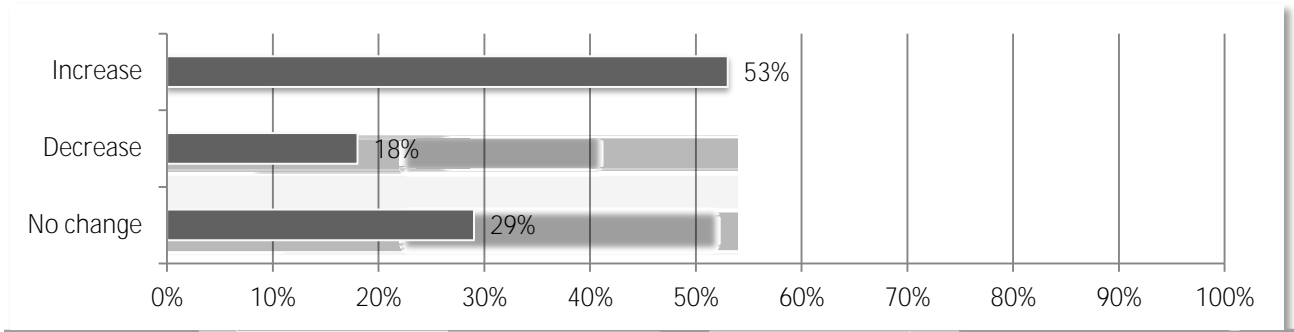


2015 Construction Outlook Survey Results

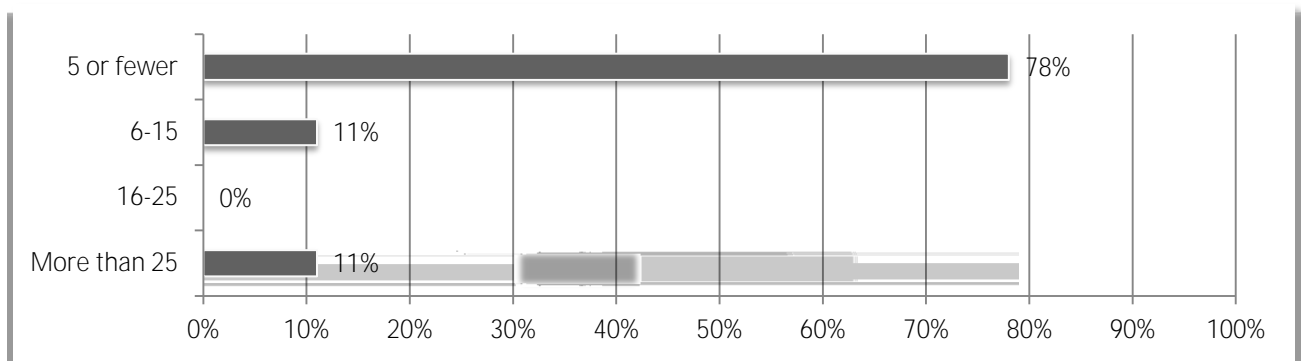
1. Compared to 2014, do you expect the available dollar volume of projects you compete for in 2015 to be:

Market	Higher	Lower	Same	Net
Highway	40%	20%	40%	20%
Other Transportation	33%	17%	50%	17%
Water/Sewer	29%	14%	57%	14%
Power	50%	25%	25%	25%
Manufacturing	44%	11%	44%	33%
Hospital	36%	9%	55%	27%
Higher Education	44%	22%	33%	22%
Retail/Warehouse/Lodging	42%	25%	33%	17%
Direct Federal Construction	0%	75%	25%	-75%
Public Building	40%	20%	40%	20%
Private Office	17%	42%	42%	-25%
K-12 School	36%	27%	36%	9%
Marine Construction	0%	100%	0%	-100%

2. Did your employee count increase or decrease between December 2013 and December 2014?



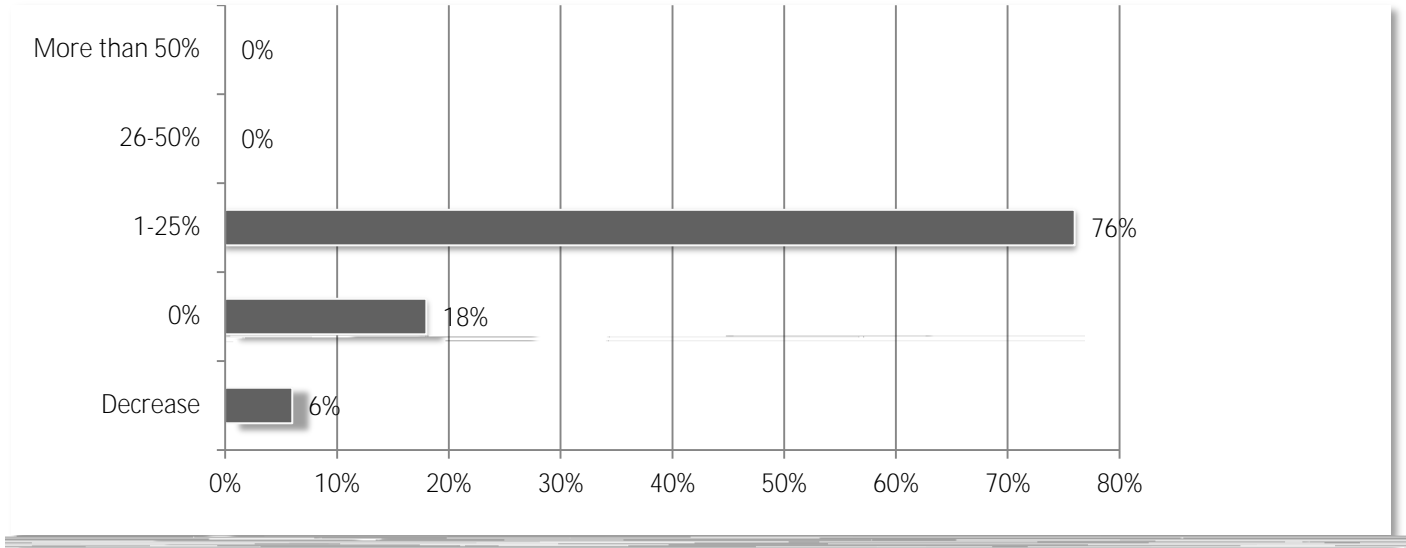
3. Estimate the increase in the number of employees in 2014.



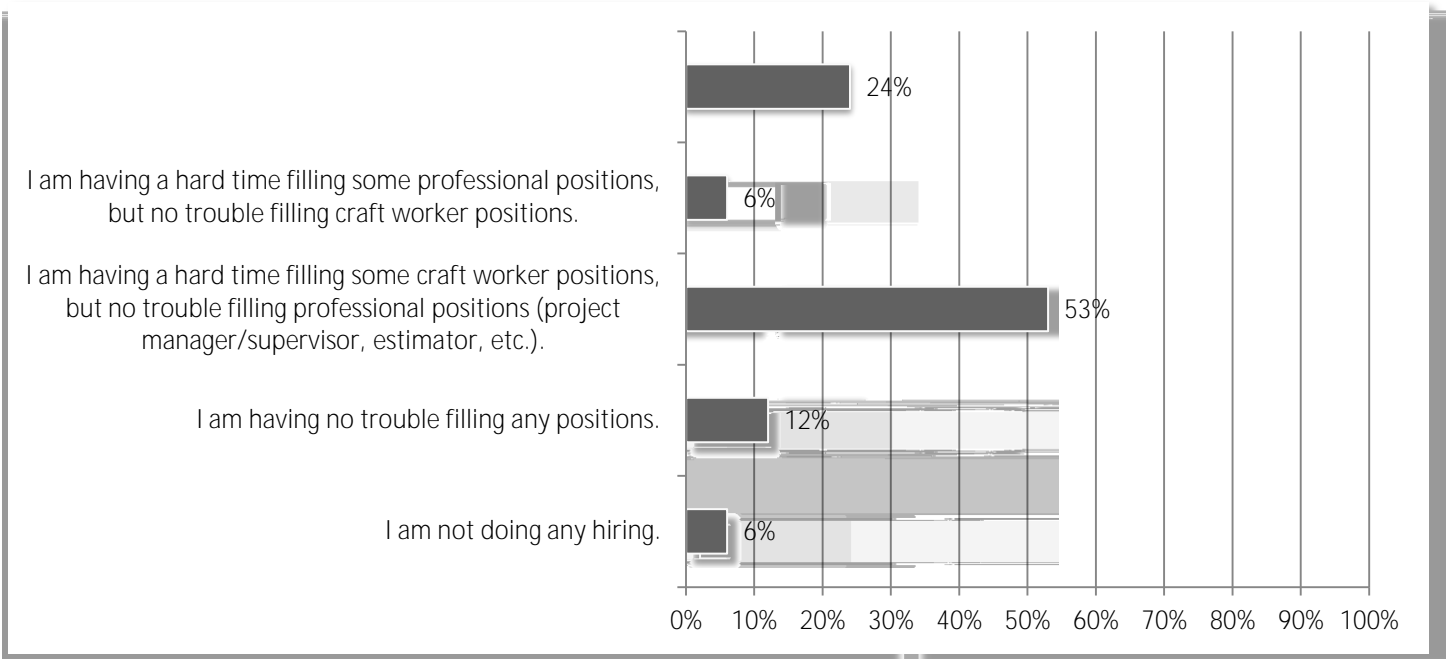
4. Estimate the percentage increase in your workforce from a year ago.

5. Estimate the

8. What percentage change do you expect in your headcount in 2015?

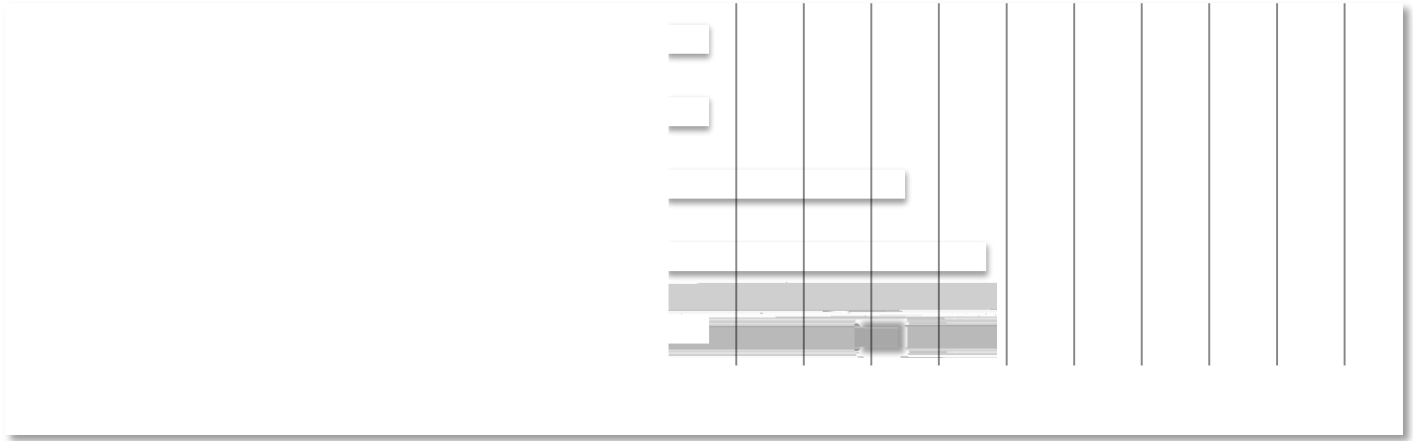


9. How would you describe your current workforce challenges?



10. Do you expect any changes in the availability of construction professionals (project manager/supervisor, estimator, etc.) over the coming 12 months?

11. Do you expect any changes in the availability of skilled craft workers over the coming 12 months?



12. How would you rate the overall quality of the local pipeline for preparing new professionals and craft workers?

13. Is your firm losing workers to other, higher-paying jobs?

14. Is your firm having to increase pay and/or benefits to retain and/or recruit workers?

15. Have credit or tighter lending conditions been an issue for your company?

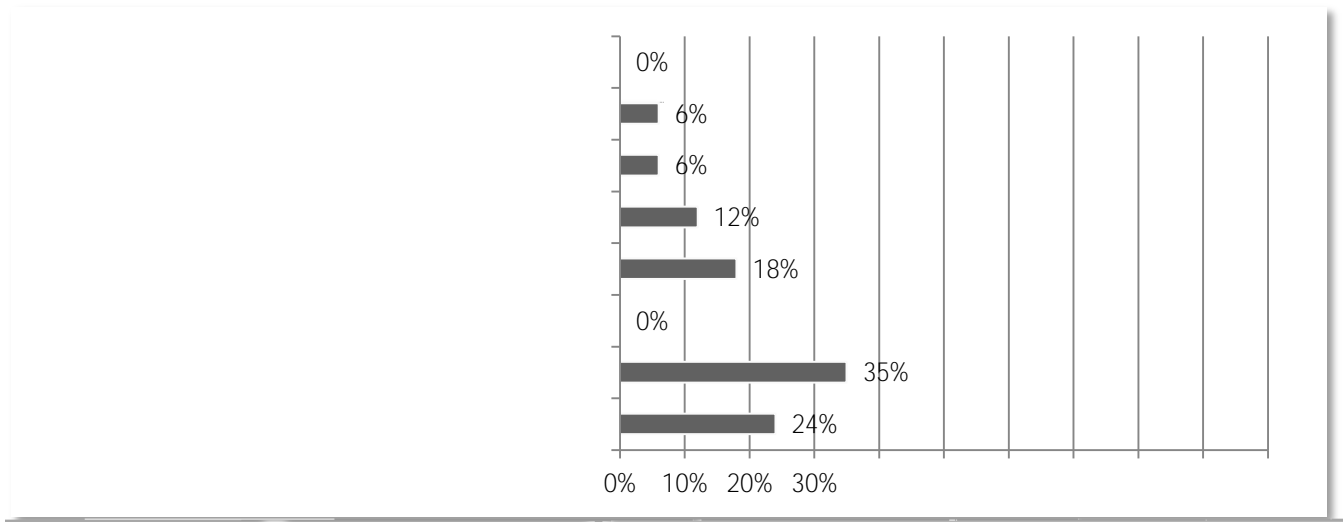
16. Estimate the dollar value of construction equipment in 2014 that you purchased or leased/rented.

17. Estimate the dollar value of construction equipment in 2015

18. Did the cost of providing health care insurance for your employ

22. Which proposed or newly enacted federal regulations are you worried will negatively impact your business operations in 2015?

24. Do you expect the amount of projects involving BIM to increase, decrease or stay the same for you in 2015?

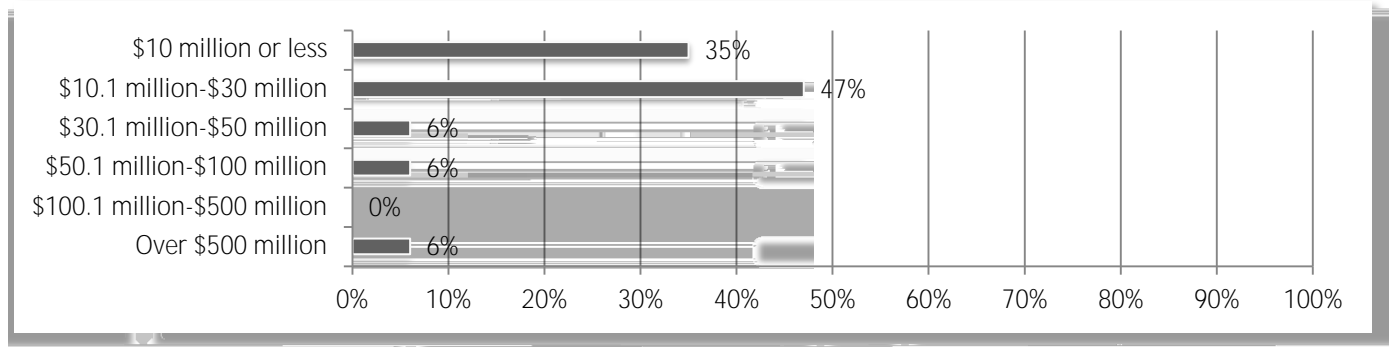


25. Do you believe that your firm utilizes lean construction principles on its projects and/or in its operations?

26. Has your firm worked on a project using modular construction and/or prefab in 2014?

27. Have you seen an increase, decrease or level amount of subcontractor defaults from 2013 to 2014?

28. Estimate the total dollar amount of work your firm performed in 2014.



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

