s License with the type required and necessary endorsements
- Must have clean MVR and met all DOT requirements
- Basic knowledge of all machinery to facilitate loading and unloading is required

Work Environment:

This position works in a multi setting atmosphere, with outdoor exposure to extreme weather conditions.

Physical Demands and Mental Competencies:

While performing the duties of this job, the employee is regularly required to use hands to finger, handle or feel, reach with hands and arms, and talk or hear. The employee frequently is required to stand, walk on uneven terrain, and stoop, kneel, crouch or crawl. The employee is occasionally required to sit and climb or balance, driving, and using hand tools. The employee must occasionally lift and/or move objects

that weigh up to 100 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.

This employee must be able to concentrate for long periods of time.

Other Duties: Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Position Classification: Non- Exempt

NOTE: Reviewed FLSA and the above position meets the appropriate classification guidelines.

COMPANY NAME: Forsgren, Inc.
POSITION TITLE: Truck Driver – Dump Truck
REPORTS TO: Dump Truck Supervisor

The Truck Driver – Dump Truck is responsible for operating company trucks to transport materials to the job site. The Driver is accountable for the safe and efficient operation of the vehicle and delivery of materials. This is a Safety Sensitive position.

Essential Duties & Responsibilities:

- Drives Company equipment in a professional and safe manner at all times.
- Complete daily inspection and report any defects immediately.
- Record hours of service as required.
- Ensures that DOT paperwork is completed and turned in weekly (if required).
- Ensures truck pre-trip and post trip procedures are followed daily.
- Clean the truck and perform simple maintenance when needed
- Transport materials to and from the job site
- Maintain a clean, neat, and orderly work area.
- Conduct operations in a manner that promotes safety.
- The ability to work in a constant state of alertness and in a safe manner.
- Other duties as assigned to meet the needs of the business

Education Requirements, Skills & Qualifications:

- There is no educational requirement for this position
- Possession of a current State issued Commercial Driver’s License Class A or B with endorsements, if needed
- Must have clean MVR and meet all DOT requirements

Work Environment:

This position works in a multi setting atmosphere, with outdoor exposure to extreme weather conditions.

Physical Demands and Mental Competencies:

While performing the duties of this job, the employee is regularly required to use hands to finger, handle or feel, reach with hands and arms, and talk or hear. The employee frequently is required to stand, walk on uneven terrain, and stoop, kneel, crouch or crawl. The employee is occasionally required to sit and climb or balance, driving, and using hand tools. The employee must occasionally lift and/or move objects that weigh up to 100 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.

This employee must be able to concentrate for long periods of time.

Other Duties: Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Position Classification: Non- Exempt

NOTE: Reviewed FLSA and the above position meets the appropriate classification guidelines.

COMPANY NAME: Forsgren, Inc.
POSITION TITLE: Backhoe – Loader Operator
REPORTS TO: Team Superintendent

The Backhoe -Loader Operator is responsible for operating a backhoe and is accountable for the safe and efficient operation of the vehicle and be required to perform loading, unloading and other warehouse duties. This is a Safety Sensitive position.

Essential Duties & Responsibilities:

- Operates Company equipment in a professional and safe manner at all times.
- Excavate trenches to a specific line and grade
- Loading, unloading, and transferring materials
- Perform minor repairs and field maintenance
- Maintain machine in a clean, neat, orderly manner and serviced as required.
- Conduct operations in a manner that promotes safety.
- The ability to work in a constant state of alertness and in a safe manner.
- Other duties as assigned to meet the needs of the business

Education Requirements, Skills & Qualifications:

- There is no formal education required for this position
- Experience in Backhoe Operation is required
- Vocational Job training, certification and/or Safety training in Backhoe Operation is preferred

Work Environment:

This position works on uneven terrain and exposure to extreme weather.

Physical Demands and Mental Competencies:

While performing the duties of this job, the employee is regularly required to use hands to finger, handle or feel; reach with hands and arms; and talk or hear. The employee frequently is required to drive and sit for long periods of time, climbing on and off machine, walk, stand, operating hand and foot levers. The employee must regularly lift and/or move objects up to 50 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.

This employee must be able to concentrate for long periods of time.

Other Duties: Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Position Classification: Non- Exempt

NOTE: Reviewed FLSA and the above position meets the appropriate classification guidelines.

COMPANY NAME: Forsgren, Inc
POSITION TITLE: Broom Operator
REPORTS TO: Team Superintendent

The Broom Operator is responsible for operating the power street sweeper in a safe and efficient manner. This is a Safety Sensitive position.

Essential Duties & Responsibilities:

- Operates Company equipment in a professional and safe manner at all times.
- Perform sweeping operations as directed for concrete, base or asphalt crew
- Perform minor repairs and field maintenance
- Maintain a clean, neat, and orderly work area.
- Conduct operations in a manner that promotes safety.
- The ability to work in a constant state of alertness and in a safe manner.
- Other duties as assigned to meet the needs of the business

Education Requirements, Skills & Qualifications:

- There is no formal education required for this position
- Experience with Broom Sweeper Operation is required
- Vocational Job training, certification and safety training on Broom Sweeper Operation is preferred

Work Environment:

This position works on uneven terrain and exposure to extreme weather temperatures.

Physical Demands and Mental Competencies:

While performing the duties of this job, the employee is regularly required to use hands to finger, handle or feel; reach with hands and arms; and talk or hear. The employee frequently is required to drive and sit for long periods of time, climbing on and off machine, walk, stand, operating hand and foot levers. The employee must regularly lift and/or move objects up to 50 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.

This employee must be able to concentrate for long periods of time.

Other Duties: Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Position Classification: Non- Exempt

NOTE: Reviewed FLSA and the above position meets the appropriate classification guidelines.

COMPANY NAME: Forsgren, Inc.
POSITION TITLE: Bulldozer Operator

REPORTS TO: Team Superintendent

The Bulldozer Operator is responsible for operating company equipment in a safe and efficient manner. Bulldozer position requires the ability to operate a bulldozer. This is a Safety Sensitive position.

Essential Duties & Responsibilities:

- Operates Company equipment in a professional and safe manner at all times.
- Ability to read plans
- Cut ditches, grades and fine grades
- Finish cuts, fills and slopes to the prescribed grades
- Grade stakes, slope stakes, and clear flags
- Clear brush and dress slopes
- Work without constant supervision
- Ability to visualize grades
- Perform minor repairs and field maintenance
- Maintain a clean, neat, and orderly work area.
- Conduct operations in a manner that promotes safety.
- The ability to work in a constant state of alertness and in a safe manner.
- Other duties as assigned to meet the needs of the business

Education Requirements, Skills & Qualifications:

- There is no formal education required for this position
- Experience with Bulldozer Operation and GPS machine control is required
- Vocational job training, certification and/or safety training in Bulldozer Operation is preferred

Work Environment:

This position works on uneven terrain and exposure to extreme weather temperatures.

Physical Demands and Mental Competencies:

While performing the duties of this job, the employee is regularly required to use hands to finger, handle or feel; reach with hands and arms; and talk or hear. The employee frequently is required to drive and sit for long periods of time, climbing on and off machine, walk, stand, operating hand and foot levers. The employee must regularly lift and/or move objects up to 50 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.

This employee must be able to concentrate for long periods of time.

Other Duties: Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Position Classification: Non- Exempt

NOTE: Reviewed FLSA and the above position meets the appropriate classification guidelines.

COMPANY NAME: Forsgren, Inc.
POSITION TITLE: Bulldozer Operator-Finish

REPORTS TO: Team Superintendent

The Bulldozer Operator-Finish is responsible for operating company equipment in a safe and efficient manner. Bulldozer position requires the ability to operate a bulldozer. This is a Safety Sensitive position.

Essential Duties & Responsibilities:

- Operates Company equipment in a professional and safe manner at all times.
- Ability to read plans
- Cut ditches, grades and fine grades
- Finish cuts, fills and slopes to the prescribed grades
- Grade stakes, slope stakes, and clear flags
- Clear brush and dress slopes
- Work without constant supervision
- Ability to visualize grades
- Perform minor repairs and field maintenance
- Maintain a clean, neat, and orderly work area.
- Conduct operations in a manner that promotes safety.
- The ability to work in a constant state of alertness and in a safe manner.
- Other duties as assigned to meet the needs of the business

Education Requirements, Skills & Qualifications:

- There is no formal education required for this position
- Experience with Bulldozer Operation and GPS machine control is required
- Vocational job training, certification and/or safety training in Bulldozer Operation is preferred

Work Environment:

This position works on uneven terrain and exposure to extreme weather temperatures.

Physical Demands and Mental Competencies:

While performing the duties of this job, the employee is regularly required to use hands to finger, handle or feel; reach with hands and arms; and talk or hear. The employee frequently is required to drive and sit for long periods of time, climbing on and off machine, walk, stand, operating hand and foot levers. The employee must regularly lift and/or move objects up to 50 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.

This employee must be able to concentrate for long periods of time.

Other Duties: Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Position Classification: Non- Exempt

NOTE: Reviewed FLSA and the above position meets the appropriate classification guidelines.

COMPANY NAME: Forsgren, Inc.
POSITION TITLE: Motor Grader Operator
REPORTS TO: Team Superintendent

The Motor Grader Operator - Finish is responsible to operate, care for and maintain a grader. The Motor Grader Operator - Finish is accountable for the safe and efficient operation of the grader. This is a Safety Sensitive position.

Essential Duties & Responsibilities:

- Grade, maintain and haul loads
- Perform basic fine grading
- Perform duties for construction and maintenance operations requiring cutting ditches, grade and spreading various road building materials
- Perform field maintenance, servicing, cleaning the machine and make minor repairs
- Maintain a clean, neat, and orderly work area.
- Conduct operations in a manner that promotes safety.
- The ability to work in a constant state of alertness and in a safe manner.
- Other duties as assigned to meet the needs of the business

Education Requirements, Skills & Qualifications:

- There is no educational requirement for this position
- Possession of a current State issued Driver's License and clean MVR
- Ability and knowledge to operate, care for and maintain a grader
- Experience with GPS Machine Control
- Understanding of grade, slope, stakes, and finish work with general conformity to each is required
- Ability to finish grade to a high degree of accuracy
- Ability to cut slopes and finish according to blue tops

Work Environment:

This position works in a multi setting atmosphere, with outdoor exposure to extreme weather conditions

Physical Demands and Mental Competencies:

While performing the duties of this job, the employee is regularly required to use hands to finger, handle or feel; reach with hands and arms; and talk or hear. The employee is required to have good hand/eye/foot coordination. The employee frequently is required to stand, lift, walk on uneven terrain, and stoop, kneel, crouch or crawl. The employee is occasionally required to sit, climb or balance. The employee must regularly lift and/or move objects up to 10 pounds, frequently lift and/or move objects up

to 50 pounds, and occasionally lift and/or move objects that weigh more than 100 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.

This employee must be able to concentrate for long periods of time.

Other Duties: Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Position Classification: Non- Exempt

NOTE: Reviewed FLSA and the above position meets the appropriate classification guidelines.

COMPANY NAME: Forsgren, Inc.
POSITION TITLE: Hydraulic Excavator Operator
REPORTS TO: Team Superintendent

Hydraulic Excavator Operator - Rough is responsible for operating company equipment in a safe and efficient manner as well as excavating trenches to a specific line, grade, and load materials in trucks. This is a Safety Sensitive position.

Essential Duties & Responsibilities:

- Operates Company equipment in a professional and safe manner at all times.
- Excavate trenches to specific line and grade
- Load materials in trucks
- Perform minor repairs and field maintenance
- Maintain a clean, neat, and orderly work area.
- Conduct operations in a manner that promotes safety.
- The ability to work in a constant state of alertness and in a safe manner.
- Other duties as assigned to meet the needs of the business

Education Requirements, Skills & Qualifications:

- There is no educational requirement for this position
- Ability to operate a hydraulic excavator
- Knowledge and skills to care for and maintain a hydraulic excavator
- Ability to prioritize effectively and handle multiple tasks

Work Environment:

This position works in a multi setting atmosphere, with outdoor exposure to extreme weather conditions.

Physical Demands and Mental Competencies:

While performing the duties of this job, the employee is regularly required to use hands to finger, handle or feel; reach with hands and arms; and talk or hear. The employee frequently is required to stand; walk; and stoop, kneel, crouch or crawl, sit, climb and balance on/off the machine. The employee must have good hand, eye and foot coordination. The employee is required to walk on uneven terrain. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.

This employee must be able to concentrate for long periods of time.

Other Duties: Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Position Classification: Non- Exempt

NOTE: Reviewed FLSA and the above position meets the appropriate classification guidelines.

COMPANY NAME: Forsgren, Inc.
POSITION TITLE: Laborer
REPORTS TO: Team Superintendent

Laborer is an entry-level position responsible for using shovels, brooms, other small hand tools, move building materials by hand to move materials and clean up at the construction site. This is a Safety Sensitive position.

Essential Duties & Responsibilities:

- Complete hand work using shovels, brooms and other small hand tools
- Carry and materials such a lumber, reinforced steel, and other materials used in construction
- Maintain a clean, neat, and orderly work area.
- Conduct operations in a manner that promotes safety.
- The ability to work in a constant state of alertness and in a safe manner.
- Other duties as assigned to meet the needs of the business

Education Requirements, Skills & Qualifications:

There is no educational requirement for this position

Work Environment:

This position works outdoors and has exposure to extreme weather conditions.

Physical Demands and Mental Competencies:

While performing the duties of this job, the employee is regularly required to use hands to finger, handle or feel; reach with hands and arms; and talk or hear. The employee frequently is required to climb ladders, walk over rough terrain. The employee is regularly required to stand; walk; and stoop, kneel, crouch or crawl. The employee is occasionally required to sit or balance. The employee must regularly lift and/or move objects up to 100 pounds for distances up to 200 feet. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.

This employee must be able to concentrate for long periods of time.

Other Duties: Please note this job description is not designed to cover or contain a comprehensive listing of activities., duties, or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Position Classification: Non- Exempt

NOTE: Reviewed FLSA and the above position meets the appropriate classification guidelines.

NOMBRE DE LA EMPRESA: Forsgren, Inc.

TÍTULO DEL PUESTO: Obrero

REPORTA A: Superintendente de equipo

El obrero es un puesto de nivel de entrada responsable de usar palas, escobas, otras herramientas manuales pequeñas, mover materiales de construcción a mano para mover materiales y limpiar en el sitio de construcción. Esta es una posición sensible a la seguridad.

Deberes y responsabilidades esenciales:

- Completar el trabajo manual con palas, escobas y otras herramientas manuales pequeñas
- Transportar materiales como madera, acero armado y otros materiales utilizados en la construcción
- Mantenga un área de trabajo limpia, y ordenada.
- Llevar a cabo las operaciones de una manera que promueva la seguridad.
- La capacidad de trabajar en un estado constante de alerta y de manera segura.
- Otras tareas asignadas para satisfacer las necesidades de la empresa

Requisitos de Educación, Habilidades y Calificaciones:

No hay ningún requisito educativo para este puesto

Ambiente laboral:

Este puesto funciona al aire libre y tiene exposición a condiciones climáticas extremas.

Exigencias físicas y competencias mentales:

Mientras realiza las tareas de este trabajo, se requiere regularmente que el empleado use las manos para tocar, manipular o sentir; alcanzar con las manos y los brazos; y hablar u oír. Con frecuencia, el empleado debe subir escaleras, caminar sobre terrenos accidentados. Al empleado se le exige regularmente que se ponga de pie; caminar; y agacharse, arrodillarse, agacharse o gatear. Ocasionalmente se requiere que el empleado se siente o mantenga el equilibrio. El empleado debe levantar y/o mover regularmente objetos de hasta 100 libras para distancias de hasta 200 pies. Las habilidades visuales específicas requeridas por este trabajo incluyen la visión de cerca, la visión de lejos, la visión periférica, la percepción de profundidad y la capacidad de ajustar el enfoque.

Este empleado debe ser capaz de concentrarse durante largos períodos de tiempo.

Otros deberes: Tenga en cuenta que esta descripción del trabajo no está diseñada para cubrir o contener una lista completa de actividades, deberes o responsabilidades que se requieren del empleado para este trabajo. Los deberes, responsabilidades y actividades pueden cambiar en cualquier momento con o sin previo aviso.

Clasificación del puesto: No exento

NOTA: La FLSA revisada y la posición anterior cumplen con las pautas de clasificación adecuadas.

COMPANY NAME: Forsgren, Inc.
POSITION TITLE: Truck Driver – Tractor Trailer
REPORTS TO: Shop Supervisor

The Truck Driver – Tractor Trailer is responsible for operating company trucks for transporting heavy equipment. The Driver is accountable for the safe and efficient operation of the vehicle and be required to perform loading, unloading of heavy equipment as needed. This is a Safety Sensitive position.

Essential Duties & Responsibilities:

- Drives Company equipment in a professional and safe manner at all times.
- Complete daily inspection and report any defects immediately.
- Record hours of service.
- Ensures that DOT paperwork is completed as required and turned in weekly.
- Ensures truck pre-trip and post trip procedures are followed daily.
- Clean the truck and perform simple maintenance when needed
- Maintain a clean, neat, and orderly work area.
- Conduct operations in a manner that promotes safety.
- The ability to work in a constant state of alertness and in a safe manner.
- Other duties as assigned to meet the needs of the business

Education Requirements, Skills & Qualifications:

- There is no educational requirement for this position
- Possession of a current State issued Commercial Driver’s License Class A with necessary endorsements
- Must have clean MVR and pass meet all DOT requirements
- Basic knowledge of all machinery to facilitate loading and unloading is required

Work Environment:

This position works in a multi setting atmosphere, with outdoor exposure to extreme weather conditions.

Physical Demands and Mental Competencies:

While performing the duties of this job, the employee is regularly required to use hands to finger, handle or feel, reach with hands and arms, and talk or hear. The employee frequently is required to stand, walk on uneven terrain, and stoop, kneel, crouch or crawl. The employee is occasionally required to sit and climb or balance, driving, and using hand tools. The employee must occasionally lift and/or move objects that weigh up to 100 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.

This employee must be able to concentrate for long periods of time.

Other Duties: Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Position Classification: Non- Exempt

NOTE: Reviewed FLSA and the above position meets the appropriate classification guidelines.

COMPANY NAME: Forsgren, Inc.

POSITION TITLE: Mechanic - General

REPORTS TO: Shop Superintendent

The Mechanic – General is responsible for the maintenance, diagnosis and repair of company vehicles. The Mechanic - General is accountable for the safe and efficient operation and repair of the vehicle. This is a Safety Sensitive position.

Essential Duties & Responsibilities:

- Diagnose problems
- Make Repairs as needed
- Conducts routine maintenance
- Ensures that all vehicles are safe operating condition
- Maintain a clean, neat, and orderly work area.
- Conduct operations in a manner that promotes safety.
- The ability to work in a constant state of alertness and in a safe manner.
- Other duties as assigned to meet the needs of the business

Education Requirements, Skills & Qualifications:

- There is no educational requirement for this position
- Possession of a current State issued Driver's License and clean MVR
- Ability to read and understand Service Manuals
- Ability to work on all types of cars, regular size trucks, heavy duty trucks and small equipment
- Ability, skill and knowledge to diagnose problems, make repairs, and keep work orders completed
- Must have good working knowledge and experience working on gas and diesel engines

Work Environment:

This position works in a multi setting atmosphere, with outdoor exposure to extreme weather conditions.

Physical Demands and Mental Competencies:

While performing the duties of this job, the employee is regularly required to use hands to finger, handle or feel; reach with hands and arms; and talk or hear. The employee frequently is required to walk on uneven terrain, stand, stoop, kneel, crouch or crawl. The employee is occasionally required to sit, climb or balance. The employee must occasionally lift and/or move objects that weigh up to 100 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.

This employee must be able to concentrate for long periods of time.

Other Duties: Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Position Classification: Non- Exempt

NOTE: Reviewed FLSA and the above position meets the appropriate classification guidelines.

COMPANY NAME: Forsgren, Inc.
POSITION TITLE: Mechanic – Heavy Equipment
REPORTS TO: Shop Superintendent

The Mechanic – Heavy Equipment is responsible for the maintenance, diagnosis and repair of company Heavy Equipment. The Mechanic – Heavy Equipment is accountable for the safe and efficient operation and repair of the heavy equipment. This is a Safety Sensitive position.

Essential Duties & Responsibilities:

- Diagnose problems
- Make Repairs as needed
- Conducts routine maintenance
- Ensures that all vehicles are safe operating condition
- Maintain a clean, neat, and orderly work area.
- Conduct operations in a manner that promotes safety.
- The ability to work in a constant state of alertness and in a safe manner.
- Other duties as assigned to meet the needs of the business

Education Requirements, Skills & Qualifications:

- There is no educational requirement for this position
- Possession of a current State issued Driver's License and clean MVR
- Ability to read and understand Service Manuals
- Ability to work on all types of heavy equipment
- Ability, skill and knowledge to diagnose problems, make repairs, and keep work orders completed
- Must have good working knowledge and experience working on gas and diesel engines, hydraulics, electrical wiring, transmission and safety of equipment

Work Environment:

This position works in a multi setting atmosphere, with outdoor exposure to extreme weather conditions.

Physical Demands and Mental Competencies:

While performing the duties of this job, the employee is regularly required to use hands to finger, handle or feel; reach with hands and arms; and talk or hear. The employee frequently is required to walk on uneven terrain, stand, stoop, kneel, crouch or crawl. The employee is occasionally required to sit, climb or balance. The employee must occasionally lift and/or move objects that weigh up to 100 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.

This employee must be able to concentrate for long periods of time.

Other Duties: Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Position Classification: Non- Exempt

NOTE: Reviewed FLSA and the above position meets the appropriate classification guidelines.

COMPANY NAME: Forsgren, Inc.
POSITION TITLE: Mechanic – Service
REPORTS TO: Shop Superintendent

The Mechanic – Service is responsible for the service maintenance, diagnosis and repair of company vehicles. The Mechanic – Small Engine is accountable for the safe and efficient service and repair of the vehicles. This is a Safety Sensitive position.

Essential Duties & Responsibilities:

- Visually inspect and note any neglect which must be repaired
- Make Repairs as needed
- Conducts routine service maintenance
- Ensures that all units are serviced and are in safe operating condition
- Maintain a clean, neat, and orderly work area.
- Conduct operations in a manner that promotes safety.
- The ability to work in a constant state of alertness and in a safe manner.
- Other duties as assigned to meet the needs of the business

Education Requirements, Skills & Qualifications:

- There is no educational requirement for this position
- Possession of a current State issued Driver's License and clean MVR
- Ability to read and understand Service Manuals
- Ability to visually inspect and note any neglect which must be repaired is required.
- Ability to work on all types of small equipment
- Ability, skill and knowledge to diagnose problems, make repairs, and keep work orders completed
- Must have good working knowledge and experience working with gas and diesel engines,
- Understanding of all oil types and greases is required.

Work Environment:

This position works in a multi setting atmosphere, with outdoor exposure to extreme weather conditions.

Physical Demands and Mental Competencies:

While performing the duties of this job, the employee is regularly required to use hands to finger, handle or feel; reach with hands and arms; and talk or hear. The employee frequently is required to walk on uneven terrain, stand, stoop, kneel, crouch or crawl. The employee is occasionally required to sit, climb or balance. The employee must occasionally lift and/or move objects that weigh up to 100 pounds. Specific

vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.

This employee must be able to concentrate for long periods of time.

Other Duties: Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Position Classification: Non- Exempt

NOTE: Reviewed FLSA and the above position meets the appropriate classification guidelines.

COMPANY NAME: Forsgren, Inc.
POSITION TITLE: Mechanic – Small Engine
REPORTS TO: Shop Superintendent

The Mechanic – Small Engine is responsible for the maintenance, diagnosis and repair of company small engine equipment and tools. The Mechanic – Small Engine is accountable for the safe and efficient operation, repair of the equipment and tools. This is a Safety Sensitive position.

Essential Duties & Responsibilities:

- Diagnose problems
- Make Repairs as needed
- Conducts routine maintenance
- Ensures that all equipment and tools are in safe operating condition
- Maintain a clean, neat, and orderly work area.
- Conduct operations in a manner that promotes safety.
- The ability to work in a constant state of alertness and in a safe manner.
- Other duties as assigned to meet the needs of the business

Education Requirements, Skills & Qualifications:

- There is no educational requirement for this position
- Possession of a current State issued Driver's License and clean MVR
- Ability to read and understand Service Manuals
- Ability to work on all types of small equipment
- Ability, skill and knowledge to diagnose problems, make repairs, and keep work orders completed
- Must have good working knowledge and experience working with various power tools, such as electrical, 2 cycle, 4 cycle, air tools and others.
- Must be able to read charts in order to request parts for repairs, as well as maintain an accurate inventory of various types of parts and equipment.

Work Environment:

This position works in a multi setting atmosphere, with outdoor exposure to extreme weather conditions.

Physical Demands and Mental Competencies:

While performing the duties of this job, the employee is regularly required to use hands to finger, handle or feel; reach with hands and arms; and talk or hear. The employee frequently is required to walk on uneven terrain, stand, stoop, kneel, crouch or crawl. The employee is occasionally required to sit, climb or balance. The employee must occasionally lift and/or move objects that weigh up to 100 pounds. Specific

vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.

This employee must be able to concentrate for long periods of time.

Other Duties: Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Position Classification: Non- Exempt

NOTE: Reviewed FLSA and the above position meets the appropriate classification guidelines.

COMPANY NAME: Forsgren, Inc.
POSITION TITLE: Traffic Control Technician
REPORTS TO: Project Manager

The Traffic Control Technician is responsible for all phases of temporary traffic control in work zones. The Traffic Control Technician is accountable for the safe and efficient direction of traffic in work zones. This is a Safety Sensitive position.

Essential Duties & Responsibilities:

- Controls the traffic in work zones in a professional and safe manner at all times.
- Install and remove traffic control devices
- Maintain traffic control devices while in place
- Repair, clean and maintain traffic control devices
- Read and interpret traffic control plans
- Maintain a clean, neat, and orderly work area.
- Conduct operations in a manner that promotes safety.
- The ability to work in a constant state of alertness and in a safe manner.
- Other duties as assigned to meet the needs of the business

Education Requirements, Skills & Qualifications:

- There is no educational requirement for this position
- Possession of a current State issued Driver's License and clean MVR
- Certified traffic control supervisor certification required
- Ability to prioritize effectively and handle multiple tasks

Work Environment:

This position works outdoors with exposure to extreme weather conditions.

Physical Demands and Mental Competencies:

While performing the duties of this job, the employee is regularly required to use hands to finger, handle or feel; reach with hands and arms; and talk or hear. The employee frequently stand, walk/work on uneven terrain, carry and place temporary traffic control devices, night inspection of temporary traffic control devices, stoop, bend, kneel, squat, crouch or crawl, sit, climb or balance, drive, push, pull, exposure to vibration, twist, throw, and reach. The employee must regularly lift and/or move objects up to 100 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.

This employee must be able to concentrate for long periods of time.

Other Duties: Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Position Classification: Non- Exempt

NOTE: Reviewed FLSA and the above position meets the appropriate classification guidelines.

COMPANY NAME: Forsgren, Inc.
POSITION TITLE: Welder
REPORTS TO: Shop Supervisor

The Welder is responsible for operating company equipment to make welding repairs to heavy equipment and fabricating items for projects. The Welder is accountable for the safe and efficient operation of the equipment. This is a Safety Sensitive position.

Essential Duties & Responsibilities:

- Operates Company equipment in a professional and safe manner at all times.
- Welding different types of metal of various sizes and thickness
- Complete horizontal, vertical and overhead welding
- Clean and service welding equipment
- Maintain a clean, neat, and orderly work area.
- Conduct operations in a manner that promotes safety.
- The ability to work in a constant state of alertness and in a safe manner.
- Other duties as assigned to meet the needs of the business

Education Requirements, Skills & Qualifications:

- There is no educational requirement for this position
- Possession of a current State issued Driver's License and clean MVR
- Possession of current welding license and/or certification
- Ability to use electric arc and acetylene welding/cutting equipment
- Ability to prioritize effectively and handle multiple tasks

Work Environment:

This position works in a multi setting atmosphere, with outdoor exposure to extreme weather conditions.

Physical Demands and Mental Competencies:

While performing the duties of this job, the employee is regularly required to use hands to finger, handle or feel; reach with hands and arms; and talk or hear. The employee frequently is required to stand, walk/work on uneven terrain, and stoop, kneel, crouch or crawl. The employee is occasionally required to sit and climb or balance. The employee must regularly lift, carry and/or move heavy pieces of metal for various types of repairs up to 100 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.

This employee must be able to concentrate for long periods of time.

Other Duties: Please note this job description is not designed to cover or contain a comprehensive listing of activities., duties, or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Position Classification: Non- Exempt

NOTE: Reviewed FLSA and the above position meets the appropriate classification guidelines.

COMPANY NAME: Forsgren, Inc.
POSITION TITLE: Pipelayer
REPORTS TO: Team Superintendent

The Pipelayer is responsible for operating a laser grade machine for laying pipe. The Pipelayer is accountable for the safe and efficient operation of the equipment. This is a Safety Sensitive position.

Essential Duties & Responsibilities:

- Operate Company equipment in a professional and safe manner at all times.
- Grade the bottom of each trench to conform to the section of pipe being laid
- Place each joint of pipe in the precise location
- Maintain a clean, neat, and orderly work area.
- Conduct operations in a manner that promotes safety.
- The ability to work in a constant state of alertness and in a safe manner.
- Other duties as assigned to meet the needs of the business

Education Requirements, Skills & Qualifications:

- There is no educational requirement for this position
- Ability to operate laser grade machine for laying pipe

Work Environment:

This position works outdoors with exposure to extreme weather conditions.

Physical Demands and Mental Competencies:

While performing the duties of this job, the employee is regularly required to use hands to finger, handle or feel; reach with hands and arms; and talk or hear. The employee frequently is required to stand; walk; and stoop, kneel, crouch or crawl. The employee is occasionally required to sit, carrying loads over rough terrain, climb embankments/ladders or balance, lifting pipes and other materials, shoveling. The employee must regularly lift and/or move loads and objects limited to 120 pounds or less. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.

This employee must be able to concentrate for long periods of time.

Other Duties: Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Position Classification: Non- Exempt

NOTE: Reviewed FLSA and the above position meets the appropriate classification guidelines.

COMPANY NAME: Forsgren, Inc.
POSITION TITLE: Truck Driver –Service Truck
REPORTS TO: Team Superintendent

The Truck Driver is responsible for operating company trucks for transporting tools, supplies and other construction items to the job site. The Driver is accountable for the safe and efficient operation of the vehicle. This is a Safety Sensitive position.

Essential Duties & Responsibilities:

- Drives Company equipment in a professional and safe manner at all times.
- Complete daily inspection and report any defects immediately.
- Record hours of service, Ensures that DOT paperwork is completed and turned in weekly (if required).
- Ensures truck pre-trip and post trip procedures are followed daily.
- Transport tools, supplies, and other construction items to the job site.
- Care of small tools and equipment and keeping the truck clean and orderly
- Clean the truck and perform simple maintenance when needed
- Maintain a clean, neat, and orderly work area.
- Conduct operations in a manner that promotes safety.
- The ability to work in a constant state of alertness and in a safe manner.
- Other duties as assigned to meet the needs of the business

Education Requirements, Skills & Qualifications:

- There is no educational requirement for this position
- Possession of a current State issued Commercial Driver’s License with the type required and necessary endorsements
- Must have clean MVR and met all DOT requirements
- Basic knowledge of all machinery to facilitate loading and unloading is required

Work Environment:

This position works in a multi setting atmosphere, with outdoor exposure to extreme weather conditions.

Physical Demands and Mental Competencies:

While performing the duties of this job, the employee is regularly required to use hands to finger, handle or feel, reach with hands and arms, and talk or hear. The employee frequently is required to stand, walk on uneven terrain, and stoop, kneel, crouch or crawl. The employee is occasionally required to sit and climb or balance, driving, and using hand tools. The employee must occasionally lift and/or move objects

that weigh up to 100 pounds. Specific vision abilities required by this job include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.

This employee must be able to concentrate for long periods of time.

Other Duties: Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

Position Classification: Non- Exempt

NOTE: Reviewed FLSA and the above position meets the appropriate classification guidelines.