



277K Employment increase over last 12 months*

3.6% Job increase from 2016

68% Employers expect to increase hiring

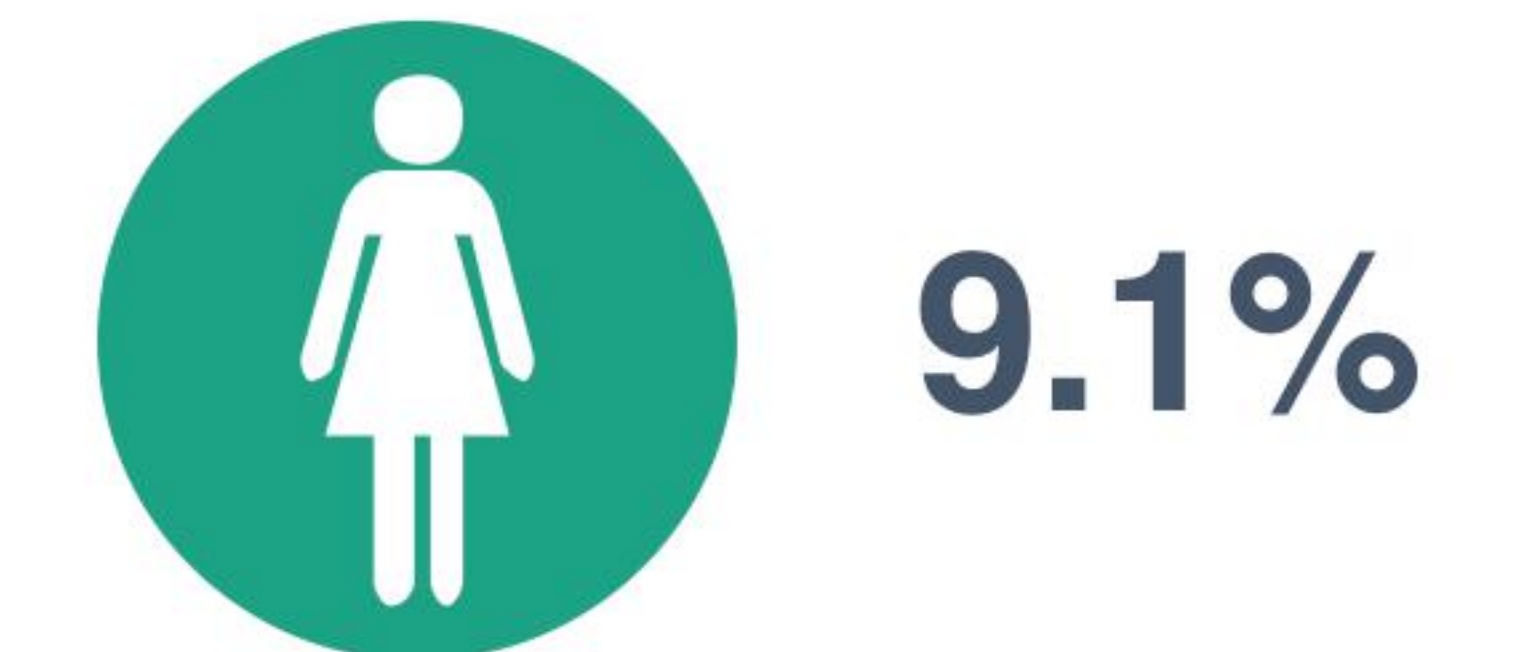
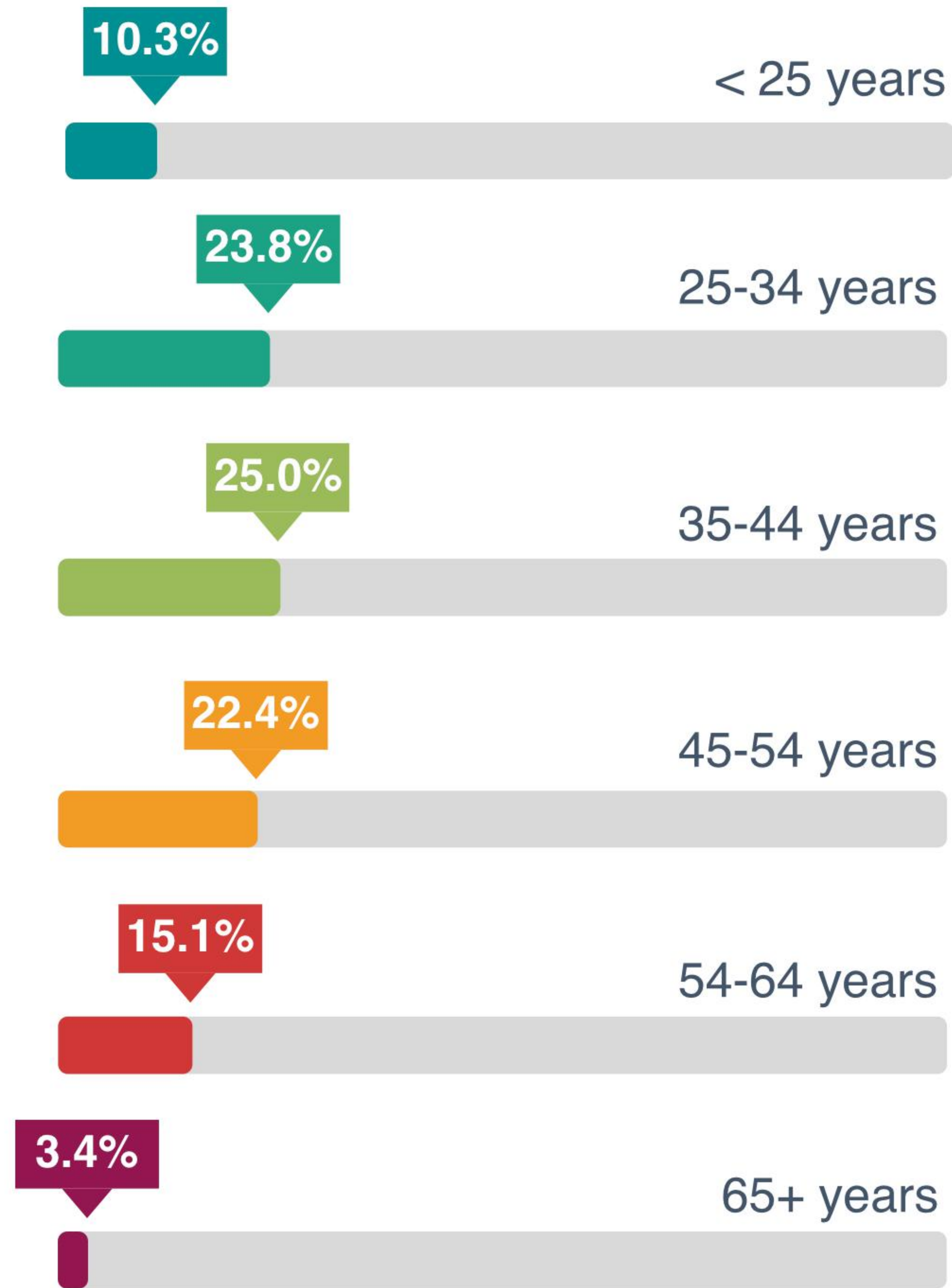
23.2 Average weeks unemployed

4.5% National industry unemployment rate

* November 2017

Demographics

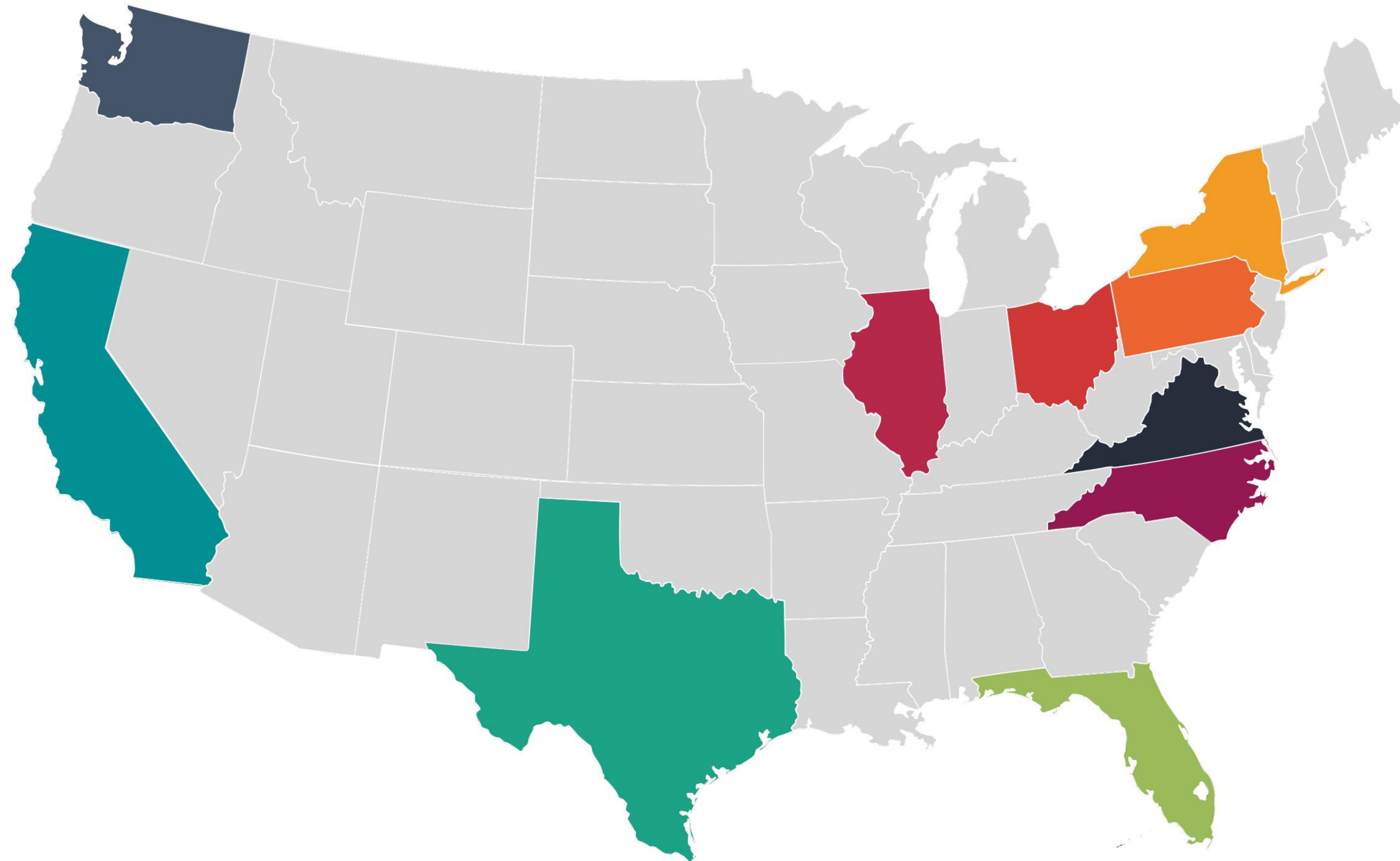
U.S. Construction 2017



Data Provided by US Bureau of Labor Statistics

Top 10 States with Highest Employment

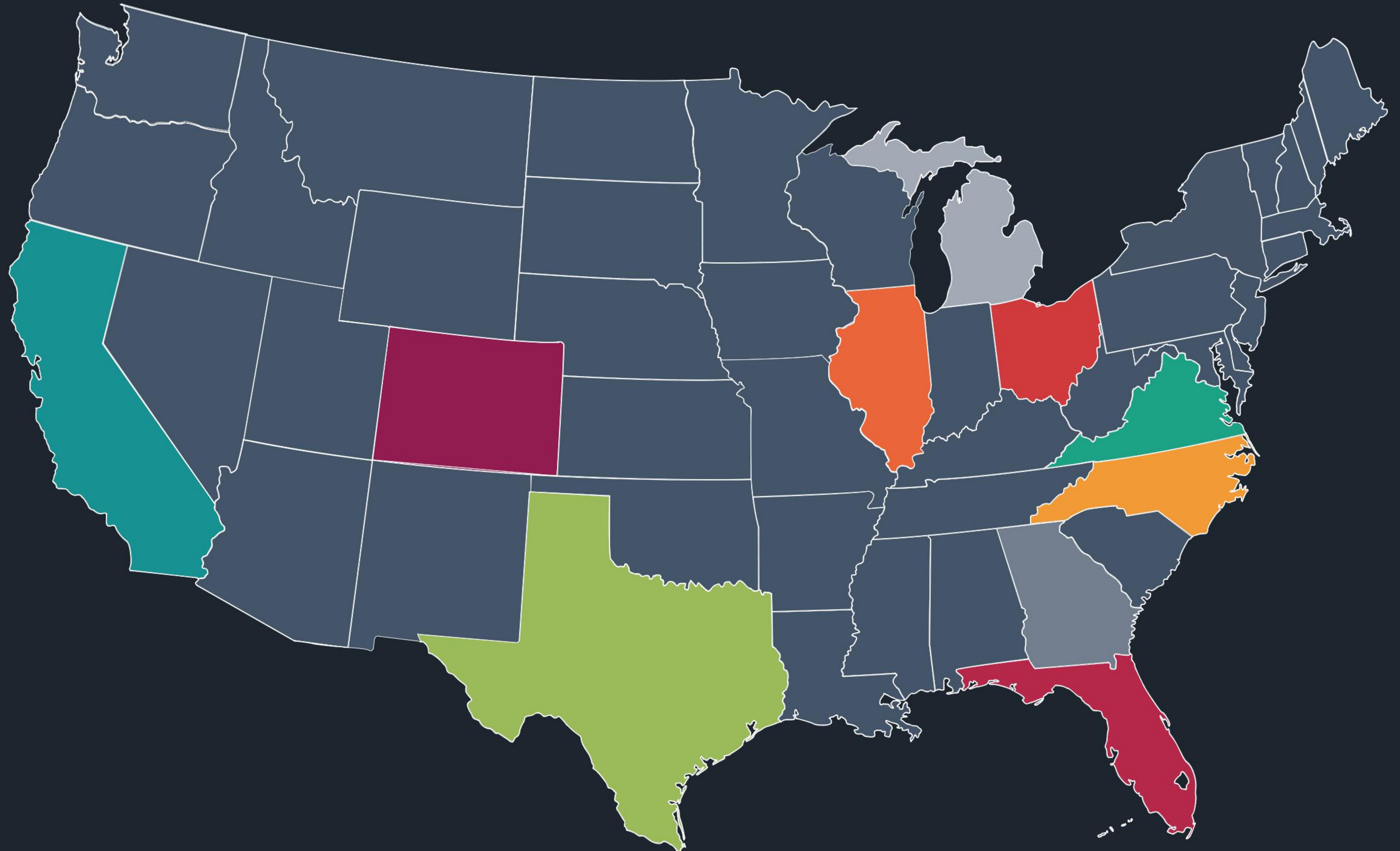
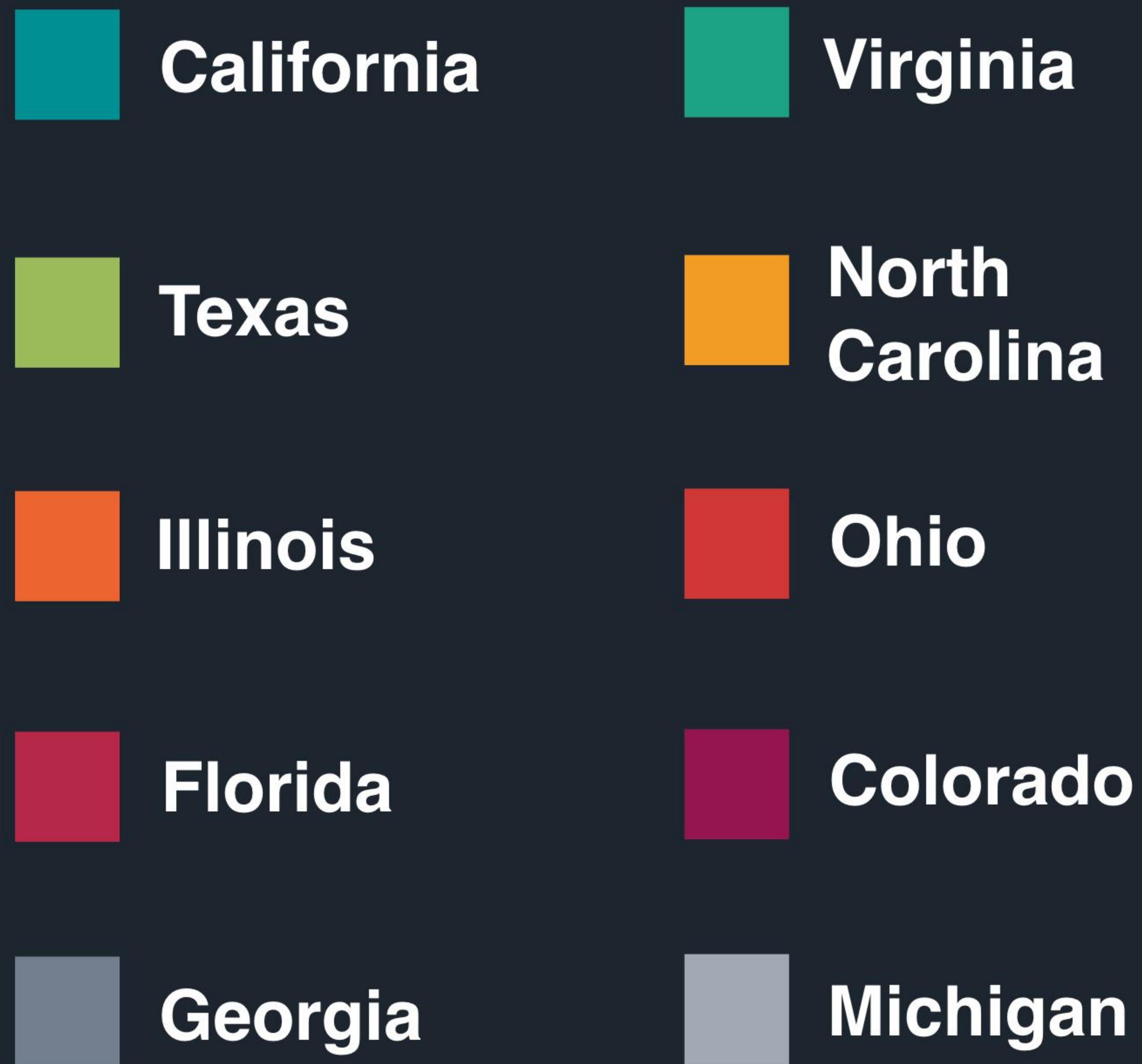
U.S. Construction 2017



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

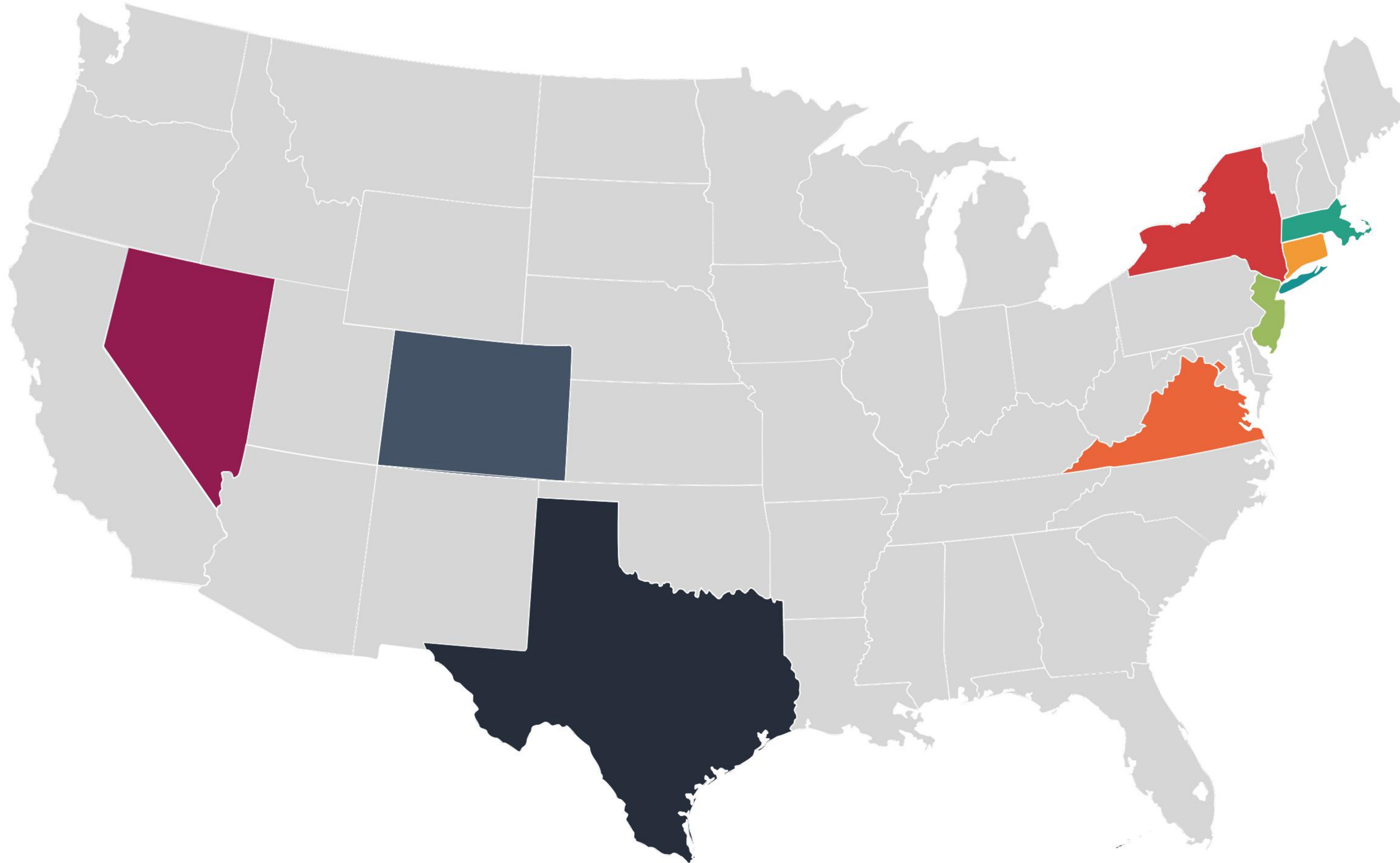
Top 10 States with Most Hiring Activity

U.S. Mechanical & Electrical 2017



President / CEO

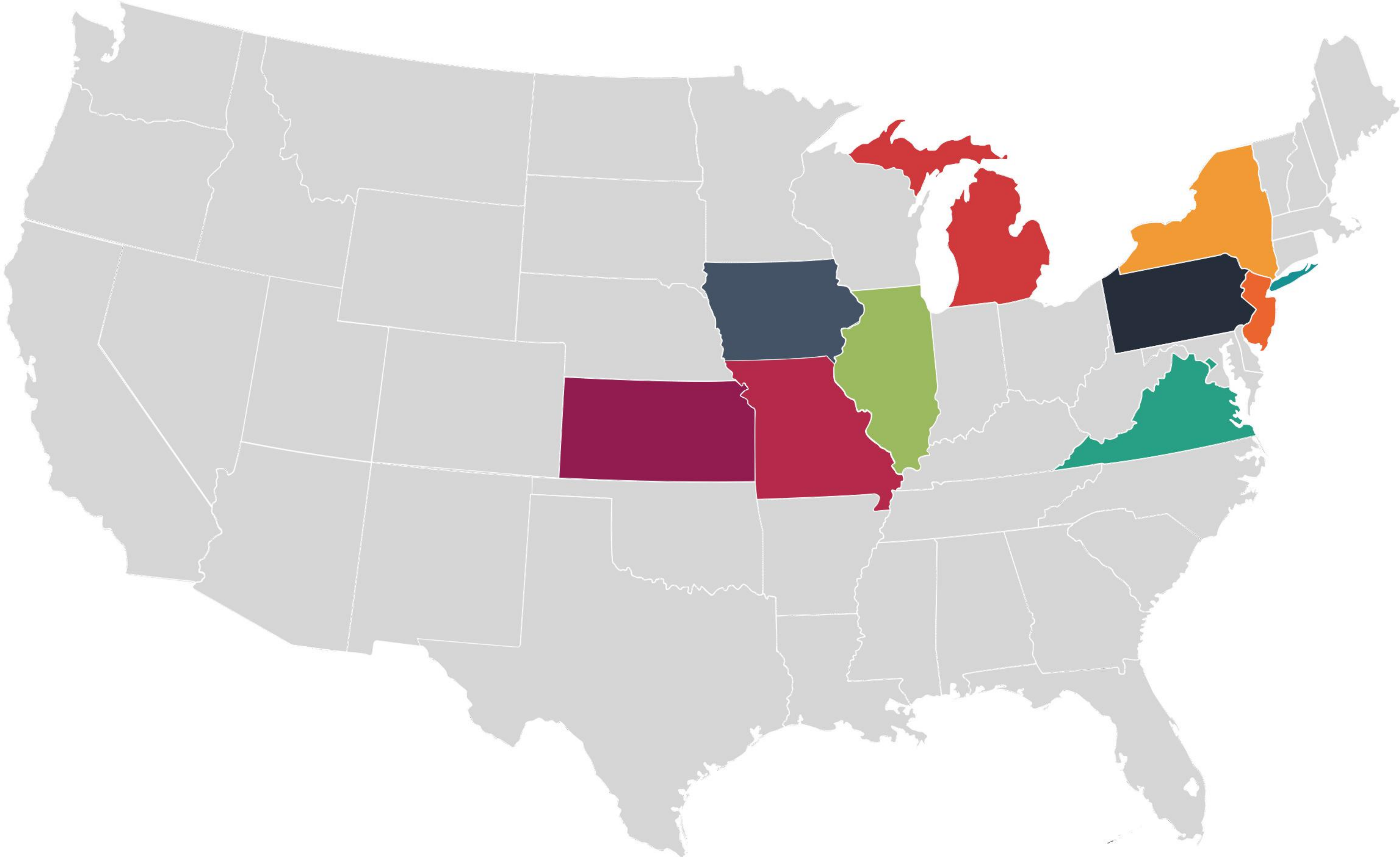
U.S. Mechanical & Electrical 2018



- 1** **New York City**
\$350k to \$400k
- 2** **Massachusetts**
\$300k to \$325k
- 2** **New Jersey**
\$300k to \$325k
- 4** **Connecticut**
\$280k to \$325k
- 5** **DC/Northern VA**
\$275k to \$300k
- 6** **NY Upstate**
\$250k to \$280k
- 7** **Central/Southern VA**
\$240k to \$270k
- 8** **Nevada**
\$235k to \$265k
- 9** **Colorado**
\$230k to \$260k
- 9** **Texas**
\$230k to \$260k

Chief Financial Officer

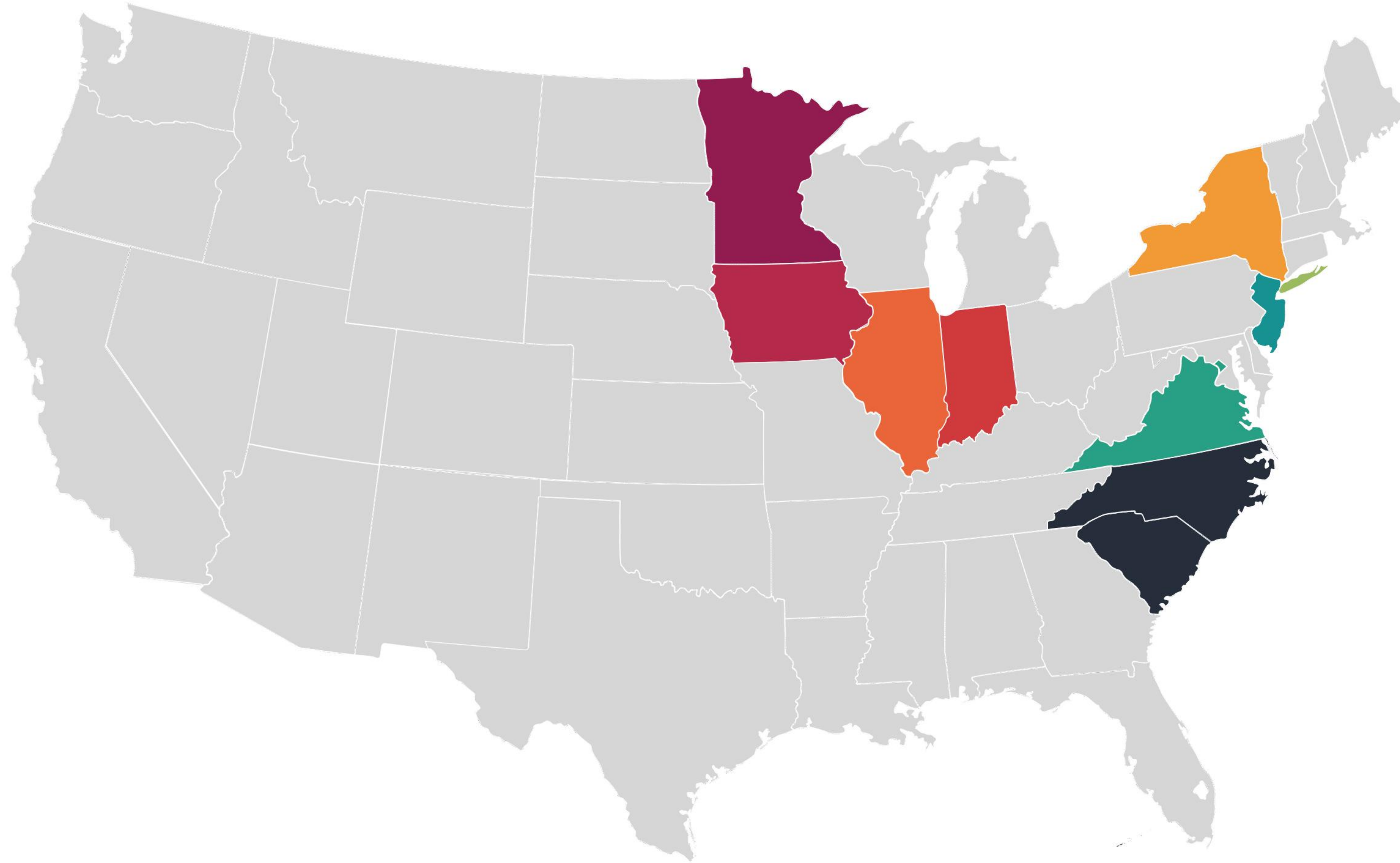
U.S. Mechanical & Electrical 2018



- 1** **New York City**
\$250k to \$300k
- 2** **DC/Northern VA**
\$230k to \$250k
- 2** **Illinois**
\$230k to \$250k
- 4** **NY Upstate**
\$225k to \$250k
- 5** **New Jersey**
\$220k to \$250k
- 6** **Michigan**
\$200k to \$220k
- 6** **Missouri**
\$200k to \$220k
- 6** **Kansas**
\$200k to \$220k
- 6** **Iowa**
\$200k to \$220k
- 10** **Pennsylvania**
\$180k to \$210k

Vice President of Operations

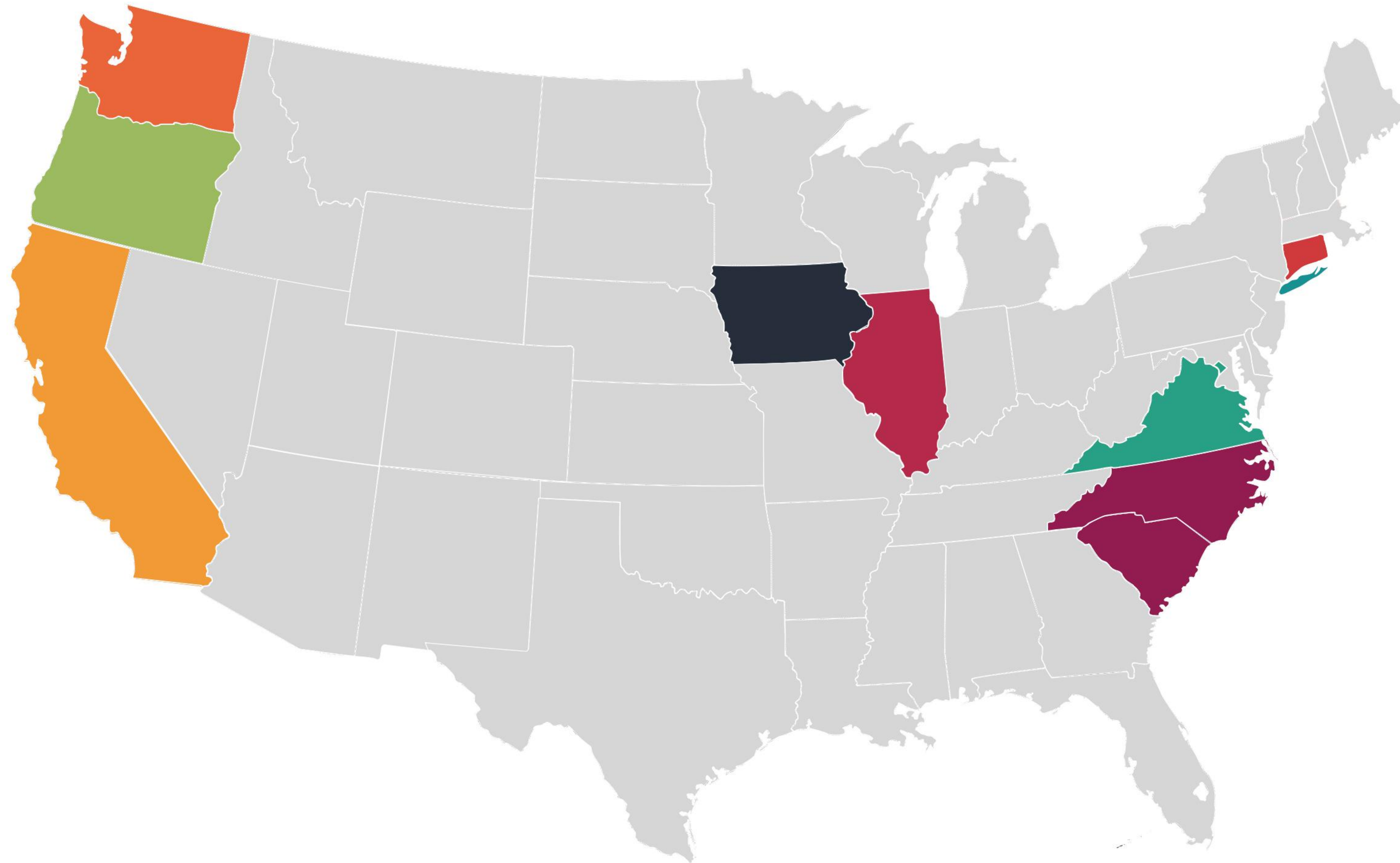
U.S. Mechanical & Electrical 2018



- 1 New Jersey**
\$225k to \$250k
- 2 DC/Northern VA**
\$220k to \$250k
- 3 New York City**
\$200k to \$250k
- 4 NY Upstate**
\$185k to \$210k
- 5 Illinois**
\$165k to \$195k
- 5 Indiana**
\$165k to \$195k
- 5 Iowa**
\$165k to \$195k
- 5 Minnesota**
\$165k to \$195k
- 9 Central/Southern VA**
\$160k to \$185k
- 10 Carolinas**
\$150k to \$175k

Project Manager (Over \$20MM)

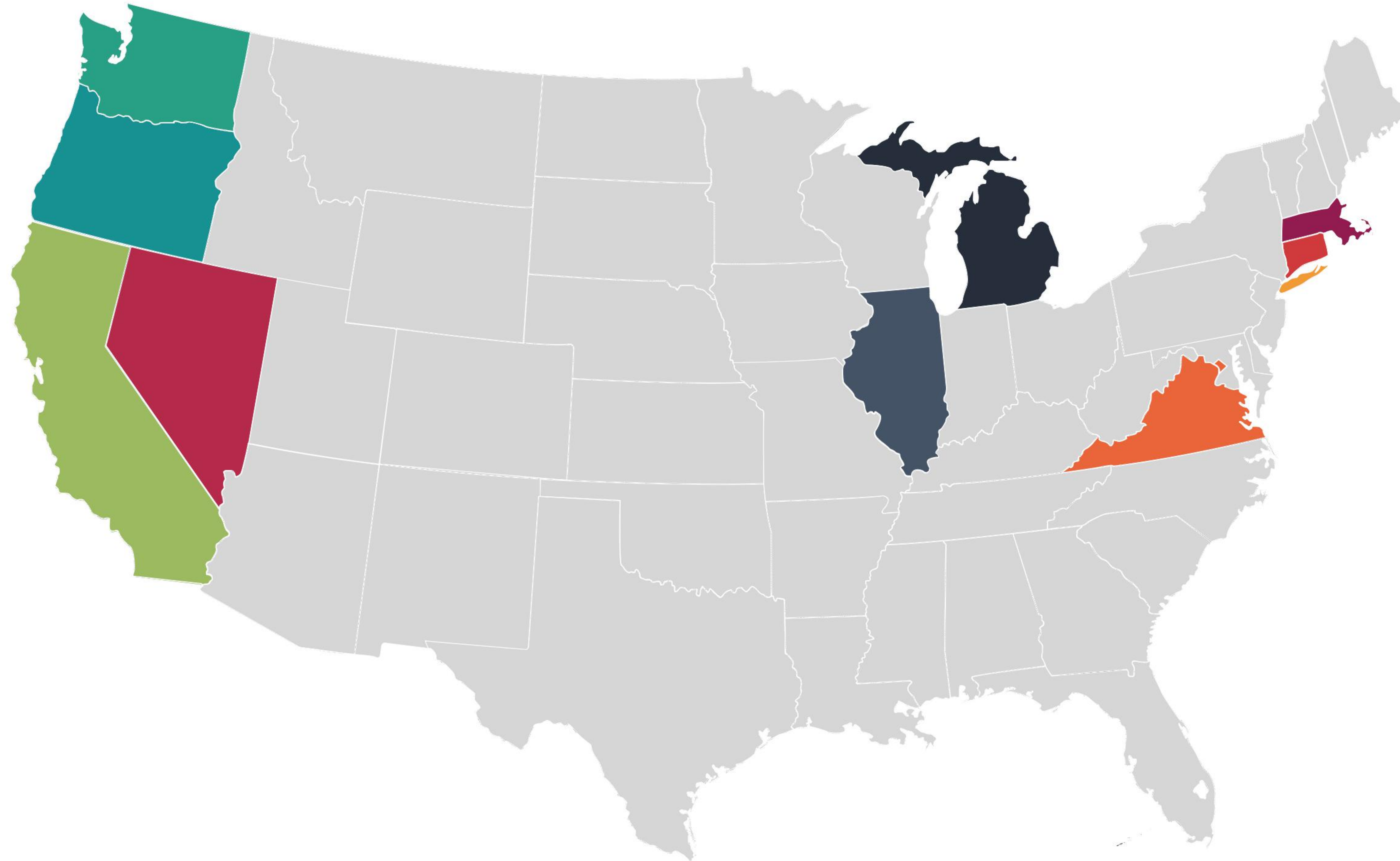
U.S. Mechanical & Electrical 2018



- 1 New York City**
\$140k to \$160k
- 2 DC/Northern VA**
\$130k to \$155k
- 3 Oregon**
\$110k to \$150k
- 4 California**
\$100k to \$150k
- 4 Washington**
\$100k to \$150k
- 6 Connecticut**
\$125k to \$135k
- 7 Illinois**
\$110k to \$130k
- 8 Carolinas**
\$110k to \$130k
- 8 Central/Southern VA**
\$110k to \$130k
- 8 Iowa**
\$110k to \$130k

Project Manager (Under \$20MM)

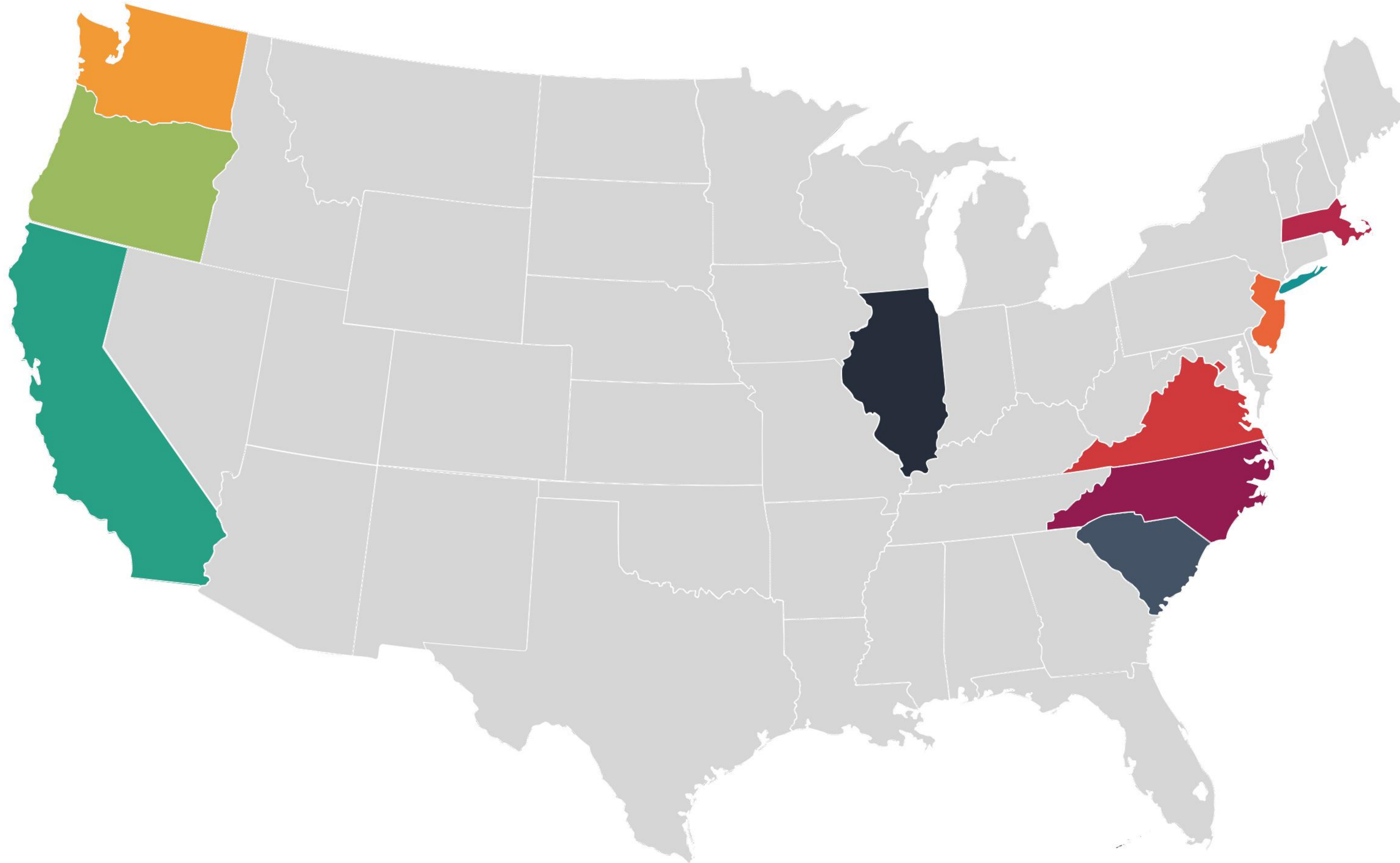
U.S. Mechanical & Electrical 2018



- 1 Oregon**
\$100k to \$135k
- 1 Washington**
\$100k to \$135k
- 1 California**
\$100k to \$135k
- 4 New York City**
\$110k to \$130k
- 5 DC/Northern VA**
\$100k to \$125k
- 6 Connecticut**
\$100k to \$120k
- 7 Nevada**
\$95k to \$115k
- 8 Massachusetts**
\$90k to \$115k
- 9 Illinois**
\$90k to \$110k
- 9 Michigan**
\$90k to \$110k

Chief Estimator

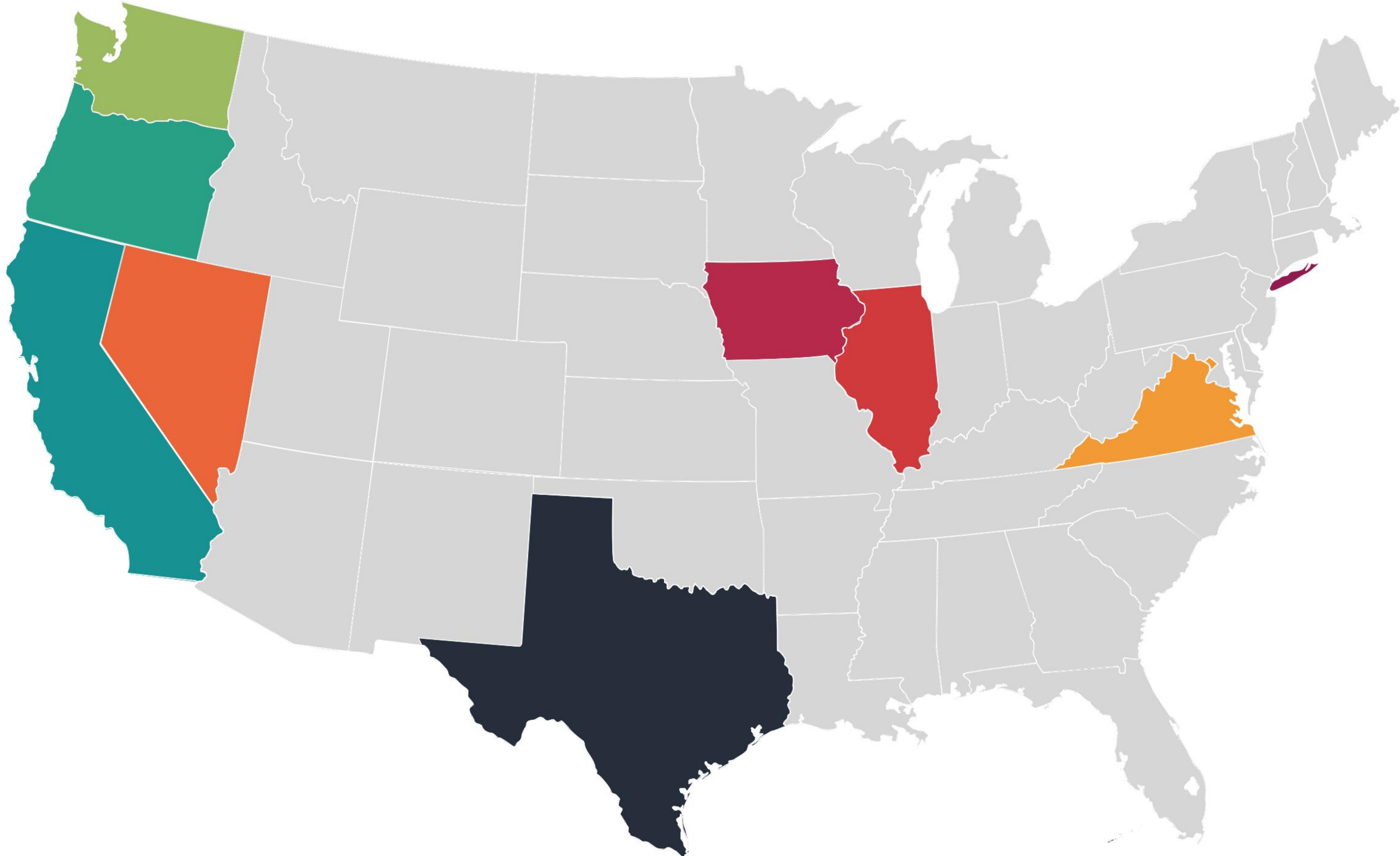
U.S. Mechanical & Electrical 2018



- 1 New York City**
\$180k to \$200k
- 2 California**
\$100k to \$175k
- 2 Oregon**
\$100k to \$175k
- 2 Washington**
\$100k to \$175k
- 5 New Jersey**
\$150k to \$170k
- 6 DC/Northern VA**
\$140k to \$165k
- 7 Massachusetts**
\$130k to \$150k
- 8 North Carolina**
\$120k to \$140k
- 8 South Carolina**
\$120k to \$140k
- 8 Illinois**
\$120k to \$140k

Sr. Estimator / Estimator

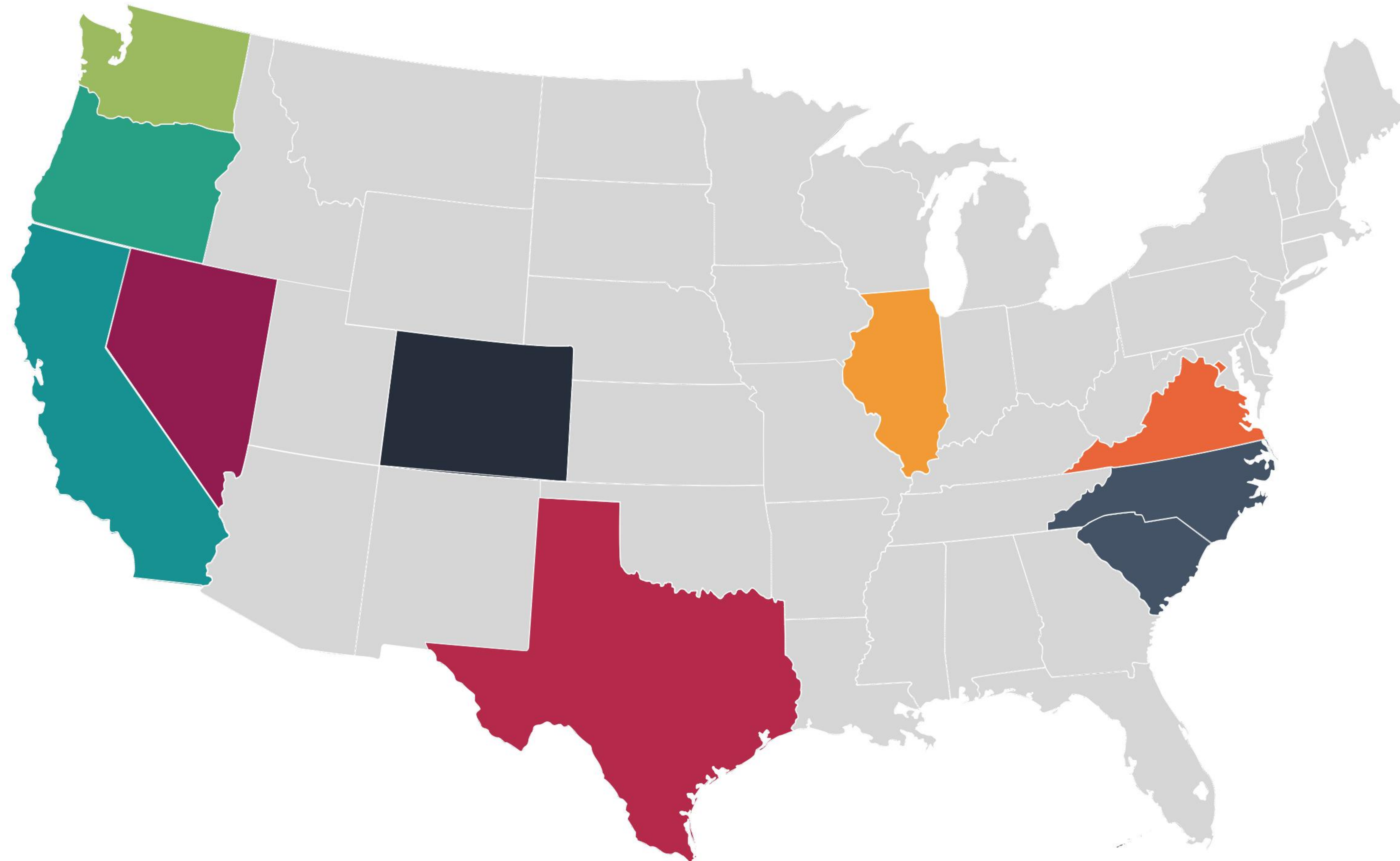
U.S. Mechanical & Electrical 2018



- 1** **California**
\$85k to \$120k
- 1** **Oregon**
\$85k to \$120k
- 1** **Washington**
\$85k to \$120k
- 4** **DC/Northern VA**
\$90k to \$115k
- 5** **Nevada**
\$90k to \$110k
- 5** **Illinois**
\$90k to \$110k
- 5** **Iowa**
\$90k to \$110k
- 5** **New York City**
\$90k to \$110k
- 9** **Central/Southern VA**
\$85k to \$110k
- 10** **Texas**
\$85k to \$105k

Superintendent (Over \$20MM)

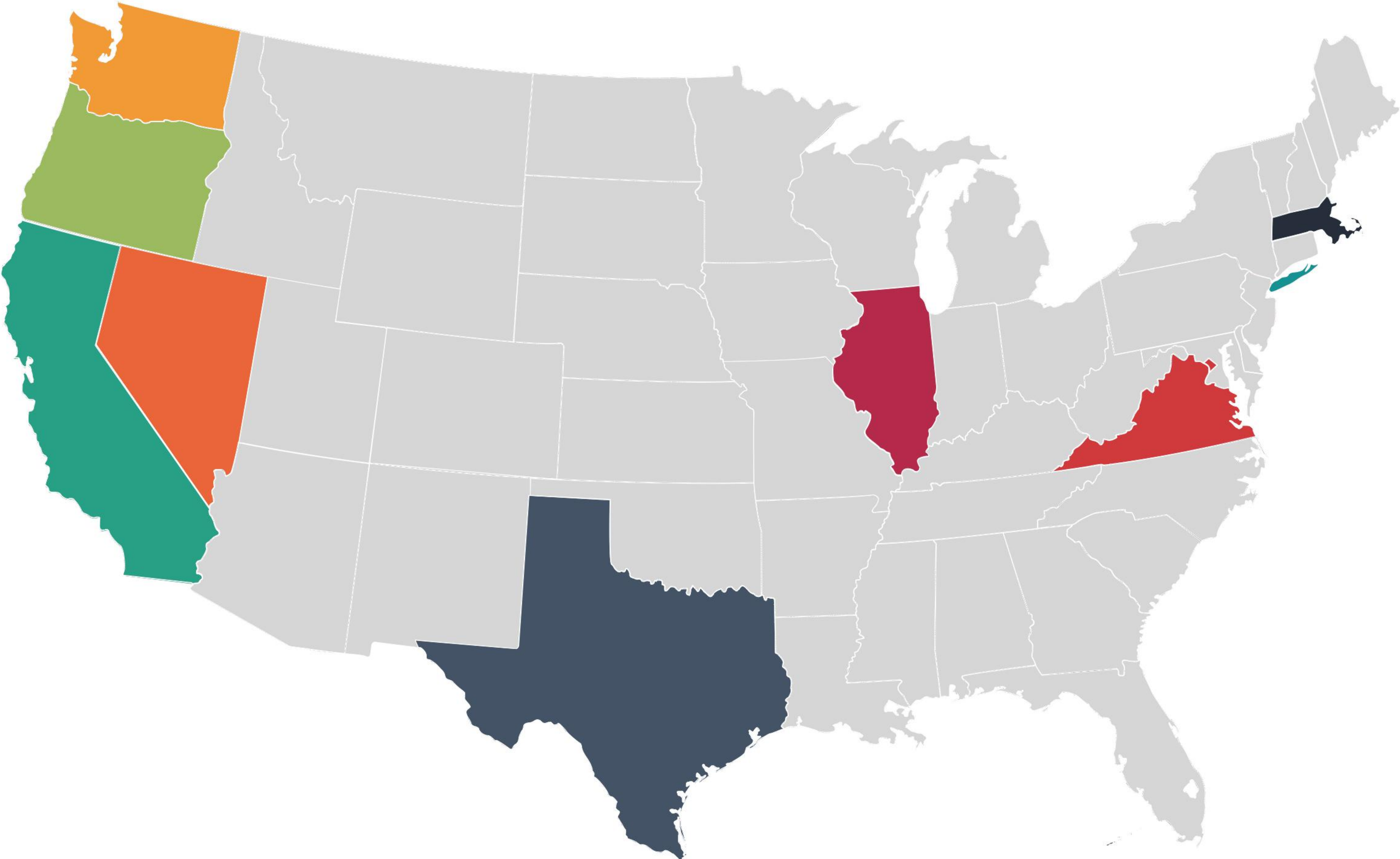
U.S. Mechanical & Electrical 2018



- 1** **California**
\$100k to \$155k
- 1** **Oregon**
\$100k to \$155k
- 1** **Washington**
\$100k to \$155k
- 4** **Illinois**
\$110k to \$130k
- 5** **DC/Northern VA**
\$100k to \$120k
- 5** **Central/Southern VA**
\$100k to \$120k
- 5** **Texas**
\$100k to \$120k
- 8** **Nevada**
\$95k to \$115k
- 9** **Carolinas**
\$90k to \$110k
- 10** **Colorado**
\$90k to \$110k

Superintendent (Under \$20MM)

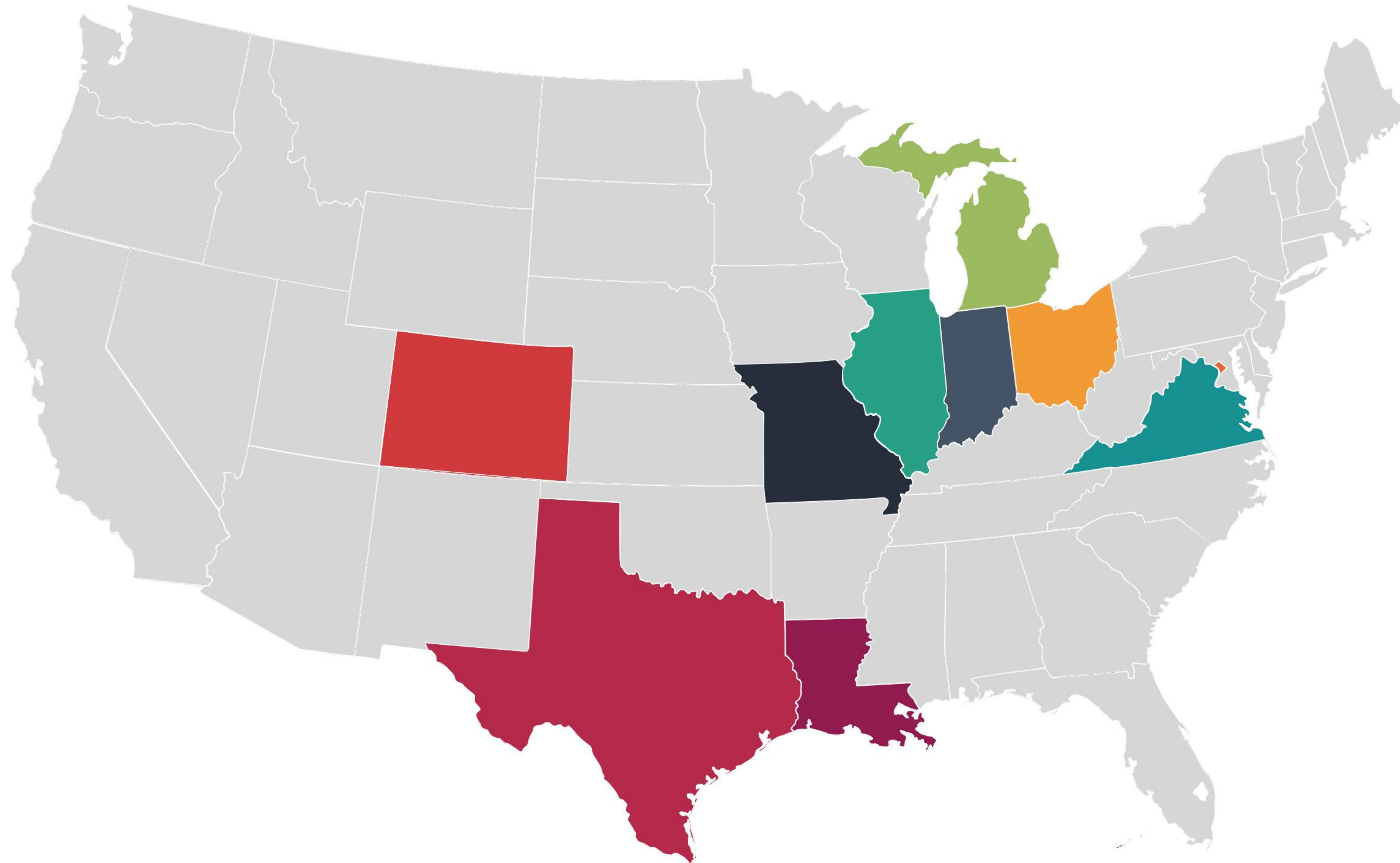
U.S. Mechanical & Electrical 2018



- 1** **New York City**
\$105k to \$120k
- 2** **California**
\$100k to \$120k
- 2** **Oregon**
\$100k to \$120k
- 2** **Washington**
\$100k to \$120k
- 5** **Nevada**
\$95k to \$115k
- 6** **DC/Northern VA**
\$90k to \$110k
- 6** **Illinois**
\$90k to \$110k
- 6** **Central/Southern VA**
\$90k to \$110k
- 9** **Texas**
\$85k to \$105k
- 9** **Massachusetts**
\$85k to \$105k

Project Engineer

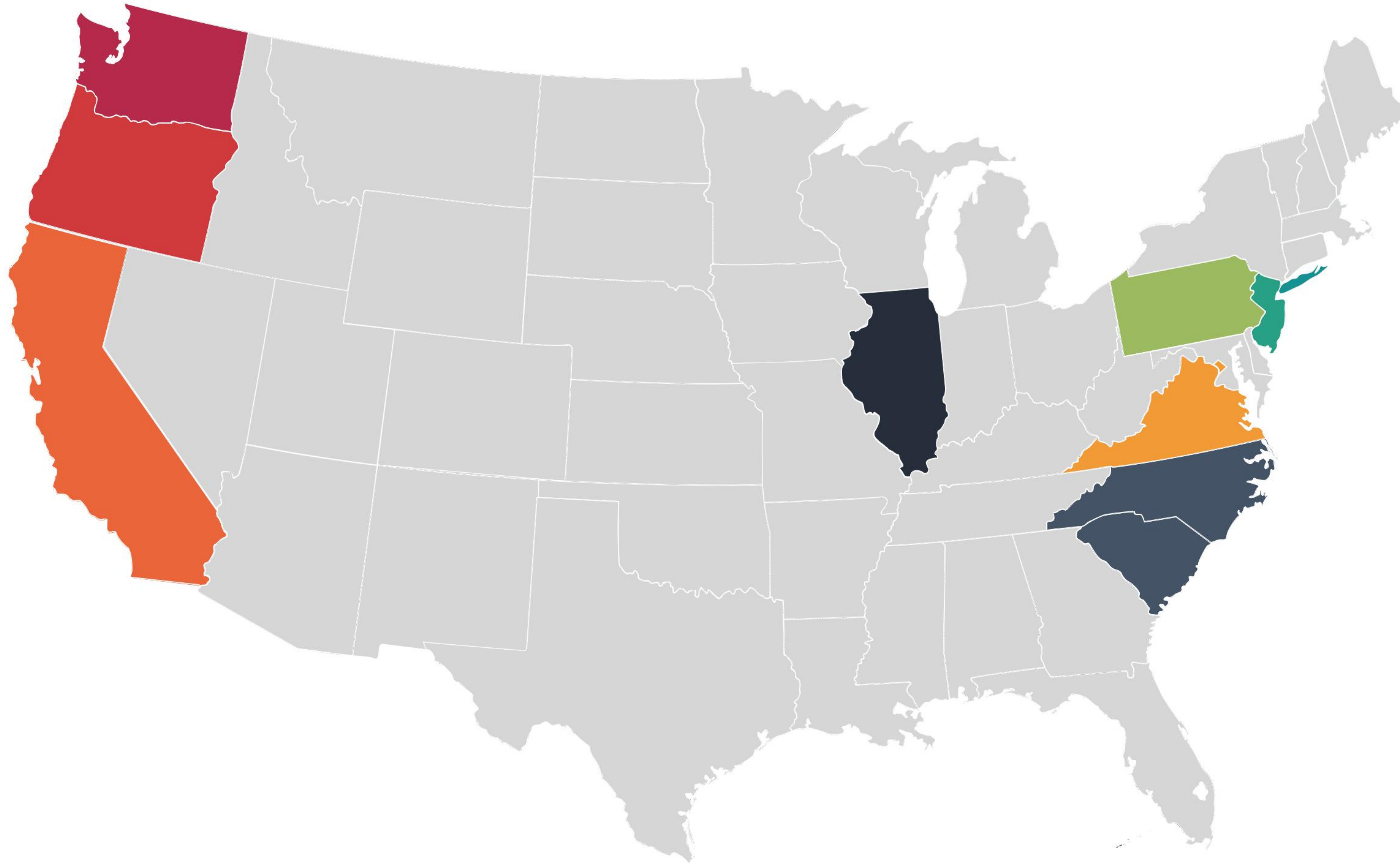
U.S. Mechanical & Electrical 2018



- 1** **Central/Southern VA**
\$80k to \$95k
- 2** **Illinois**
\$75k to \$95k
- 2** **Michigan**
\$75k to \$95k
- 2** **Ohio**
\$75k to \$95k
- 5** **DC/Northern VA**
\$70k to \$90k
- 6** **Colorado**
\$65k to \$85k
- 6** **Texas**
\$65k to \$85k
- 6** **Louisiana**
\$65k to \$85k
- 6** **Indiana**
\$65k to \$85k
- 6** **Missouri**
\$65k to \$85k

Safety Director / Manager

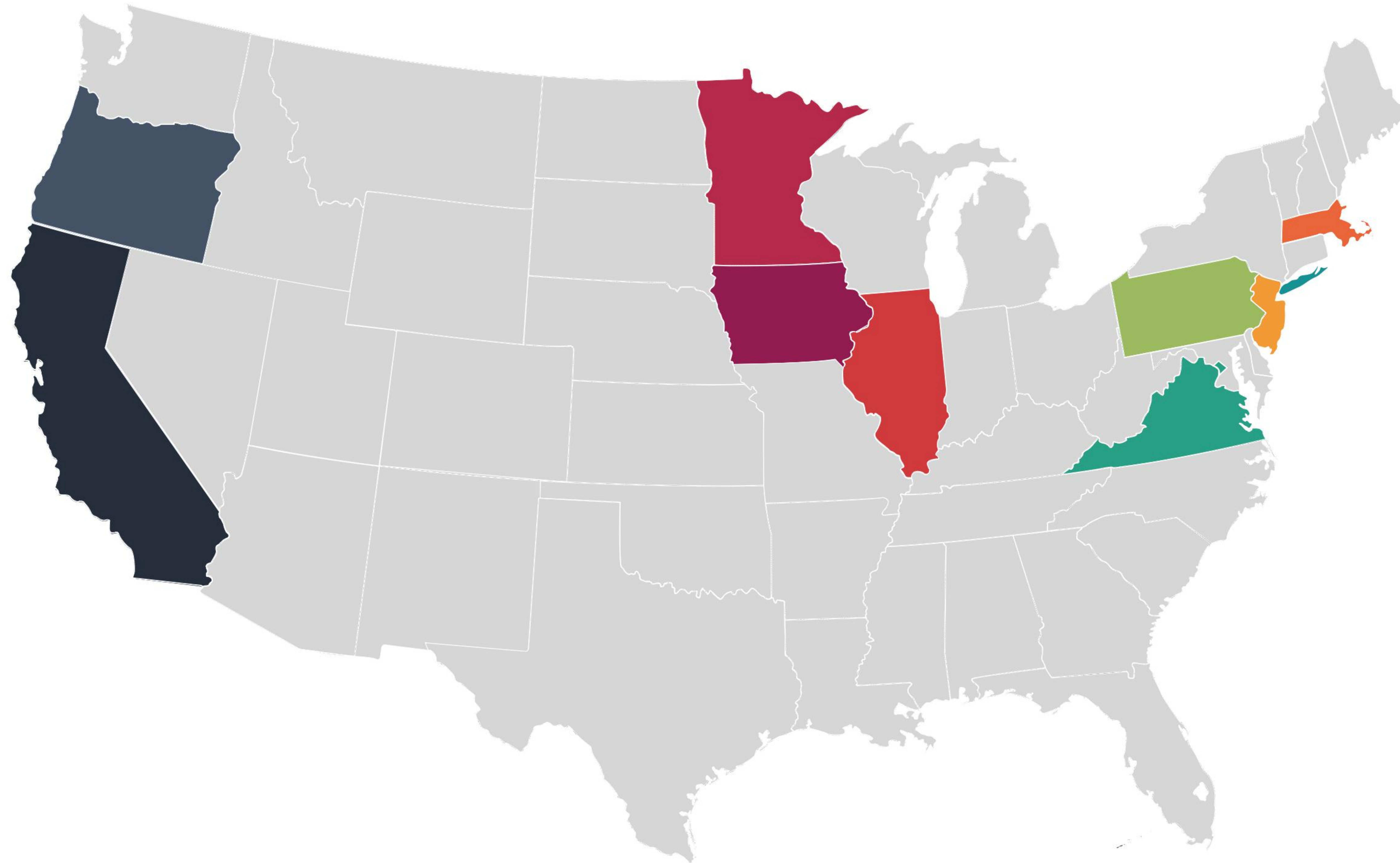
U.S. Mechanical & Electrical 2018



- 1 New York City**
\$175k to \$200k
- 2 New Jersey**
\$165k to \$190k
- 2 Pennsylvania**
\$165k to \$190k
- 4 DC/Northern VA**
\$125k to \$150k
- 5 California**
\$100k to \$150k
- 5 Oregon**
\$100k to \$150k
- 5 Washington**
\$100k to \$150k
- 8 Central/Southern VA**
\$115k to \$135k
- 9 Carolinas**
\$110k to \$135k
- 10 Illinois**
\$110k to \$130k

Sales / Business Development Mgr.

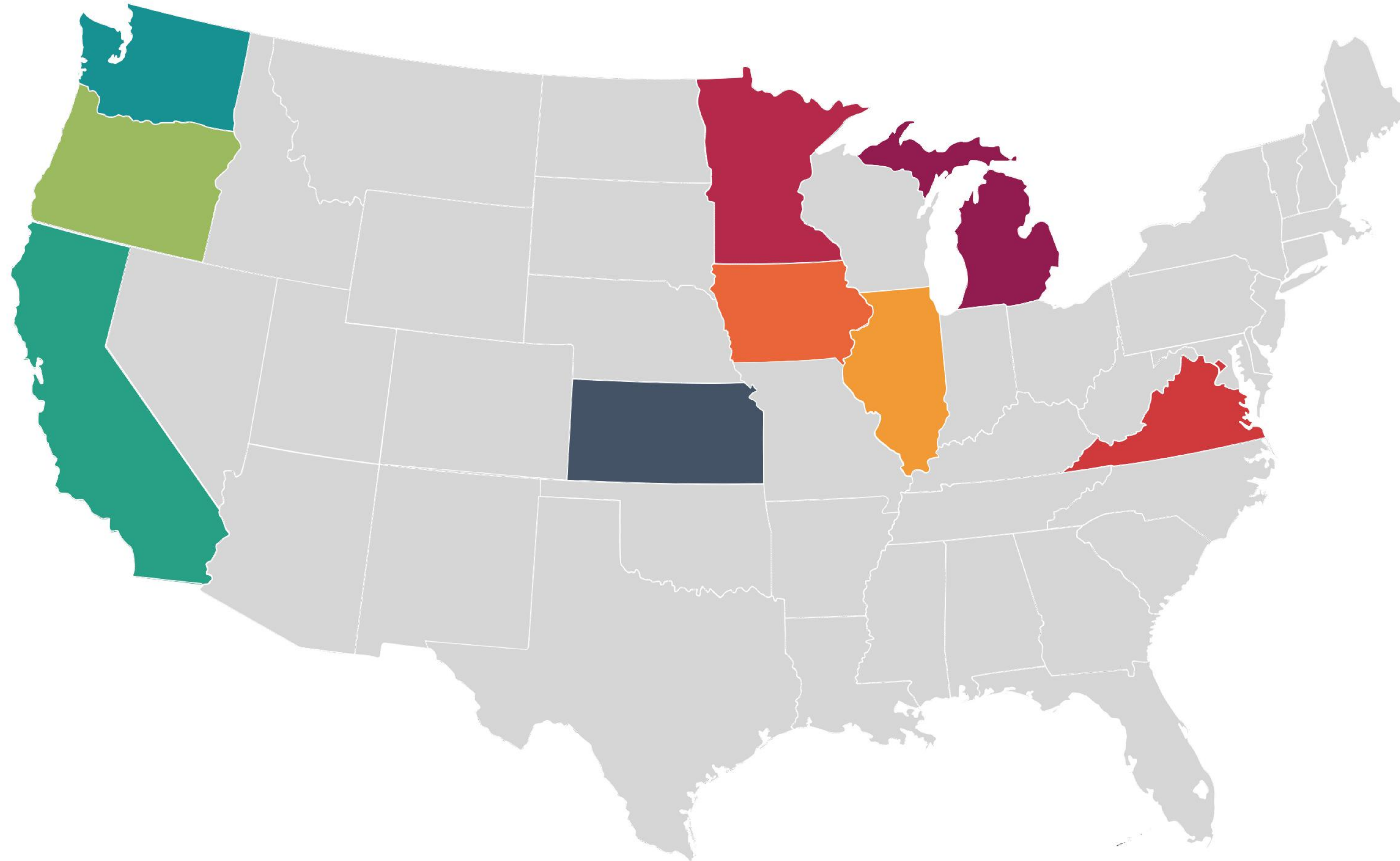
U.S. Mechanical & Electrical 2018



- 1** **New York City**
\$100k to \$140k
- 1** **DC/Northern VA**
\$100k to \$140k
- 1** **Connecticut**
\$100k to \$140k
- 1** **New Jersey**
\$100k to \$140k
- 1** **Massachusetts**
\$100k to \$140k
- 6** **Illinois**
\$115k to \$135k
- 6** **Minnesota**
\$115k to \$135k
- 8** **Iowa**
\$105k to \$125k
- 9** **Oregon**
\$100k to \$125k
- 9** **California**
\$100k to \$125k

Scheduler

U.S. Mechanical & Electrical 2018



- 1** **Washington**
\$100k to \$150k
- 1** **California**
\$100k to \$150k
- 1** **Oregon**
\$100k to \$150k
- 4** **Illinois**
\$100k to \$120k
- 5** **Iowa**
\$95k to \$115k
- 6** **DC/Northern VA**
\$90k to \$110k
- 6** **Minnesota**
\$90k to \$110k
- 6** **Michigan**
\$90k to \$110k
- 6** **Kansas**
\$90k to \$110k