

**Tri County Tower Service Inc.**  
*Established 1982*

*The purpose of this document is to provide the applicant with some general back ground information regarding Tri County Tower Service Inc. as well as to identify certain basic requirements necessary to apply at TCT prior to completing job application.*

- **Tri County Tower Service was established in 1982 and is a broadcast tower erection, installation, and Maintenance Company.**
- **The applications that we are accepting are for an entry level construction labor position. (Dependent on level of experience in the tower industry or specific skills that the applicant may possess.)**
  - The work is **outside and all seasons**, applicants must be prepared to work in a variety of weather conditions.
  - Weather work stoppage only if it is determined to be an “unsafe practice” such as high winds, lightning, ice on tower, heavy rain.
  - The job **REQUIRES CLIMBING** of towers and structures up to 1,500 feet.
    - Average is @ 250 to 300 feet.
- **All of the applicants MUST have a valid driver’s license and must submit information for “Driver’s Record Service Report” to determine insurability.**
  - In order to be considered for a position, our insurance company must agree to provide coverage for you on our policy as a driver.
  - Any applicant that is deemed too “high” an insurance risk will not be considered.
- **TCT has a “zero tolerance” drug policy and all applicants that have been chosen for hire must complete a Pre Employment drug test successfully (with “negative” results).**
  - Further testing will occur on a random basis once the applicant is hired or post accident/ incident as deemed necessary by the company.

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- **Applicants must be able to work irregular hours.**
  - TCT is contracted construction work and is affected by weather and contract awards.
  - Start and stop times may vary depending on the work being performed.
  - No 40 hour work week guarantee. (Yearly average is 40 hour plus.)
  - TCT has tower crews “on call” and all staff is expected to attempt to respond to emergency dispatch work when needed.
  
- **Applicants must be able to travel.**
  - TCT often contracts work that is far enough away to require that the crew remain in the work area.
    - Normally not longer than two to three days.
    - Normally crews are in each week end.
    - Occasionally the contracted work is far enough away and long enough duration that the crews would be required to remain in the work market two to three weeks.
      - Crews will rotate work shifts.
  - Per Diem and Lodging is paid for by TCT.
    - \$25.00 “cash in hand” for meals.
    - Rooms determined by senior member of crew or the crew foreman.
      - Upper/mid range rooms are the norm.
  
- **Applicants are required to supply their own basic hand tools.**
  - List provided is the minimum required.
    - Torpedo level, (2) channel locks (large & medium), combination screwdriver, (2) crescent wrenches (12” & 10”), hacksaw (fine tooth blade), mash type hammer (steel or fiberglass handle), side cutter (wire cutters), combination wrenches (ratchet type for ½”, 9/16”, 7/8”, 3/4”), tape measure 25’, utility knife, carabineer, and tool box/bag.
  - Must have complete tool list when reporting for the first day of work.
  - “Specialty” tools and power tools are supplied by TCT.
  
- **PPE (Personal Protection Equipment) and climbing belt provided by TCT.**
  - TCT will supply:
    - Helmet, safety glasses, climbing harness, (3) lanyards, tool pouch, safety climb.
  - Employee will supply:
    - Fowl weather gear, gloves, boots, etc...

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- **Experience based Starting Rate (following 90 day “introductory” period).**
  - Applicants with no tower experience will start at an \$8.00 per hour rate and advance (pending ability) to \$12.00 within/or before the 90 day introductory period.
    - Some introductory employees show a great aptitude and comfort level on the tower and are able to be advanced at a faster rate.
    - Some introductory employees require more time to reach a comfort level and would advance at a slower rate. (Not to exceed 90 days.)
  
- **Normal, full time rates.**
  - TCT pays at three basic levels:
    - \$12.00 rate for apprentice/junior employees who have successfully completed the 90 day introductory period.
    - >\$12.00 to \$15.00 rates for employees that have advanced beyond the introductory period and successfully demonstrate average tower skills and knowledge.
    - >\$15.00 to \$18.00 rates for experienced tower hands who successfully demonstrate above average tower skills and knowledge.
    - >\$18.00 rates for tower hands that possess “specialty” skills or become crew leader/manager and perform supervisory and management tasks.
  
- **Benefits available for full time employees past 90 days and again past one year of service.**
  - Applicants that complete the 90 day introductory period become “regular” full-time employees and therefore are eligible for all of the benefits offered full-time employees as outlined in the TCT Employee Handbook.
  - Applicants that complete the one year service period are eligible for all of the additional benefits offered as outlined in the TCT Employee Handbook.
  
- **Pay Schedule**
  - TCT pays bi-weekly.
  - TCT pays into a “DIRECT DEPOSIT”.
    - Employees need to furnish banking information as to the account (checking/savings) that the pay will be directly deposited into.

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- **TCT Training –**
  - **SAFETY TRAINING**
    - TCT focuses the early stages of employment to training the employee to be safe and comfortable on the tower.
      - Will successfully complete a “one on one” introduction and training program with the TCT’s Safety Director prior to being permitted to climb in any “on the job” scenarios.
        - This is normally completed within the first week of employment but sometimes, due to work schedules, if it becomes necessary to delay the “climbing” section of training, the new employee will be able to accompany a work crew as “ground person/trainee”.
      - No employee trainee will be put into a situation where they are forced to do something that they feel is unsafe.
    - “On the job” training.
      - Most of the skills and tasks that are required to complete the work at TCT will be taught in an “on the job/hands on” manner.
  
- **Application**
  - “Personal Information”
    - Complete
  - “Employment Desired”
    - Position, climber/rigger
    - Complete
  - Education History
    - Only interested in the highest level of education, high school graduate, college graduate, etc....
    - Trade or vocational school of special interest if it is related to our industry. For example; welding, electrical, blue print reading, etc....
  - General Information
    - Here you will list the skills and attributes that you feel makes you valuable to TCT.
  - Former Employers
    - Complete with as many contact names and phone numbers as possible. \*\*
  
- **Request for – “Driver Record Service Report for Ohio”**
  - NEED TO COPY DRIVERS LICENSE.
  - Complete “Applicant/Employee Signature” and “Date”.
  - Leave “Signature of Requester” and “Date” BLANK.
  - Complete the “Name of Applicant” portion, NEATLY PRINTED AND EXACTLY AS IT APPEARS ON DRIVERS LICENSE.