



277K

Employment increase over last 12 months*

3.6%

Job increase from 2016

68%

Employers expect to increase hiring

23.2

Average weeks unemployed

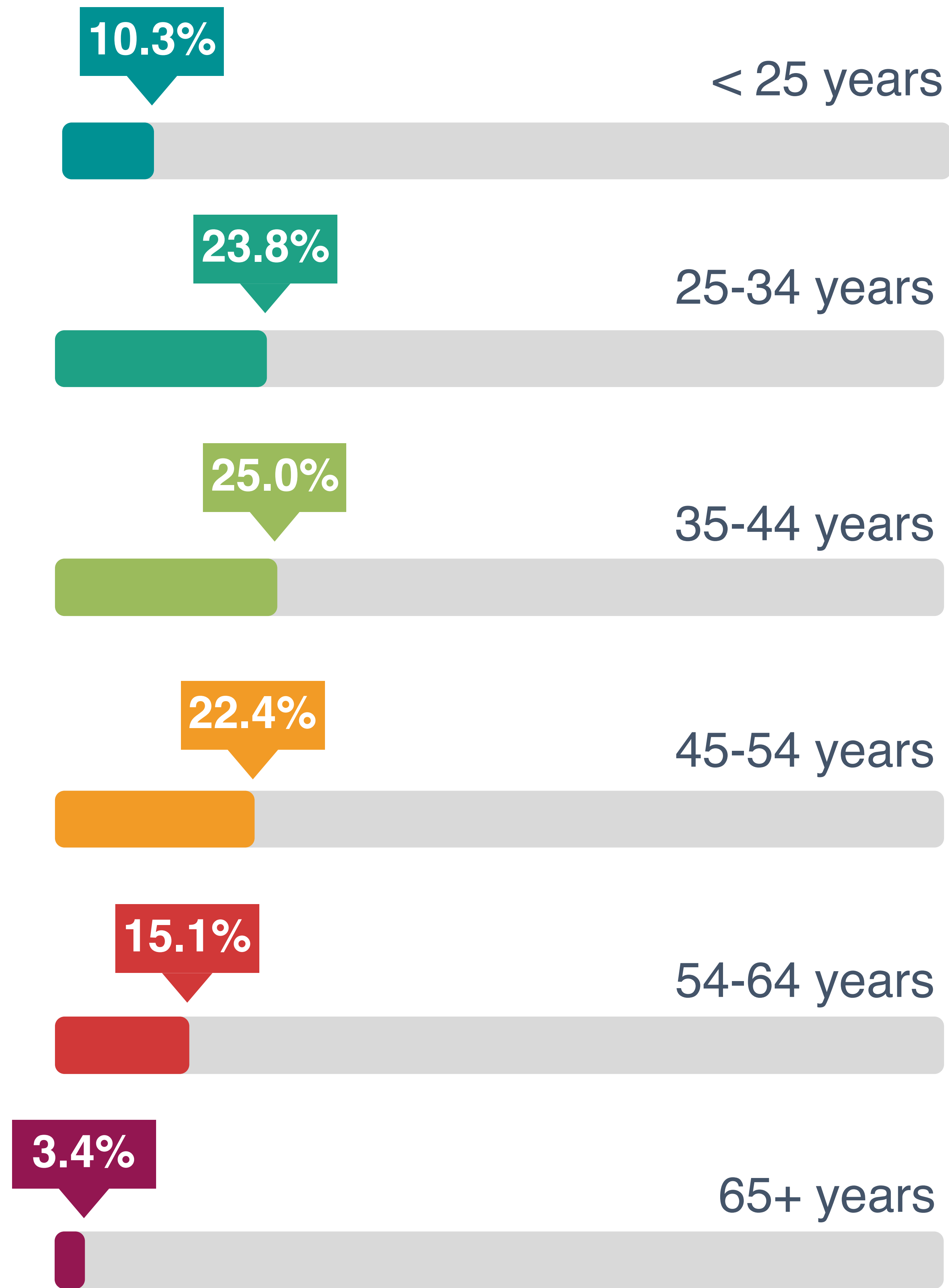
4.5%

National industry unemployment rate

* November 2017

Demographics

U.S. Construction 2017



9.1%

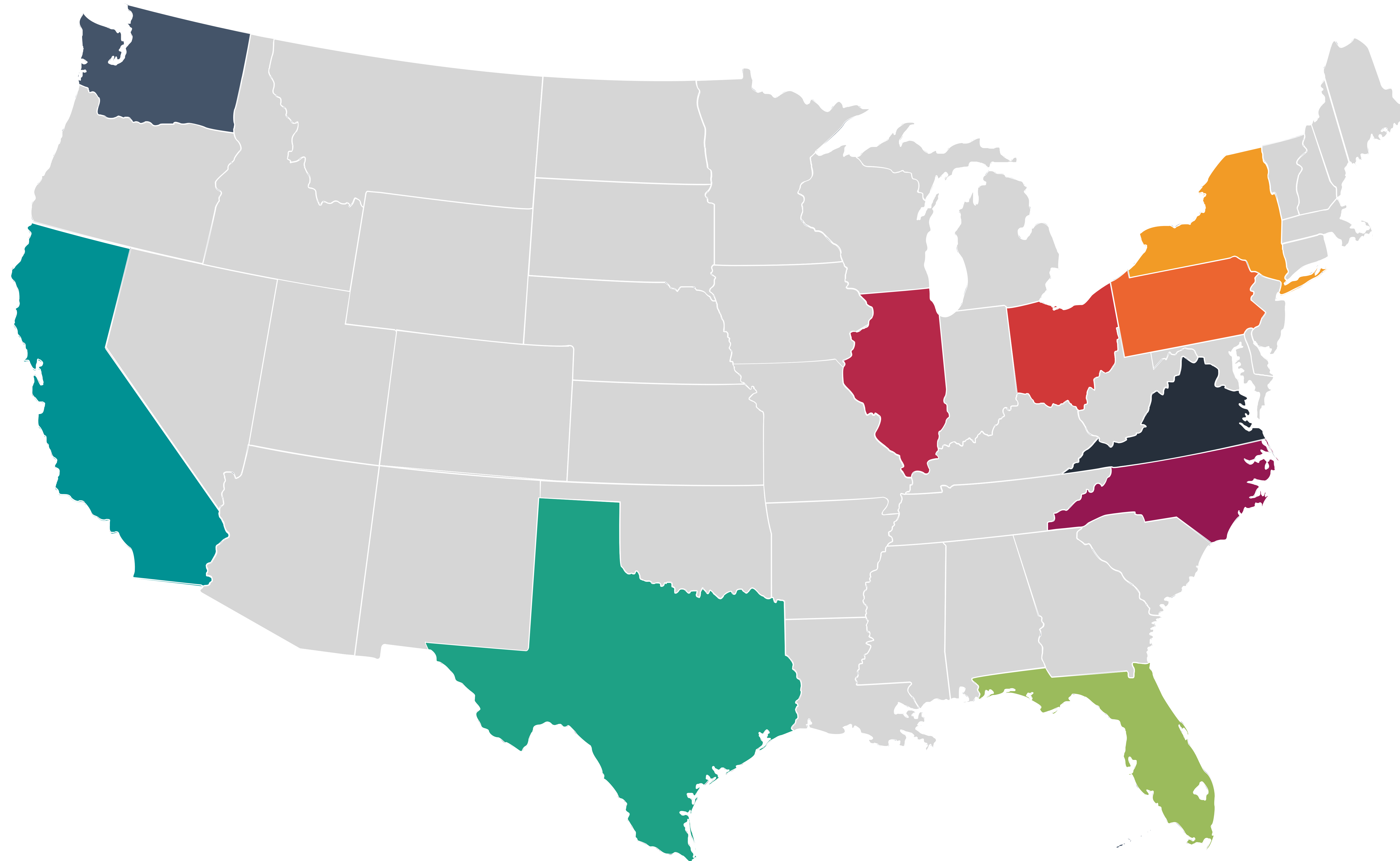


90.9%

Data Provided by US Bureau of Labor Statistics

Top 10 States with Highest Employment

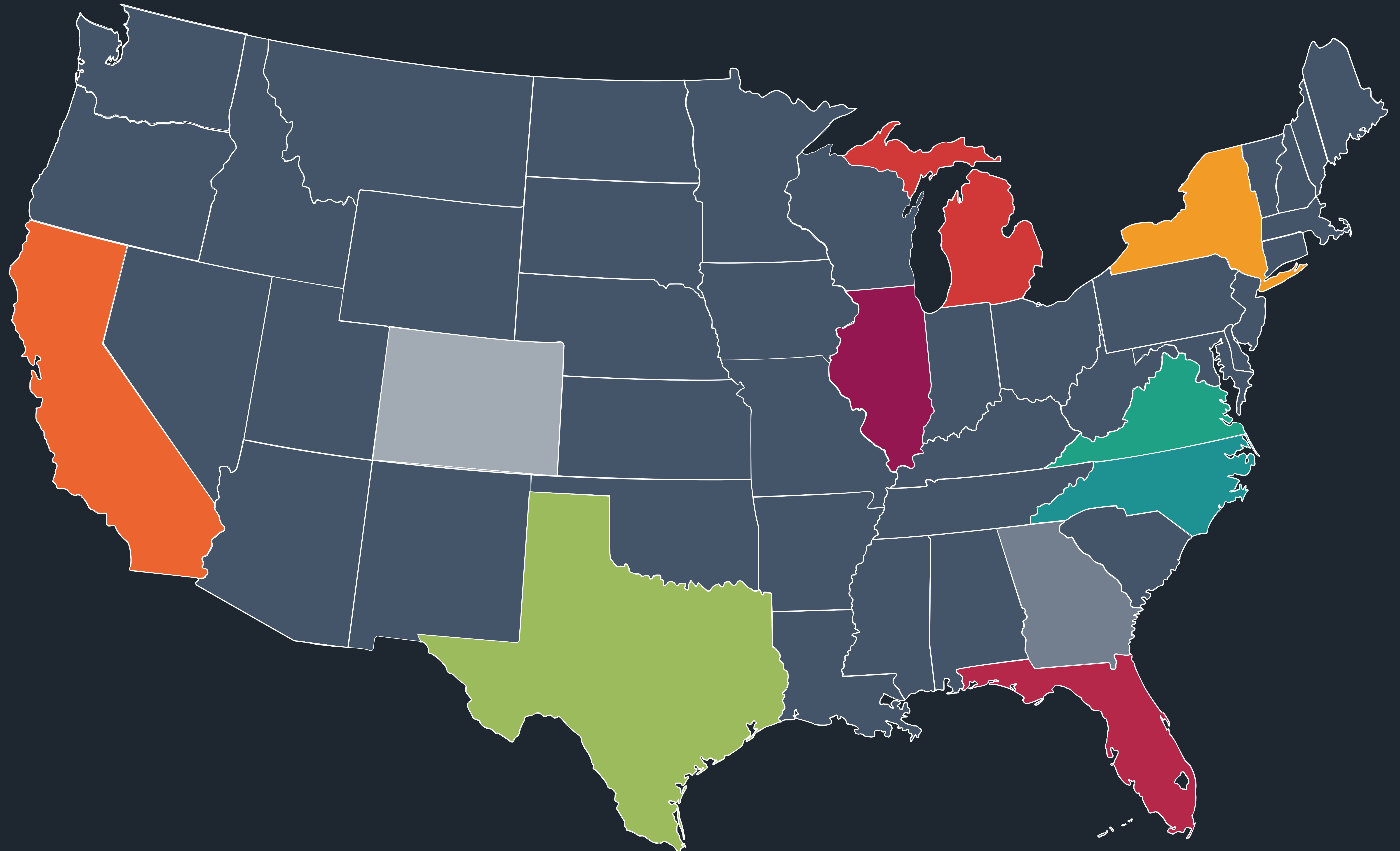
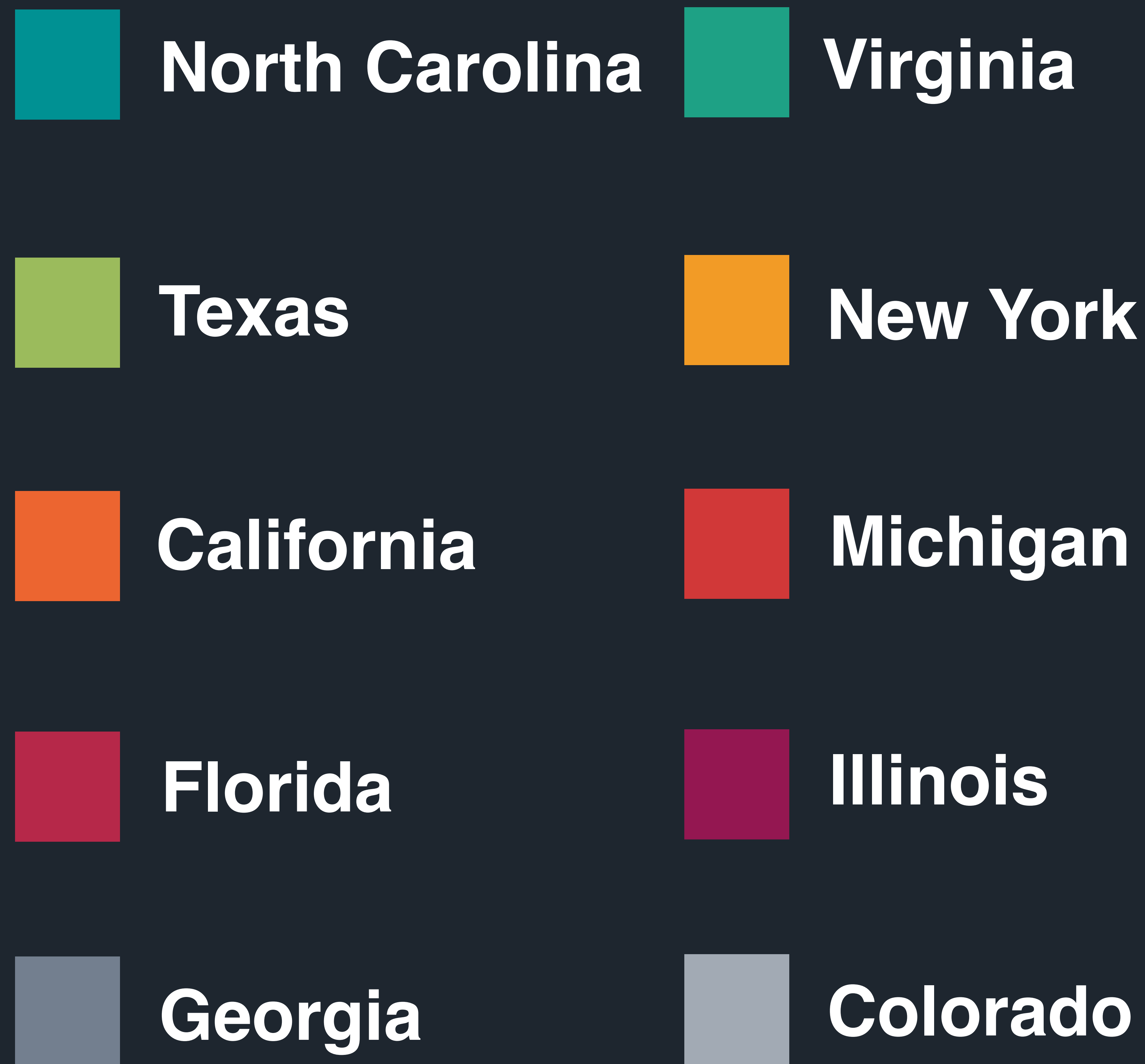
U.S. Construction 2017



1	California 824,800
2	Texas 715,400
3	Florida 493,400
4	New York 370,900
5	Pennsylvania 246,300
6	Ohio 212,800
7	Illinois 212,200
8	North Carolina 200,300
9	Washington 197,900
10	Virginia 191,600

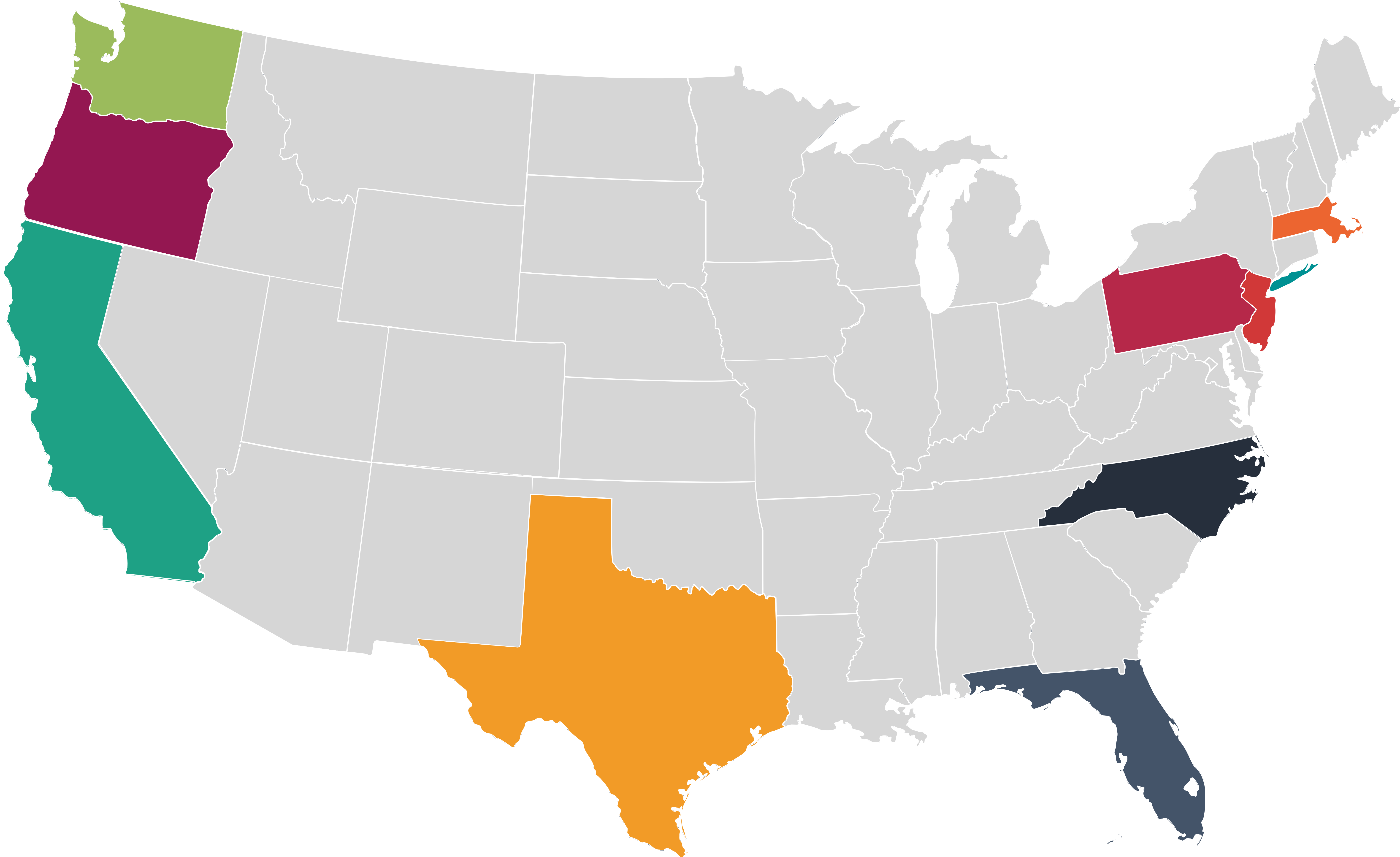
Top 10 States with Most Hiring Activity

U.S. General Construction 2017



President / CEO

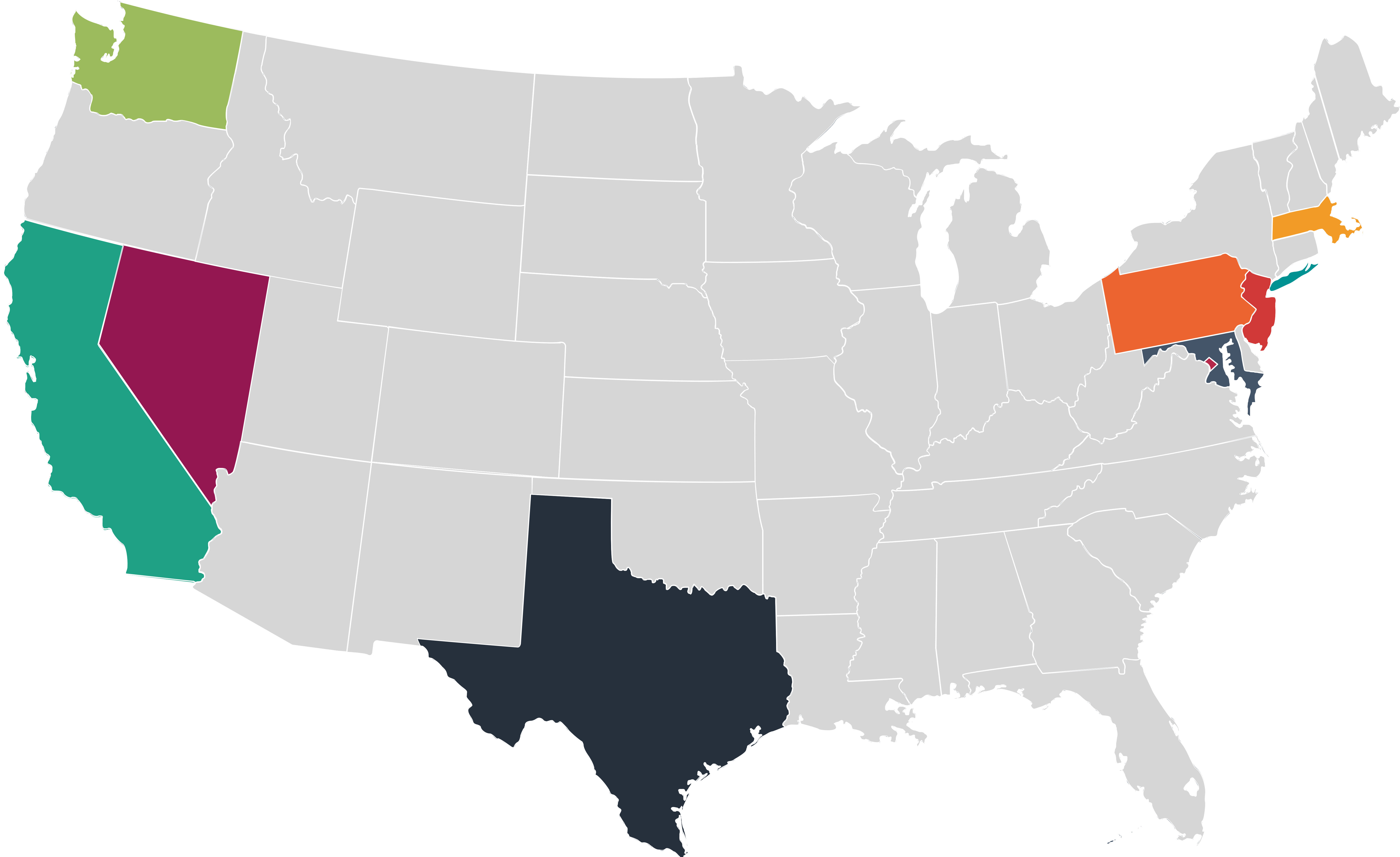
U.S. General Construction 2017



- 1 New York Metro**
\$400k to \$420k
- 2 California**
\$380k to \$400k
- 2 Washington**
\$380k to \$400k
- 4 Texas**
\$360k to \$380k
- 5 Massachusetts**
\$320k to \$340k
- 6 New Jersey**
\$315k to \$335k
- 7 Pennsylvania**
\$300k to \$320k
- 7 Oregon**
\$300k to \$320k
- 9 Florida**
\$290k to \$310k
- 9 North Carolina**
\$290k to \$310k

Chief Financial Officer

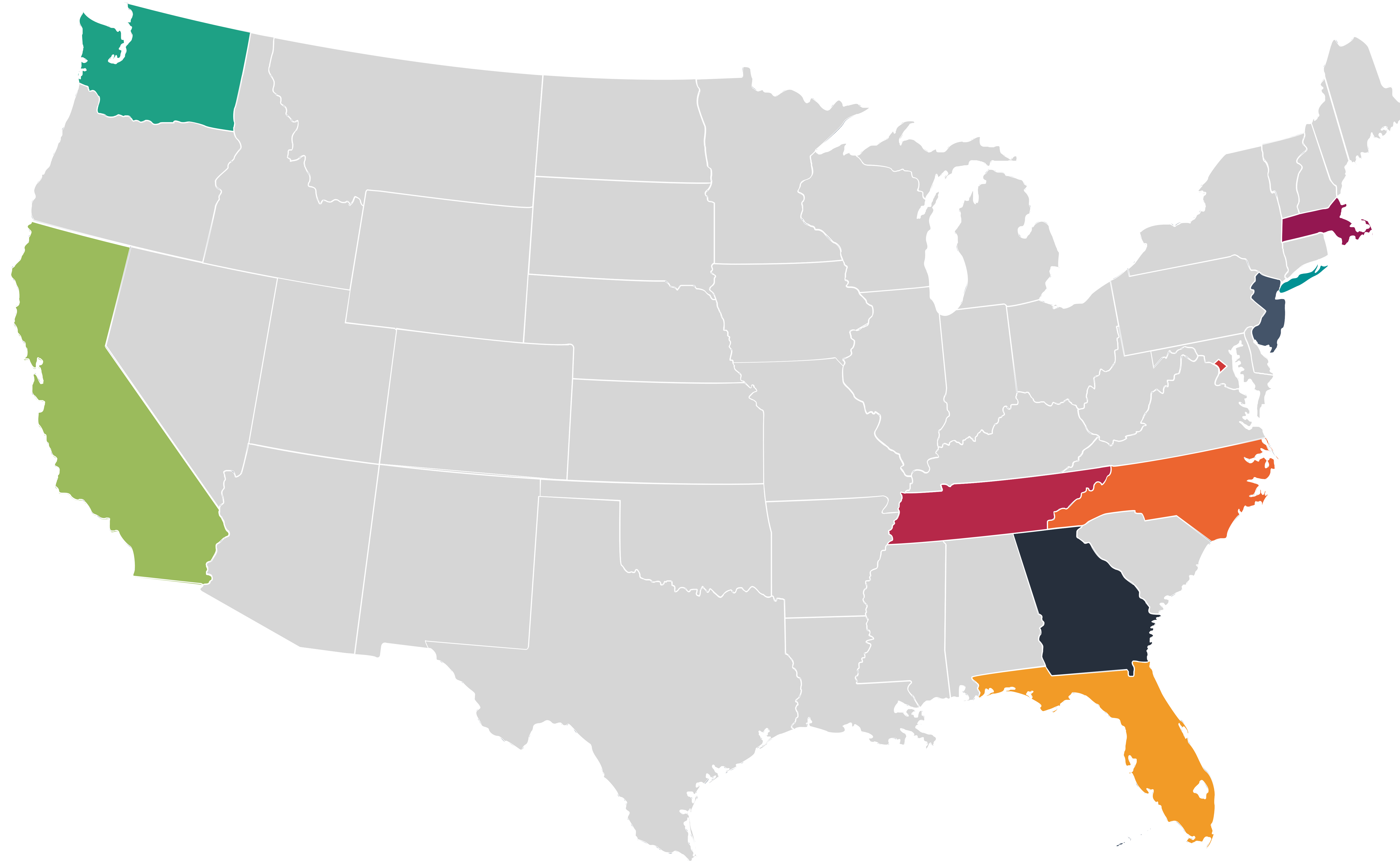
U.S. General Construction 2017



- 1 New York Metro**
\$320k to \$340k
- 2 California**
\$250k to \$270k
- 2 Washington**
\$250k to \$270k
- 4 Massachusetts**
\$240k to \$260k
- 5 Pennsylvania**
\$230k to \$250k
- 6 New Jersey**
\$225k to \$245k
- 7 DC Metro**
\$220k to \$240k
- 8 Nevada**
\$205k to \$225k
- 9 Maryland**
\$200k to \$220k
- 10 Texas**
\$190k to \$210k

Vice President of Operations

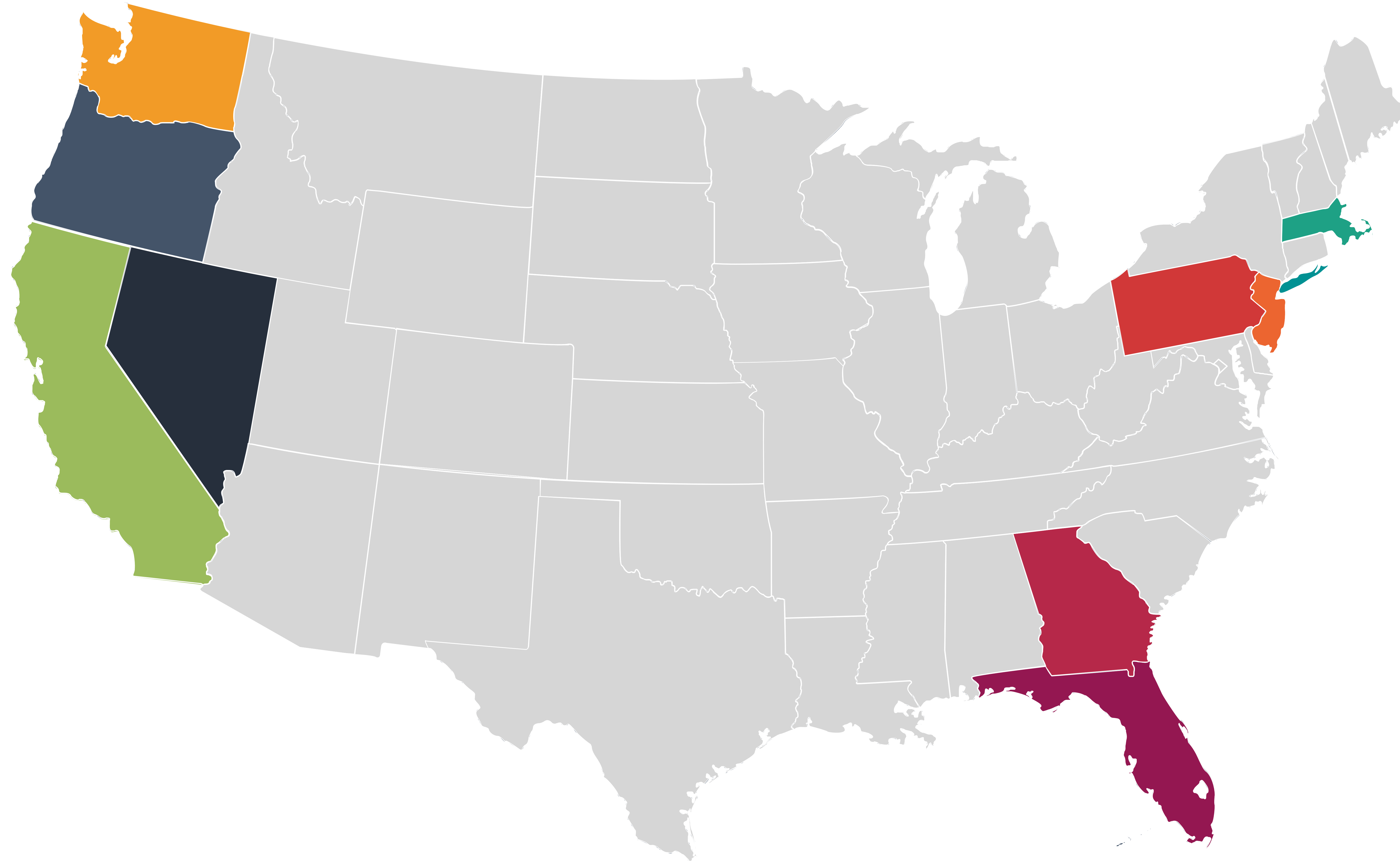
U.S. General Construction 2017



- 1** **New York Metro**
\$290k to \$310k
- 2** **Washington**
\$220k to \$240k
- 3** **California**
\$215 to \$235k
- 3** **Florida**
\$215k to \$235k
- 3** **North Carolina**
\$215k to \$235k
- 6** **DC Metro**
\$210k to \$230k
- 7** **Tennessee**
\$200k to \$220k
- 8** **Massachusetts**
\$190k to \$210k
- 8** **New Jersey**
\$190k to \$210k
- 10** **Georgia**
\$180k to \$200k

Project Manager (Over \$20MM)

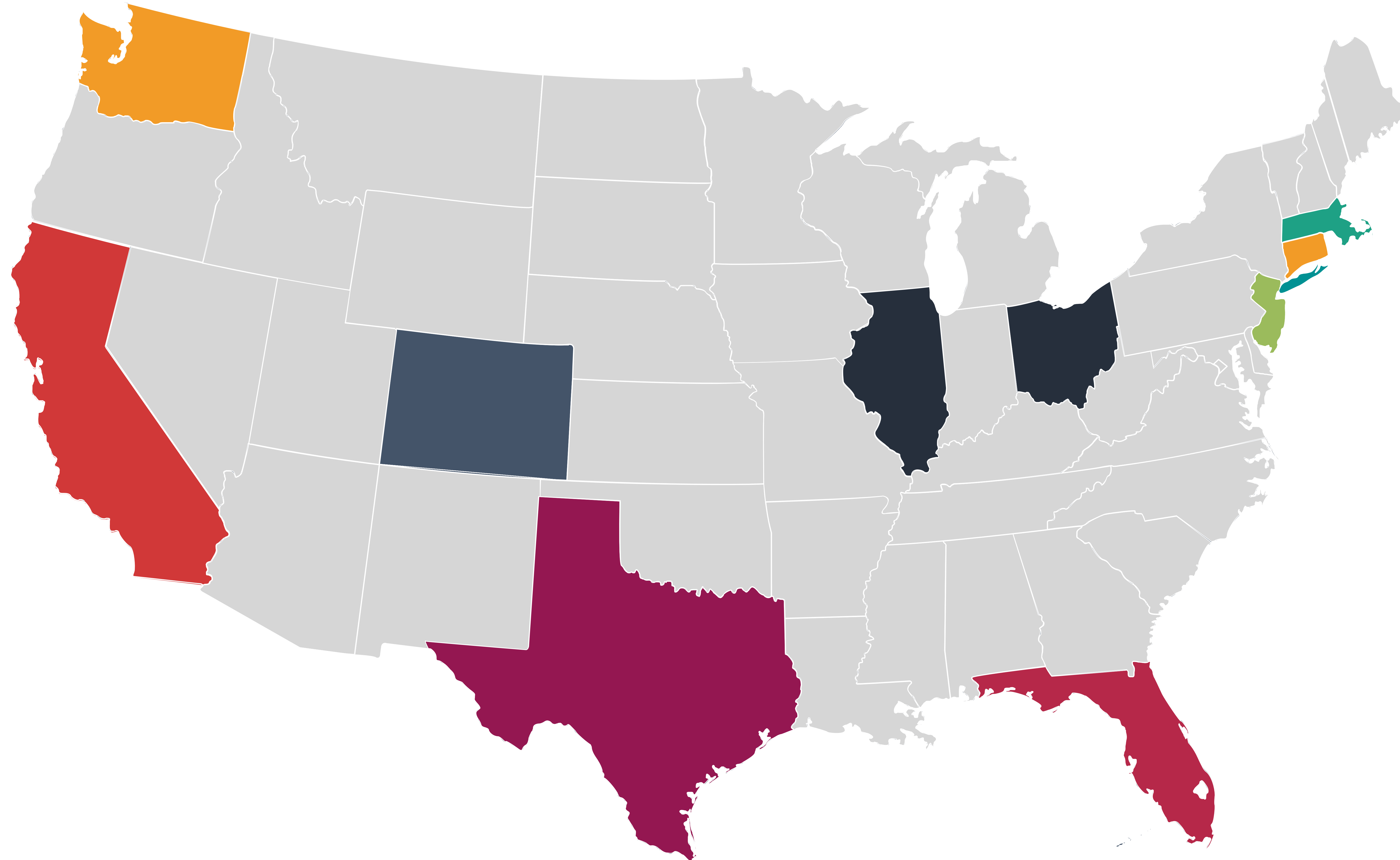
U.S. General Construction 2017



- 1 New York Metro**
\$235k to \$255k
- 2 Massachusetts**
\$175k to \$195k
- 3 California**
\$170k to \$190k
- 4 Washington**
\$160k to \$180k
- 5 New Jersey**
\$155k to \$175k
- 6 Pennsylvania**
\$150k to \$170k
- 7 Georgia**
\$120k to \$140k
- 7 Florida**
\$120k to \$140k
- 9 Oregon**
\$115k to \$135k
- 10 Nevada**
\$110k to \$130k

Project Manager (Under \$20MM)

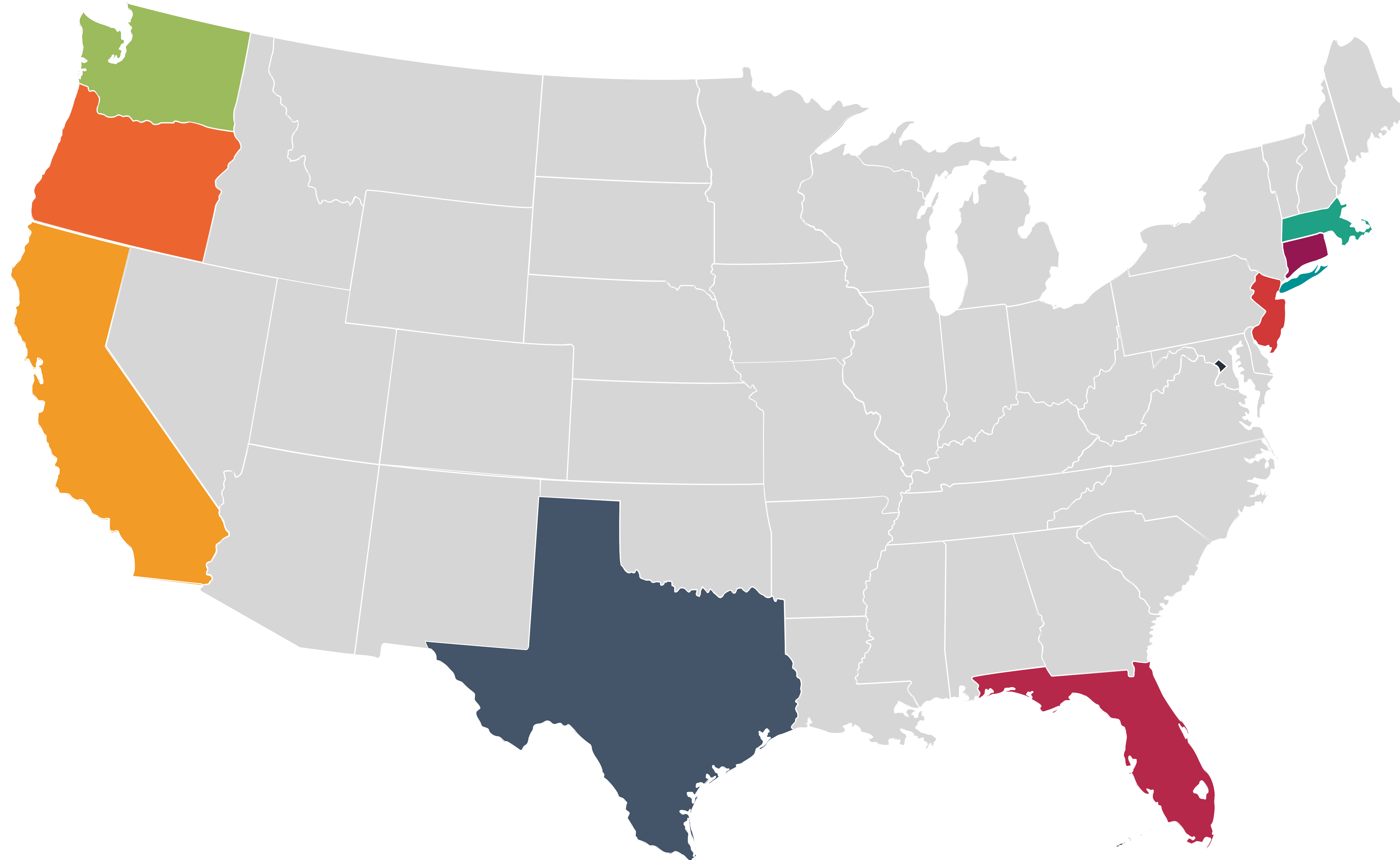
U.S. General Construction 2017



- 1 New York Metro**
\$165k to \$185k
- 2 Massachusetts**
\$150k to \$165k
- 3 New Jersey**
\$135k to \$150k
- 4 Washington**
\$130k to \$150k
- 5 Connecticut**
\$110k to \$140k
- 6 California**
\$110k to \$130k
- 7 Florida**
\$100k to \$120k
- 8 Texas**
\$95k to \$115k
- 8 Colorado**
\$95k to \$115k
- 10 Illinois / Ohio**
\$90k to \$110k

Chief Estimator

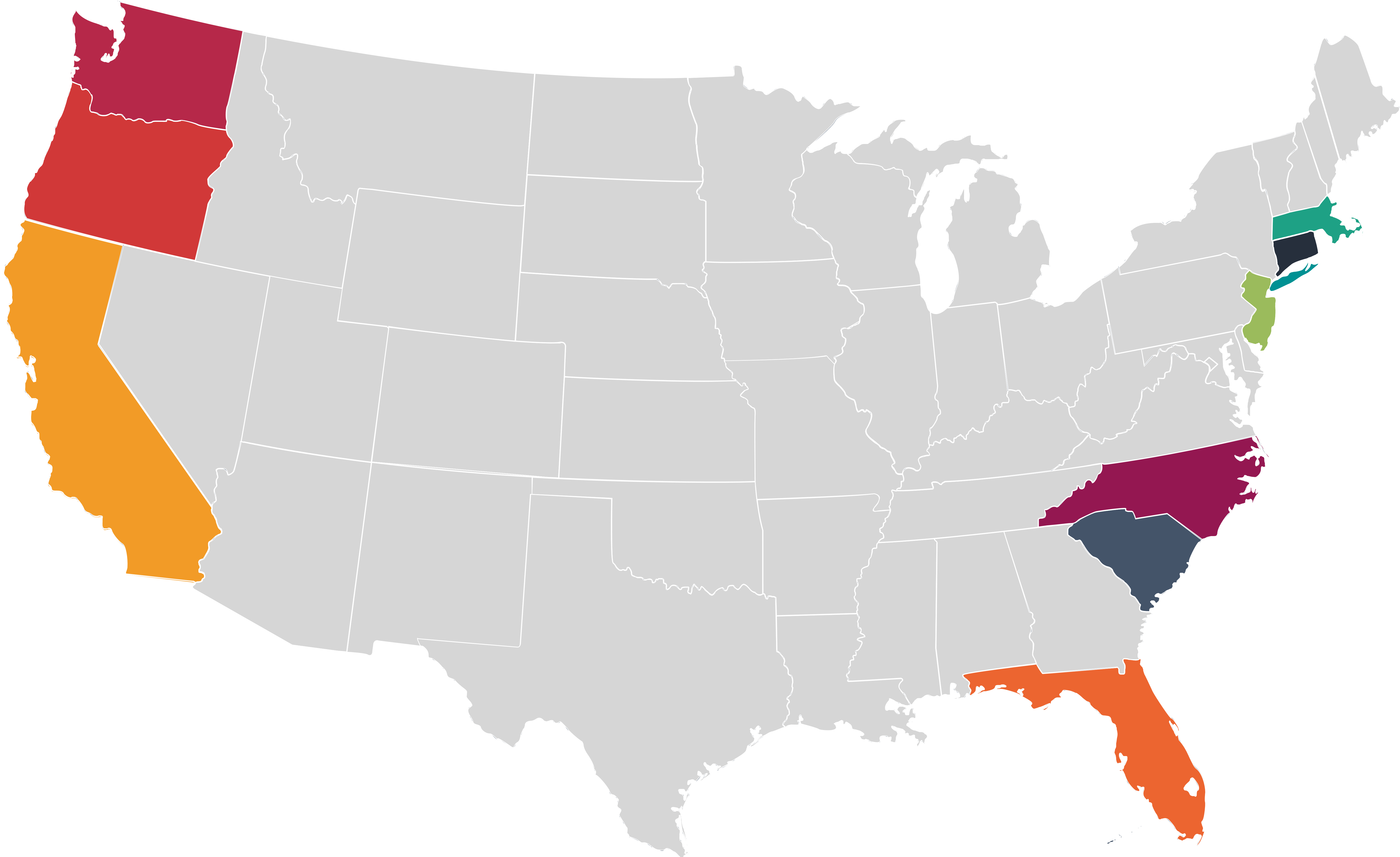
U.S. General Construction 2017



- 1 New York Metro**
\$265k to \$285k
- 2 Massachusetts**
\$175k to \$195k
- 3 Washington**
\$170k to \$190k
- 4 California**
\$165k to \$185k
- 5 Oregon**
\$150k to \$170k
- 6 New Jersey**
\$145k to \$165k
- 7 Florida**
\$140k to \$160k
- 7 Connecticut**
\$140k to \$160k
- 9 Texas**
\$125k to \$145k
- 10 DC Metro**
\$120k to \$145k

Sr. Estimator / Estimator

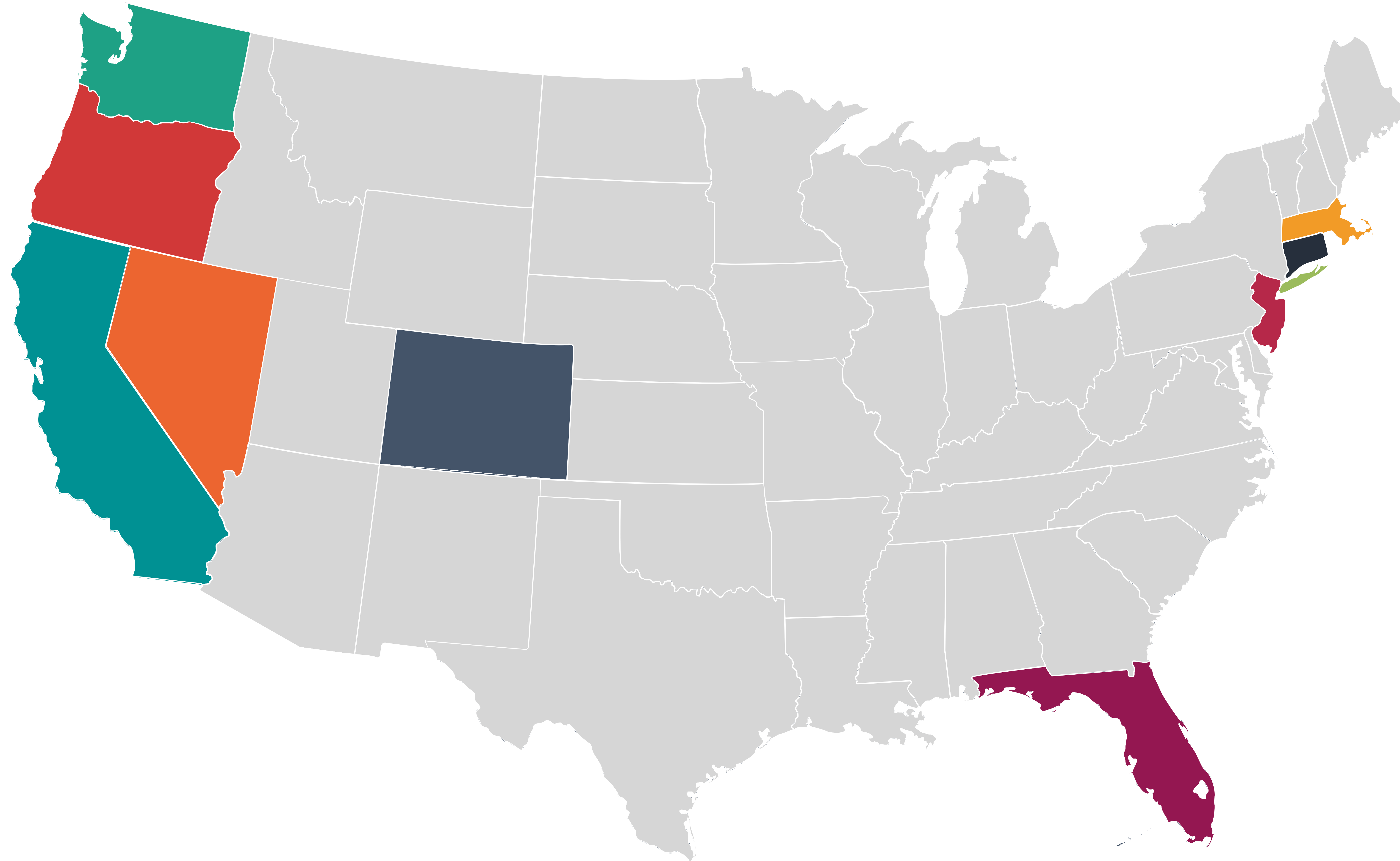
U.S. General Construction 2017



- 1 New York Metro**
\$145k to \$165k
- 2 Massachusetts**
\$120k to \$140k
- 3 New Jersey**
\$115k to \$135k
- 4 California**
\$110k to \$130k
- 4 Florida**
\$110k to \$130k
- 6 Oregon**
\$105k to \$130k
- 7 Washington**
\$105k to \$125k
- 8 North Carolina**
\$95k to \$115k
- 9 South Carolina**
\$90k to \$110k
- 9 Connecticut**
\$90k to \$110k

Superintendent (Over \$20MM)

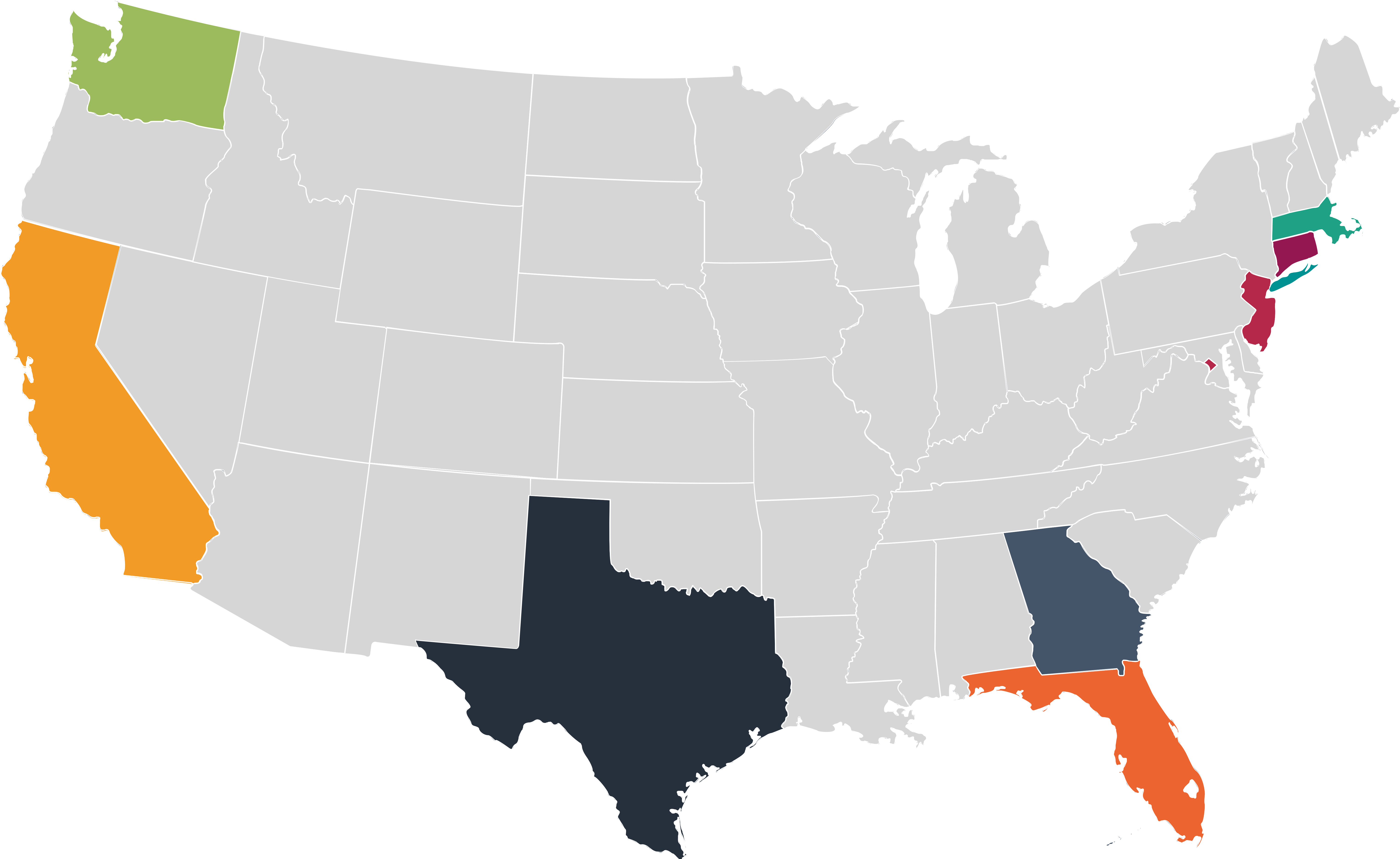
U.S. General Construction 2017



- 1 California**
\$165k to \$185k
- 2 Washington**
\$160k to \$180k
- 3 New York Metro**
\$150k to \$175k
- 4 Massachusetts**
\$140k to \$160k
- 4 Nevada**
\$140k to \$160k
- 6 Oregon**
\$130k to \$150k
- 7 New Jersey**
\$120k to \$140k
- 7 Florida**
\$120k to \$140k
- 9 Colorado**
\$115k to \$135k
- 9 Connecticut**
\$115k to \$135k

Superintendent (Under \$20MM)

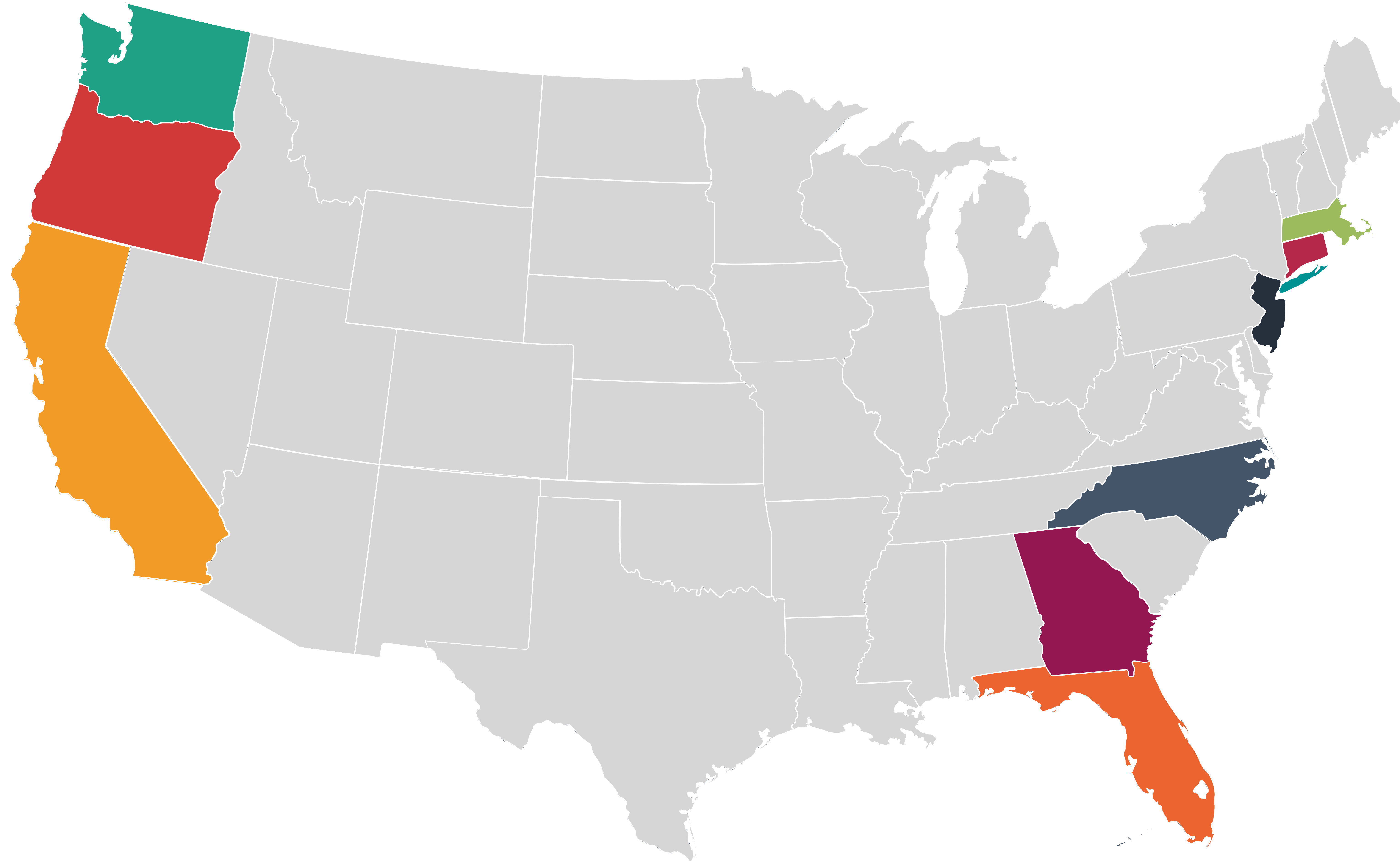
U.S. General Construction 2017



- 1 New York Metro**
\$120k to \$140k
- 2 Massachusetts**
\$110k to \$130k
- 2 Washington**
\$110k to \$130k
- 4 California**
\$100k to \$120k
- 4 Florida**
\$100k to \$120k
- 6 New Jersey**
\$95k to \$120k
- 7 DC Metro**
\$90k to \$110k
- 7 Connecticut**
\$90k to \$110k
- 7 Georgia**
\$90k to \$110k
- 10 Texas**
\$90k to \$105k

Project Engineer

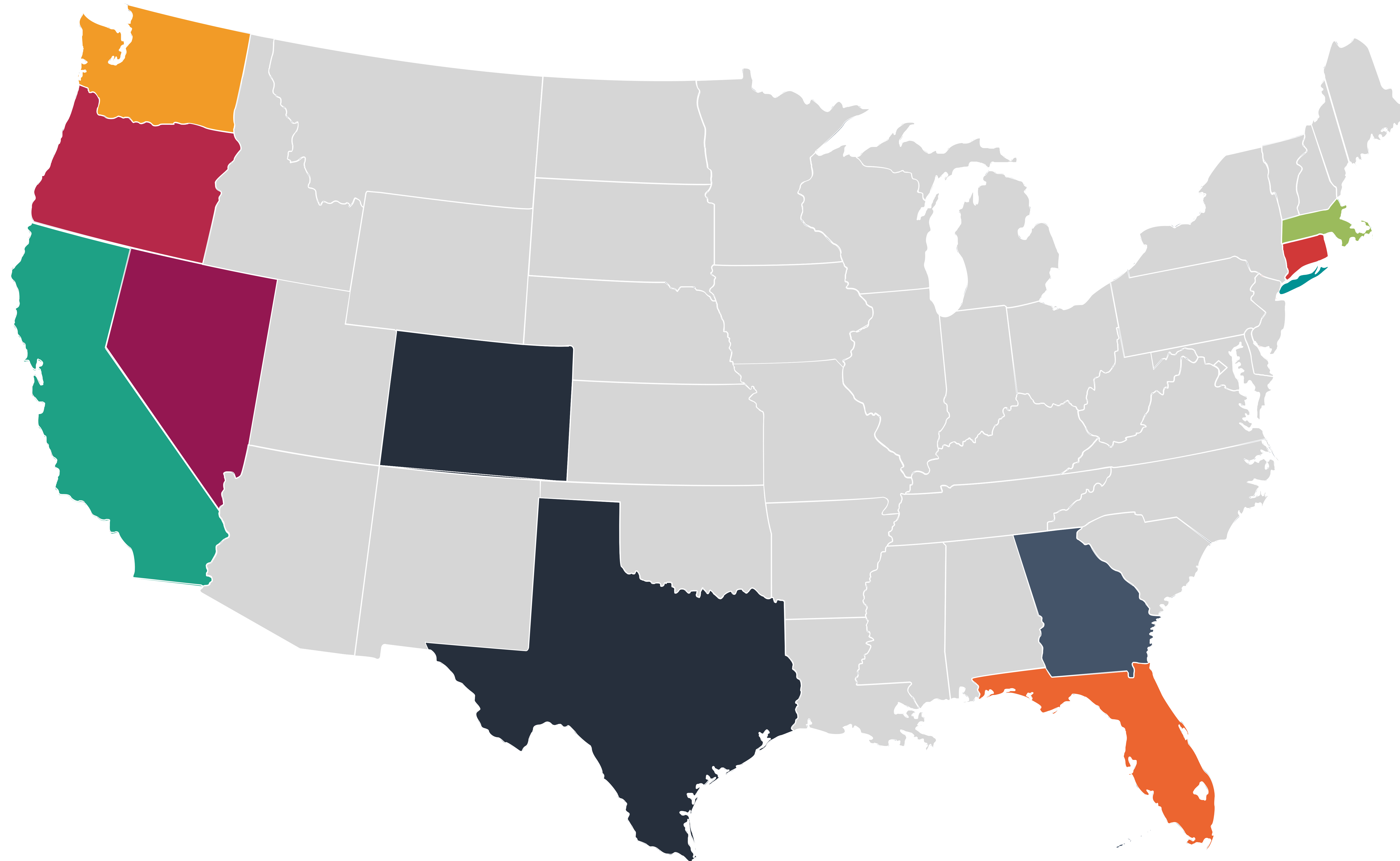
U.S. General Construction 2017



- 1** **New York Metro**
\$80k to \$100k
- 1** **Washington**
\$80k to \$100k
- 3** **Massachusetts**
\$75k to \$95k
- 4** **California**
\$70k to \$90k
- 4** **Florida**
\$70k to \$90k
- 6** **Oregon**
\$65k to \$85k
- 6** **Connecticut**
\$65k to \$85k
- 8** **Georgia**
\$60k to \$80k
- 8** **North Carolina**
\$60k to \$80k
- 8** **New Jersey**
\$60k to \$80k

Safety Director / Manager

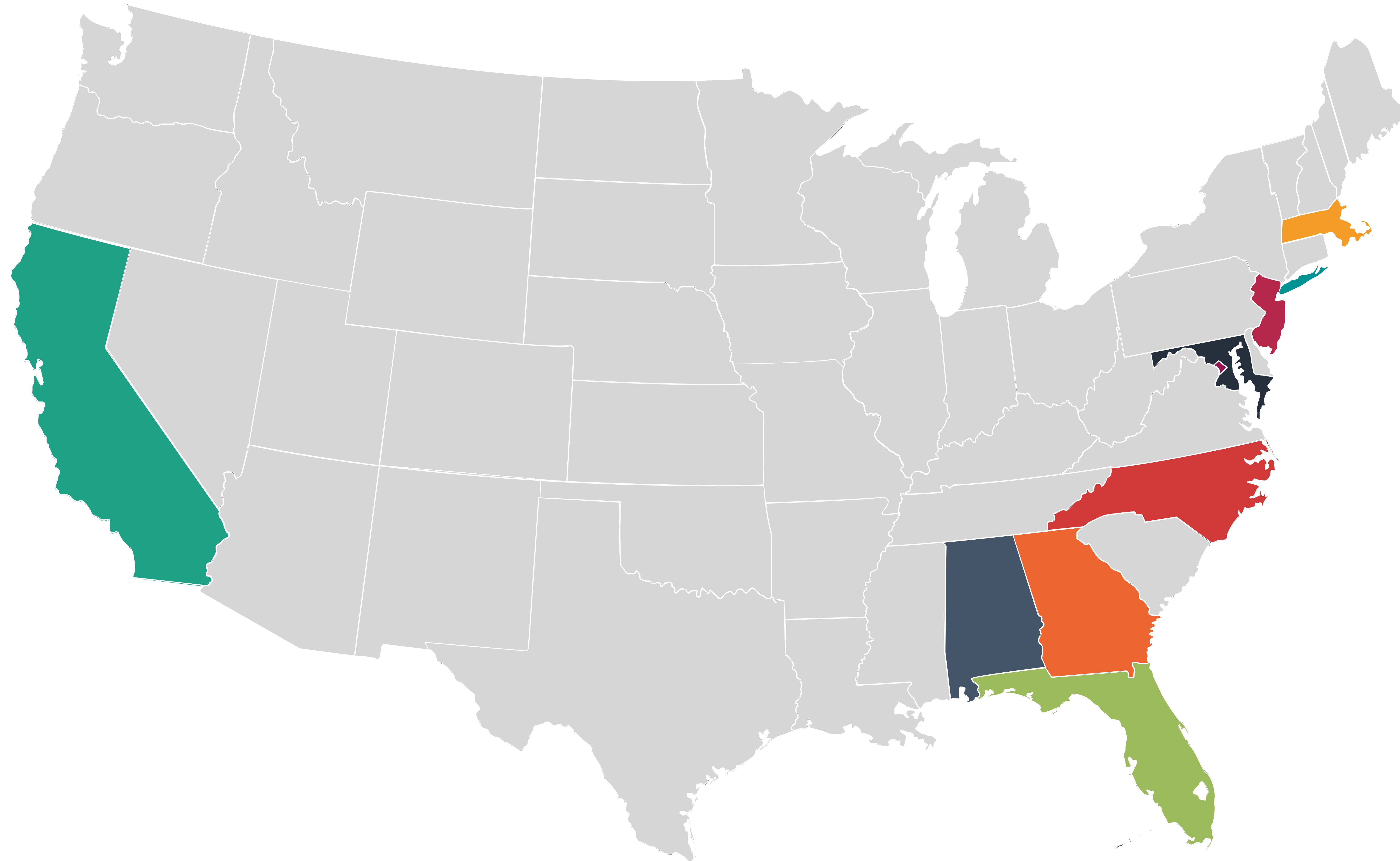
U.S. General Construction 2017



- 1 New York Metro**
\$135k to \$155k
- 2 California**
\$115k to \$135k
- 3 Massachusetts**
\$110k to \$130k
- 3 Washington**
\$110k to \$130k
- 5 Florida**
\$100k to \$120k
- 6 Connecticut**
\$95k to \$115k
- 7 Oregon**
\$90k to \$110k
- 8 Nevada**
\$85k to \$110k
- 9 Georgia**
\$80k to \$110k
- 10 Texas / Colorado**
\$75k to \$95k

Sales / Business Development Mgr.

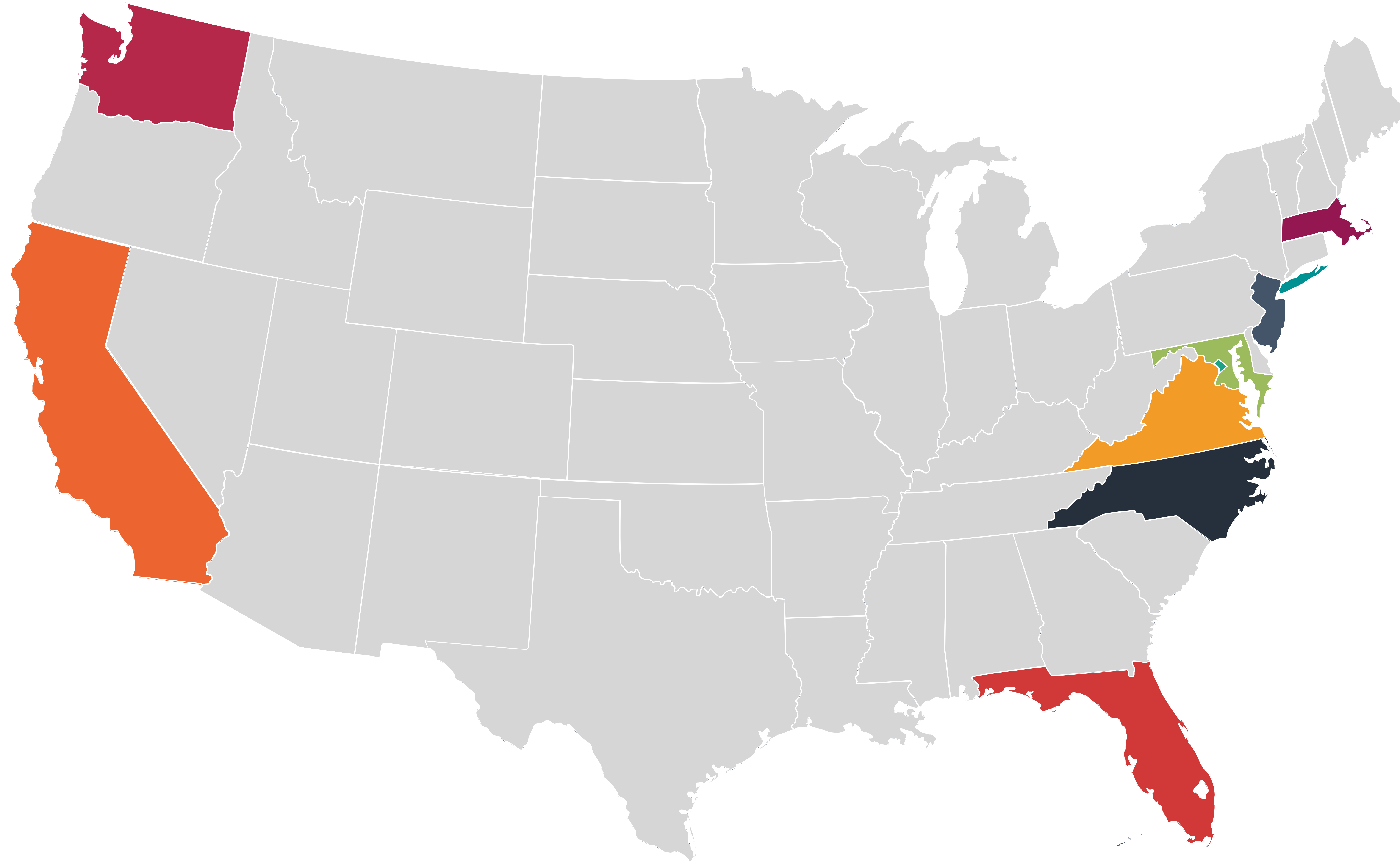
U.S. General Construction 2017



- 1 New York Metro**
\$150k to \$170k
- 2 California**
\$145k to \$165k
- 3 Florida**
\$140k to \$160k
- 3 Massachusetts**
\$140k to \$160k
- 5 Georgia**
\$140k to \$155k
- 6 North Carolina**
\$135k to \$155k
- 7 New Jersey**
\$130k to \$150k
- 7 DC Metro**
\$130k to \$150k
- 9 Alabama**
\$120k to \$140k
- 9 Maryland**
\$120k to \$140k

Scheduler

U.S. General Construction 2017



- 1 New York Metro**
\$140k to \$160k
- 2 DC Metro**
\$135k to \$155k
- 3 Maryland**
\$115k to \$135k
- 4 Virginia**
\$115k to \$135k
- 5 California**
\$115k to \$130k
- 6 Florida**
\$110k to \$130k
- 7 Washington**
\$105k to \$125k
- 8 Massachusetts**
\$105k to \$125k
- 9 New Jersey**
\$100k to \$120k
- 9 North Carolina**
\$95k to \$115k