



SSE Mentor Responsibilities - DATE 11/23/25 – 11/29/25

When we started at Brieser, every one of us was a Short Service Employee (SSE). When we made it to 900 hours, passed all the SSE tests, and exemplified Brieser values, we were honored with the ability to mentor newer Brieser employees.

As Mentors we ensure our success as we guide newer employees to embody the same values we have received by working each day “The Brieser Way.” We simply do safety and quality better than any construction company out there; our program works.

One of the most “in danger” groups of employees are those folks that come to us with decades of experience. No, they are not new to the Trades, but they may have picked up bad habits, or shortcuts for ways of doing things that skip some of Brieser’s steps. That’s where the Mentor steps up and coaches those folks to “The Brieser Way.”

To this end, we have had some minor events recently - that when we break down what happened, a common component was that a mentor could have intervened and did not. The common explanation: “I thought they knew what they were doing. They’ve been in the Trades for XX years.”

All of that said, it is OUR RESPONSIBILITY as Mentors to:

1. Have a complete and thorough understanding of our role, responsibilities, and accountabilities for the SSE.
2. Provide a “Positive” Safety Attitude, avoid criticism, and strive to build confidence and self-esteem in the SSE.
3. Be able to teach SSE Brieser Construction Safety and Health policies and Safety Culture.
4. Refrain from taking short cuts and doing anything hazardous to health or safety.
5. Review with SSE employee additional hazards and safeguards on the job.
6. Review with the SSE plant rules that may affect the work.
7. Review emergency equipment (fire extinguisher, eyewash, shower, first aid kit locations).
8. Ensure the SSE has the SSE Handbook on their person and mentor has signed it - everyday.
9. Monitor the SSE over the course of the work day and provide feedback to ensure they are working “The Brieser Way”.
10. Provide feedback to site leadership and/or Brieser Management on the abilities and progress of the SSE worker.

As a company, we will be actively checking Mentor/SSE relationships and corresponding documentation as outlined by Policy (Section 10, Safety Education and Training). Thank you in advance for your cooperation, and we look forward to seeing you in the field!



