

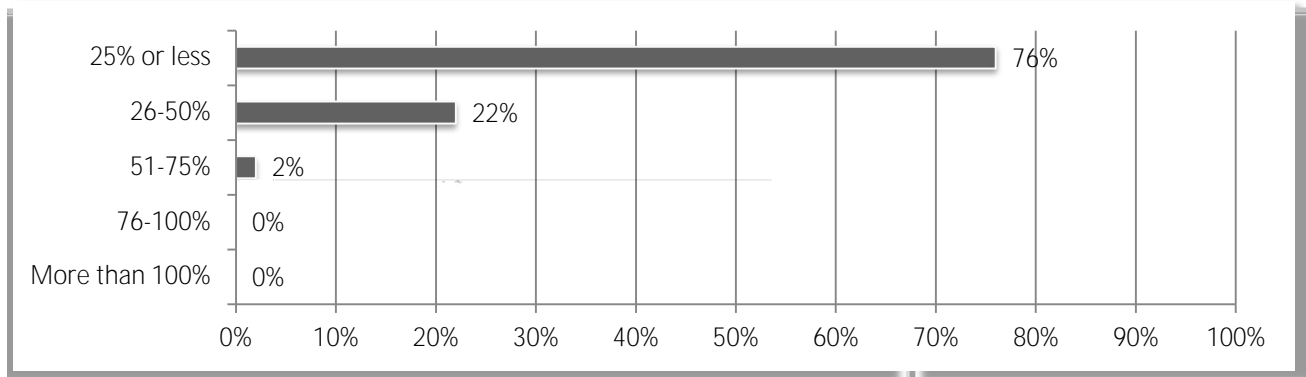
2015 Construction Outlook Survey Results

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

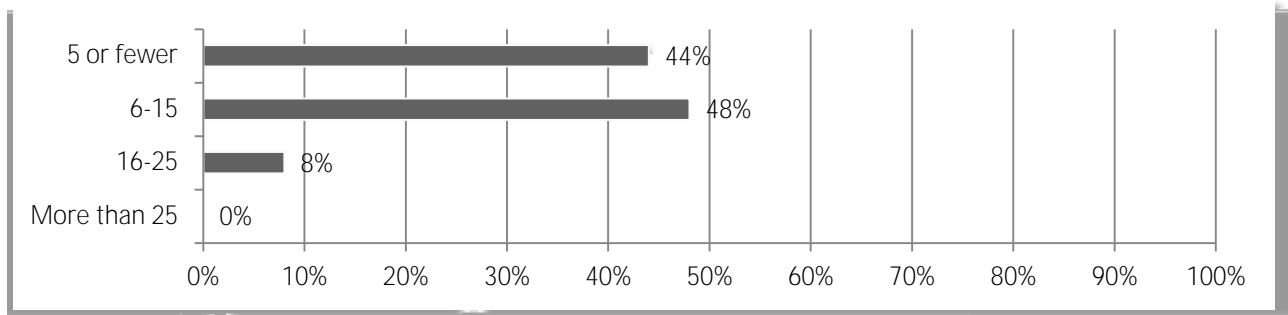
| Market | Higher | Lower | Same | Net |
|-----------------------------|--------|-------|------|------|
| Highway | 23% | 15% | 63% | 8% |
| Other Transportation | 21% | 10% | 69% | 10% |
| Water/Sewer | 32% | 14% | 54% | 18% |
| Power | 37% | 25% | 38% | 11% |
| Manufacturing | 52% | 11% | 37% | 40% |
| Hospital | 37% | 20% | 43% | 17% |
| Higher Education | 30% | 29% | 41% | 1% |
| Retail/Warehouse/Lodging | 48% | 10% | 43% | 38% |
| Direct Federal Construction | 13% | 45% | 43% | -33% |
| Public Building | 26% | 27% | 47% | -1% |
| Private Office | 39% | 21% | 40% | 18% |
| K-12 School | 24% | 37% | 39% | -13% |
| Marine Construction | 4% | 29% | 68% | -25% |
| Energy | 47% | 18% | 35% | 29% |

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

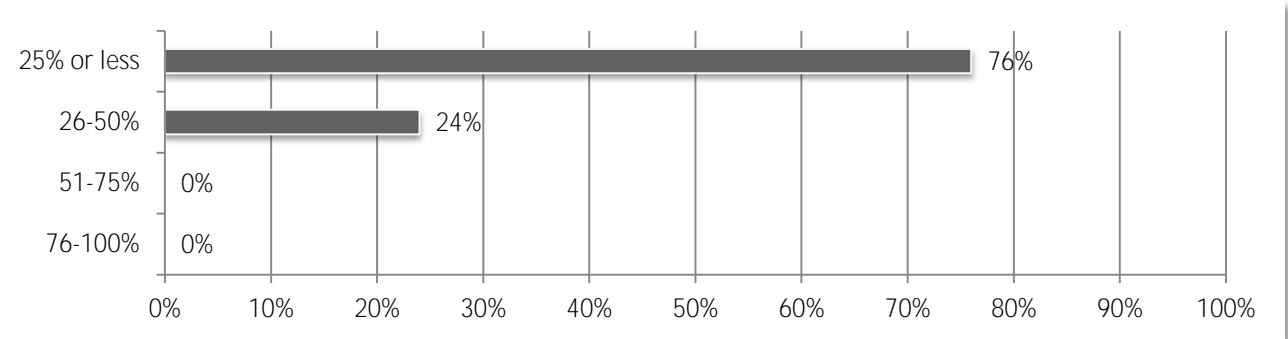
4. Estimate the percentage increase in your workforce from a year ago.



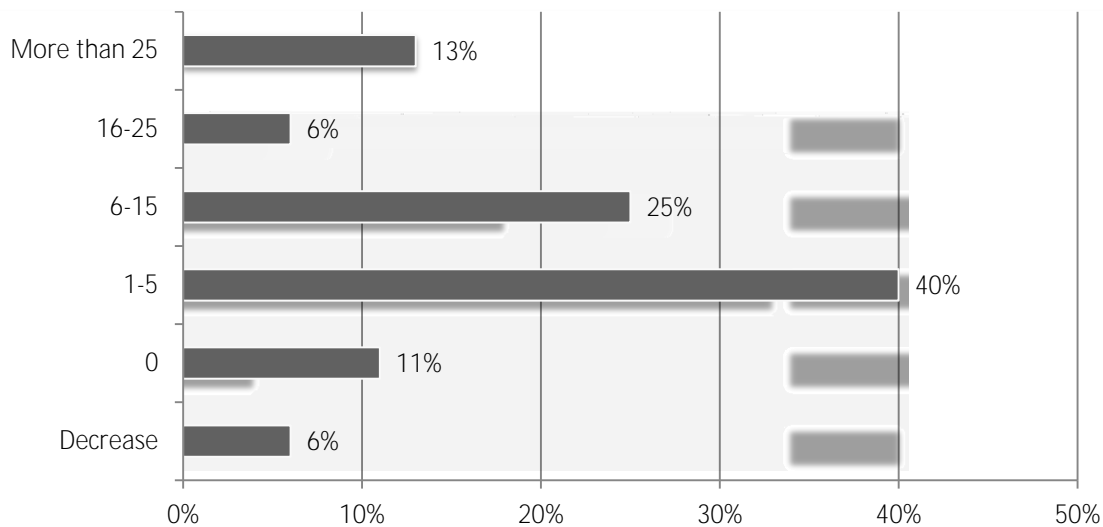
5. Estimate the decrease in the number of employees in 2014.



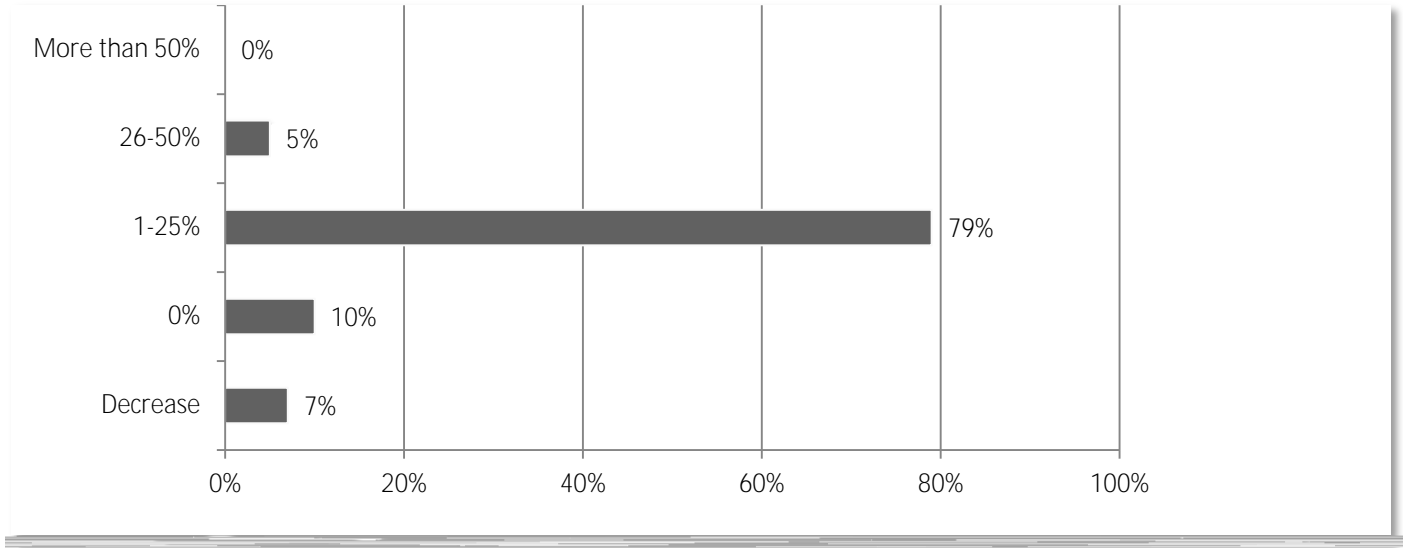
6. Estimate the percentage decrease in your workforce from a year ago.



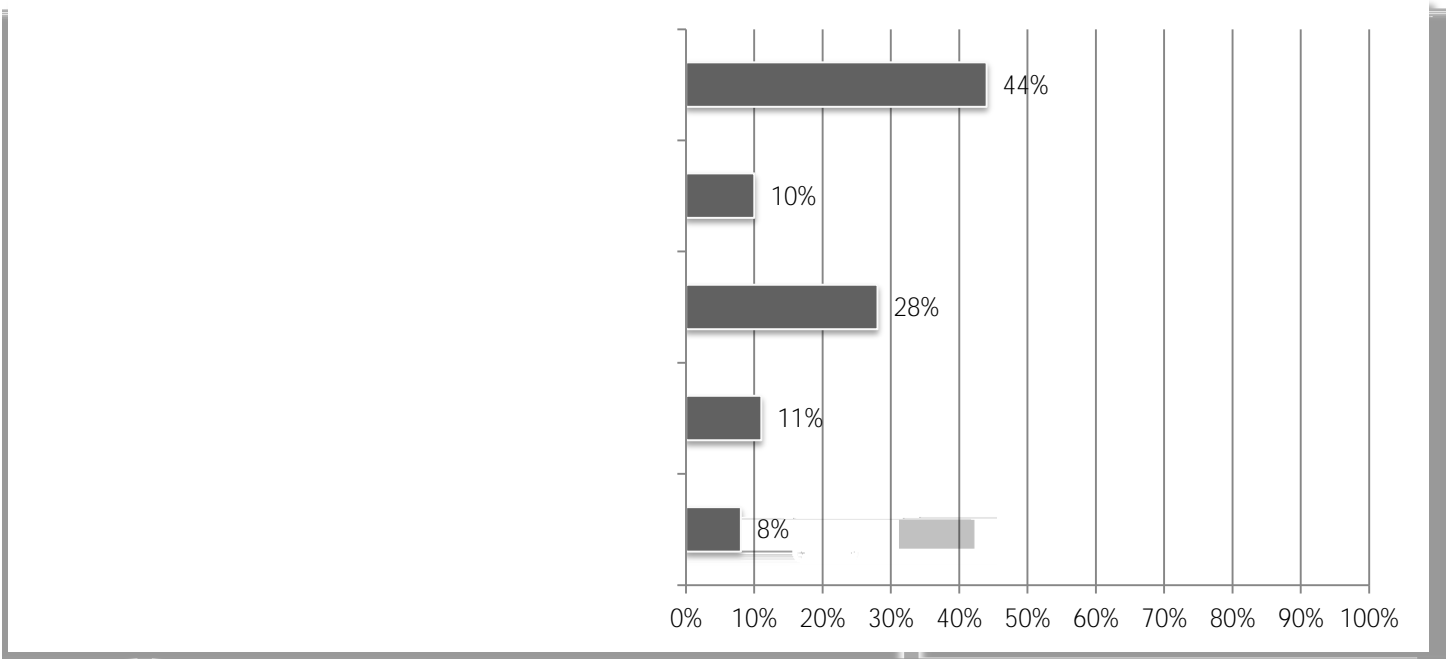
7. What numerical change do you expect in your headcount in 2015?



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?

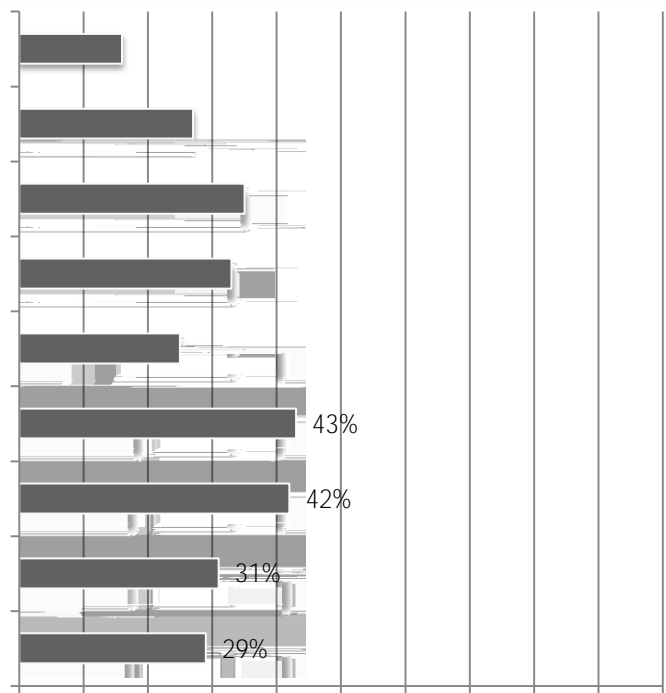
14. Is your firm having to increase pay and/or benefits to retain and/or recruit workers?

18. Did the cost of providing health care insurance for your employees increase or decrease in 2014?

19. Do you expect the cost of providing health care insurance for your employees to increase or decrease in 2015?

20. Do you expect your firm will pursue new projects that are outside your traditional geographic market area in 2015?

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

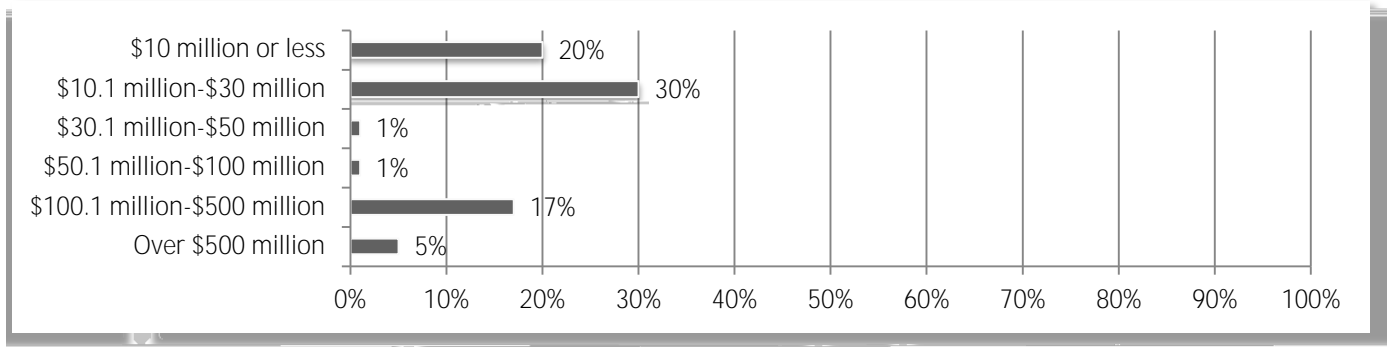


23. Which of the following legislative issues are important to you and your business?

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

25.

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?

