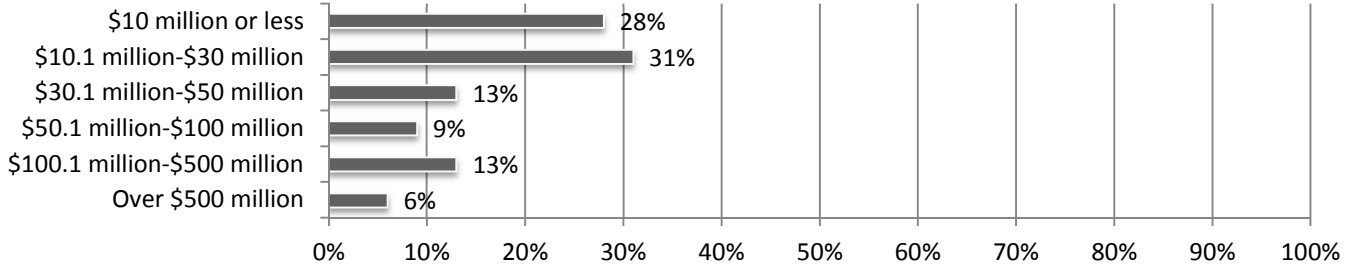




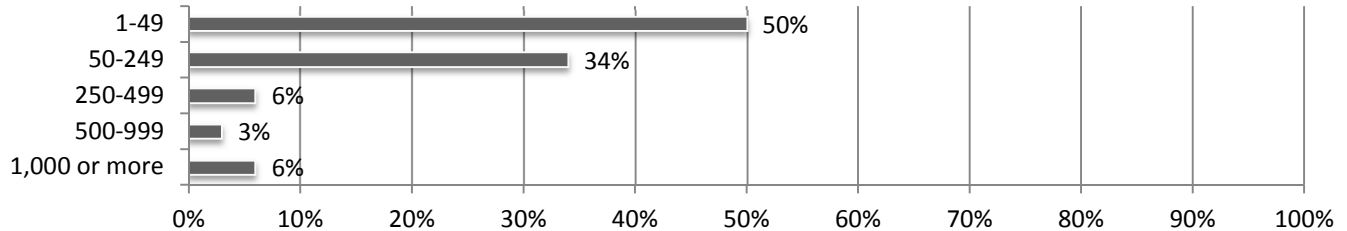
## 2016 Construction Outlook Survey Results Wisconsin Results

*(Results from 39 respondents who listed Wisconsin as the state where their firm performs the largest amount of its work; total differs for some questions)*

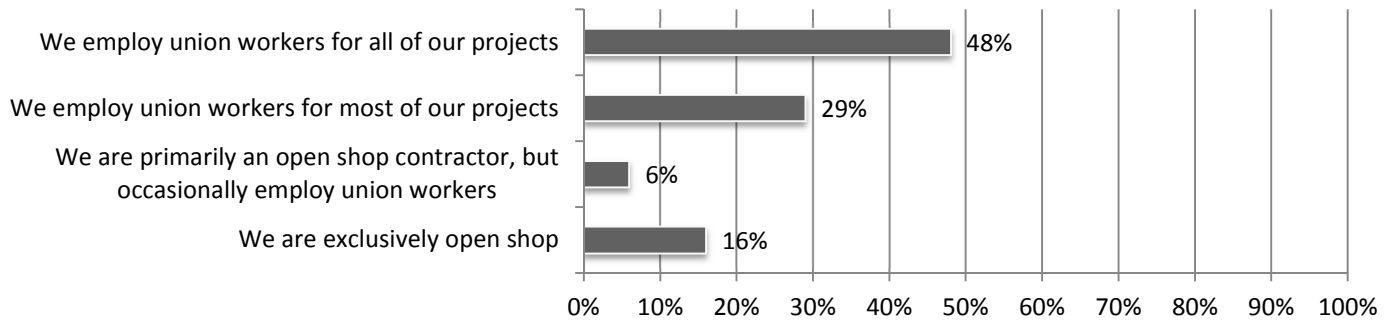
### 1. Estimate the total dollar amount of work your firm performed in 2015.



### 2. How many total employees does your organization employ at all of its locations?



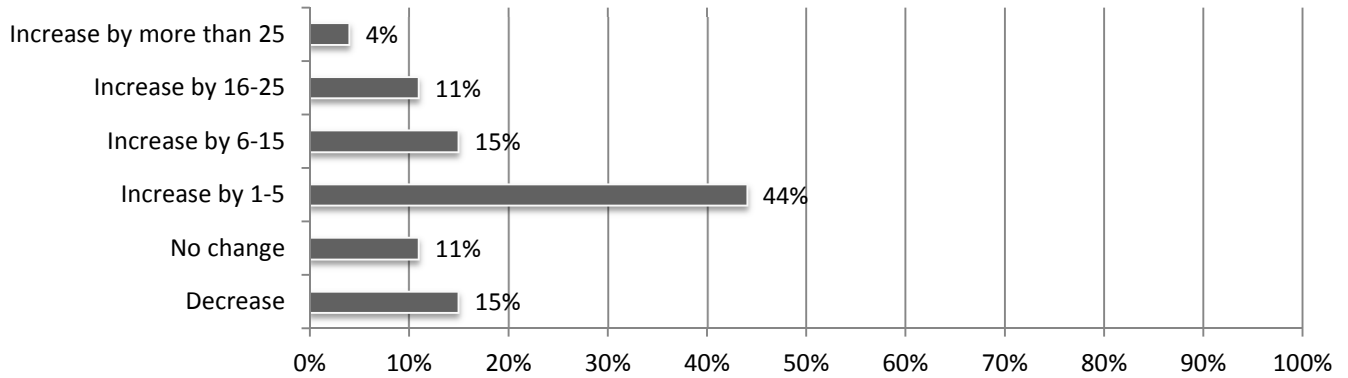
### 3. Do you employ union workers, or is your firm primarily open shop?



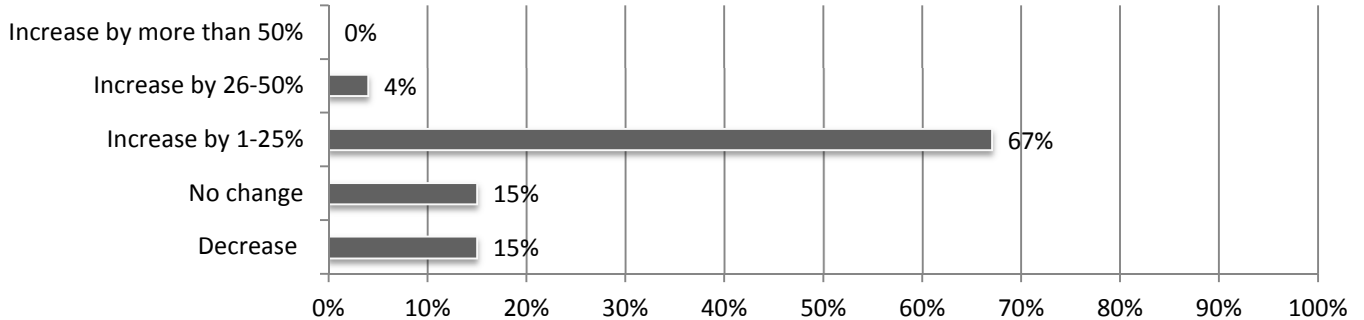
### 4. Compared to 2015, do you expect the available dollar volume of projects you compete for in 2016 to be:

| Market                                              | Higher | Lower | Same | Net  |
|-----------------------------------------------------|--------|-------|------|------|
| All projects                                        | 46%    | 18%   | 36%  | 29%  |
| Private Office                                      | 31%    | 15%   | 54%  | 25%  |
| Hospital                                            | 42%    | 21%   | 38%  | 21%  |
| Manufacturing                                       | 36%    | 24%   | 40%  | 12%  |
| Retail, Warehouse, Lodging                          | 38%    | 29%   | 33%  | 10%  |
| K-12 School                                         | 42%    | 33%   | 25%  | 8%   |
| Public Building                                     | 22%    | 17%   | 61%  | 4%   |
| Multifamily Residential                             | 14%    | 19%   | 67%  | -5%  |
| Federal (e.g., VA, GSA, USACE, NAVFAC)              | 14%    | 33%   | 52%  | -19% |
| Higher Education                                    | 19%    | 43%   | 38%  | -24% |
| Highway                                             | 6%     | 31%   | 63%  | -25% |
| Other Transportation (e.g., transit, rail, airport) | 13%    | 38%   | 50%  | -25% |
| Power                                               | 17%    | 28%   | 56%  | -25% |
| Water/Sewer                                         | 0%     | 27%   | 73%  | -27% |

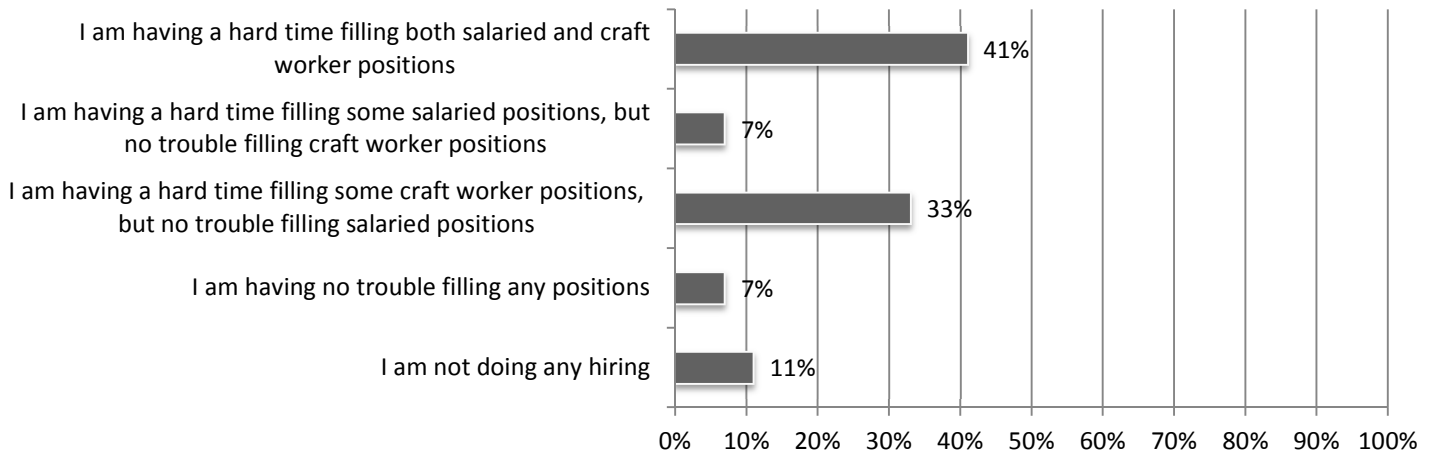
**5. What numerical change do you expect in your headcount in 2016?**



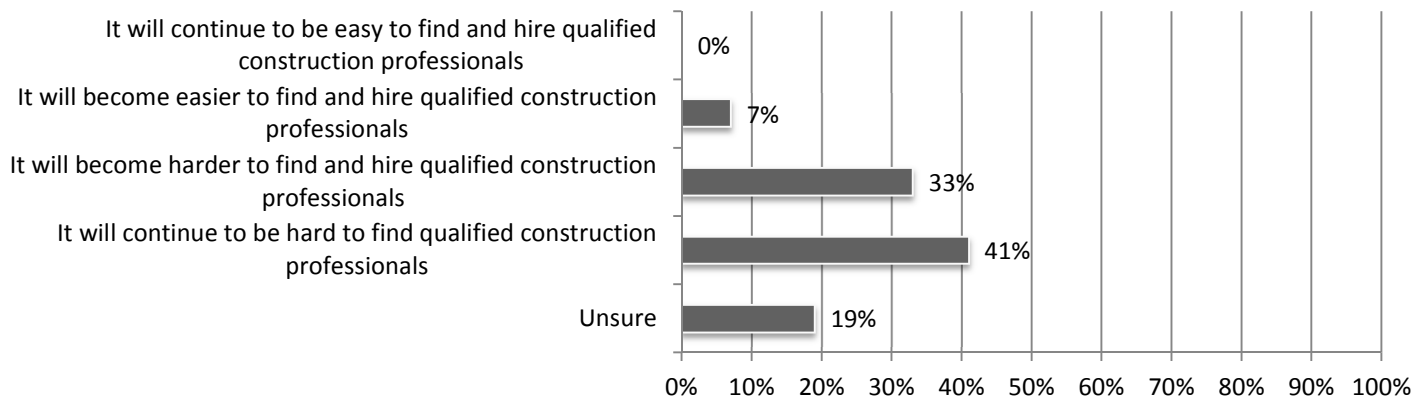
**6. What percentage change do you expect in your headcount in 2016?**



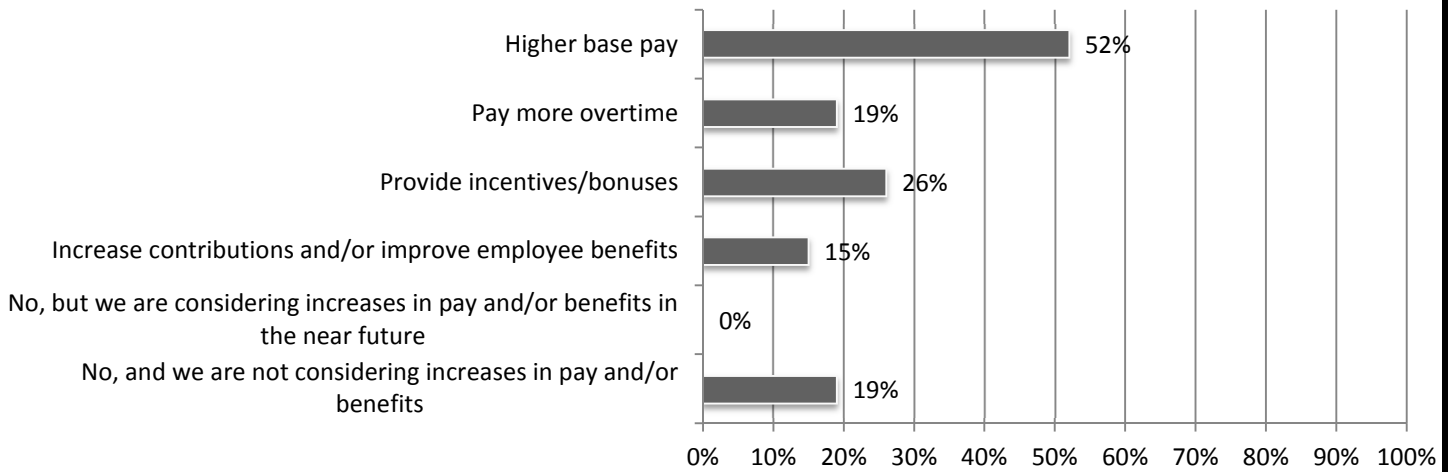
**7. How would you describe your current conditions for filling key salaried positions (project manager/supervisor, estimator, etc.) and hourly craft positions (carpenter, laborer, equipment operator, etc.)?**



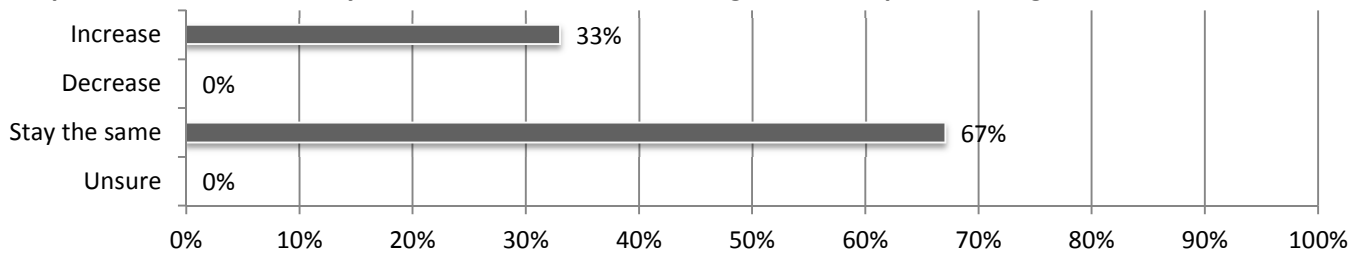
**8. Do you expect any changes in the availability of salaried/hourly craft construction professionals over the coming 12 months?**



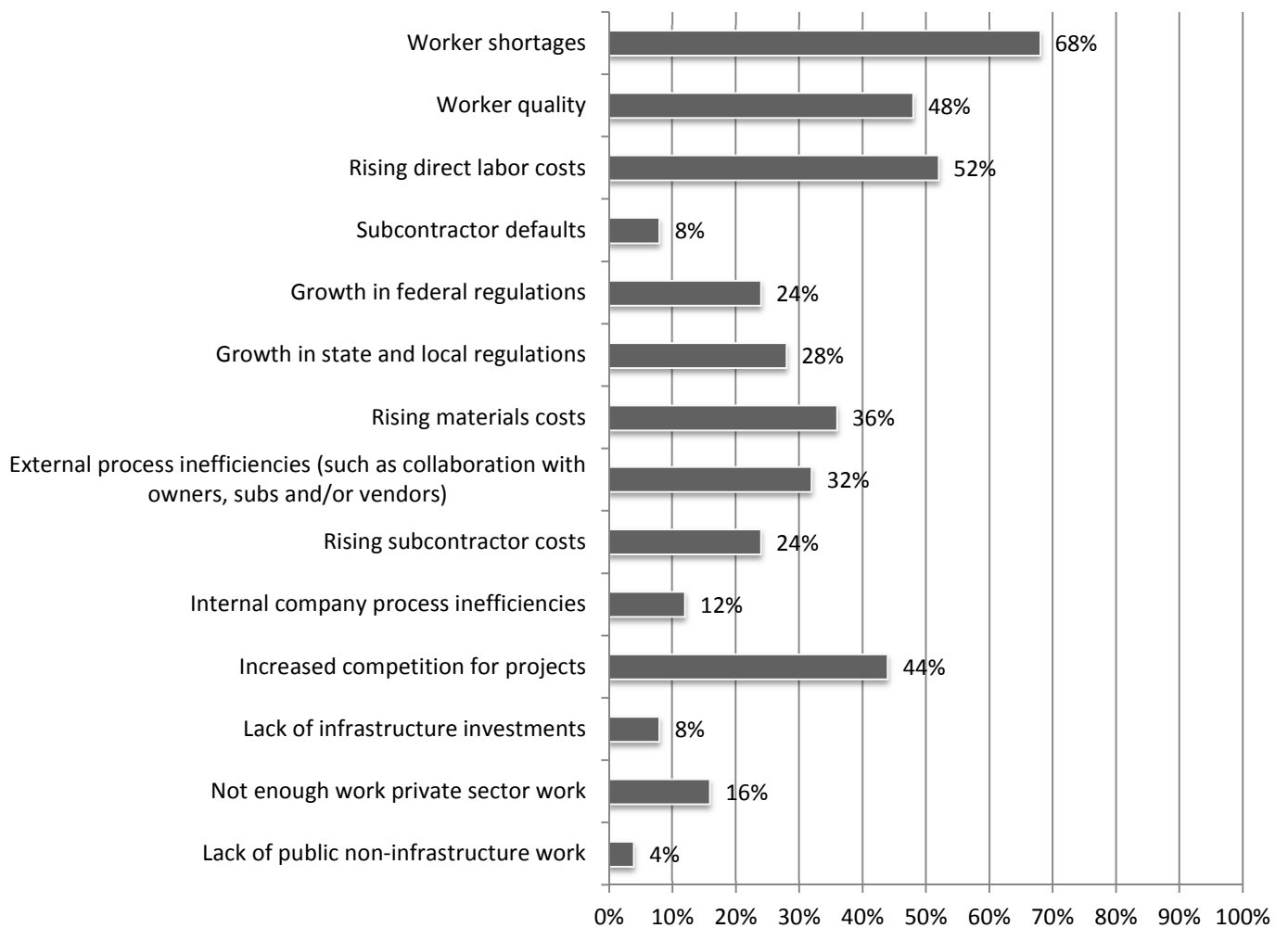
**9. Has your firm increased pay or benefits to retain or recruit salaried/hourly craft professionals?**



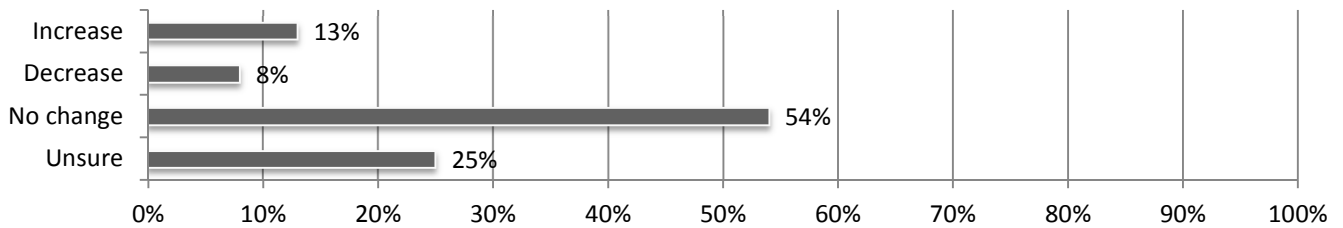
**10. Compared to 2015, how will your 2016 investment in training and development change?**



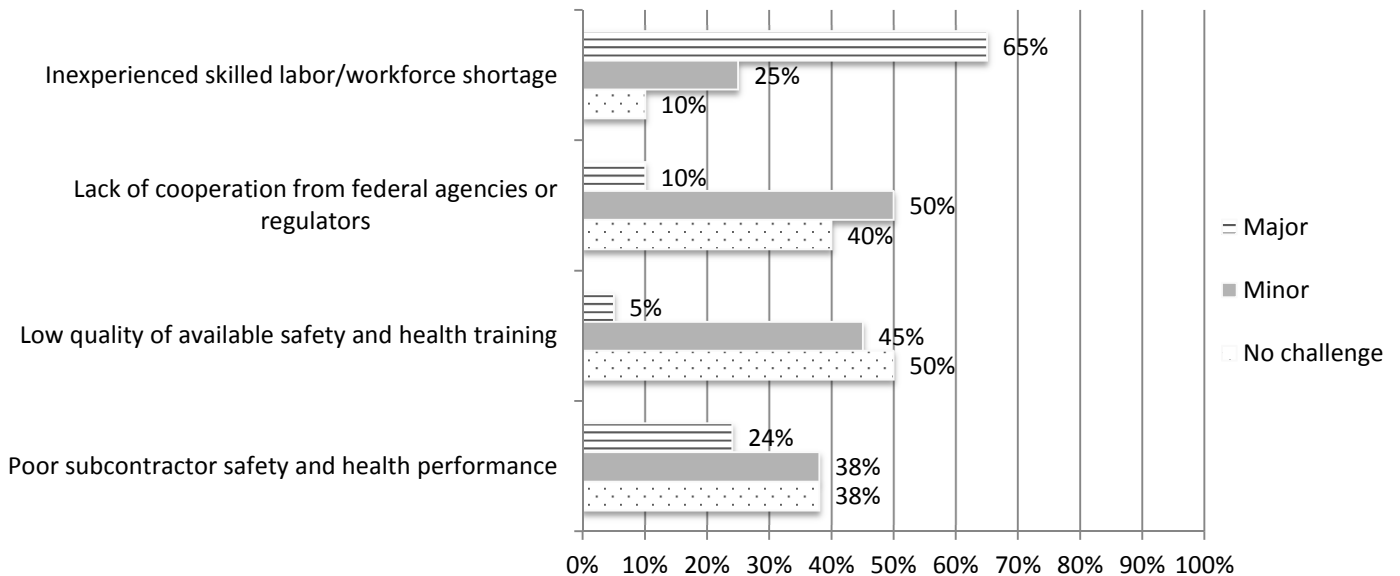
**11. Which of the following issues are the biggest concerns to you and your business?**



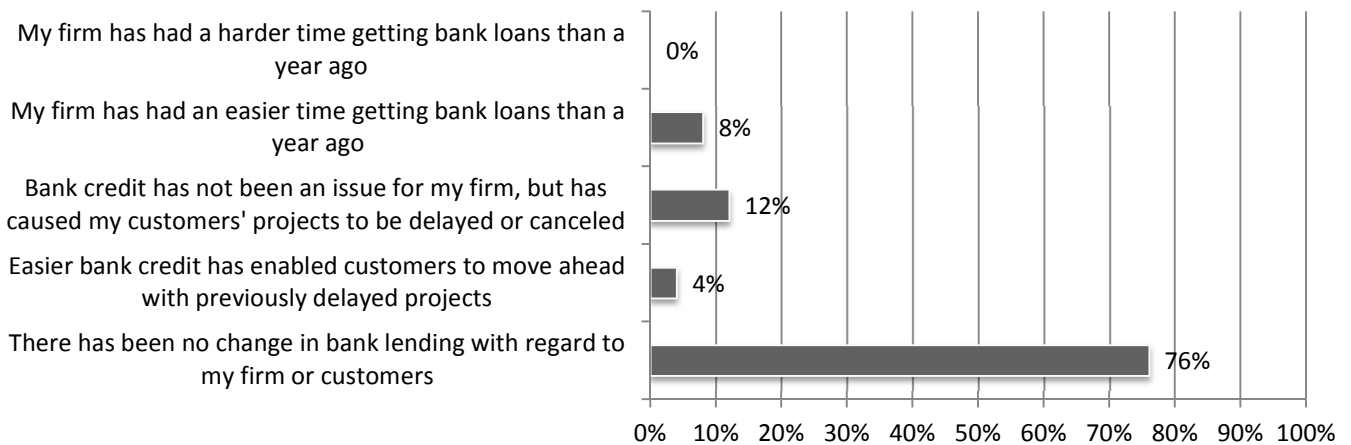
**12. Have you seen an increase, decrease or level amount of subcontractor defaults from 2014 to 2015?**



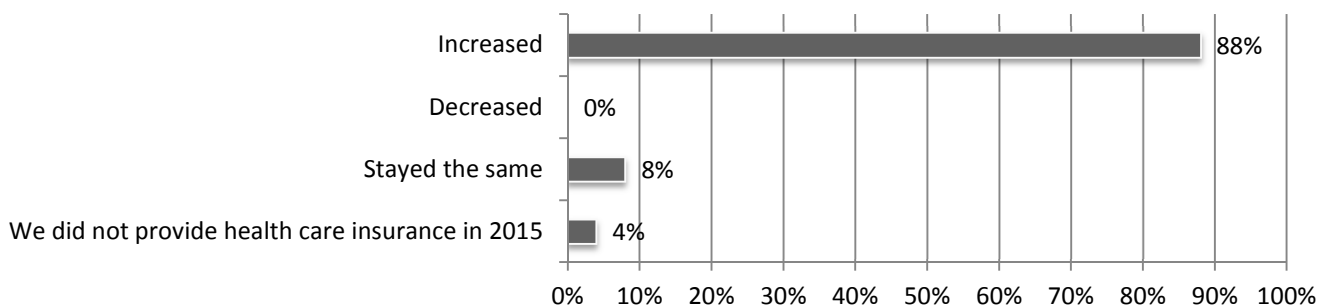
**13. What challenges, if any, do you see regarding the safety and health of your workers?**



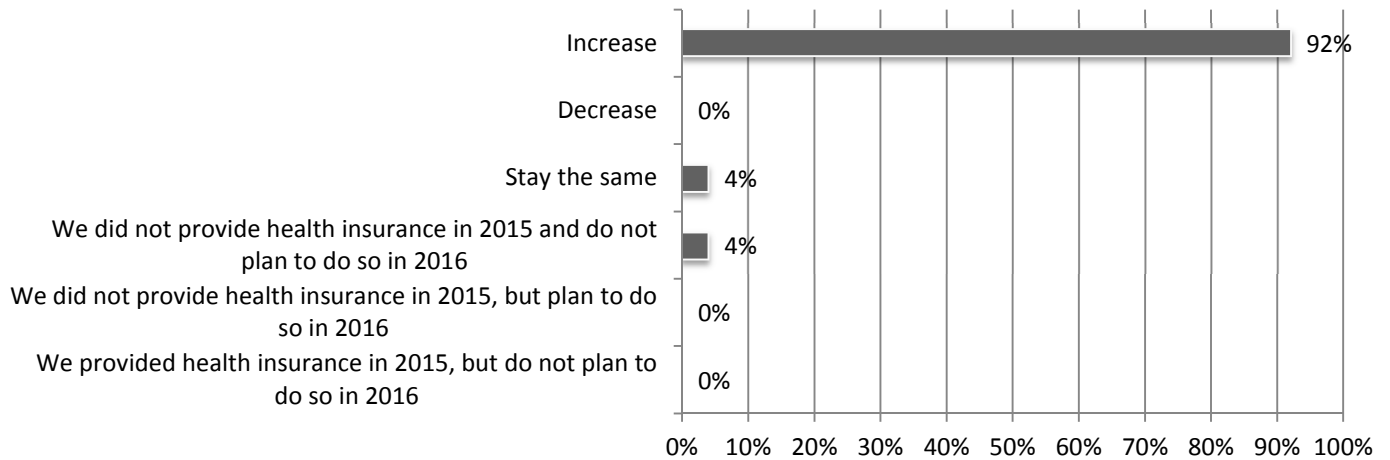
**14. How would you describe credit or lending conditions for your company?**



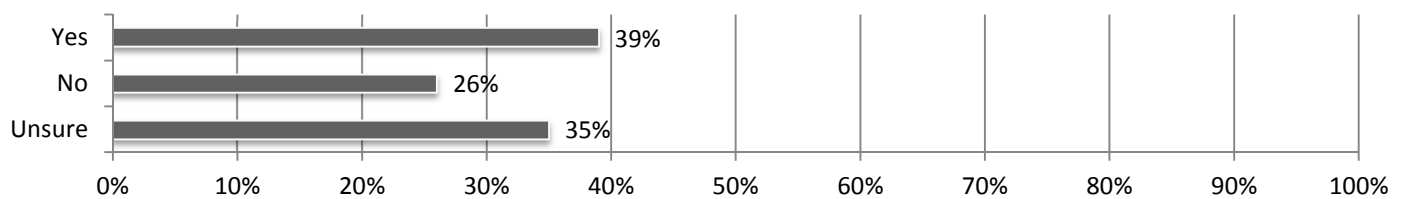
**15. Did the cost of providing health care insurance for your employees increase or decrease in 2015?**



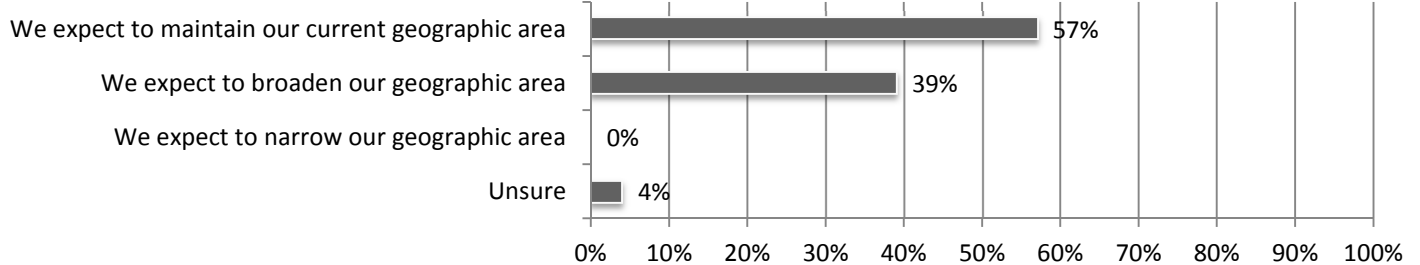
**16. Do you expect the cost of providing health care insurance for your employees to increase or decrease in 2016?**



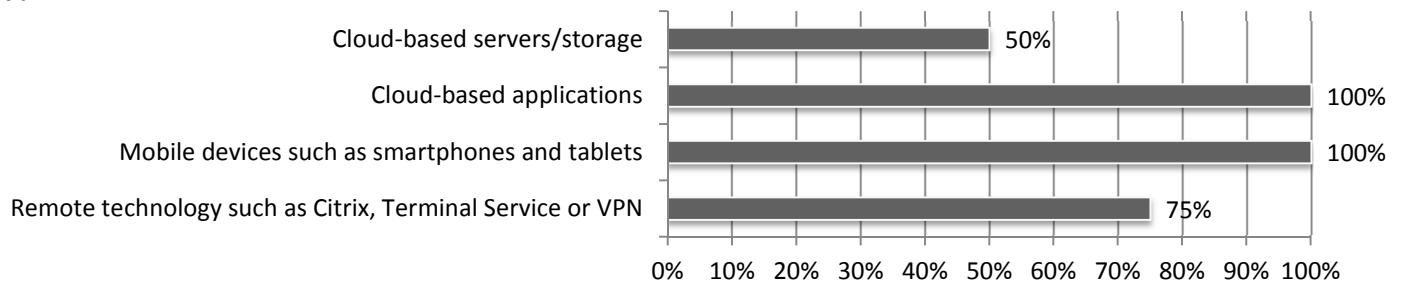
**17. Do you expect your firm will work on a project using modular construction and/or off-site construction/prefabrication in 2016?**



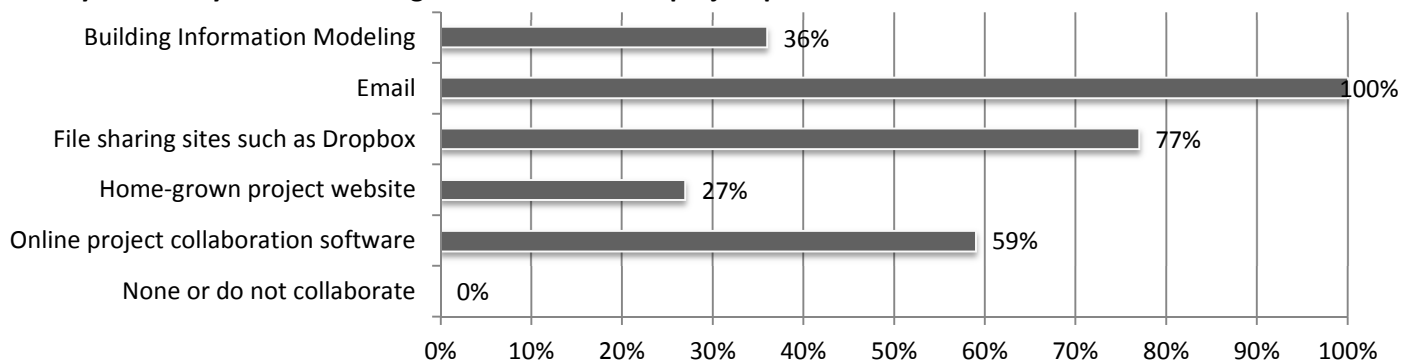
**18. How do you expect your geographic market area will change in 2016?**



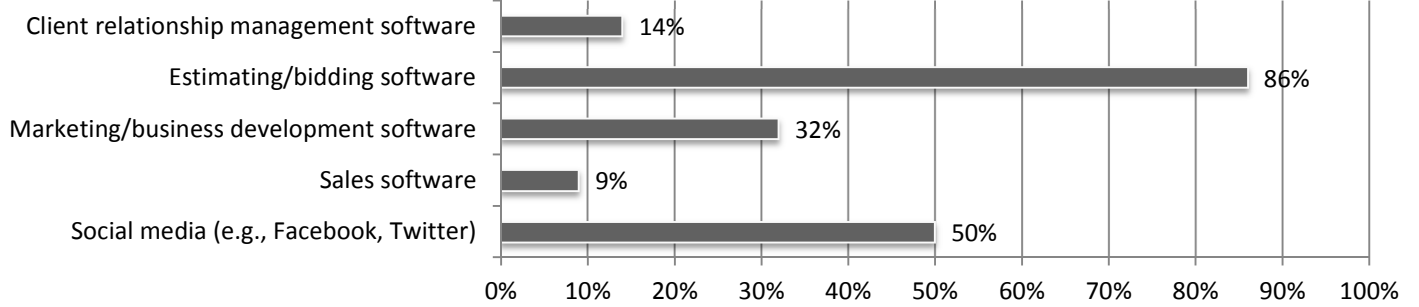
**19. What technology do you use or will you implement to see or manage projects outside your traditional market area?**



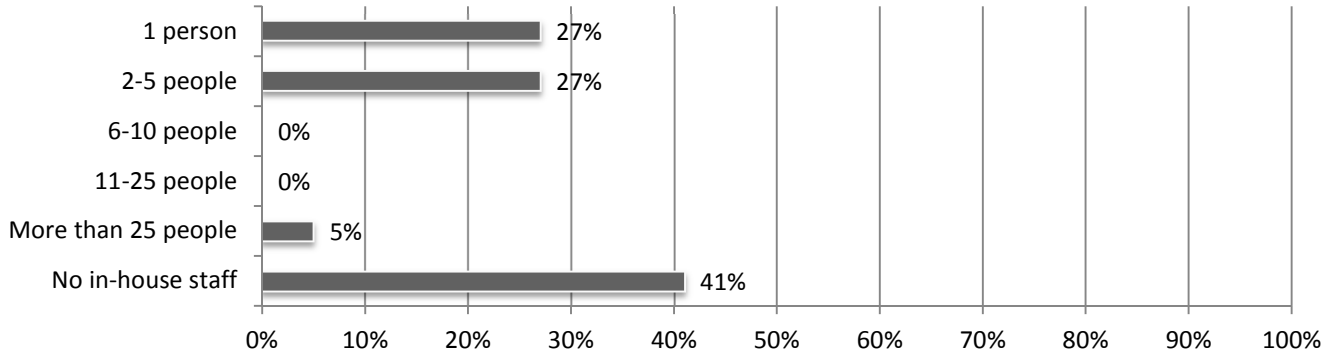
**20. Do you use any of the following to collaborate with project partners?**



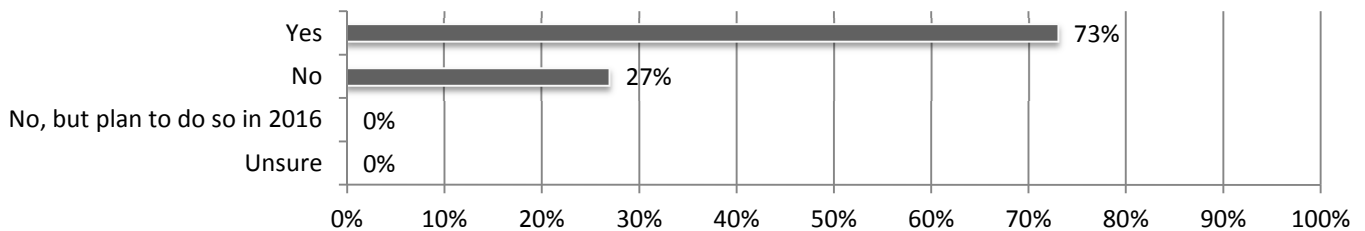
**21. What information technology (IT), if any, do you use to obtain work?**



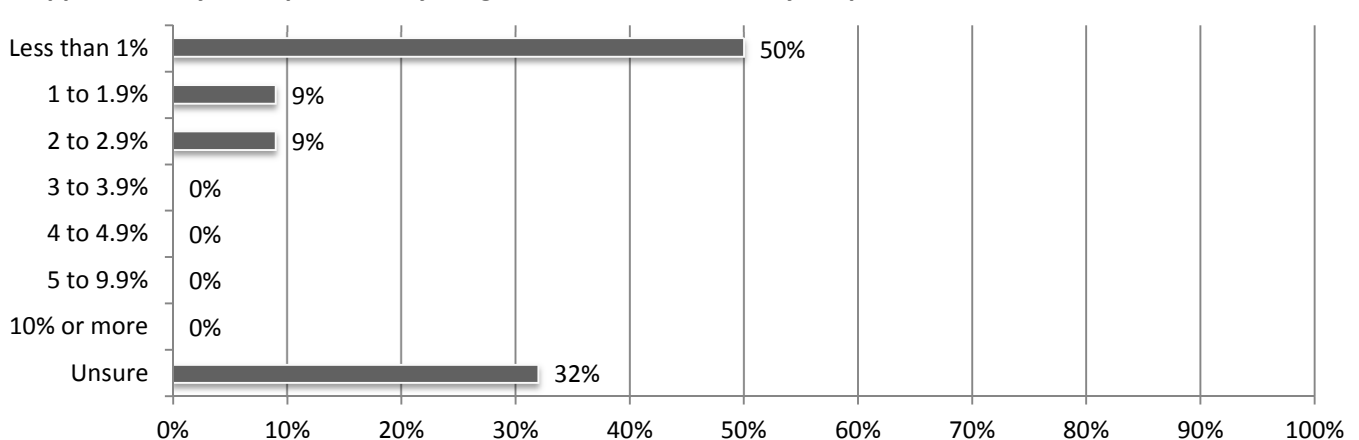
**22. What is the size of your in-house IT staff?**



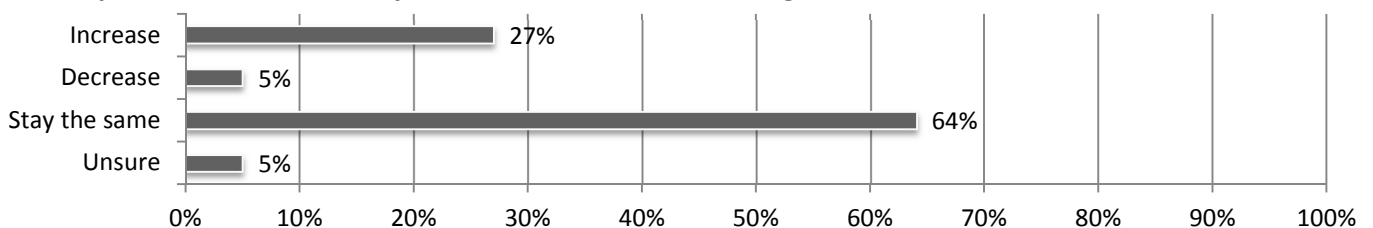
**23. Do you use an outsourced service for IT?**



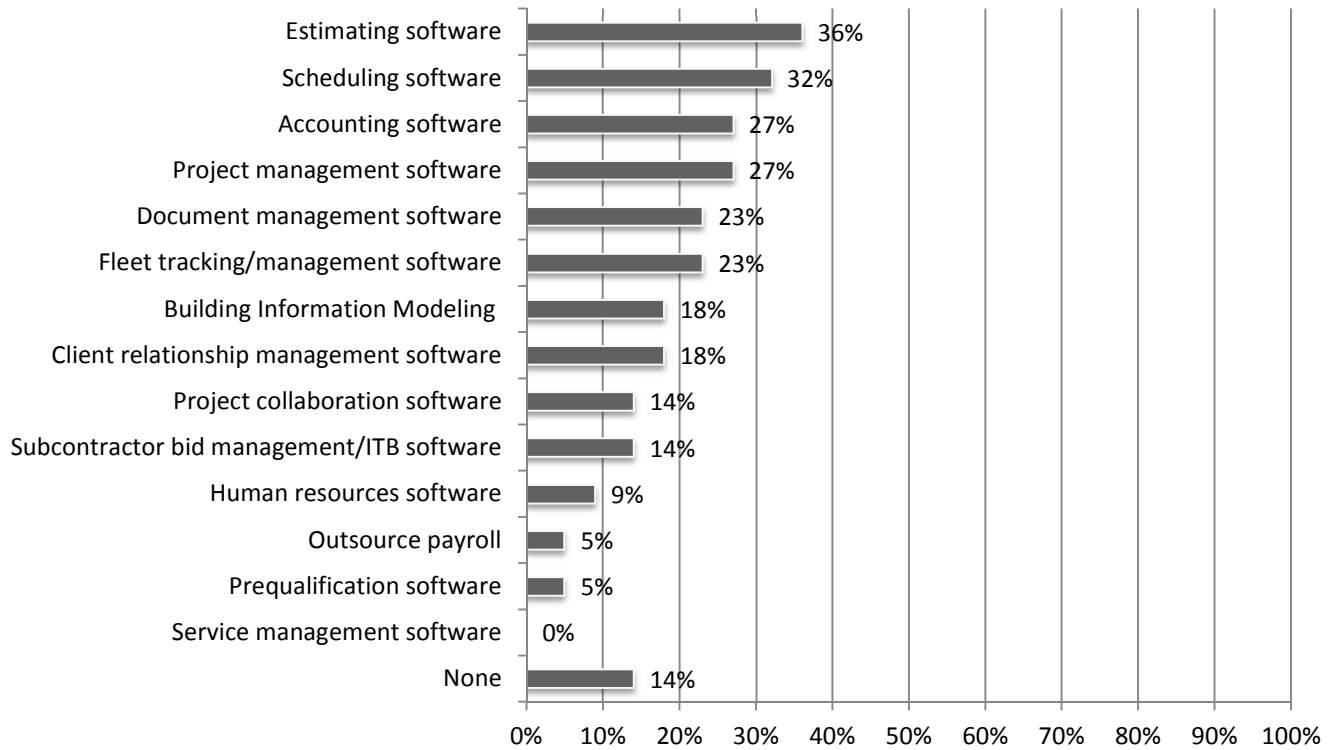
**24. Approximately what percent of your gross annual revenue do you spend on IT?**



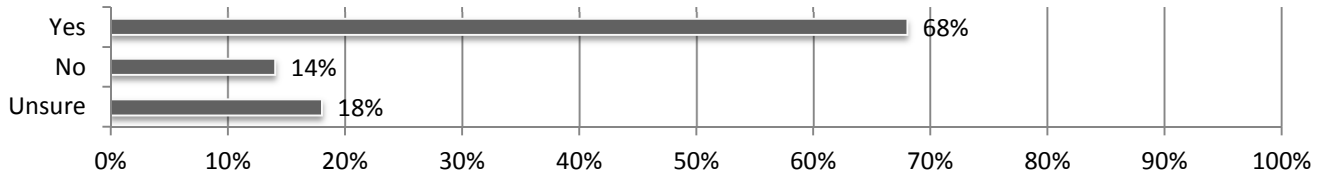
**25. Compared to 2015, how will your 2016 investment in IT change?**



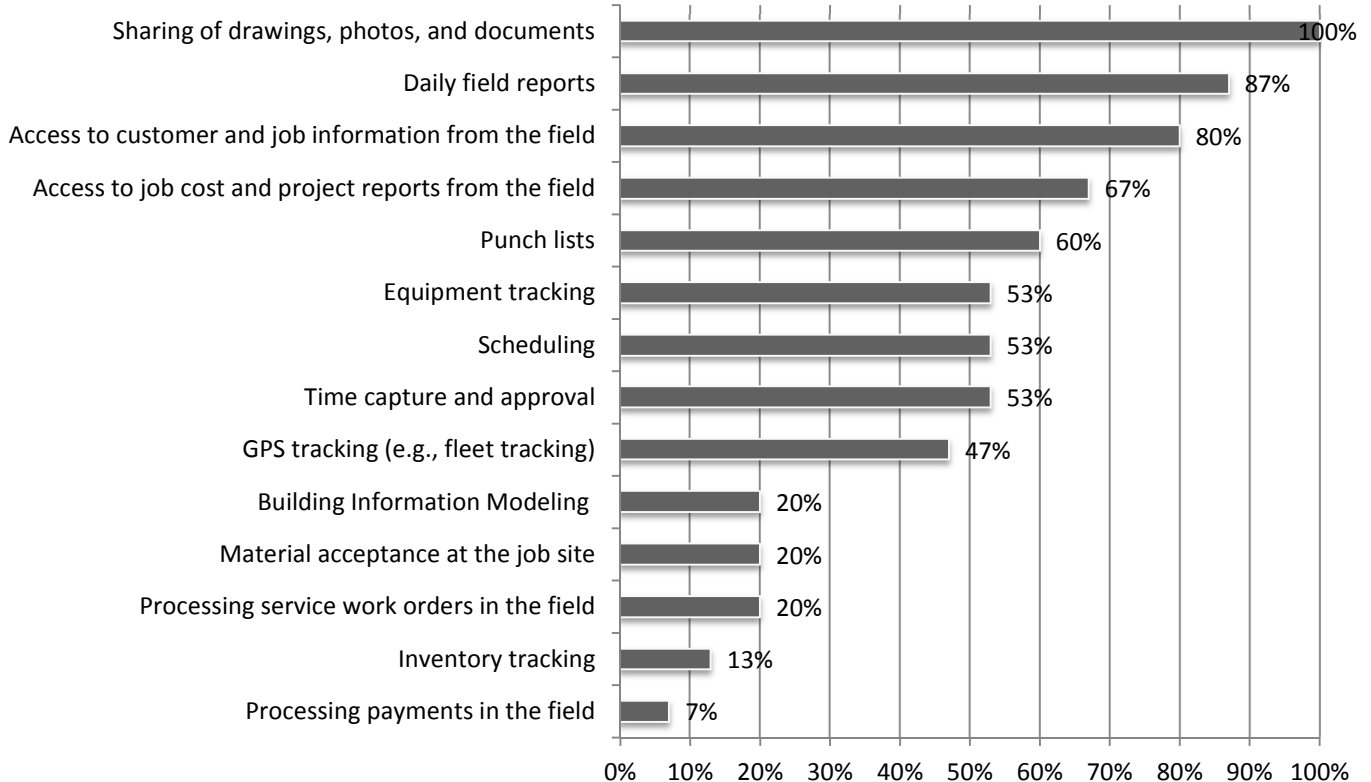
**26. What software technology do you plan to invest in during 2016?**



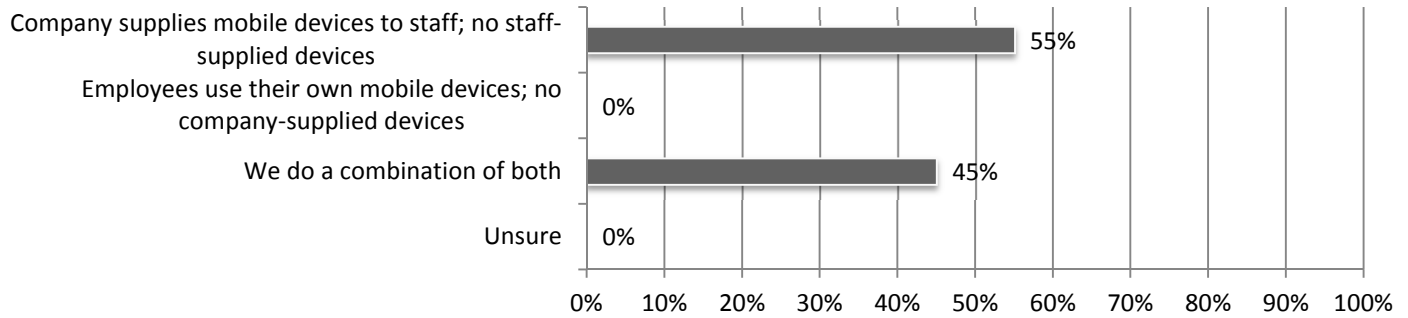
**27. Does your company plan to use mobile software technology in 2016?**



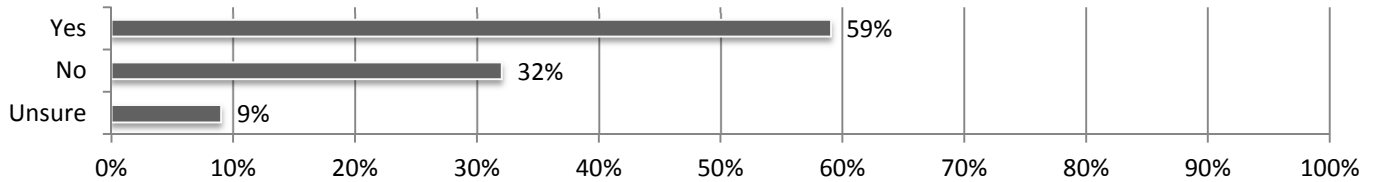
**28. How do you plan to use mobile software technology?**



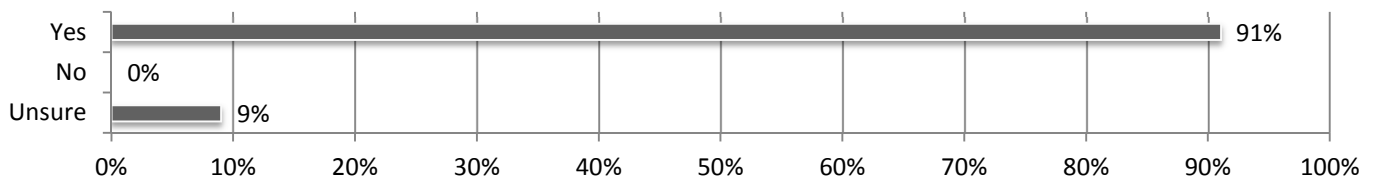
**29. How do you handle the use of mobile devices (e.g., tablets, smartphones) in your company?**



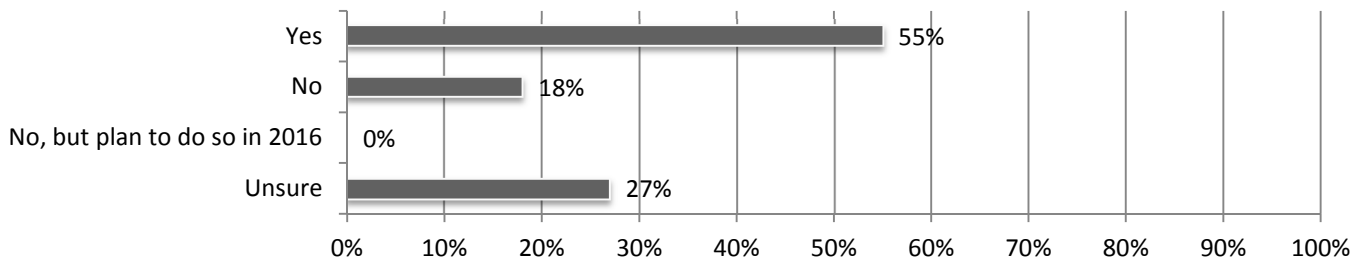
**30. Do you currently have a mobile security policy in place?**



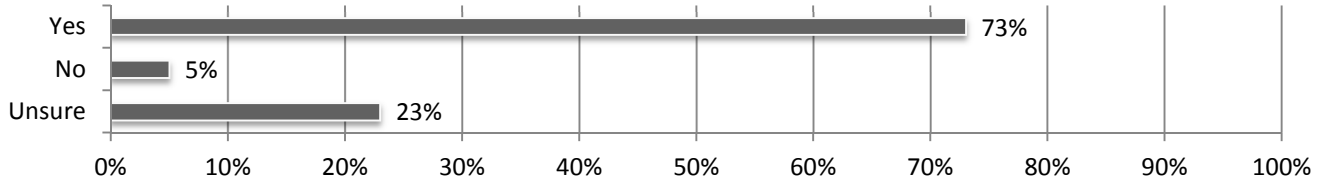
**31. Do you currently have an overall IT security plan in place to protect against hacking?**



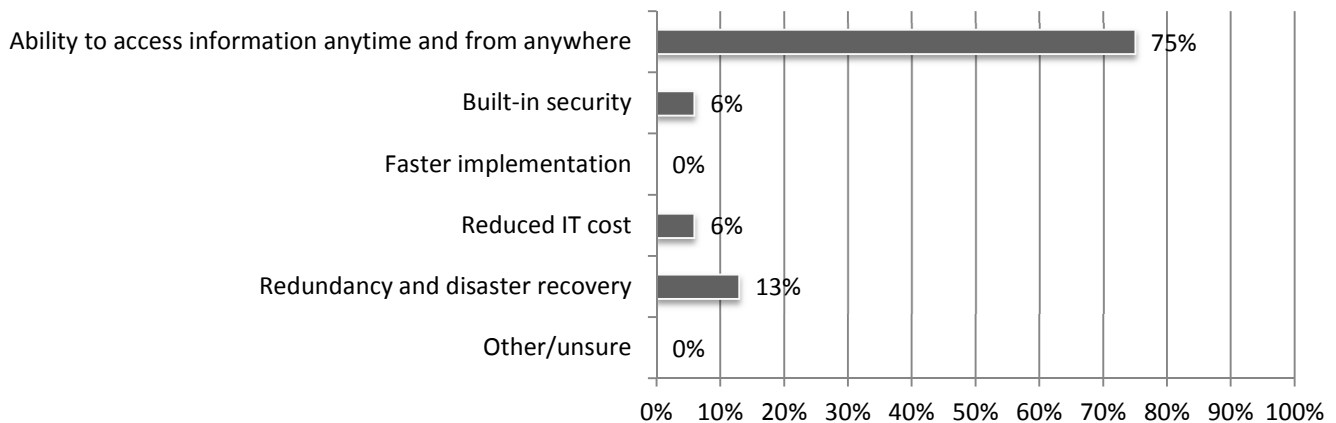
**32. Do you have a formal IT plan that supports your business objectives?**



**33. Do you use or plan to use cloud-based software?**

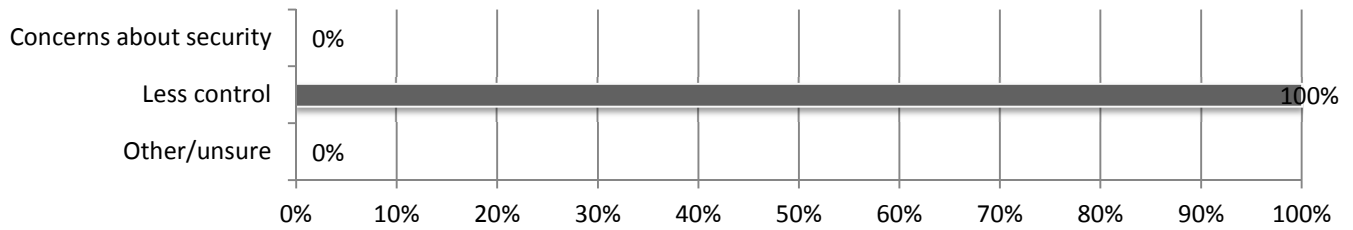


**34. What is the main reason you use or plan to adopt cloud-based software?**





**35. What is the main reason you do not use cloud-based software? Concerns about:**



**36. What are your biggest IT challenges?**

