



Pre-Employment Screening

Our Company enforces a ZERO TOLERANCE policy for being in possession, using or under the influence of any regulated substance/drug, including alcohol. If you do not or cannot subscribe to this policy, do not apply for work at DEW Construction Corp. or The MacMillin Company, LLC.

There are two pre-screening components; one for Office-Based/Field Superintendent Applicants and one for Field-Based Applicants.

Office-Based/Field Superintendent Applicants: A condition of employment is to take and pass a Pre-placement 5-panel Drug Test which screens for THC, Cocaine, PCP, Opiates, Amphetamines.

Field-Based Applicants: In addition to taking and passing the 5-panel Drug Test described above, field applicants must take and pass a POPE screening- POPE stands for Post Offer Pre Employment. You must pass a work simulation and a physical.

The following information will help you prepare for the POPE screening.

1. Physical Exam: No preparation necessary.

2. Work Simulation:

- Grip Test. Grip Test device set at 4 setting and if passes grip, no further testing. If failure, set at 2 for re-test. Difference between 4 and 2 is pull/grip distance, not poundage. Must pull 95 pounds.
- Push/Pull Test. This is done using a push/pull gauge that adapts to person's height. Must push/pull at chest height with 60 pounds force.
- Lift. Lifts of 55#, 75# and 100# to different heights are performed. Some include lifting and turning. Of note- Excellent pre lift instruction given. PT corrects errors, like twisting while lifting, mechanics, etc. Very instructional.
- Circuit to assess endurance. Circuit includes bending, reaching, walking and climbing.

Applicant must pass all tests to be employed. The grip and lift assessments are the most difficult. The work assessment is a workout. You will not receive pass/fail information from the testing facility during or after the test. Therefore, always exert your maximum effort. If you passed, we will provide a safety orientation and you will be enrolled as an employee by our Human Resources Department. If you fail the work or other assessments, including blood pressure, you will not be employed.

Please arrive ten minutes early to complete some paperwork. The exam should take approximately 1 - 1 1/2 hours. Please wear loose comfortable clothing.