

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

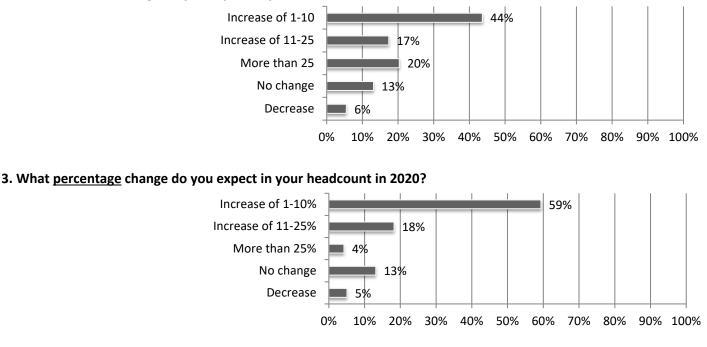
Total Responses: 237 (out of 956 total). Responses varied for some questions. Percentages are based on responses to each question and may not sum to 100 due to rounding.

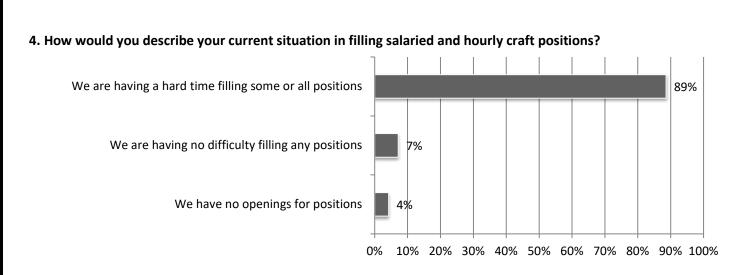
1. Compared to 2019, do you expect the available dollar value of projects you compete for in 2020 to be (answer for all market areas in which your business operates):

Markets	Higher	Lower	Same	Net*	National 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%

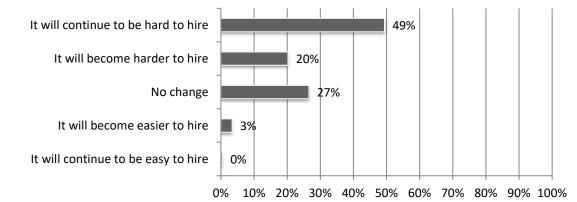
\*Net equals difference between number of "Higher" and "Lower" responses as percent of total.

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

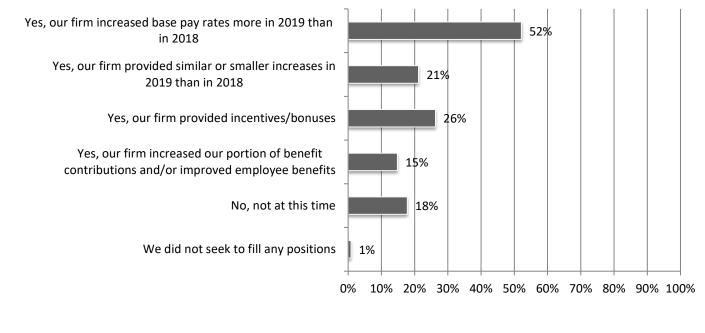




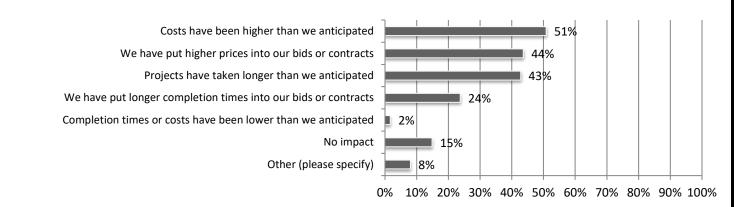
#### 5. Do you expect any changes in the availability of hourly craft or salaried personnel over the coming 12 months?



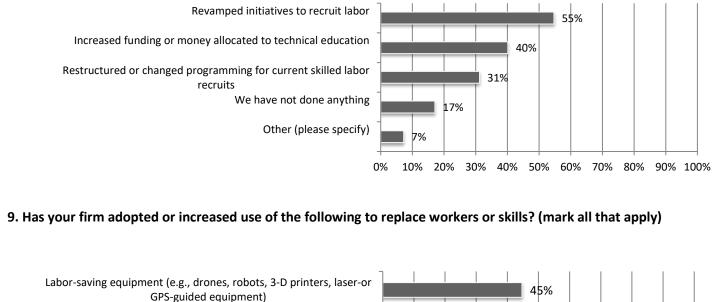
## 6. Did your firm increase pay or benefits for salaried or hourly craft personnel in 2019 because of difficulty filling positions? (mark all that apply)



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



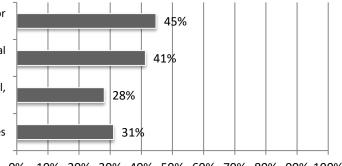
### 8. In the last year, what has your firm done to invest in the training and development of skilled labor/qualified workers?



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

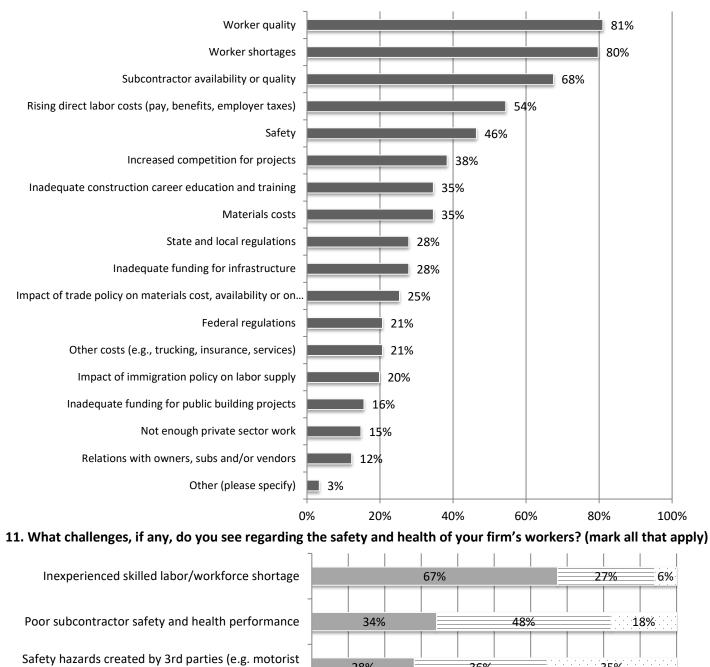
Added specialists (e.g., architects, BIM or lean construction personnel, drone or other equipment operators, data or IT personnel)

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)?

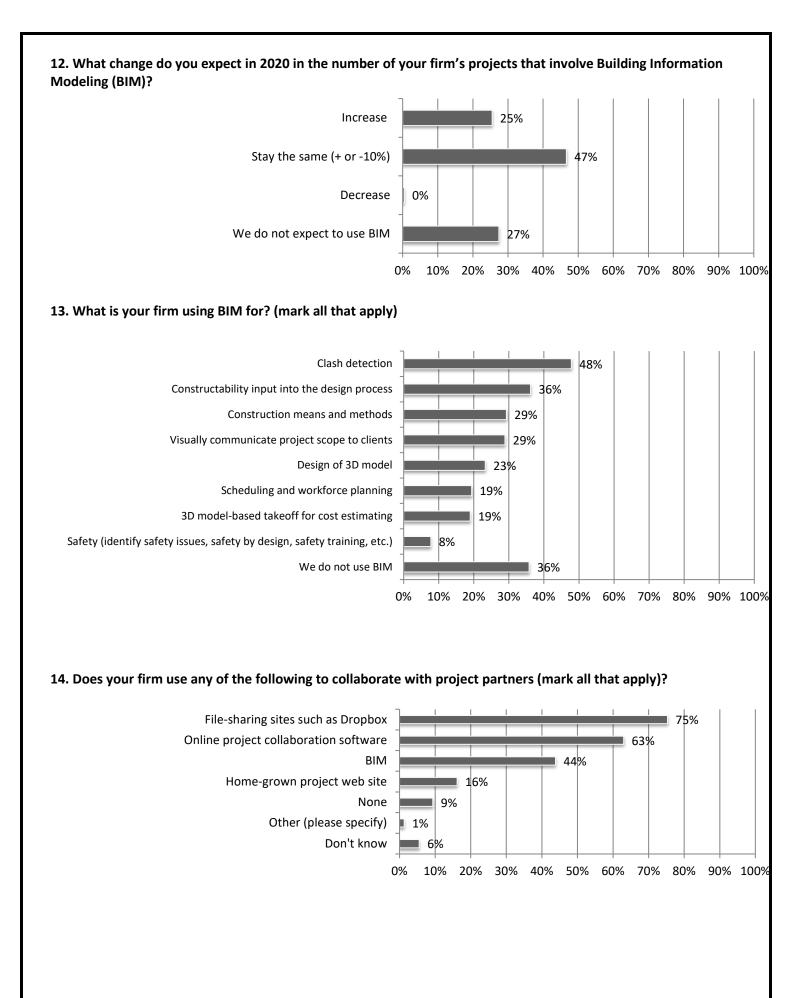


Lack of cooperation from government agencies or regulators

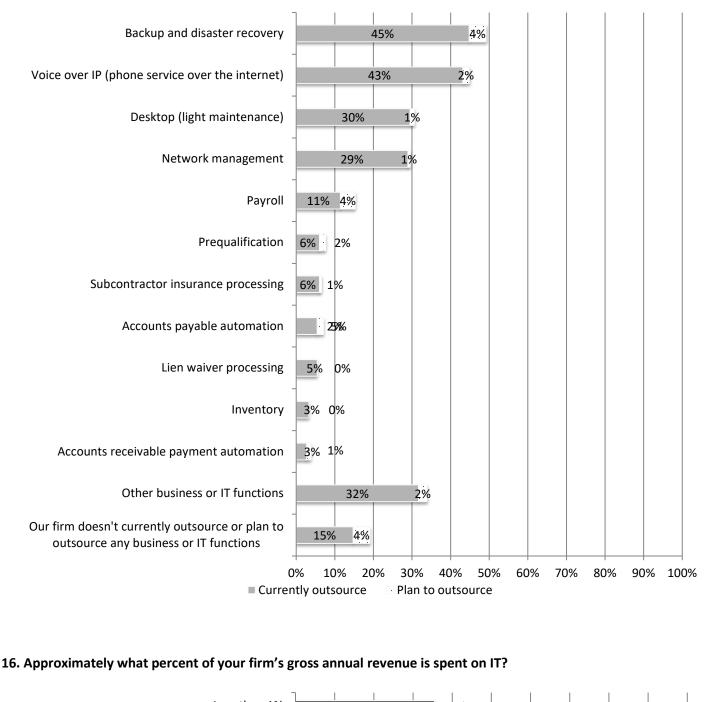
crashes into work zones)

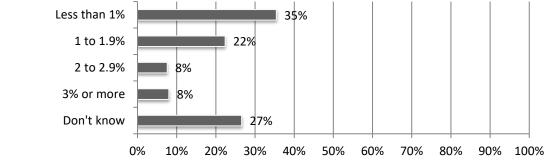
Low quality of available safety and health training

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

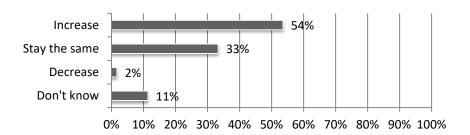


# 15. What business or IT functions does your firm outsource or plan to outsource to a technology provider? (mark all that apply)



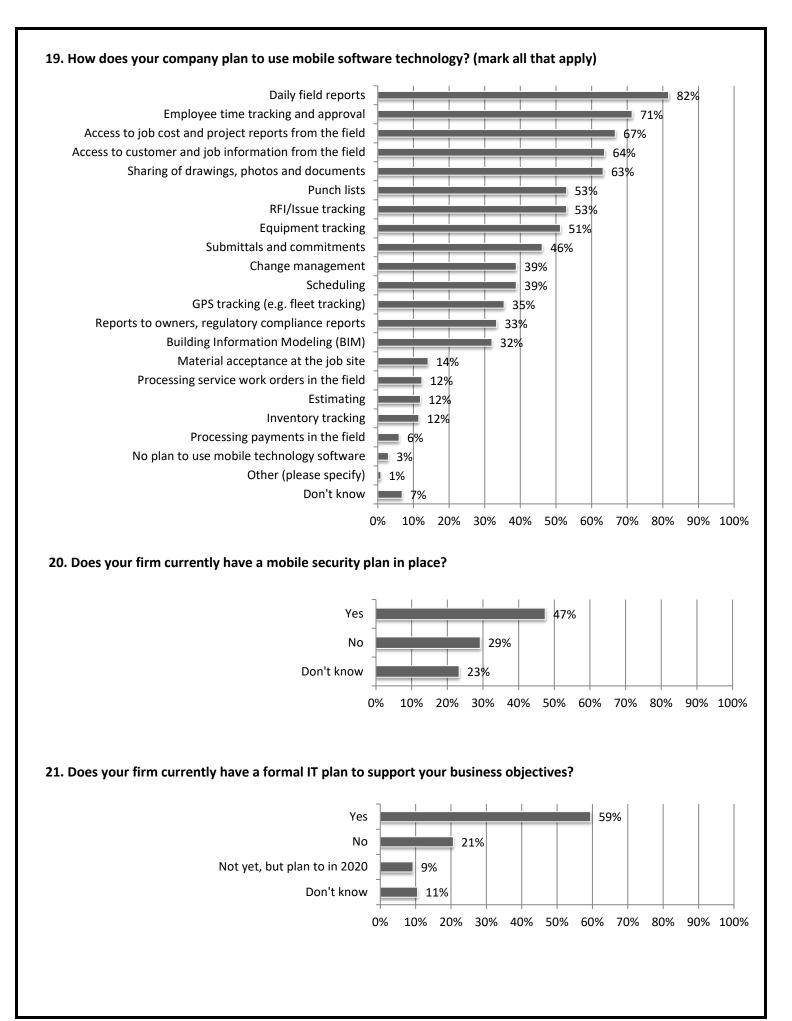


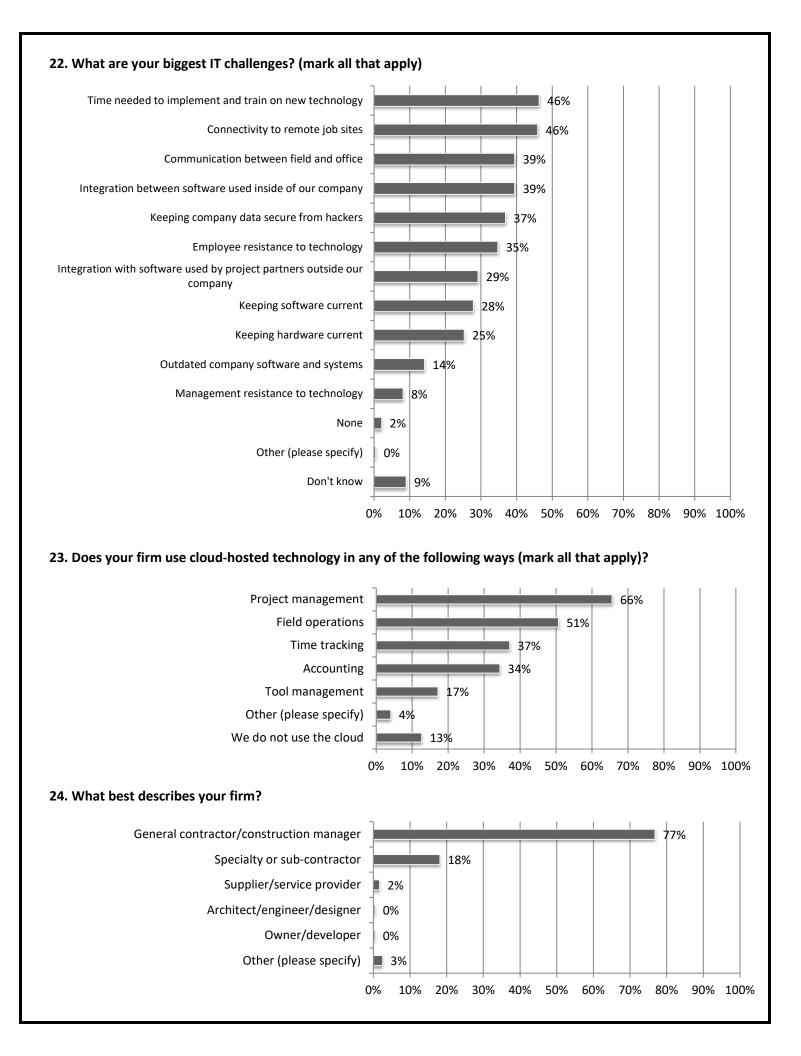
17. Compared to 2019, how will your firm's 2020 investment in IT change?

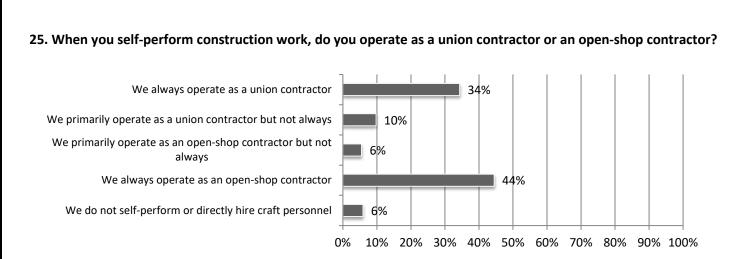


# 18. Compared to 2019, how will your firm's 2020 investment in the following technologies change? (mark all that apply)

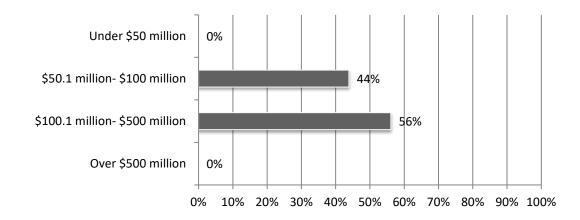
Technologies	Increase	Stay the same	Decrease	Don't know
Project management software	35%	56%	0%	8%
Document management software	31%	59%	0%	9%
Fleet tracking/management software	30%	57%	1%	12%
Project collaboration software	29%	58%	0%	13%
Tool/asset management/tracking	26%	58%	1%	16%
Human resources (HR) 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?

