

The Van Deusen Construction Company, Inc

Key Accountabilities: Lead Carpenter Position

1) Communication 19%

- a) Ability to communicate expectations and to listen to the needs of others; ability to enforce agreements to the benefit of all involved. To document changes and understandings clearly.
 - i) Client
 - ii) Owner
 - iii) Subcontractors and Associates

Based on customer satisfaction of 85% or better and 90% or better on grading from subcontractors and owner for job communication

2) Scheduling and budget compliance 21%

- a) Schedule
- b) Budget

Based on 5% variance for budget

Based on 5% of controllable elements on schedule

3) Mastery of Craft 19%

- a) Appreciation and command of experience and knowledge for detail and framing and trim expertise and to enforce company expectations of quality to suit the job. Ability to read, understand and build from plans and specifications correctly.

Based on three reviews for quality by owner for framing, trim quality and management of subcontractor quality on job site to an 85% grading. Based on portion of owner survey of an 85% satisfaction survey

4) Provision of the experience 22%

- a) Providing such a good experience to our clients that they advocate our company to all
 - i) We take pride in our job and our company. Jobs are always clean and safe
 - ii) We treat our clients homes as though we were a guest who would like to be invited back. We protect their items during construction.
 - iii) We follow up. We do what we said we were going to do when we said we were going to do it.

Based on customer satisfaction three times during construction & post construction with an 85% or better rating average for the job.

5) Adherence to systems and procedures 19%

- a) Follow standard operating procedure for all required forms and paperwork required by office on a weekly basis.

Employee must turn in all work with in 80% compliance as requested by office manager and or owner.