



277K Employment increase over last 12 months*

3.6% Job increase from 2016

68% Employers expect to increase hiring

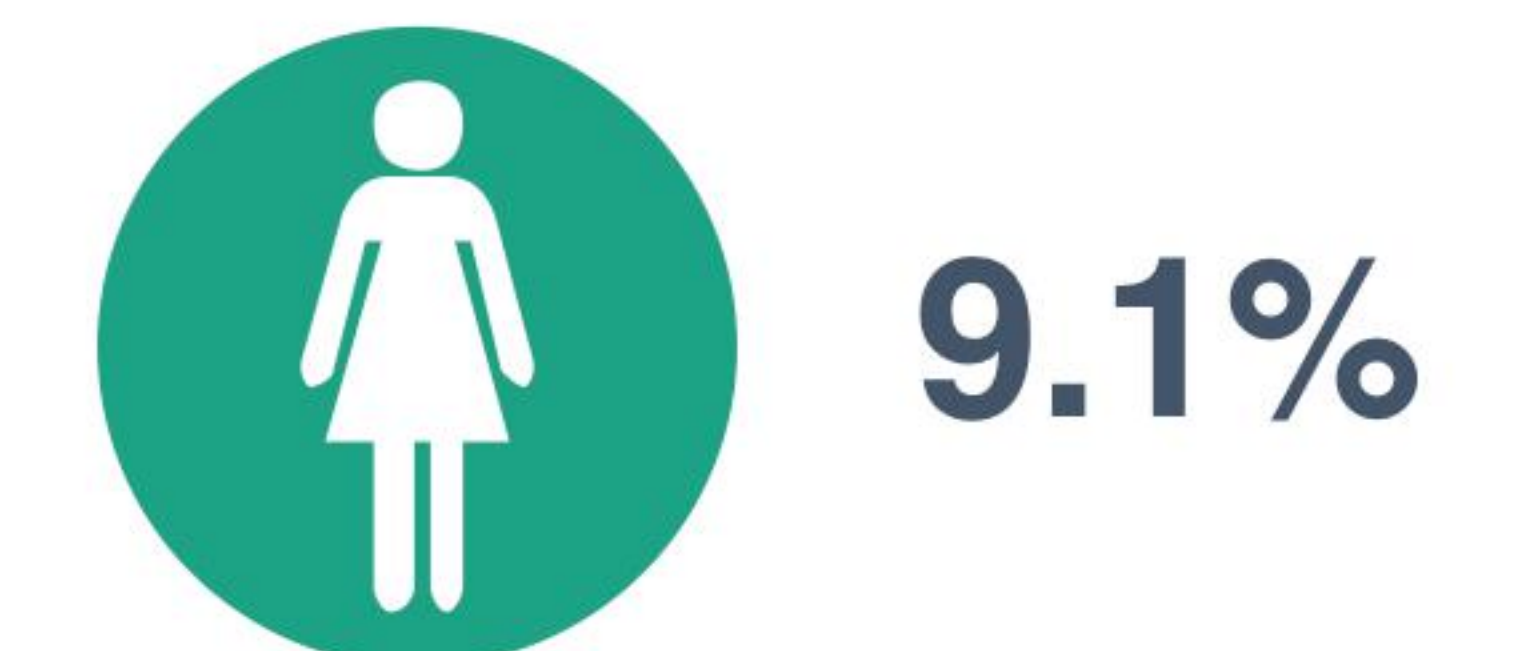
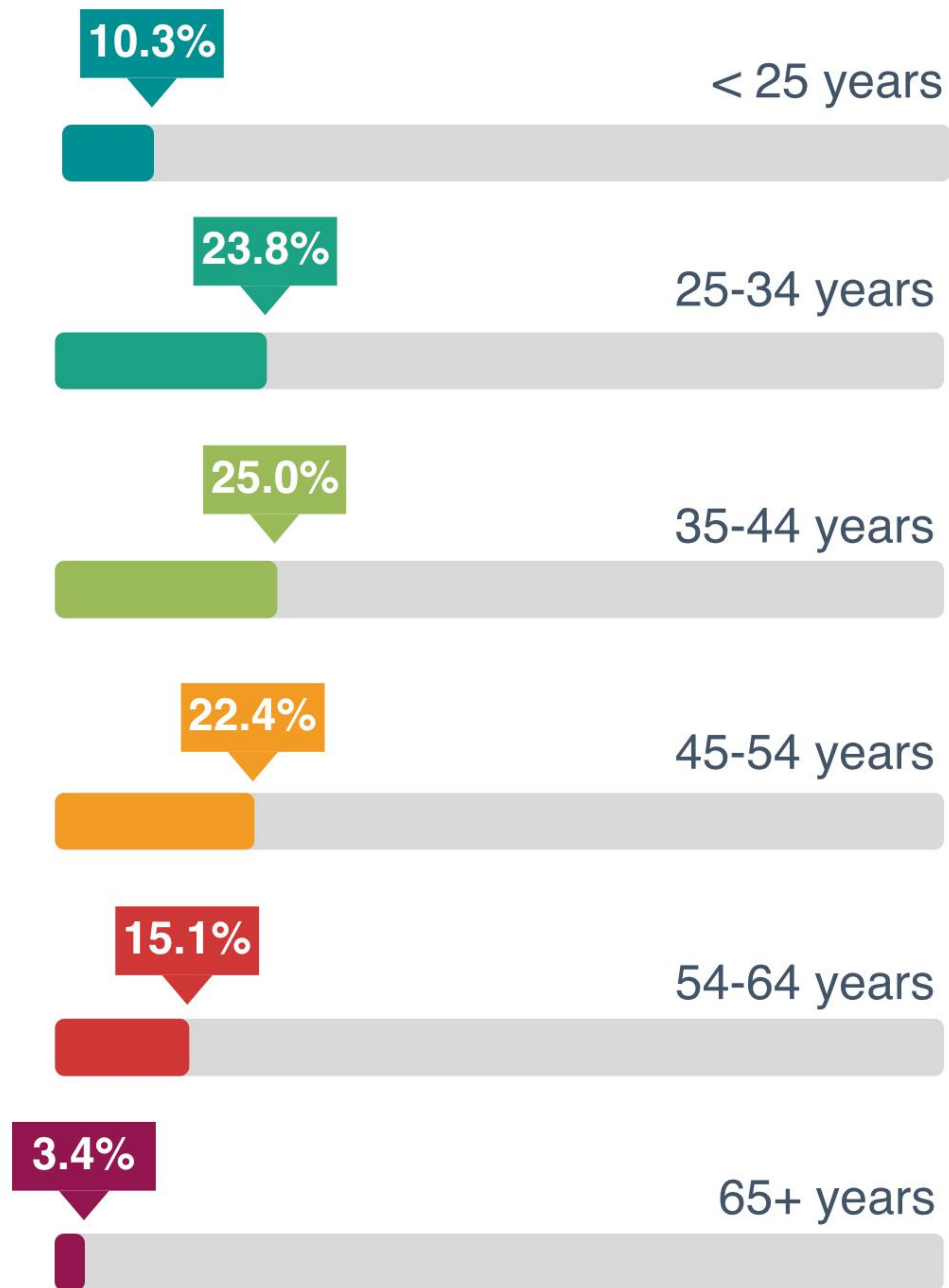
23.2 Average weeks unemployed

4.5% National industry unemployment rate

* November 2017

Demographics

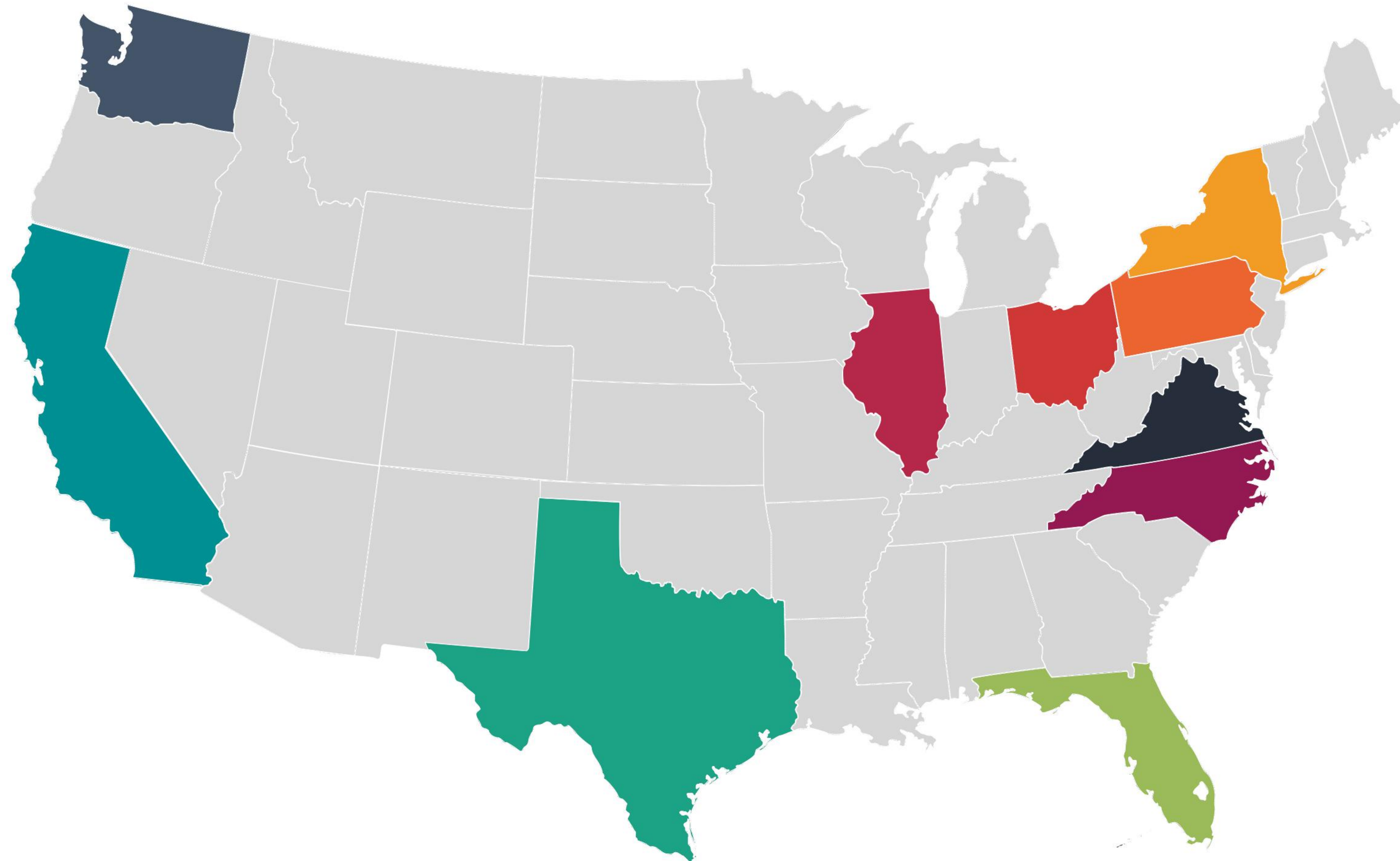
U.S. Construction 2017



Data Provided by US Bureau of Labor Statistics

Top 10 States with Highest Employment

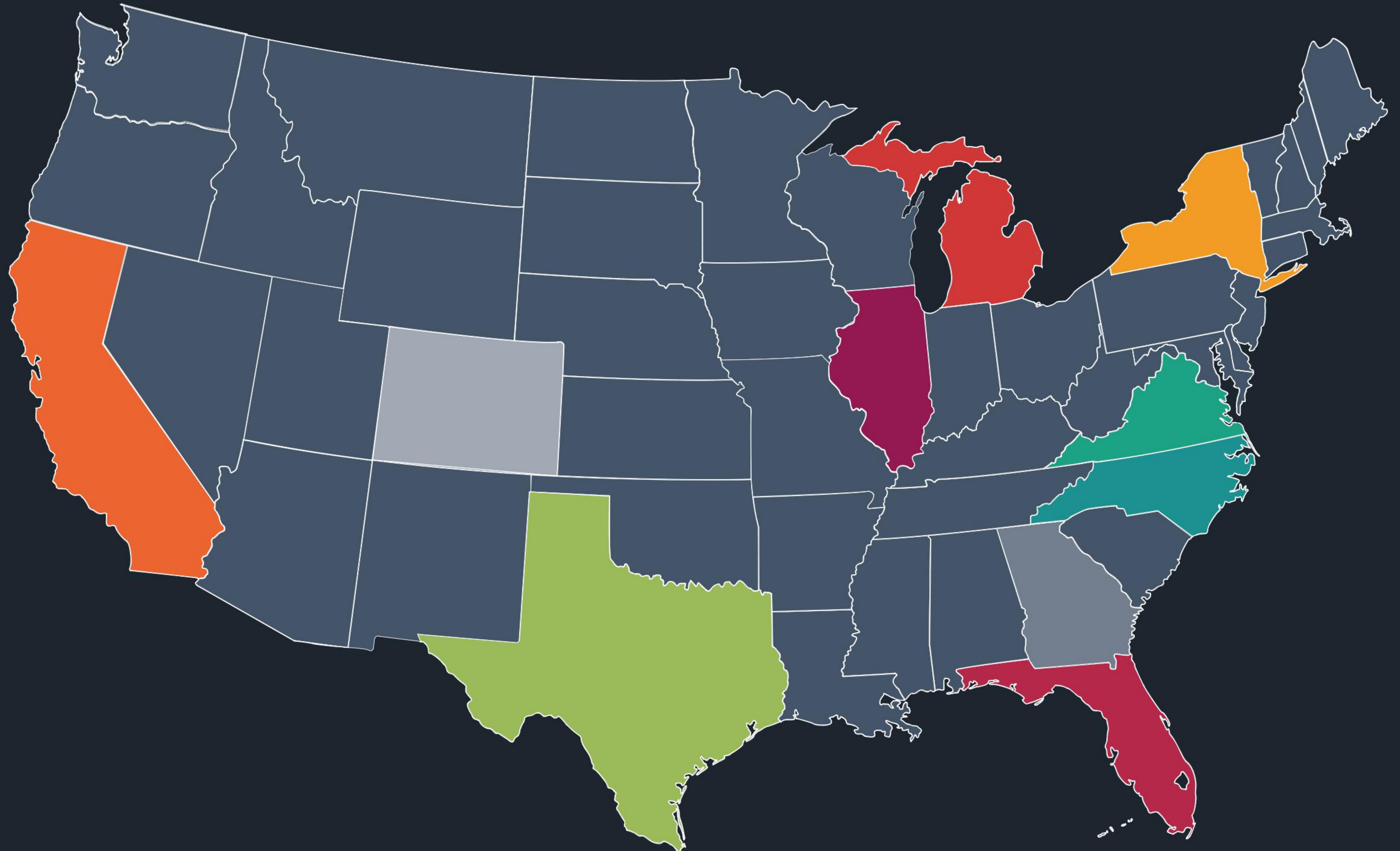
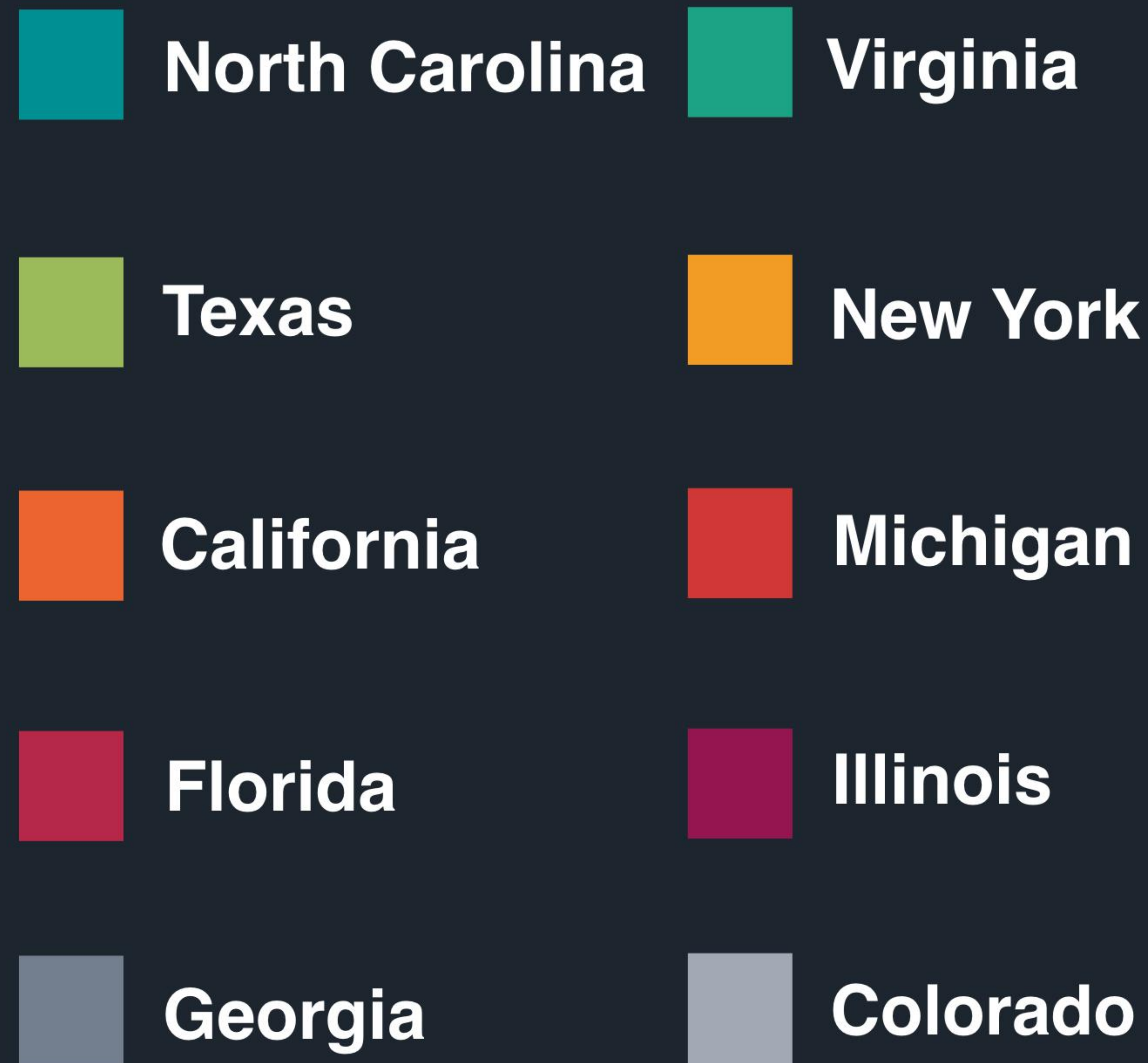
U.S. Construction 2017



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

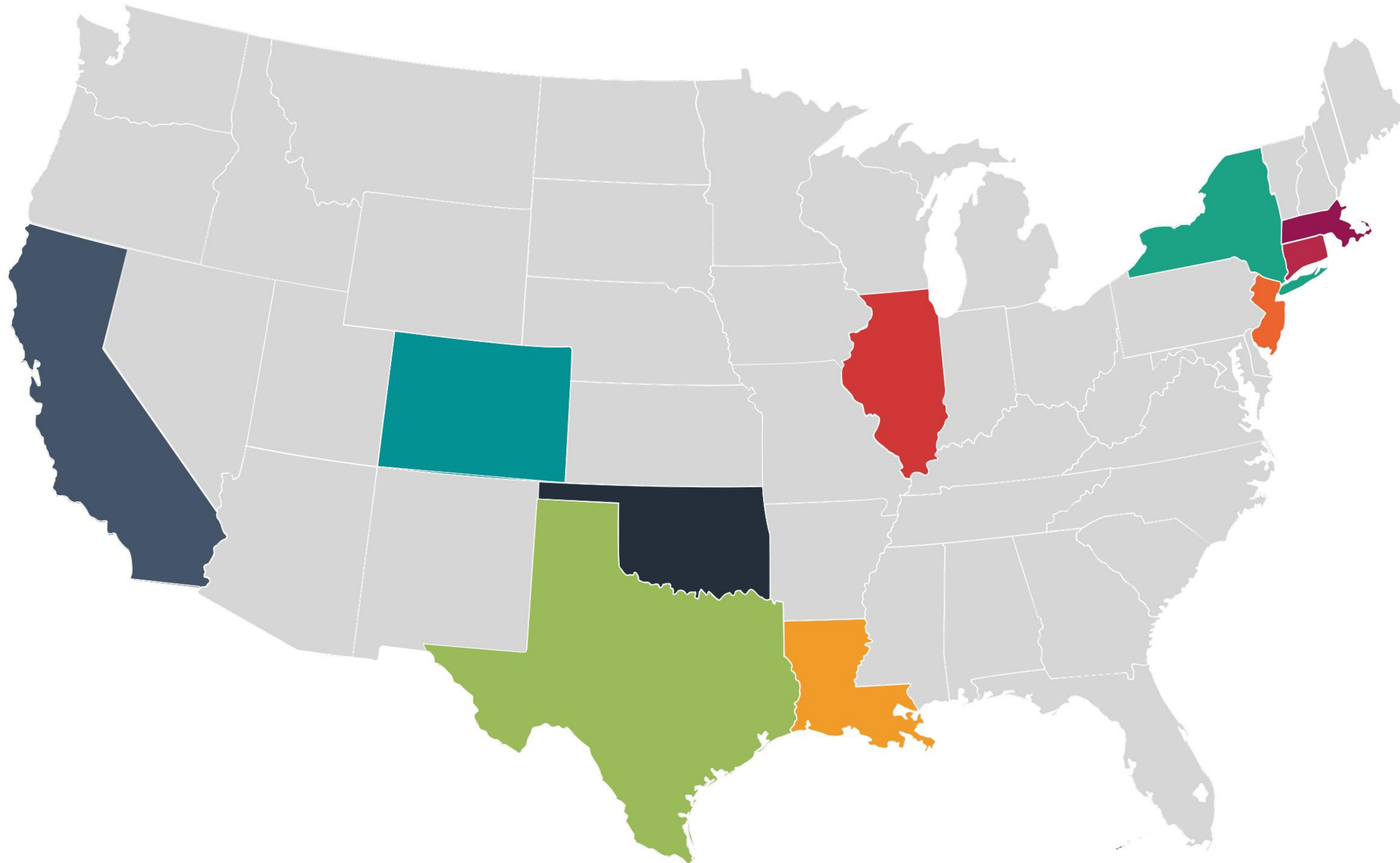
Top 10 States with Most Hiring Activity

U.S. General Construction 2017



President / CEO

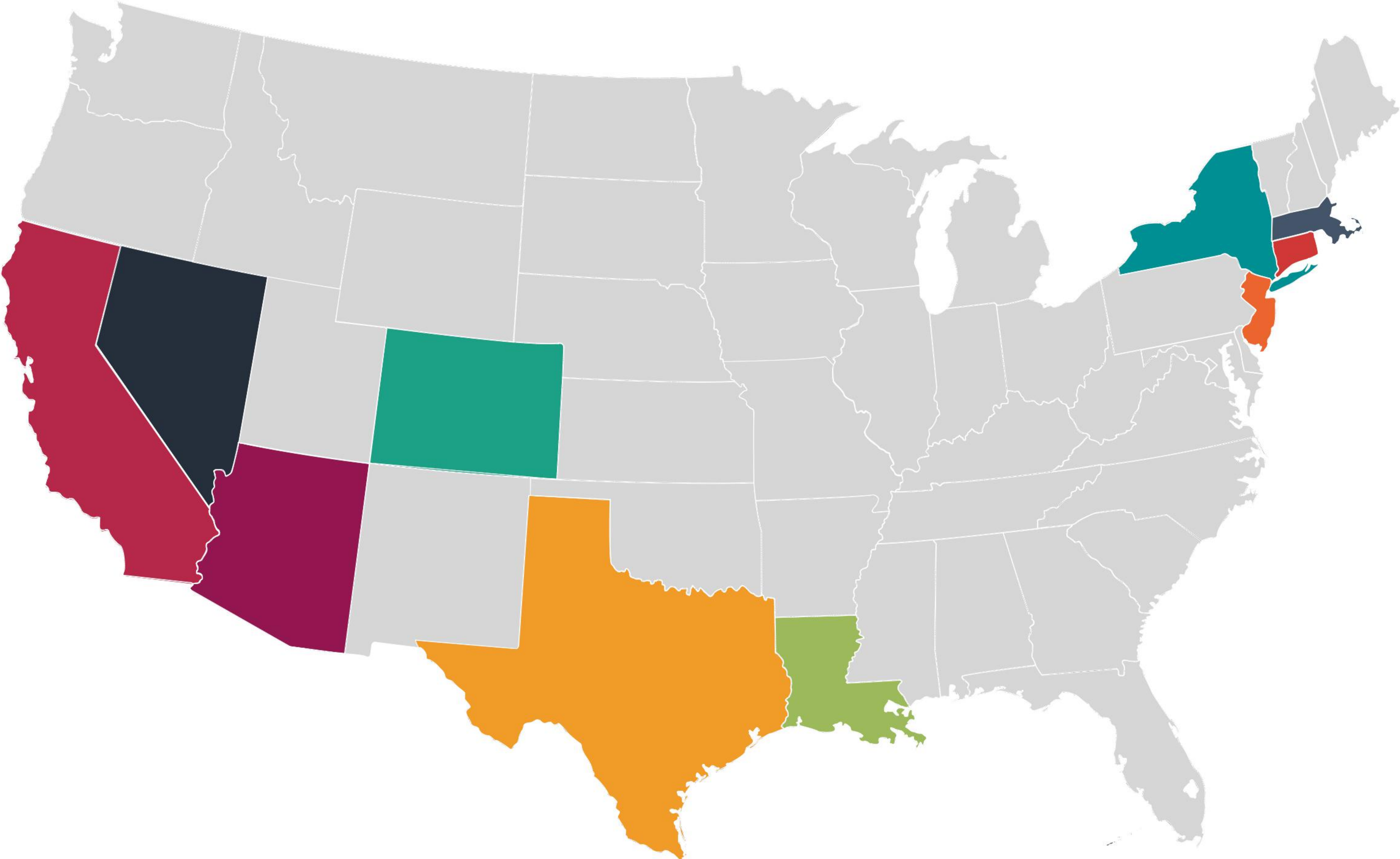
U.S. Heavy Civil Construction 2017



- 1 Colorado**
\$390k to \$410k
- 2 New York**
\$350k to \$370k
- 3 Texas**
\$340k to \$360k
- 3 Louisiana**
\$340k to \$360k
- 5 New Jersey**
\$330k to \$350k
- 5 Illinois**
\$330k to \$350k
- 7 Connecticut**
\$320k to \$340k
- 8 Massachusetts**
\$300k to \$320k
- 9 California**
\$290k to \$310k
- 9 Oklahoma**
\$290k to \$310k

Chief Financial Officer

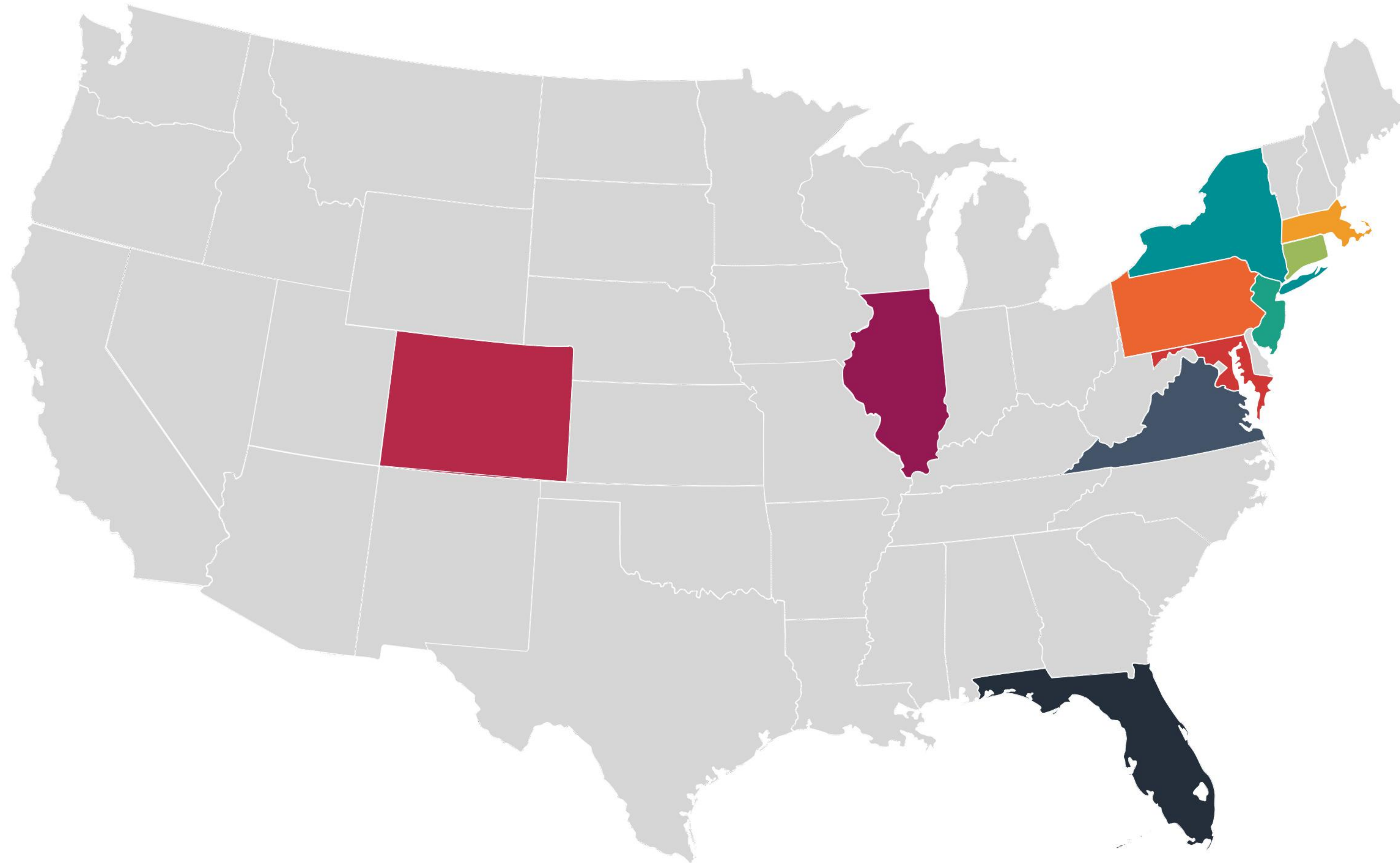
U.S. Heavy Civil Construction 2017



- 1 New York**
\$280k to \$300k
- 2 Colorado**
\$270k to \$290k
- 3 Louisiana**
\$265k to \$285k
- 3 Texas**
\$265k to \$285k
- 5 New Jersey**
\$250k to \$270k
- 6 Connecticut**
\$240k to \$260k
- 7 California**
\$230k to \$250k
- 8 Arizona**
\$210k to \$230k
- 8 Massachusetts**
\$210k to \$230k
- 8 Nevada**
\$210k to \$230k

Vice President of Operations

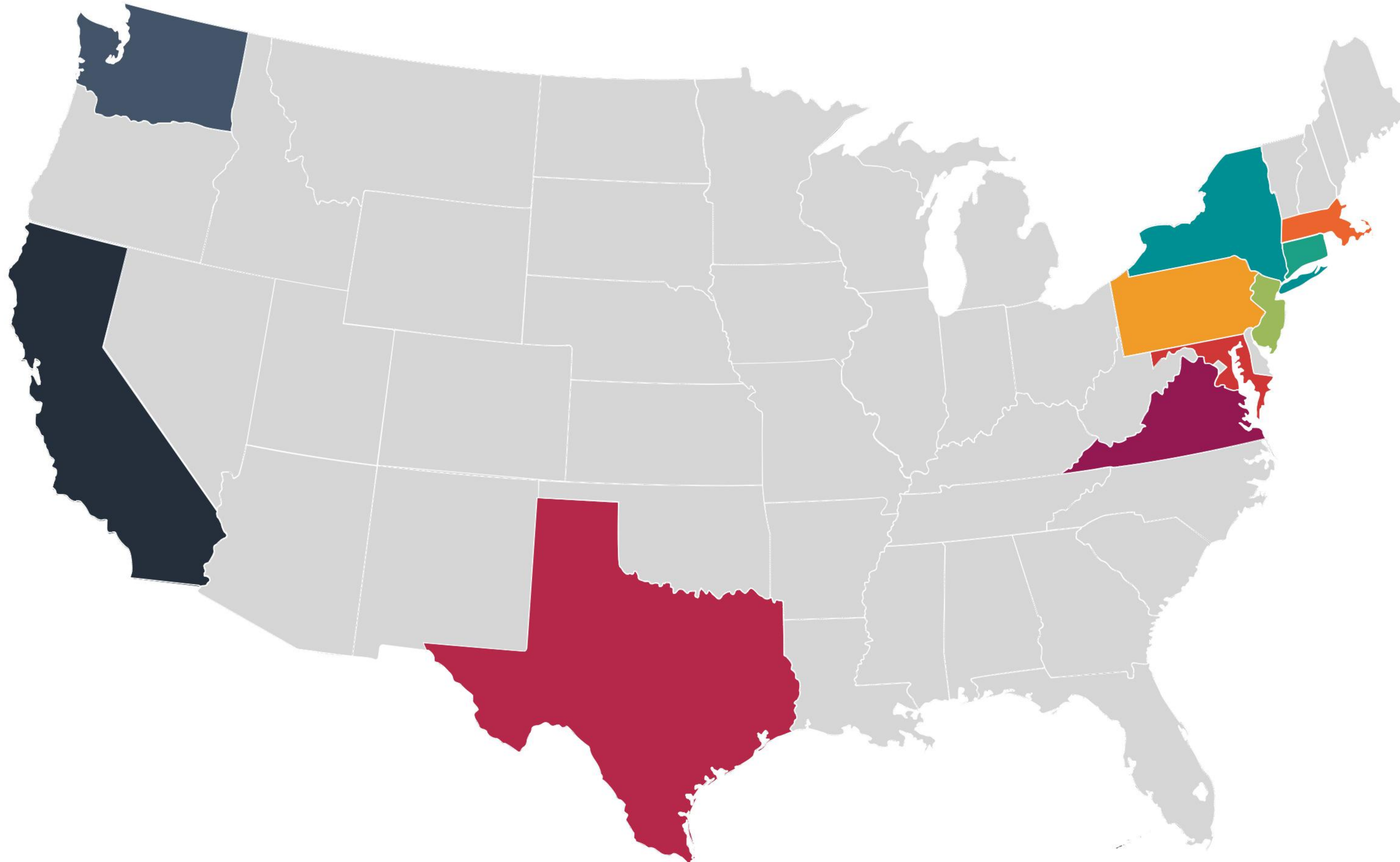
U.S. Heavy Civil Construction 2017



- 1 New York**
\$300k to \$320k
- 2 New Jersey**
\$260k to \$280k
- 3 Connecticut**
\$250k to \$270k
- 4 Massachusetts**
\$230k to \$250k
- 5 Pennsylvania**
\$220k to \$240k
- 6 Maryland**
\$210k to \$230k
- 7 Colorado**
\$200k to \$220k
- 7 Illinois**
\$200k to \$220k
- 7 Virginia**
\$200k to \$220k
- 10 Florida**
\$190k to \$210k

Project Manager (Over \$20MM)

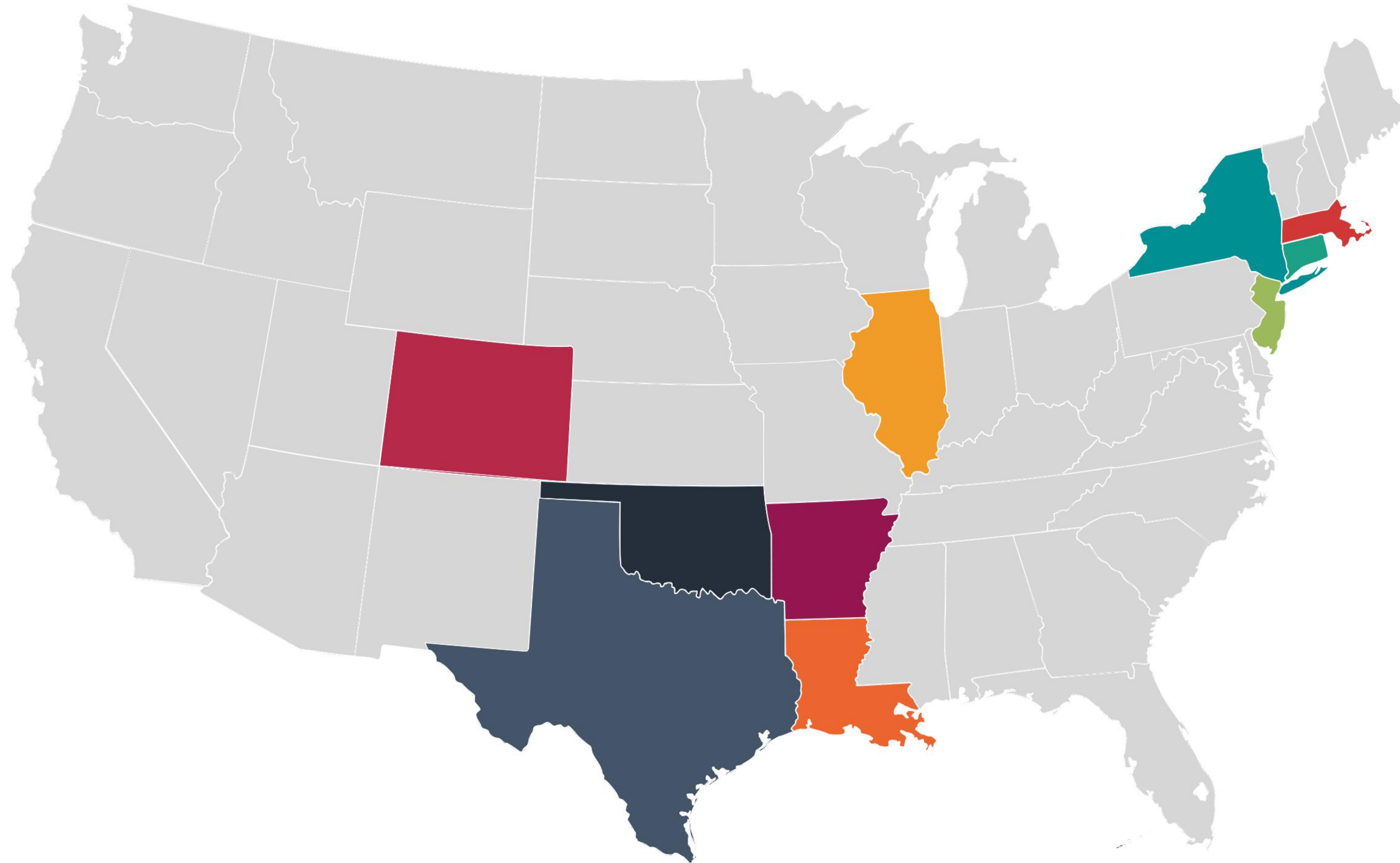
U.S. Heavy Civil Construction 2017



- 1 New York**
\$200k to \$220k
- 2 Connecticut**
\$150k to \$170k
- 2 New Jersey**
\$150k to \$170k
- 4 Pennsylvania**
\$140k to \$160k
- 5 Massachusetts**
\$130k to \$150k
- 5 Maryland**
\$130k to \$150k
- 5 Texas**
\$130k to \$150k
- 5 Virginia**
\$130k to \$150k
- 9 Washington**
\$125k to \$150k
- 10 California**
\$120k to \$150k

Project Manager (Under \$20MM)

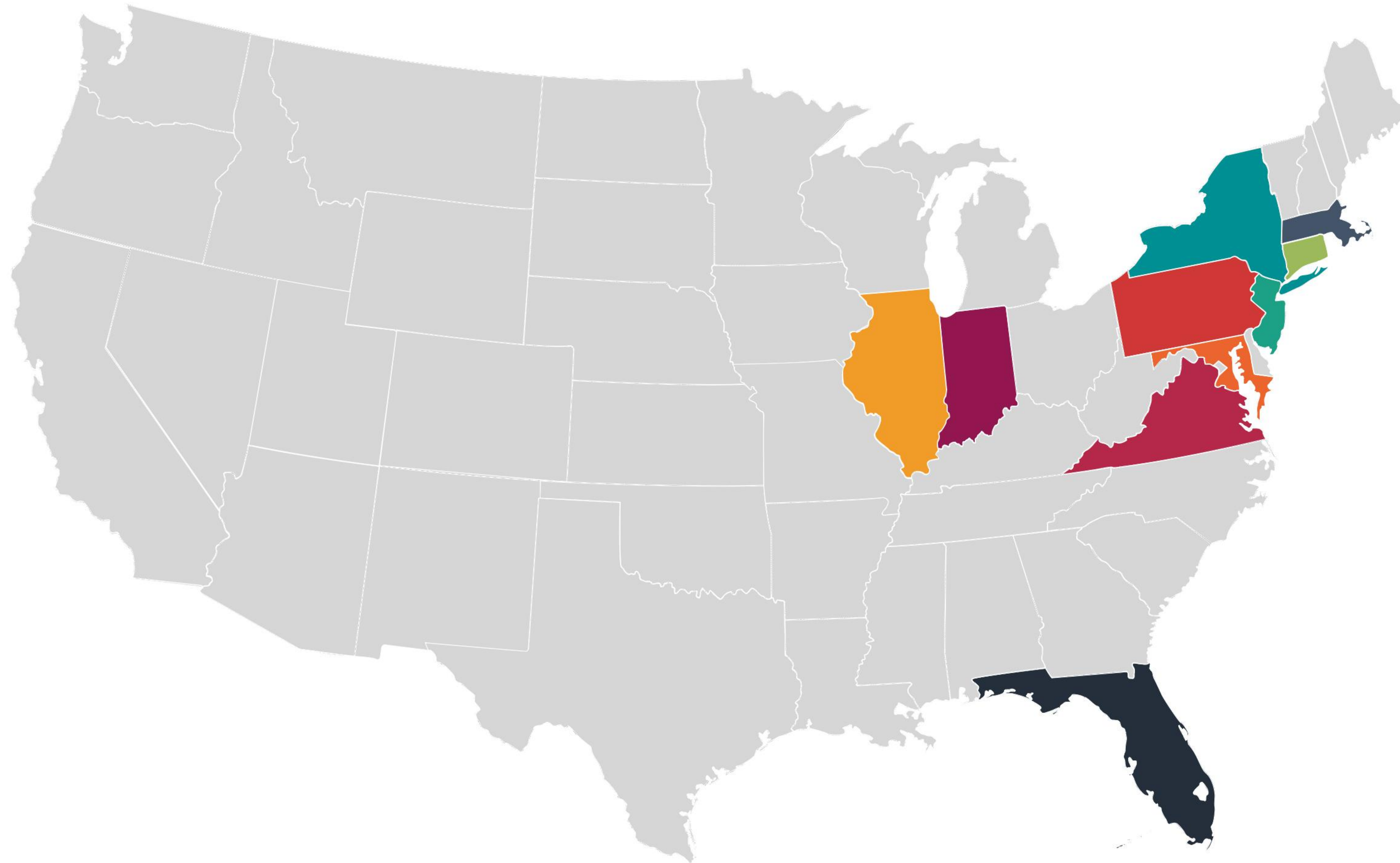
U.S. Heavy Civil Construction 2017



- 1** **New York**
\$150k to \$170k
- 2** **Connecticut**
\$130k to \$150k
- 2** **New Jersey**
\$130k to \$150k
- 4** **Illinois**
\$120k to \$140k
- 4** **Louisiana**
\$120k to \$140k
- 4** **Massachusetts**
\$120k to \$140k
- 7** **Colorado**
\$115k to \$135k
- 8** **Arkansas**
\$110k to \$130k
- 8** **Texas**
\$110k to \$130k
- 8** **Oklahoma**
\$110k to \$130k

Chief Estimator

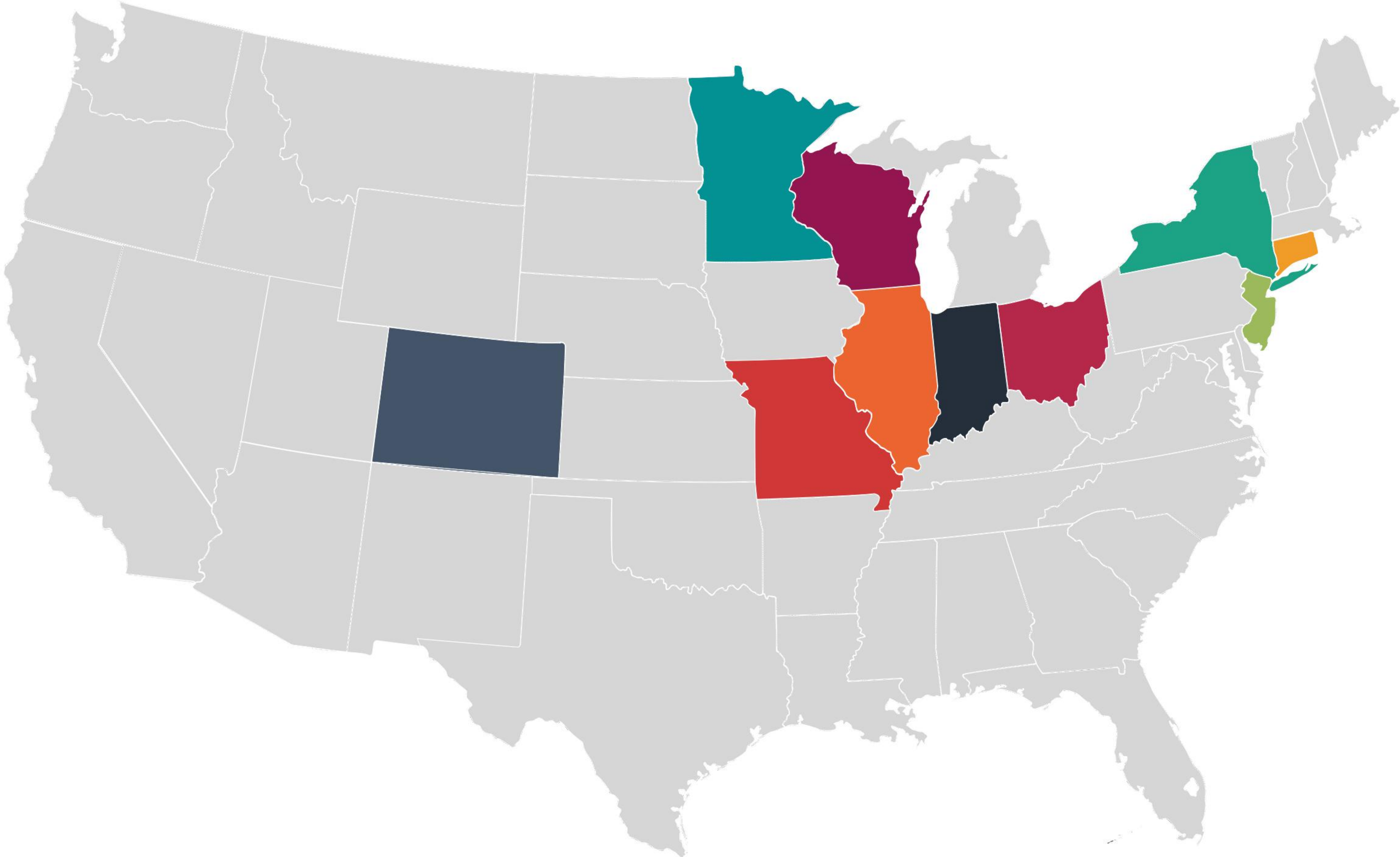
U.S. Heavy Civil Construction 2017



- 1** **New York**
\$230k to \$250k
- 2** **New Jersey**
\$200k to \$210k
- 3** **Connecticut**
\$190k to \$210k
- 4** **Illinois**
\$180k to \$200k
- 4** **Maryland**
\$180k to \$200k
- 4** **Pennsylvania**
\$180k to \$200k
- 4** **Virginia**
\$180k to \$200k
- 8** **Indiana**
\$170k to \$190k
- 8** **Massachusetts**
\$170k to \$190k
- 8** **Florida**
\$170k to \$190k

Sr. Estimator / Estimator

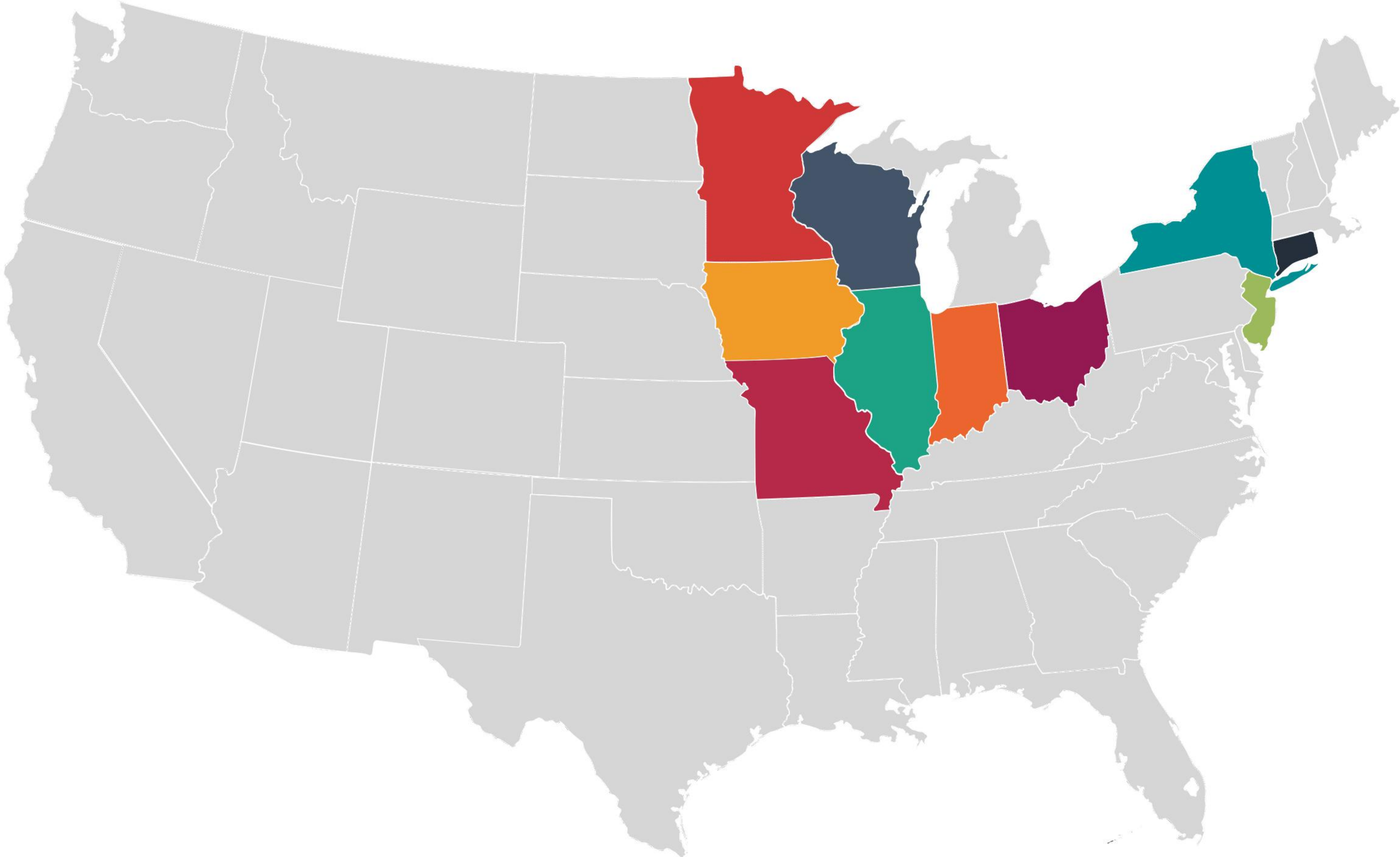
U.S. Heavy Civil Construction 2017



- 1 Minnesota**
\$150k to \$170k
- 1 New York**
\$150k to \$170k
- 3 New Jersey**
\$140k to \$160k
- 4 Connecticut**
\$130k to \$150k
- 4 Illinois**
\$130k to \$150k
- 6 Missouri**
\$125k to \$145k
- 6 Ohio**
\$125k to \$145k
- 6 Wisconsin**
\$125k to \$145k
- 9 Colorado**
\$120k to \$140k
- 9 Indiana**
\$120k to \$140k

Superintendent (Over \$20MM)

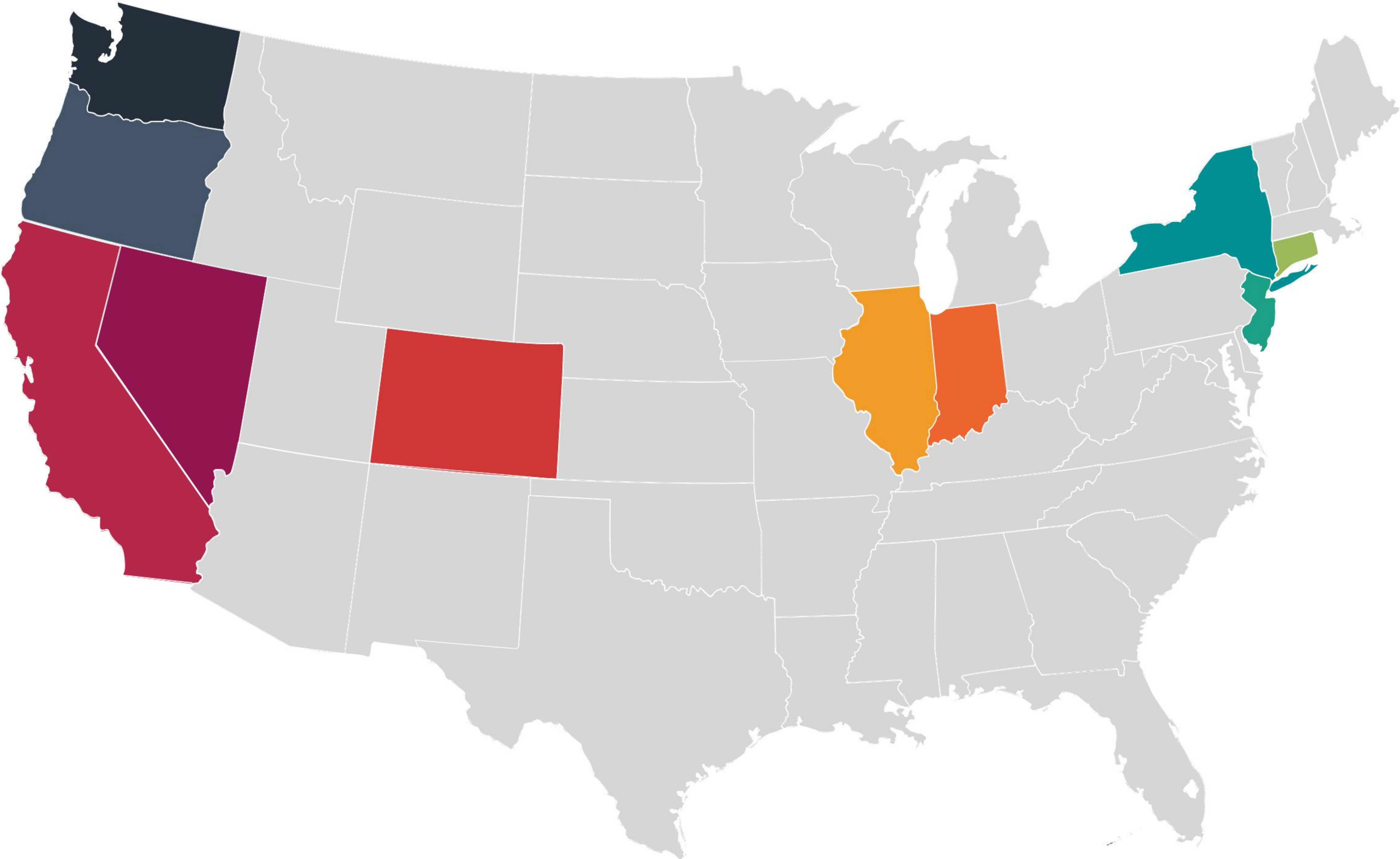
U.S. Heavy Civil Construction 2017



- 1** **New York**
\$150k to \$170k
- 2** **Illinois**
\$135k to \$155k
- 3** **New Jersey**
\$130k to \$150k
- 4** **Iowa**
\$125k to \$145k
- 4** **Indiana**
\$125k to \$145k
- 4** **Minnesota**
\$125k to \$145k
- 4** **Missouri**
\$125k to \$145k
- 4** **Ohio**
\$125k to \$145k
- 4** **Wisconsin**
\$125k to \$145k
- 10** **Connecticut**
\$120k to \$140k

Superintendent (Under \$20MM)

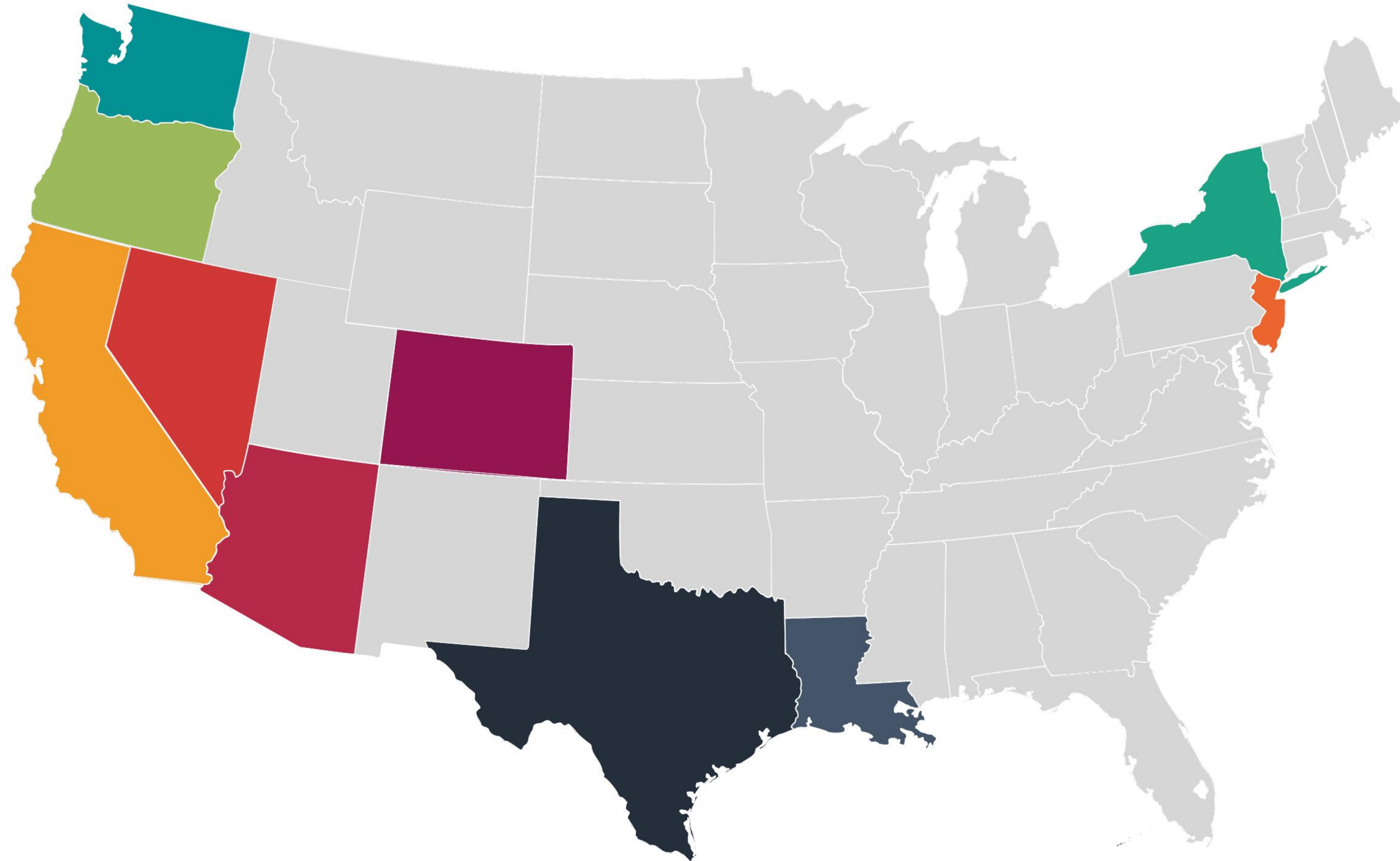
U.S. Heavy Civil Construction 2017



- 1 New York**
\$120k to \$140k
- 2 New Jersey**
\$110k to \$130k
- 3 Connecticut**
\$105k to \$125k
- 4 Illinois**
\$100k to \$120k
- 4 Indiana**
\$100k to \$120k
- 6 Colorado**
\$95k to \$115k
- 7 California**
\$100k to \$110k
- 7 Nevada**
\$100k to \$110k
- 7 Oregon**
\$100k to \$110k
- 7 Washington**
\$100k to \$110k

Project Engineer

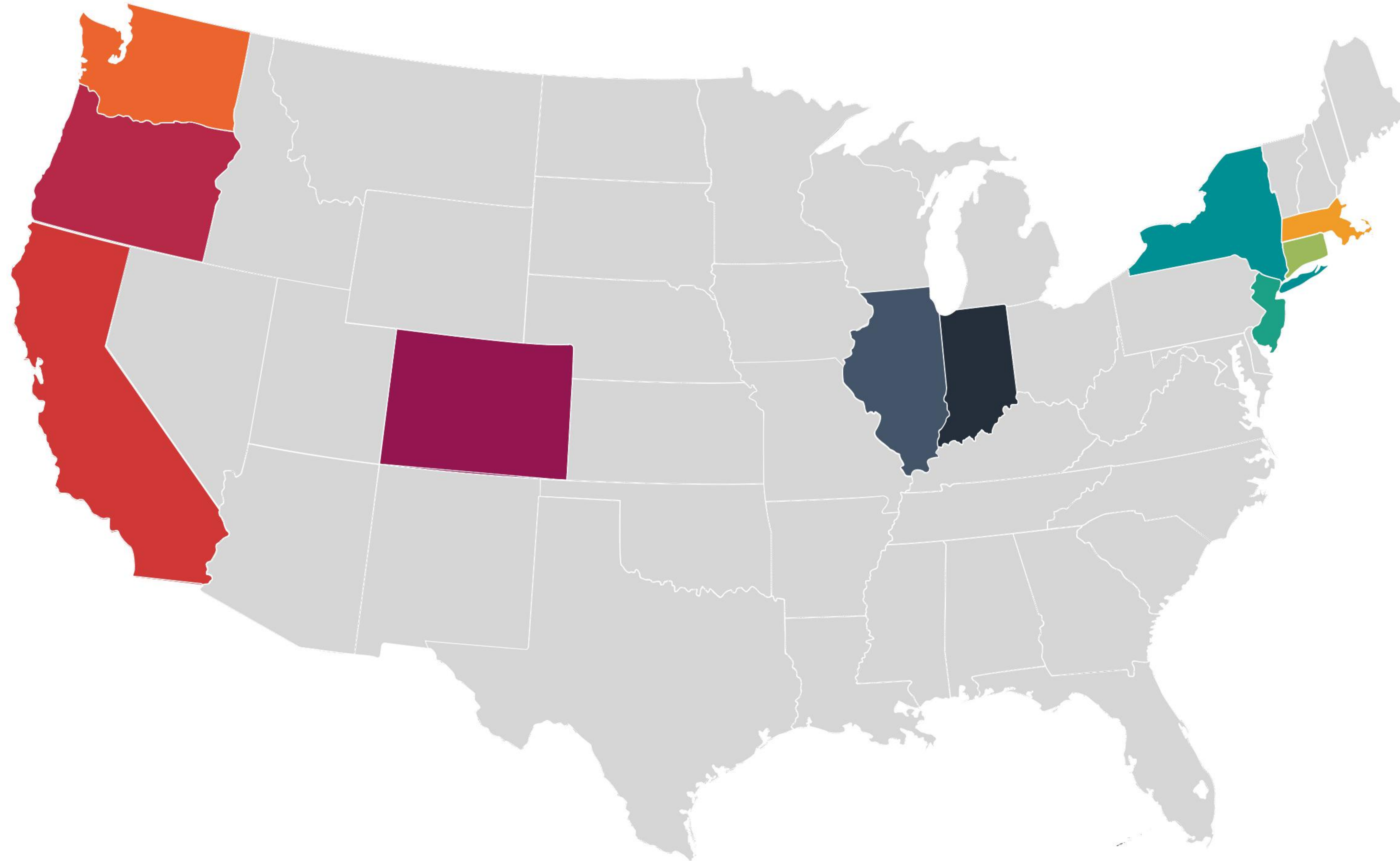
U.S. Heavy Civil Construction 2017



- 1** **Washington**
\$100k to \$110k
- 2** **New York**
\$90k to \$110k
- 3** **Oregon**
\$90k to \$100k
- 4** **California**
\$85k to \$100k
- 5** **New Jersey**
\$80k to \$100k
- 6** **Nevada**
\$75k to \$100k
- 7** **Arizona**
\$75k to \$95k
- 7** **Colorado**
\$75k to \$95k
- 7** **Louisiana**
\$75k to \$95k
- 10** **Texas**
\$70k to \$90k

Safety Director / Manager

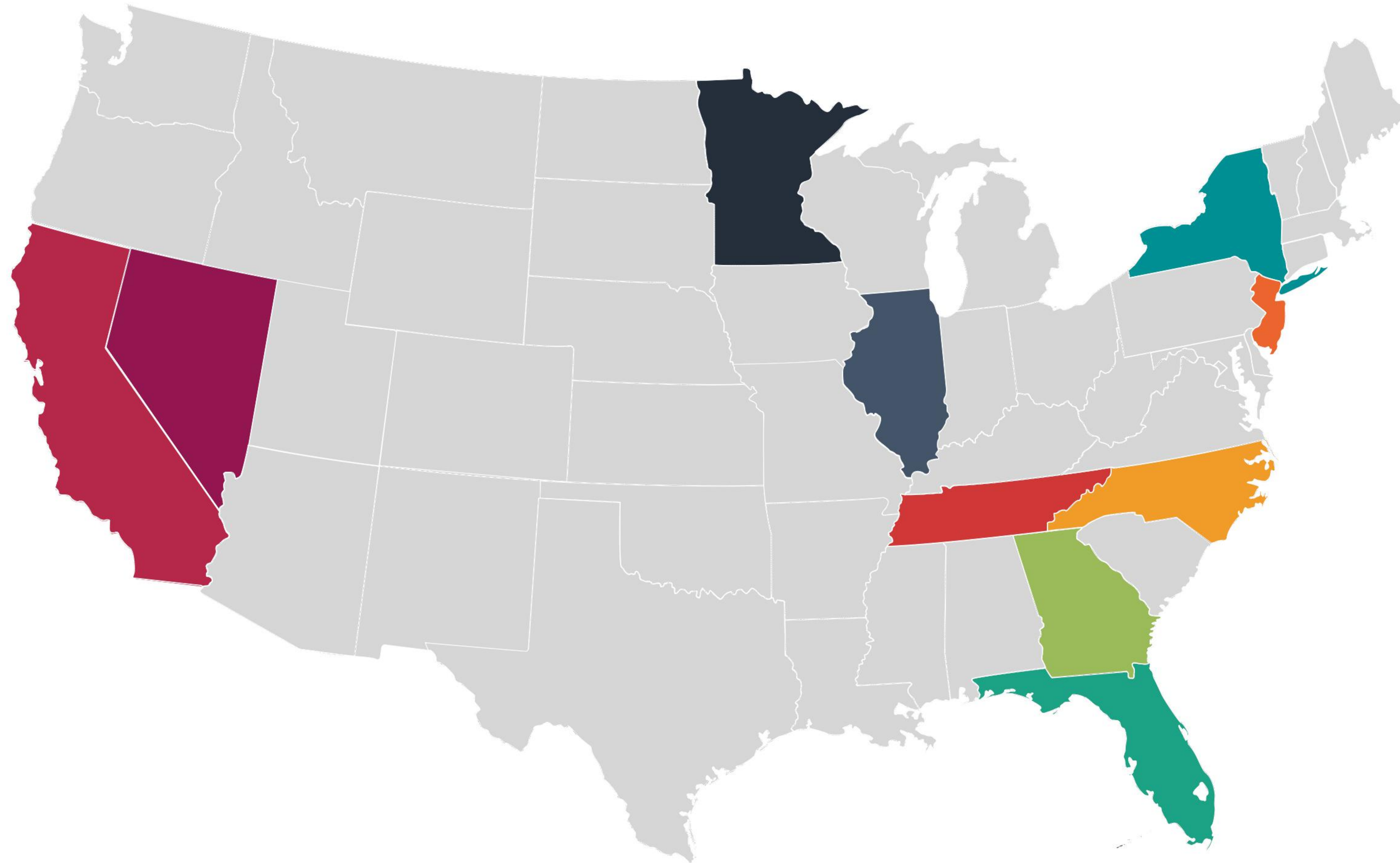
U.S. Heavy Civil Construction 2017



- 1** **New York**
\$180k to \$200k
- 2** **New Jersey**
\$150k to \$170k
- 3** **Connecticut**
\$130k to \$150k
- 3** **Massachusetts**
\$130k to \$150k
- 3** **Washington**
\$130k to \$150k
- 6** **California**
\$125k to \$150k
- 6** **Oregon**
\$125k to \$150k
- 8** **Colorado**
\$125k to \$145k
- 8** **Illinois**
\$125k to \$145k
- 8** **Indiana**
\$125k to \$145k

Sales / Business Development Mgr.

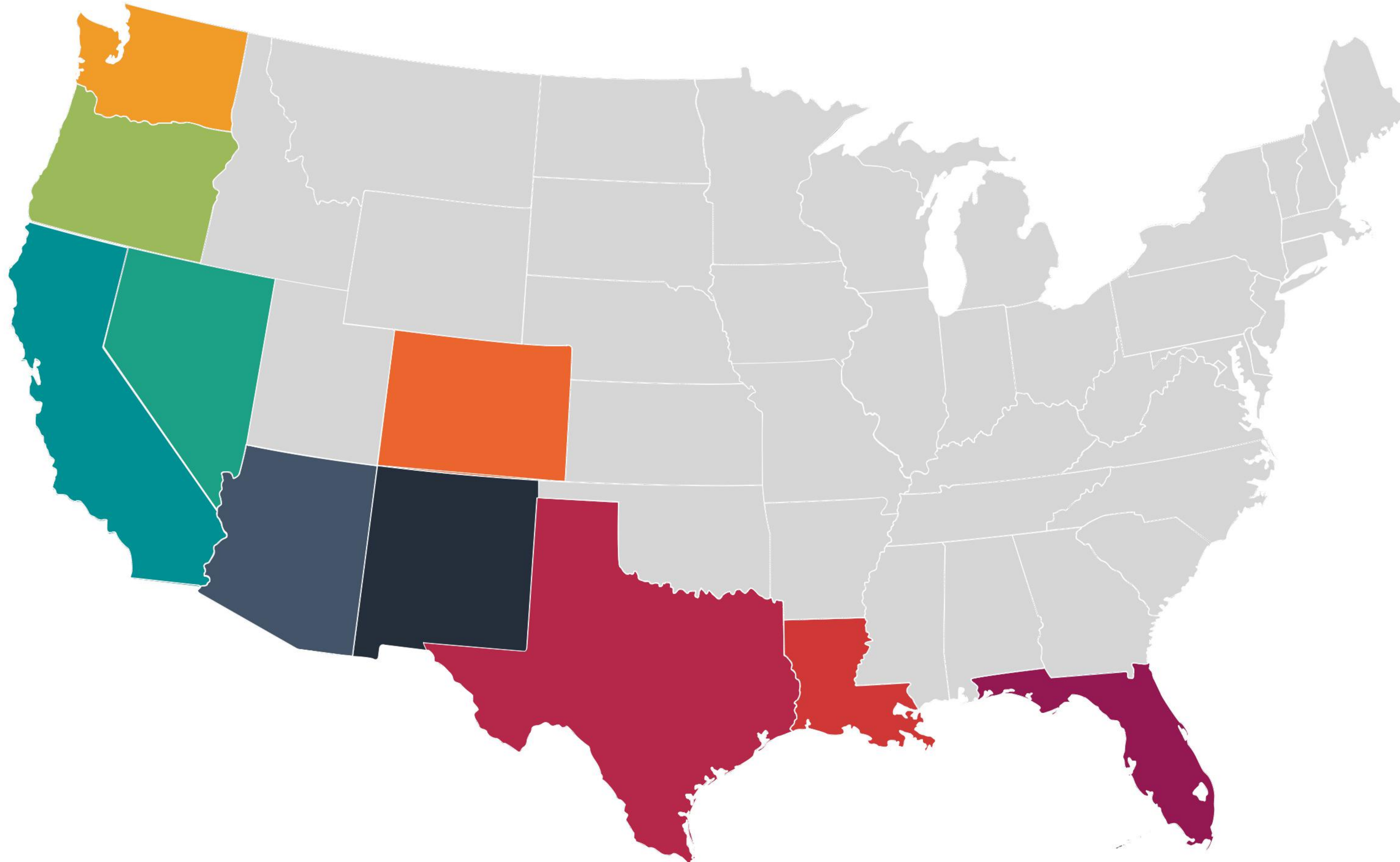
U.S. Heavy Civil Construction 2017



- 1** **New York**
\$160k to \$180k
- 2** **Florida**
\$155k to \$175k
- 3** **Georgia**
\$140k to \$160k
- 4** **North Carolina**
\$130k to \$150k
- 4** **New Jersey**
\$130k to \$150k
- 4** **Tennessee**
\$130k to \$150k
- 7** **California**
\$125k to \$150k
- 7** **Nevada**
\$125k to \$150k
- 9** **Illinois**
\$125k to \$145k
- 9** **Minnesota**
\$125k to \$145k

Scheduler

U.S. Heavy Civil Construction 2017



- 1 California**
\$125k to \$150k
- 1 Nevada**
\$125k to \$150k
- 1 Oregon**
\$125k to \$150k
- 1 Washington**
\$125k to \$150k
- 5 Colorado**
\$120k to \$140k
- 6 Louisiana**
\$115k to \$135k
- 6 Texas**
\$115k to \$135k
- 8 Florida**
\$110k to \$130k
- 9 Arizona**
\$100k to \$125k
- 9 New Mexico**
\$100k to \$125k