# SEAA Modern Erector Criteria

*To help you prepare, refer to this list of assessment areas and documentation criteria.*

| Business Operations<br>Maximum Points: 10 | Culture & Engagement<br>Maximum Points: 25 | Employee Experience<br>Maximum Points: 15 | Safety & Risk Management<br>Maximum Points: 40 | Training & Development<br>Maximum Points: 25 | Quality & Technical Excellence<br>Maximum Points: 7 |
|---|---|---|---|---|---|
| • Bank letter of good standing on financial institution's letterhead<br>• Articles of Incorporation or Business License<br>• Company Manual (Bilingual)<br>• Org Chart<br>• Trade Association Involvement<br>• Licensing (State/Local/National)<br>• Document Control Procedures<br>• Project Management Software<br>• 5- & 10-Year Growth Goals<br>• Succession Plan | • Career Planning<br>• Core Values in Practice<br>• Company Handbook<br>• HR Manager<br>• Electronic HR System<br>• Employee Engagement<br>• Recognition/Appreciation Program<br>• Company Events<br>• Community Volunteering<br>• Apparel & Clothing<br>• Team Building<br>• Family Inclusion<br>• Social Media Recognition<br>• Internal Audit (non-safety)<br>• Employee Onboarding Plan<br>• Annual Raise Evaluations<br>• Performance Evaluations<br>• Mental Health Awareness Program | • Health / Dental / Vision Insurance<br>• Retirement Benefits (Any plan: 401k, annuity, IRA, union plan, etc.)<br>• Paid Travel / Per Diem / Paid Lodging<br>• Bonus Plan / Profit Sharing<br>• Vacation / PTO / Sick Pay<br>• Life Insurance / Short-Term & Long-Term Disability<br>• Employee Financial Planning<br>• Bilingual Communications<br>• Field Turnover Rate<br>• Tech for Field Supervisors | • EMR rate<br>• EMR Improvement<br>• TRIR<br>• LTIR<br>• DART<br>• Other on OSHA Form<br>• Fatalities<br>• OSHA Citations in 2025<br>• Written safety program incl. Hazard Communication<br>• Last revision of Health & Safety Policy<br>• Orientation program for new hires<br>• Site-specific safety plans<br>• Disciplinary program<br>• Submit OSHA Form<br>• 100% Fall Protection 6' and above policy<br>• Daily Stretch & Flex program<br>• Supervisors JSA or Pre-Task meetings<br>• First Aid/CPR certified employees on site<br>• Training for all Ironworkers | • Craft / Apprentice Training<br>• DOL / NCCER Apprentice Program<br>• Leadership Training<br>• Training Refreshers<br>• OJT Task List<br>• Training Manager<br>• Training Documentation<br>• Paid Seminars/Courses<br>• Bilingual Materials | • Quality Control Manager<br>• Quality Control Procedures<br>• Project Awards<br>• Client Endorsements<br>• Welder Certifications |