

THE BUILDER'S LADDER

From first day with a tool belt to owning the company

OWNER

35+ • small/midsize contractor
\$400K to \$1M+ plus equity

PROJECT MANAGER / ESTIMATOR

Age 34+ • 14+ years in
\$170K to \$300K+ with bonuses

GENERAL FOREMAN / SUPERINTENDENT

Age 30-40 • 10-18 years in
\$150K to \$250K + truck & bonuses

FOREMAN

Age 26-32 • 6-12 years in
\$95K to \$150K + bonuses

JOURNEYMAN

Age 22-28 • 4-8 years in
\$75K to \$130K + benefits

APPRENTICE

Age 18-22 • years 0-4 • paid to learn
\$38K to \$70K and climbing

*Some people stop at one rung and stay happily for forty years. Some climb every rung.
Both are good lives. — BUILT, Chapter 15*

U.S. ranges at time of writing • hot markets and overtime push higher • BUILT • STEVEN R. PHILIPP JR.