

SARGENT
100% EMPLOYEE-OWNED

SUMMER INTERNSHIP PROGRAM

CET, CMT, CE & ME
program students receive practical
field skills and knowledge to reinforce
classroom studies

WHAT TO EXPECT

- 12-14 hour work days are sometimes experienced
- Generally work 5 days a week however some projects require 6-7 days a week
- Usually work rain, shine or snow
- Some night shift work may be experienced
- Duties include working with our experienced labor force, learning the trade from the ground up
- Hourly Pay, Overtime Pay on any hours worked over 40 in a pay period
- Travel is required; travel expenses will be reimbursed for qualifying expenses per our Travel Expense Policy

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SARGENT CORPORATION

is an employee-owned company that has understood for generations that good people are the key to our success. We treat our employees like they make a difference – because they do!

Now is the time to join rank with the leader in the earthwork construction business.

For more information:

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WHAT CAN SARGENT DO FOR YOU?

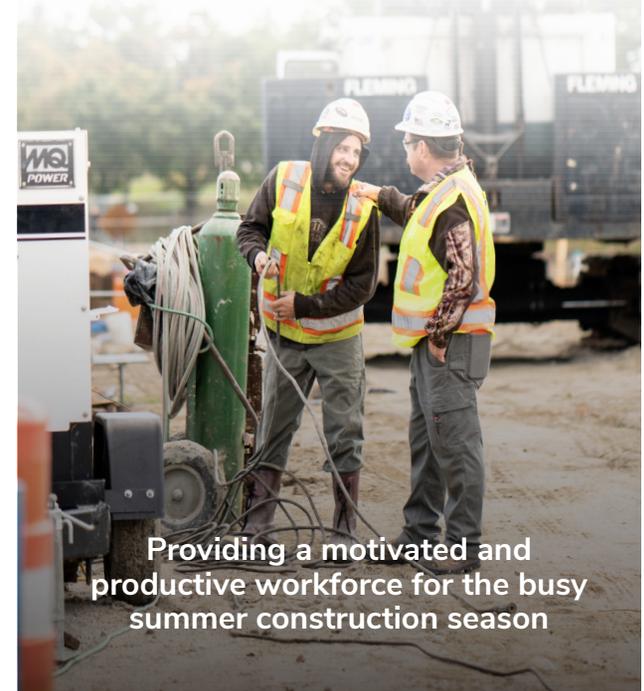
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Sargent Corporation is an Equal Opportunity, Affirmative Action Employer. Women and minorities are encouraged to apply.



Providing a motivated and
productive workforce for the busy
summer construction season

SUMMER INTERN PROGRAM

It is our goal to teach the basics from the ground up and give the intern more responsibility and increase their work load as they gain confidence. Interns have control over their experience and their level of responsibility by their motivation, effort and attitude. Our ultimate goal is to have a 3 year intern hire on as a **1ST YEAR FOREMAN** running items from day one.

1ST YEAR INTERN

A 1st year intern will start learning the trade in the field alongside other experienced field personnel reporting to a single foreman while performing various manual labor tasks gaining more knowledge, experience and confidence.

- General craft person (learning how to work safely, efficiently and productively)
- Proper use of hand tools (shovels, rakes, brooms, hammers, tapes, rules)
- Proper use of power equipment/tools
- Proper use of layout equipment
- Actively participate in daily Safety Task Assessment meetings
- Support utility crews (installing water, sewer and storm drain)
- Support building excavation and backfill
- Support erosion control and maintenance crew
- Support survey/layout crews

An intern's motivation, effort and attitude will enhance the experience – get out of it what you put into it.



2ND YEAR INTERN

A 2nd year intern will continue working in the field with experienced field personnel while being given more **LEADERSHIP RESPONSIBILITIES** and access to more technical work.

- Craft person (expected to assume more of a leadership role)
- Continue working as a general craft person with added duties
- Mentor, train 1st year interns and labor force
- Work closer with foreman to understand their role and help with items
- Participate in planning and production analysis
- Learn proper field book set up and use
- Help more with Quality Control efforts
- Utility work
- Instrument set up and use
- Work as a pipe layer
- Understand testing procedures
- Building excavation and backfill
- Help manage layout, material quantification and placement
- Understand and help with material testing
- Erosion Control and Maintenance
- Responsible for proper installation and maintenance
- Survey/layout (certain applications)
- Training on GPS
- CAD training/application

Again, responsibility is earned through hard work, desire and attention to detail – get out what you put in.

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3RD YEAR INTERN

A 3rd year intern will continue to work with and lead other field personnel and begin to assume more responsibilities of a **FOREMAN TRAINEE**. They will be working more closely with a Foreman to begin to learn their responsibilities and expectations.

- Foreman Trainee (expected to be a leader, manage small crews)
- Continue mentoring and training 1st and 2nd year interns as well as labor force
- Work with Superintendent to help with item planning and implementation
- Research item details (plans and specifications)
- Participate in planning and production analysis
- Review item master, determine production rates, budget/cost
- Create and maintain an organized field book
- Use iPad
- Daily diary notes
- Personnel/equipment time input
- Item quantities input
- Item notes input
- Lead, manage and motivate a small crew

This is your interview for a full time position as a **FOREMAN for SARGENT CORPORATION** – you get out of it what you put into it – the sky is the limit.

