



## Membership into The Moles

Thank you for your interest in becoming a Moles Member! The process of becoming a Mole was established in the organization's By-Laws decades ago and continues to be followed:

To become a candidate for membership, an individual must be **sponsored** by a Moles member and supported by 5 letters of endorsement from additional Moles members. A **Moles member** begins the sponsorship process by completing the application with the candidate's two-page resumé and (5) supporting letters. Once all of these have been received, the candidate package is "active" and sent to the Membership Committee for review; a score is given based upon qualification criteria. Based on this rating and the number of openings available each year, the candidate may be recommended to the Executive Committee for a final vote of approval. Classes of approximately 20-25 new members are admitted annually (May of each year). The organization's membership is made up of individuals filling one of the following categories: Heavy Construction; Engineering; and Associated and Supportive Occupations. A candidate's file remains "active" for a period of three years, so if he/she is not admitted in the first year, he/she has opportunity to be considered in the following two years.

Since sponsorship is member-driven, the application is not made available to the public. We suggest contacting friends/colleagues that are current members and asking him/her to sponsor you. Best of Luck!