

INTERVIEW FAQs YOU WANT TO KNOW

What's the pay?

We welcome both experienced and inexperienced team members. Team members who have experience will make more but inexperienced personnel will have the opportunity to advance quickly. B.R. Kreider provides a competitive hourly rate with a great annual wage. Currently we have several bonus programs in addition to your wages.

What is the earning potential?

Overall salary ranges from entry level at approximately \$50,000 up to positions at 6-figures (full-time positions).

Do I have to drive my own vehicle to the job site?

For certain positions, B.R. Kreider provides a vehicle, saving you gas and miles on your personal vehicle. You also get paid your full hourly rate to travel to a job site!

Do I get paid overtime?

Yes, at B.R. Kreider we pay overtime for any hours worked over 40 hours in a week. And your paid time to travel to the jobsite counts towards the 40 hours!

Will I have to work weekends?

The typical work week is Monday-Friday during the day, with the exception of the occasional emergency and snow removal work.

Is there opportunity for advancement?

B.R. Kreider has an excellent training program and a large portion of our management team, project managers and supervisors started in other positions within the company. We also have two full-time equipment trainers to help with your personal goals and teach you new skills.

Is prior Trade Schooling necessary?

No, our team is dedicated to helping each other and we have a full-time trainer on staff to help you reach your goals of advancement. We will pay you while you are being trained rather than you paying for training at a trade school.

How soon can I run equipment if I don't have any prior experience?

You can be running equipment in less than 2 years based upon your work ethic and performance.

Where will I be working?

Most of our jobs are within 1 hour of your home office – so 1 hour from Manheim, Quarryville or Lebanon. Remember, you get paid travel time and a B.R. Kreider vehicle for most positions.



Who is my boss and what are they like?

At B.R. Kreider, our motto has always been "do unto others as you would have others do unto you." Our managers are fair, understanding and we strive to provide a family/friendly culture.

Who else will be on my team?

You will find a team of both experienced and newer team members. You will have an opportunity to learn from the experienced workers and share in new experiences with the newer team members.

What's a typical day like? A typical week?

You can expect to work with your fellow B.R. Kreider team members to complete the daily/weekly goal safely while providing our clients with quality work. This is a very rewarding job. This industry gives you the satisfaction of seeing a project that you were a part of through it's completion.

Do you offer Insurance benefits?

Yes, Medical, Dental, Vision, Voluntary Life Insurance, and Long-Term Disability are available for our team members and their family after just 30 days of employment. We offer our full-time team members company paid Short Term Disability Insurance after one year. B.R.K also provides full-time team members free Life Insurance and ADD policy.

Do I get vacation?

Yes, B.R. Kreider offers vacation days to their employees and, unlike some paving and excavation companies, you can even take vacation time during the summer. And in time, you can earn up to 5 weeks vacation!

Does B.R.K. give back to the community?

Absolutely, this is important to The Kreider family and Team. Our community involvement is tied around our 7 core values; Safety, Integrity, Collaboration, Quality, Innovation, Servant and Stewardship.

What's really unique about this company?

After 85+ years, we are still a family owned, (owned and operated by the Fourth Generation of the Kreider Family) growing company that has embraced new technology and the latest advancements in land management. In addition, we are a company that still values its team and strives to personally get to know each and every team member.

How can I research more?

Check out our website at BRKreider.com or our careers page for more job details, brkreider.com/careers. Plus, check out our subsidiaries Pinoakservicecenter.com and Kreiderdriveways.com. Our Multiple divisions and 3 locations (Manheim, Quarryville & Lebanon) give you many options that cater to your interest and career goals, while our 3 locations allow you to maintain a healthy work/life balance.

