

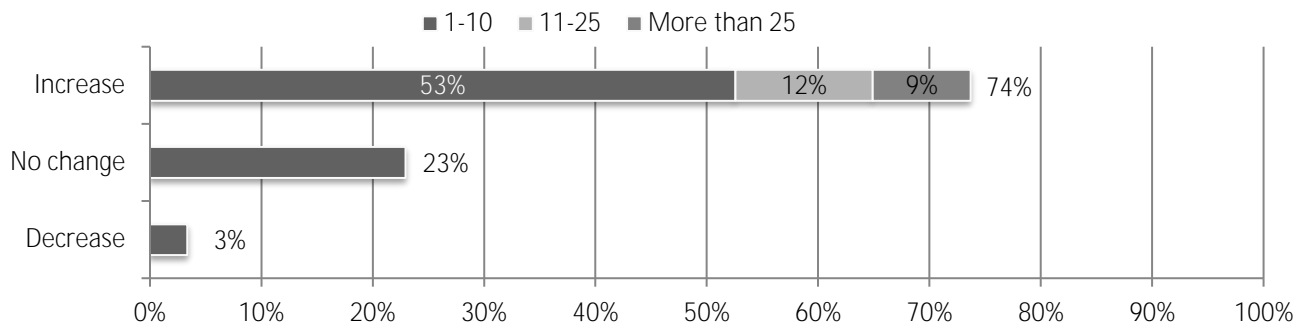
2019 Construction Outlook Survey Results \$50 Million and Less in Revenue Results

1. Compared to 2018, do you expect the available dollar volume of projects you compete for in 2019 to be (answer for all market areas in which your business operates):

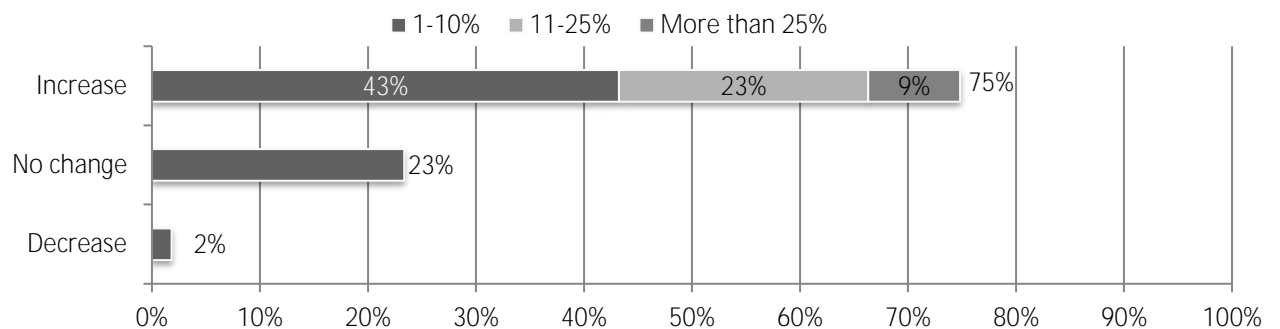
Market	Higher	Lower	Same	Net*
Federal (e.g., VA, GSA, USACE, NAVFAC)	28%	11%	60%	17%
Highway	31%	15%	54%	16%
Public Building	28%	13%	59%	16%
Water/Sewer	26%	14%	60%	12%
Retail, Warehouse, Lodging	25%	14%	60%	11%
Private Office	26%	15%	60%	11%
Transportation (e.g., transit, rail, airport)	27%	16%	57%	11%
Hospital	27%	17%	56%	10%
Manufacturing	28%	18%	54%	9%
K-12 School	28%	19%	52%	9%
Higher Education	24%	17%	60%	7%
Multifamily Residential	27%	21%	52%	5%
Power	15%	14%	67%	5%
Other	29%	11%	60%	18%

28% 19 2.5 1

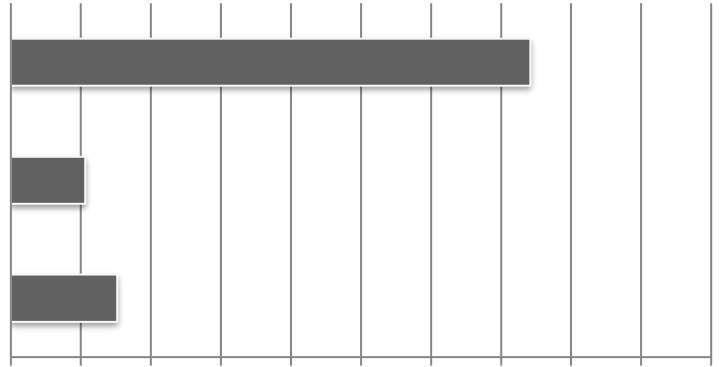
2. What numerical change do you expect in your headcount in 2019?



3. What percentage change do you expect in your headcount in 2019?



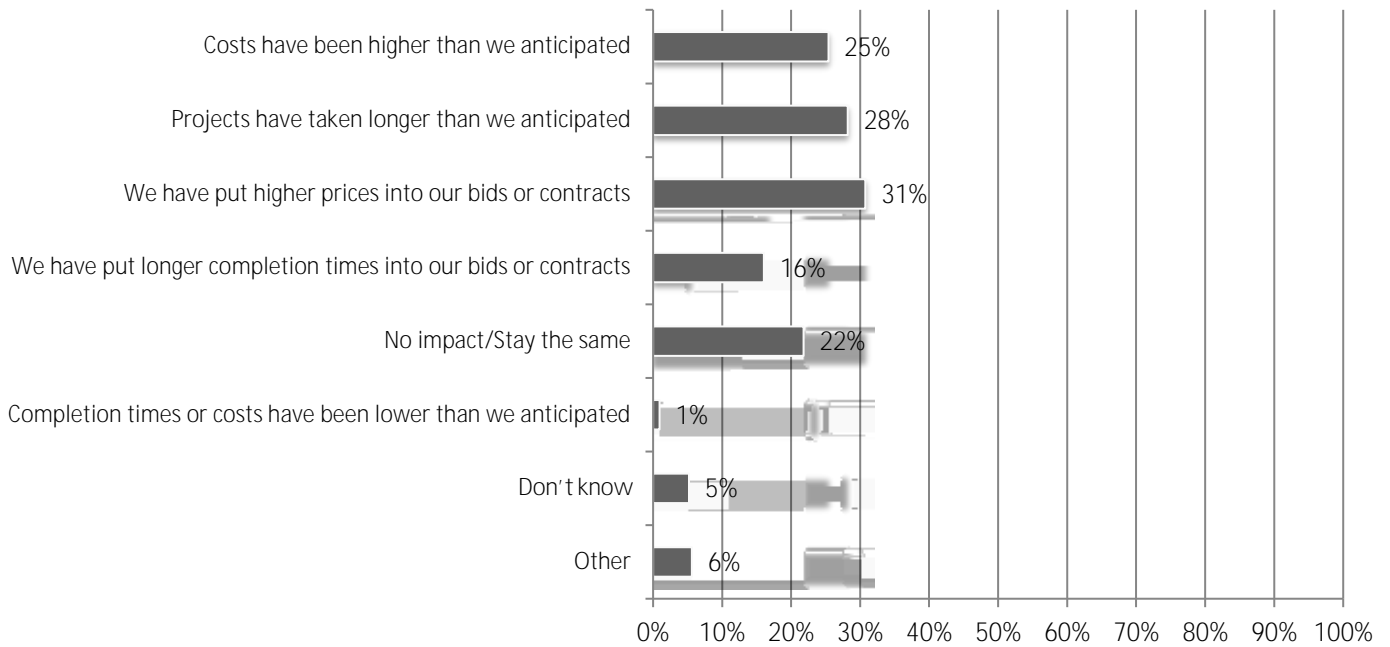
4. How would you describe your current situation in filling salaried and hourly craft positions?



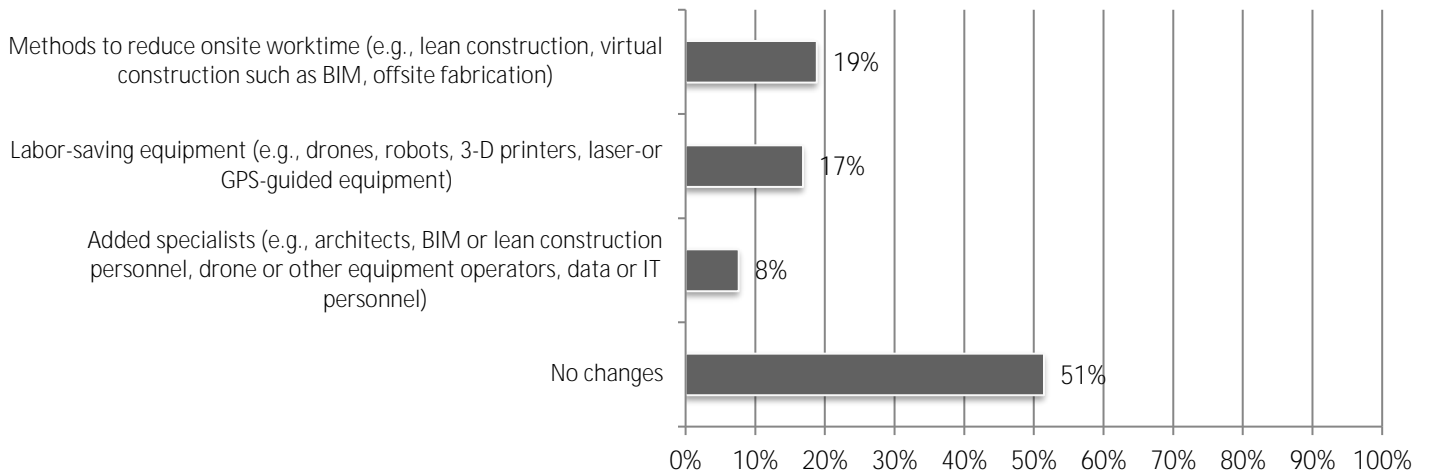
5. Do you expect any changes in the availability of hourly craft or salaried personnel over the coming 12 months?

6. Did your firm increase pay or benefits for salaried or hourly craft personnel in 2018 because of difficulty filling positions? (mark all that apply)

7. If your firm is experiencing staffing challenges, how would you describe the impact on your projects? (mark all that apply)



8. Has your firm adopted or increased use of the following to replace workers or skills? (mark all that apply)

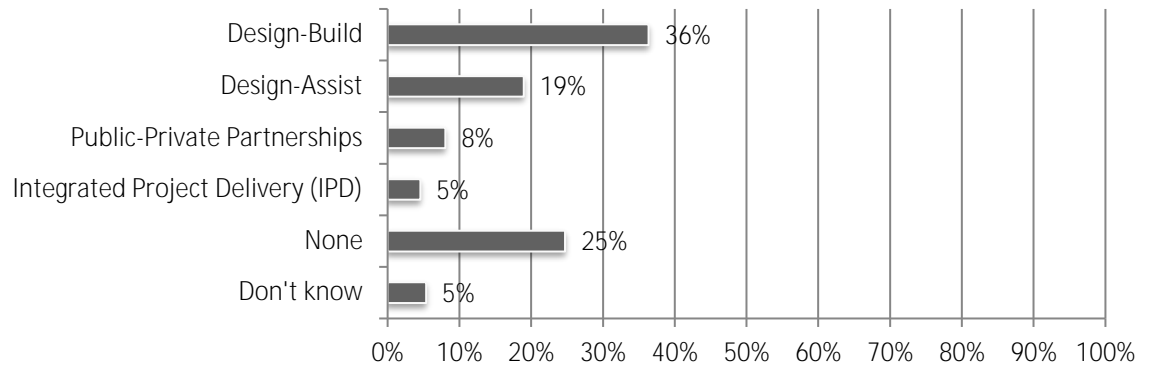


9. Compared to 2018, how will your firm's 2019 investment in training and development change?

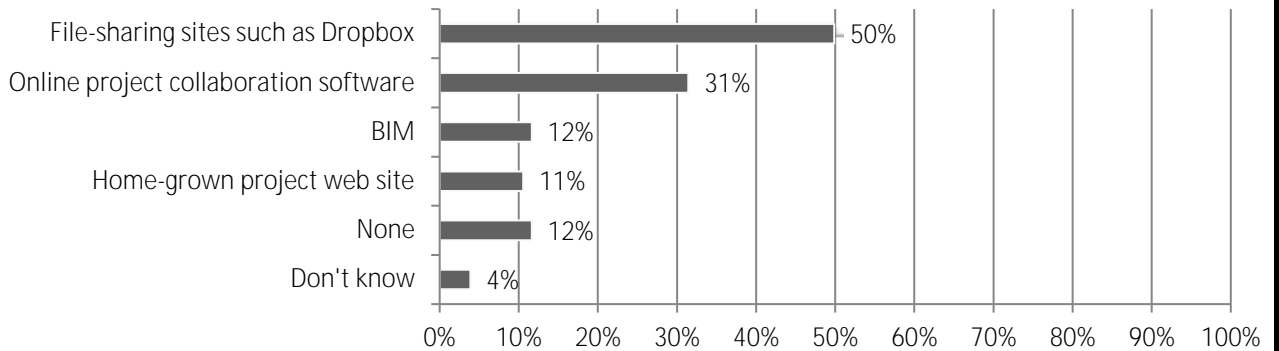
10. Which of the following issues is the biggest concern to your firm?

11. What challenges, if any, do you

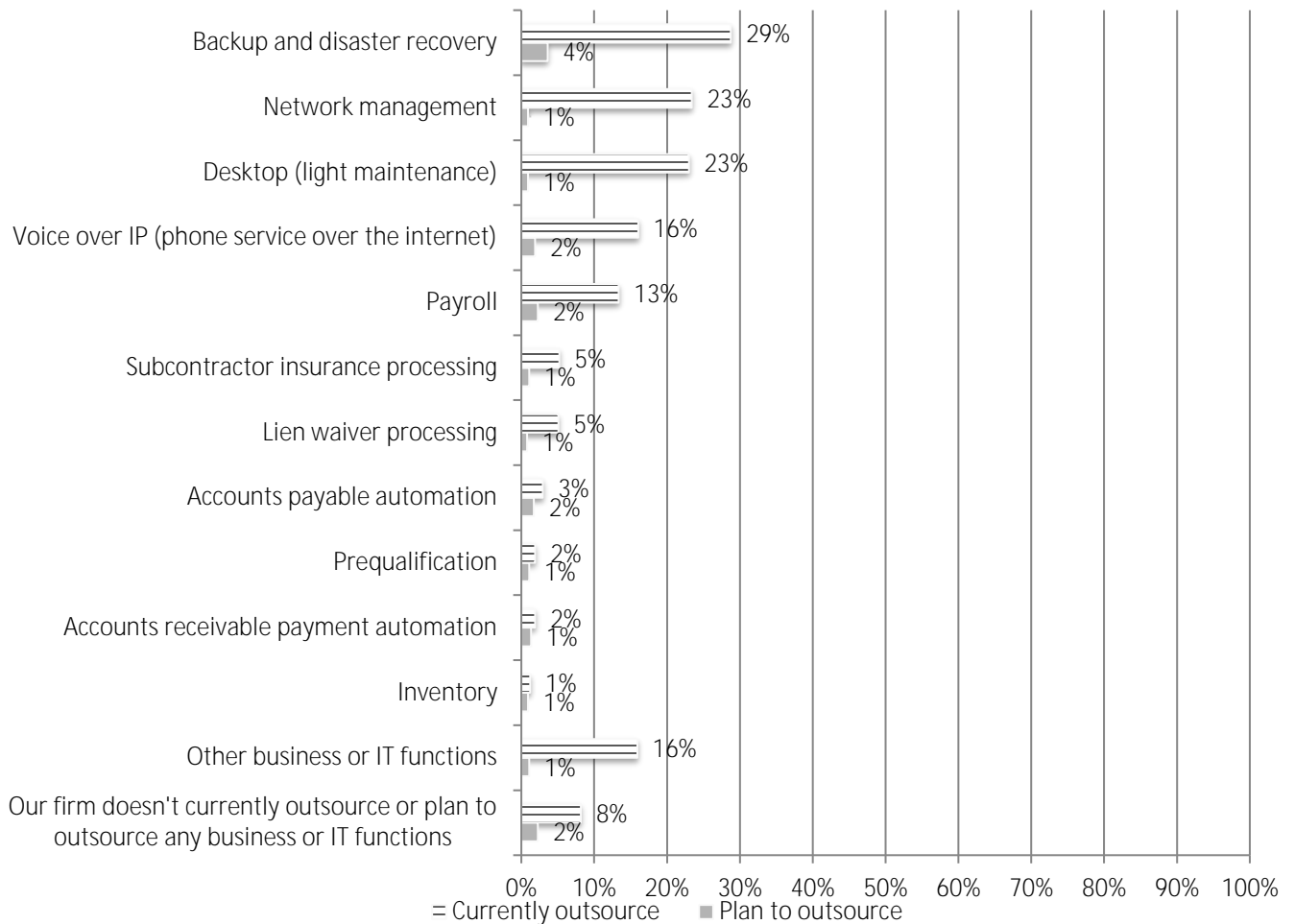
15. Does your firm use any of the following collaborative project delivery methods? (mark all that apply)



16. Does your firm use any of the following to collaborate with project partners? (mark all that apply)



17. What business or IT functions does your firm outsource or plan to outsource to a technology provider? (mark all that apply)



18. Approximately what percent of your firm's gross a ur firm's g ss ss s s ms

22. How does your firm plan to use mobile software technology? (mark all that apply)

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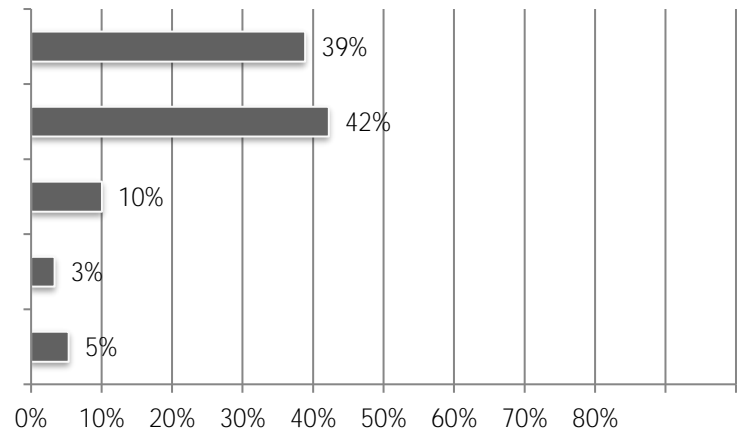
23. Which of the following cloud service models does your firm currently use or plan to use? (mark all that apply)

24. Does your firm currently have a mobile security plan in place?

25. Does your firm currently have a formal IT plan that support your business objectives?

26. What are your firm's biggest IT challenges? (mark all that apply)

27. What best describes your firm:



28. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor?

29. Estimate the total dollar amount of work your firm performed in 2018.

30. How many total employees does your firm employ at all of its locations?