

### 2020 Construction Outlook Survey Results \$50.1 to \$500 Million in Revenue

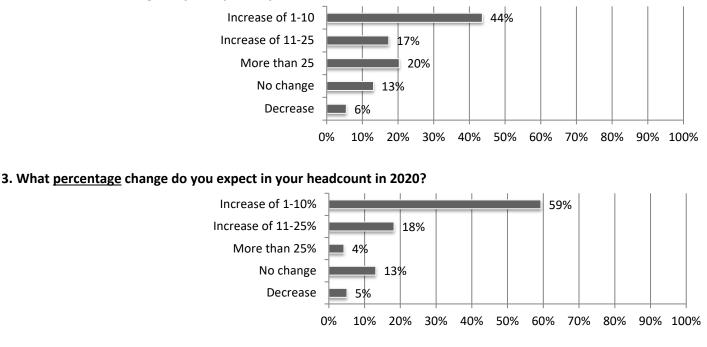
Total Responses: 237 (out of 956 total). Responses varied for some questions. Percentages are based on responses to each question and may not sum to 100 due to rounding.

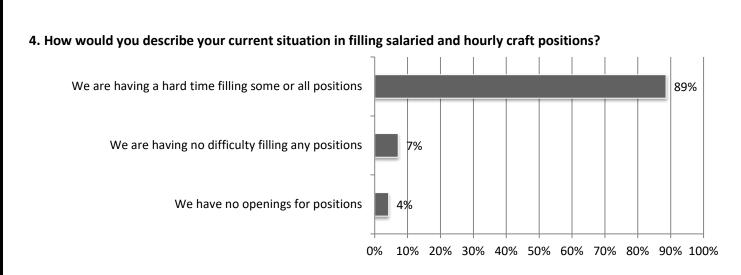
1. Compared to 2019, do you expect the available dollar value of projects you compete for in 2020 to be (answer for all market areas in which your business operates):

| Markets                                       | Higher | Lower | Same | Net* | National<br>Net* |
|---|--------|-------|------|------|------------------|
| K-12 School                                   | 40%    | 11%   | 48%  | 29%  | 20%              |
| Water/Sewer                                   | 38%    | 10%   | 52%  | 28%  | 25%              |
| Hospital                                      | 39%    | 14%   | 47%  | 25%  | 20%              |
| Bridge/Highway                                | 34%    | 16%   | 50%  | 17%  | 20%              |
| Higher Education                              | 32%    | 16%   | 52%  | 16%  | 16%              |
| Public Building                               | 32%    | 16%   | 53%  | 16%  | 10%              |
| Transportation (e.g., transit, rail, airport) | 28%    | 14%   | 59%  | 14%  | 20%              |
| Power   | 26%    | 12%   | 62%  | 14%  | 17%              |
| Federal (e.g., VA, GSA, USACE, NAVFAC)        | 25%    | 16%   | 59%  | 10%  | 17%              |
| Multifamily Residential                       | 30%    | 22%   | 48%  | 9%   | 11%              |
| Manufacturing                                 | 25%    | 18%   | 57%  | 6%   | 11%              |
| Private Office                                | 26%    | 20%   | 54%  | 5%   | 8%               |
| Retail, Warehouse, Lodging                    | 21%    | 20%   | 59%  | 1%   | 10%              |
| Other   | 22%    | 11%   | 68%  | 11%  | 17%              |

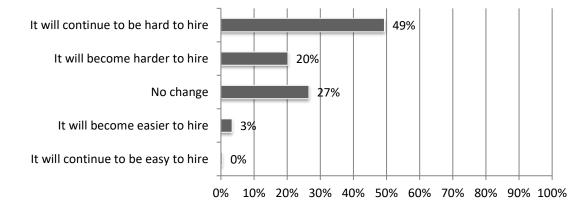
\*Net equals difference between number of "Higher" and "Lower" responses as percent of total.

#### 2. What numerical change do you expect in your headcount in 2020?

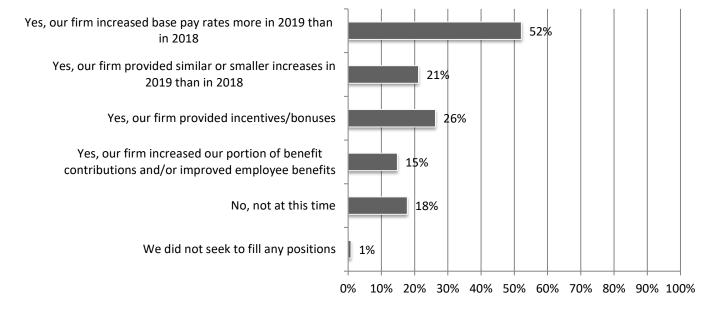




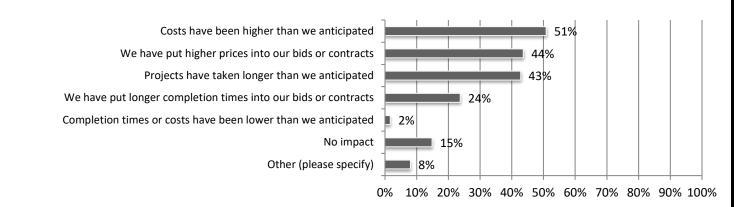
#### 5. Do you expect any changes in the availability of hourly craft or salaried personnel over the coming 12 months?



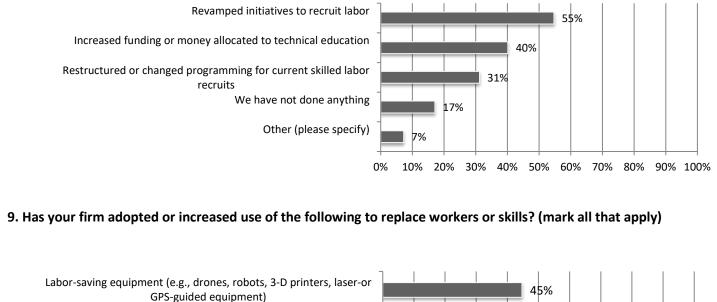
## 6. Did your firm increase pay or benefits for salaried or hourly craft personnel in 2019 because of difficulty filling positions? (mark all that apply)



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



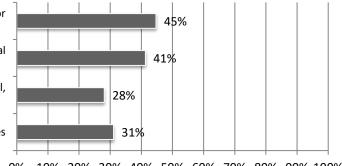
### 8. In the last year, what has your firm done to invest in the training and development of skilled labor/qualified workers?



Methods to reduce onsite worktime (e.g., lean construction, virtual construction such as BIM, offsite fabrication)

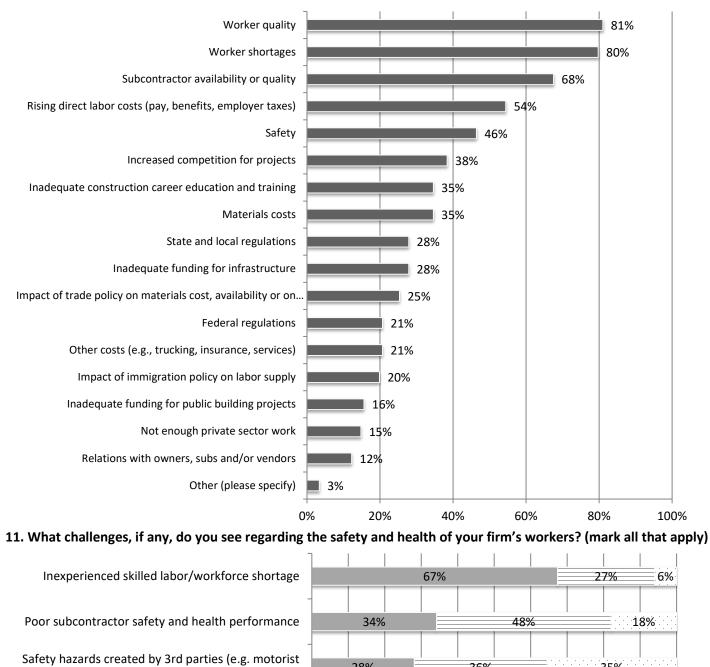
Added specialists (e.g., architects, BIM or lean construction personnel, drone or other equipment operators, data or IT personnel)

No changes



0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

#### 10. What are your biggest concerns for 2020 (mark all that apply)?

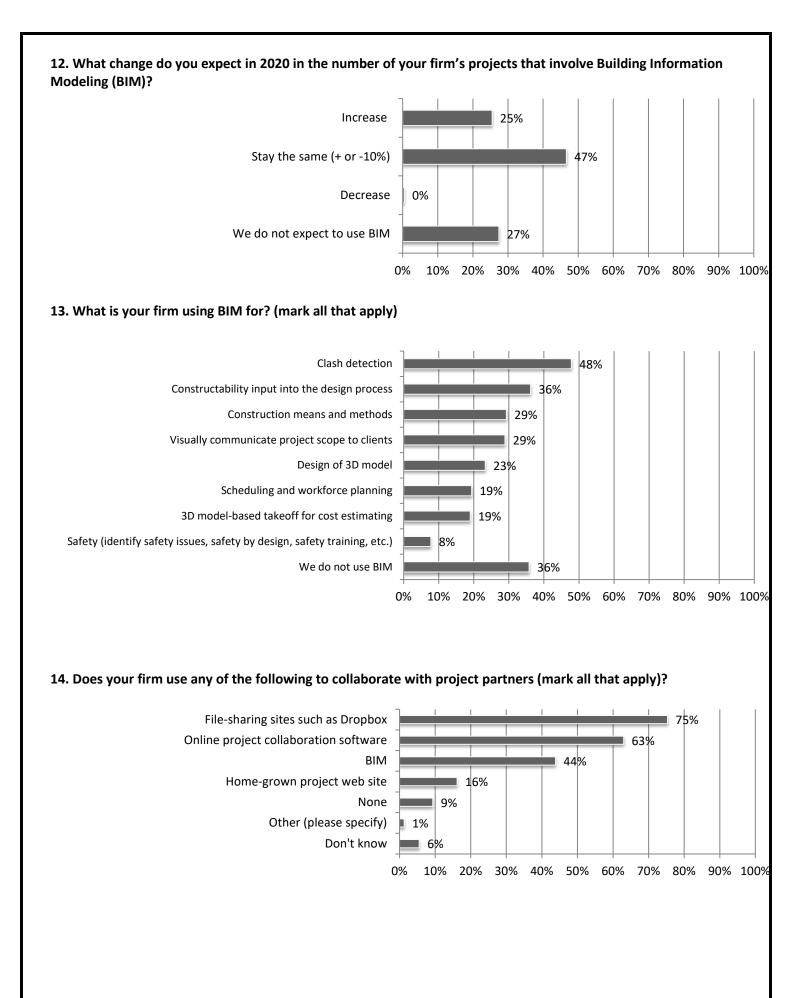


Lack of cooperation from government agencies or regulators

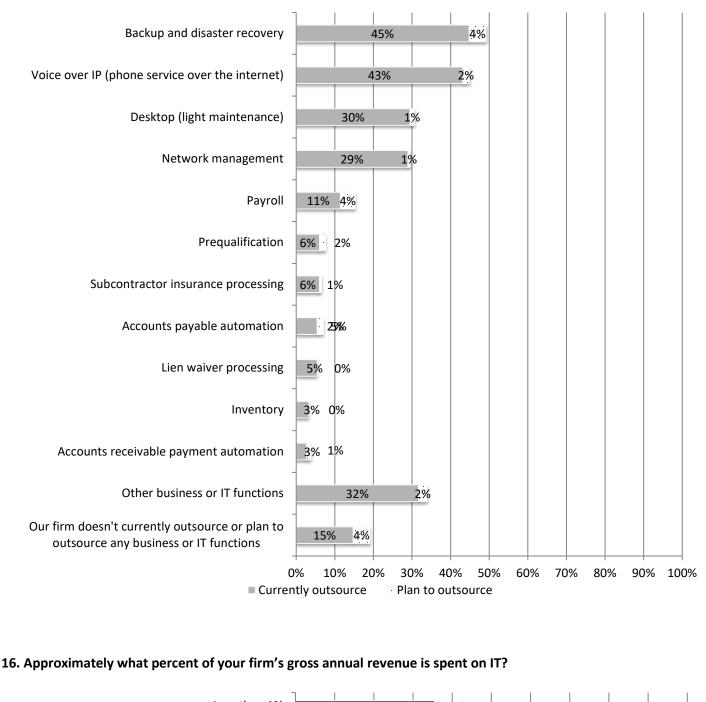
crashes into work zones)

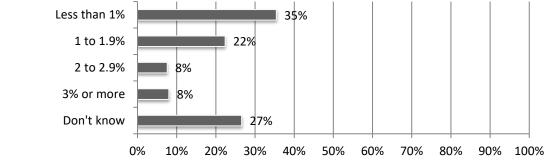
Low quality of available safety and health training

35% 28% 36% 20% 41% 39% 6% 35% 59% 9% Other 9% 83% 30% 70% 80% 0% 10% 20% 40% 50% 60% 90% 100% Major challenge ∃ Minor challenge No challenge

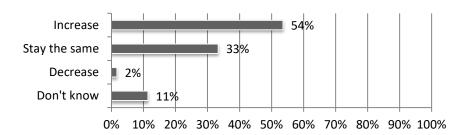


# 15. What business or IT functions does your firm outsource or plan to outsource to a technology provider? (mark all that apply)



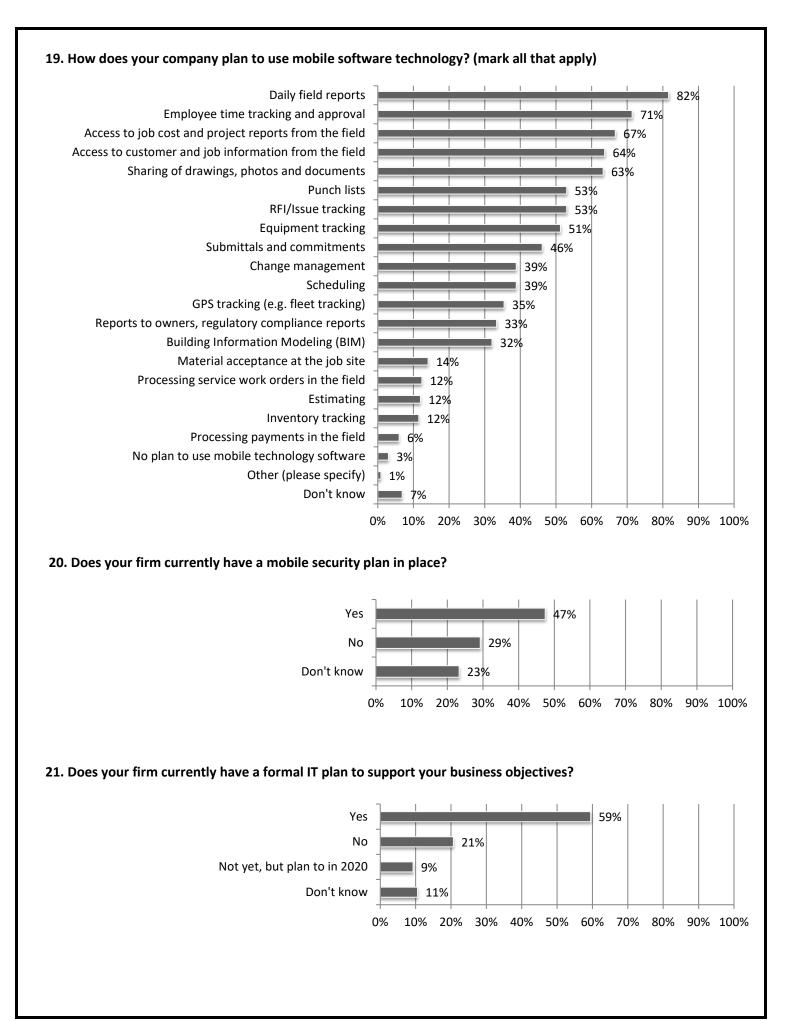


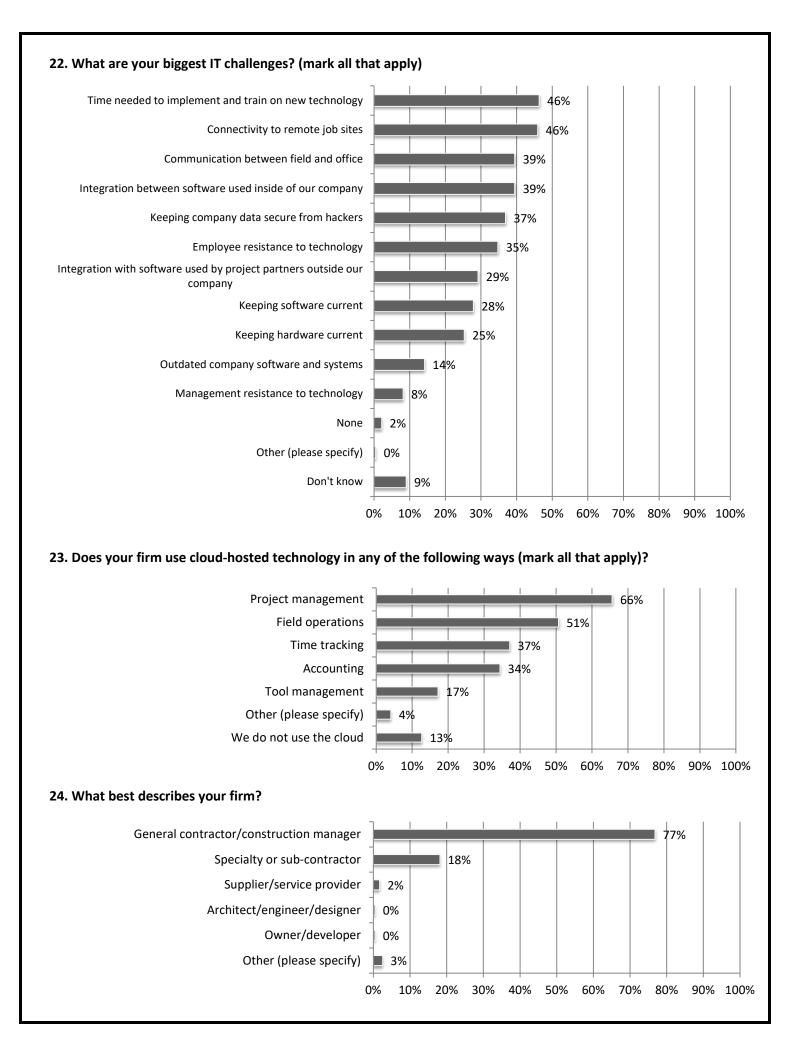
17. Compared to 2019, how will your firm's 2020 investment in IT change?

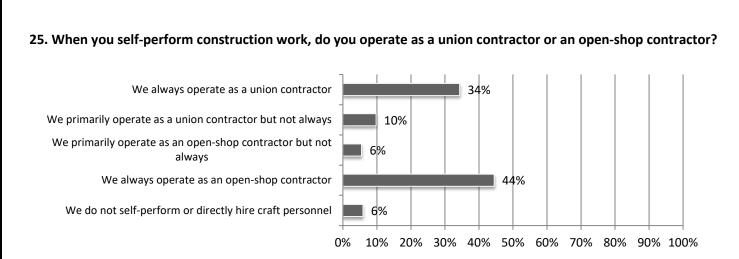


# 18. Compared to 2019, how will your firm's 2020 investment in the following technologies change? (mark all that apply)

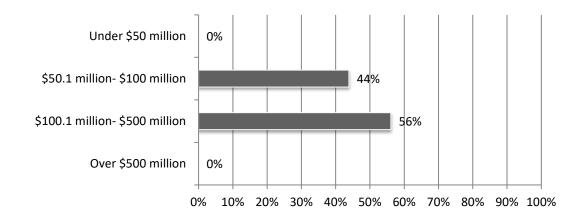
| Technologies                         | Increase | Stay the same | Decrease | Don't know |
|--------------------------------------|----------|---------------|----------|------------|
| Project management software          | 35%      | 56%           | 0%       | 8%         |
| Document management software         | 31%      | 59%           | 0%       | 9%         |
| Fleet tracking/management software   | 30%      | 57%           | 1%       | 12%        |
| Project collaboration software       | 29%      | 58%           | 0%       | 13%        |
| Tool/asset management/tracking       | 26%      | 58%           | 1%       | 16%        |
| Human resources (HR) software        | 26%      | 61%           | 1%       | 12%        |
| Building Information Modeling (BIM)  | 26%      | 52%           | 1%       | 22%        |
| Client relationship management (CRM) |          |               |          |            |
| software                             | 23%      | 60%           | 0%       | 18%        |
| Accounting software                  | 22%      | 72%           | 0%       | 6%         |
| Scheduling software                  | 18%      | 75%           | 0%       | 7%         |
| Estimating software                  | 18%      | 76%           | 0%       | 6%         |
| Payroll software                     | 10%      | 81%           | 0%       | 8%         |
| Subcontractor bid management/ITB     |          |               |          |            |
| software                             | 9%       | 74%           | 0%       | 17%        |
| Prequalification software            | 8%       | 72%           | 1%       | 19%        |
| Service management software          | 7%       | 62%           | 0%       | 31%        |
| Other                                | 19%      | 57%           | 0%       | 24%        |







#### 26. Estimate the total dollar amount of work your firm performed in 2019:



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

