



315K Employment increase over last 12 months*

4.1% Job increase from 2017

75% Employers expect to increase hiring

22.5 Average weeks unemployed

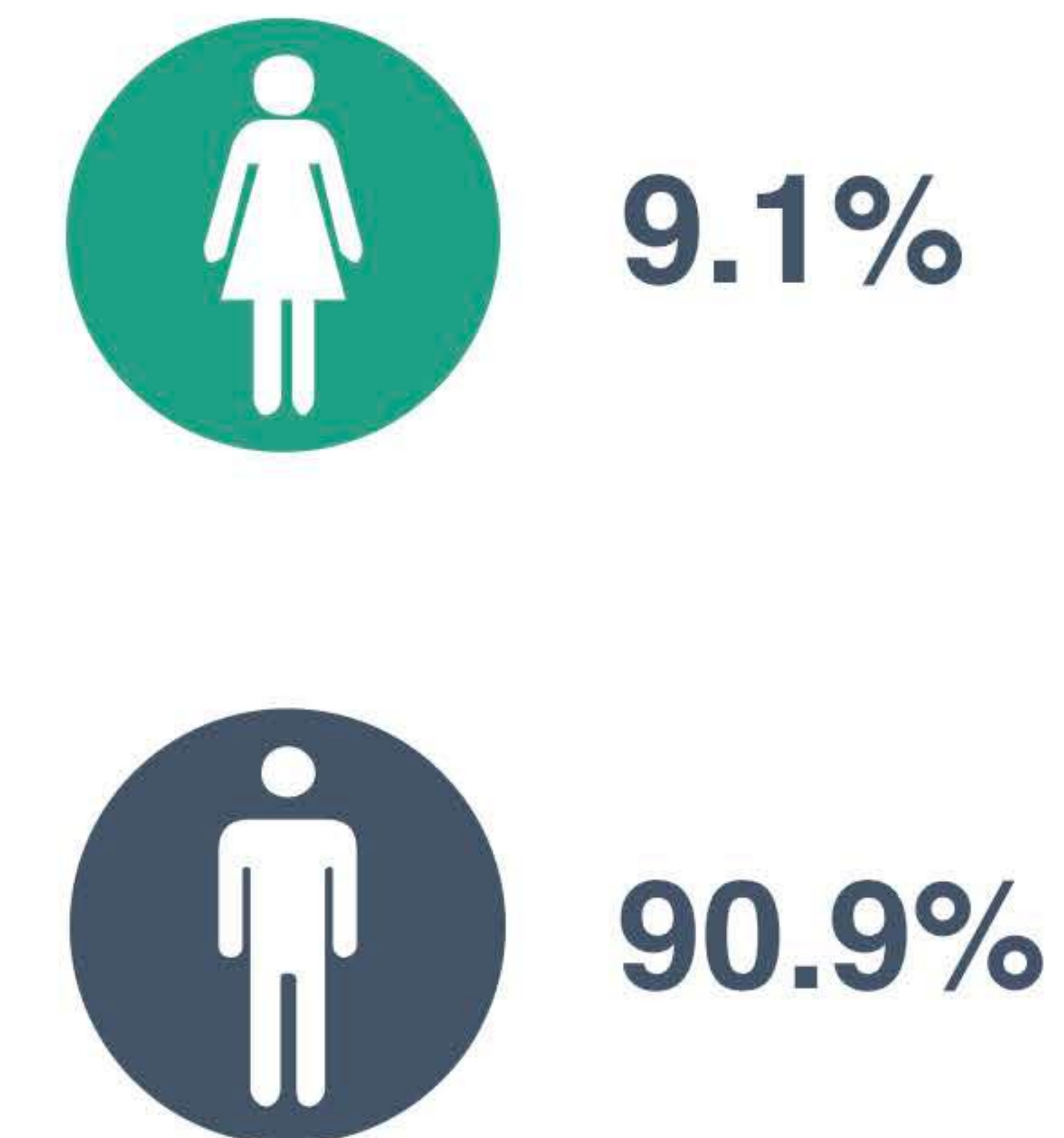
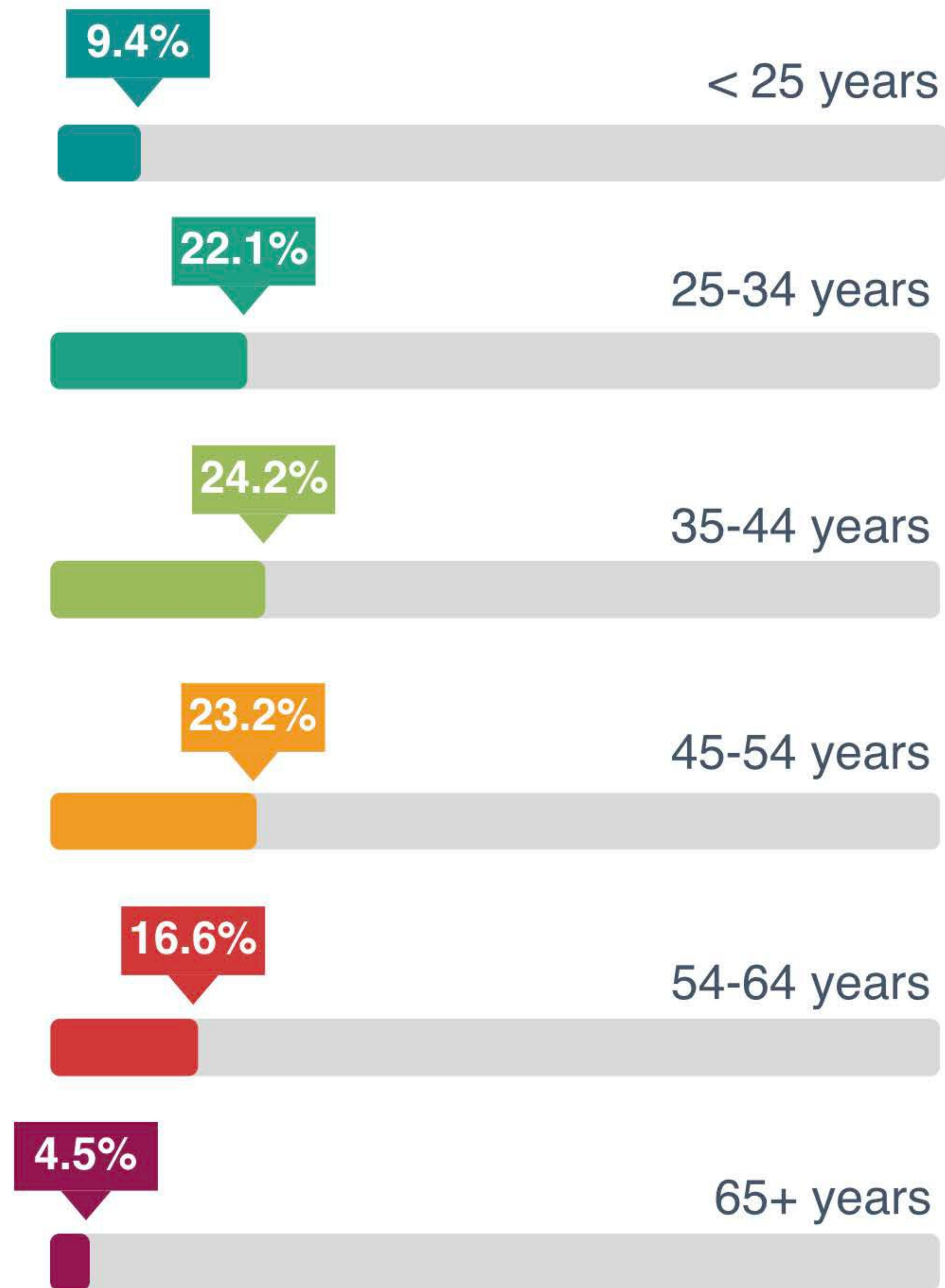
3.7% National industry unemployment rate

* November 2018

Demographics

Data Provided by US Bureau of Labor Statistics

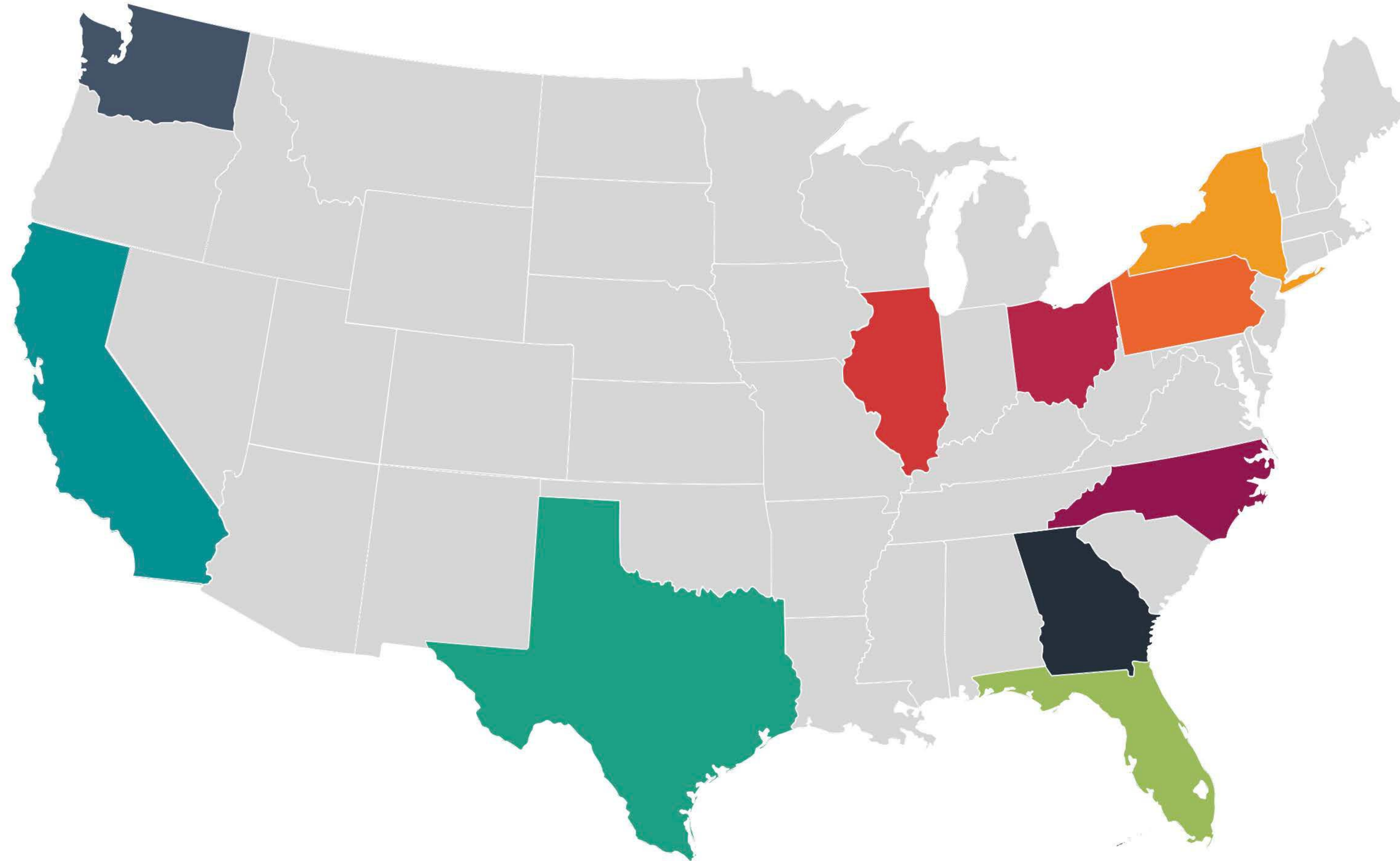
U.S. Construction 2018



Top 10 States with Highest Employment

Data Provided by US Bureau of Labor Statistics

U.S. Construction 2018

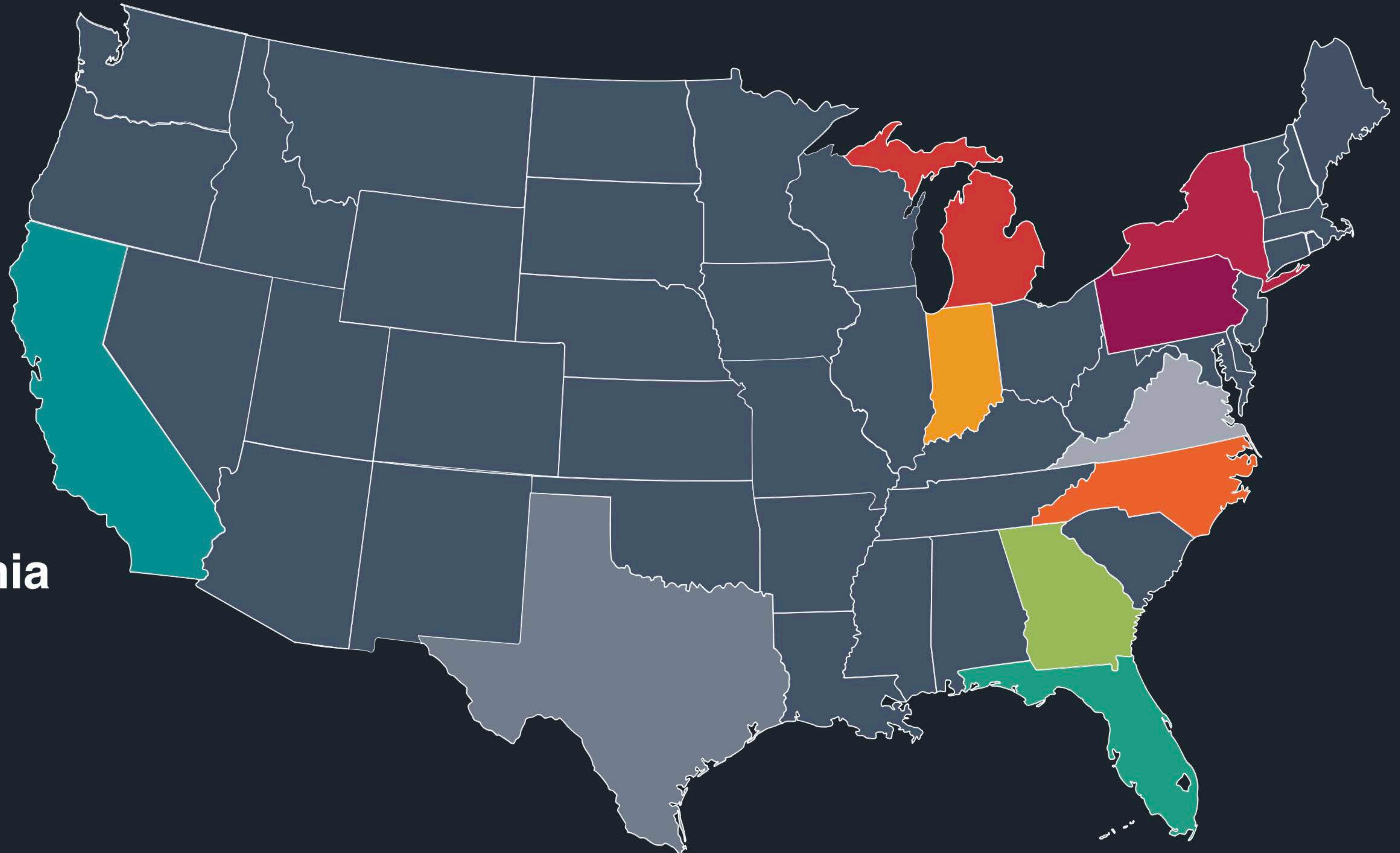
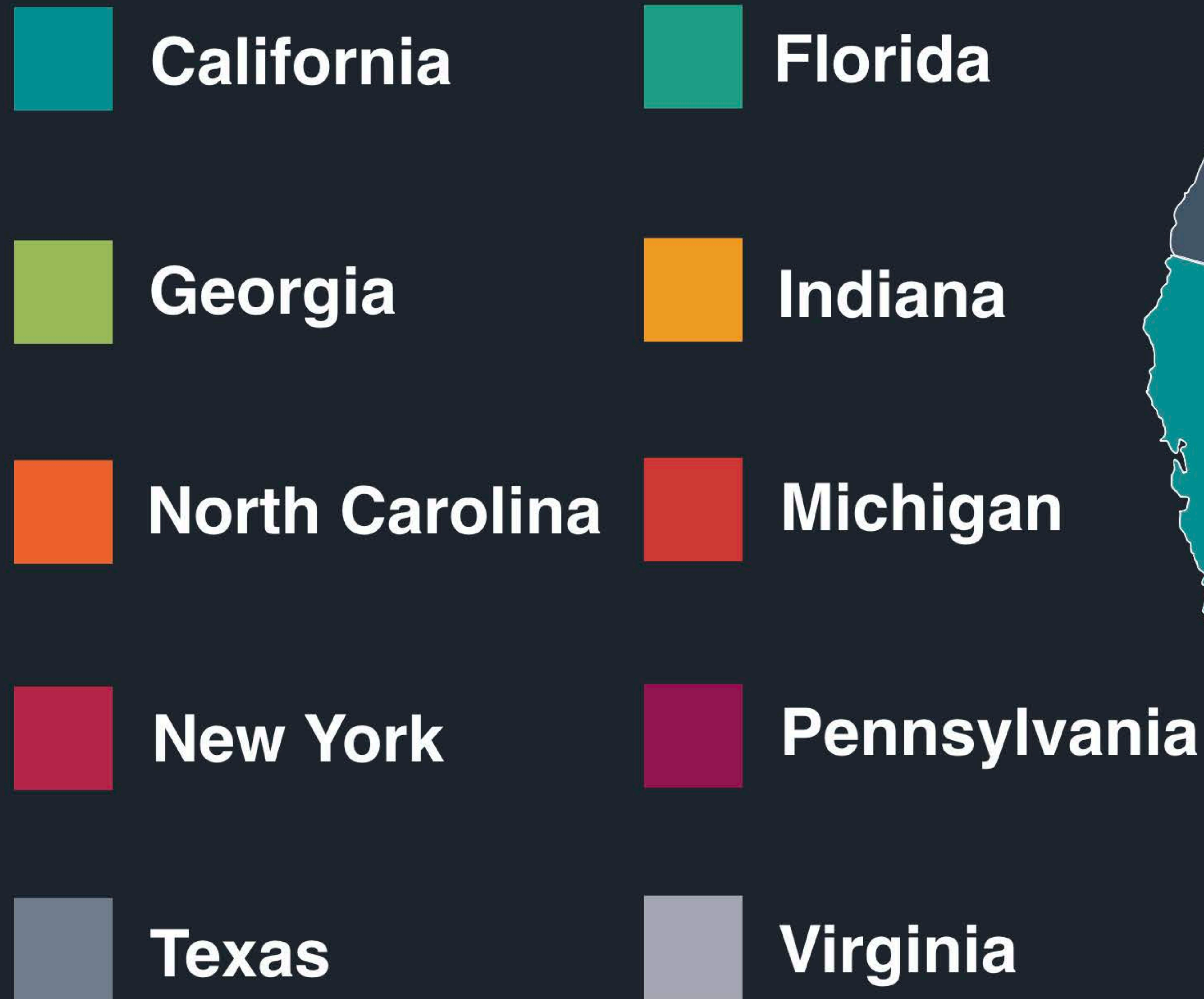


1	California	872,900
2	Texas	770,400
3	Florida	552,000
4	New York	413,800
5	Pennsylvania	265,100
6	Illinois	243,200
7	Ohio	236,700
8	North Carolina	221,300
9	Washington	216,300
10	Georgia	205,500

Top 10 States with Most Hiring Activity

Data provided by Kimmel & Associates

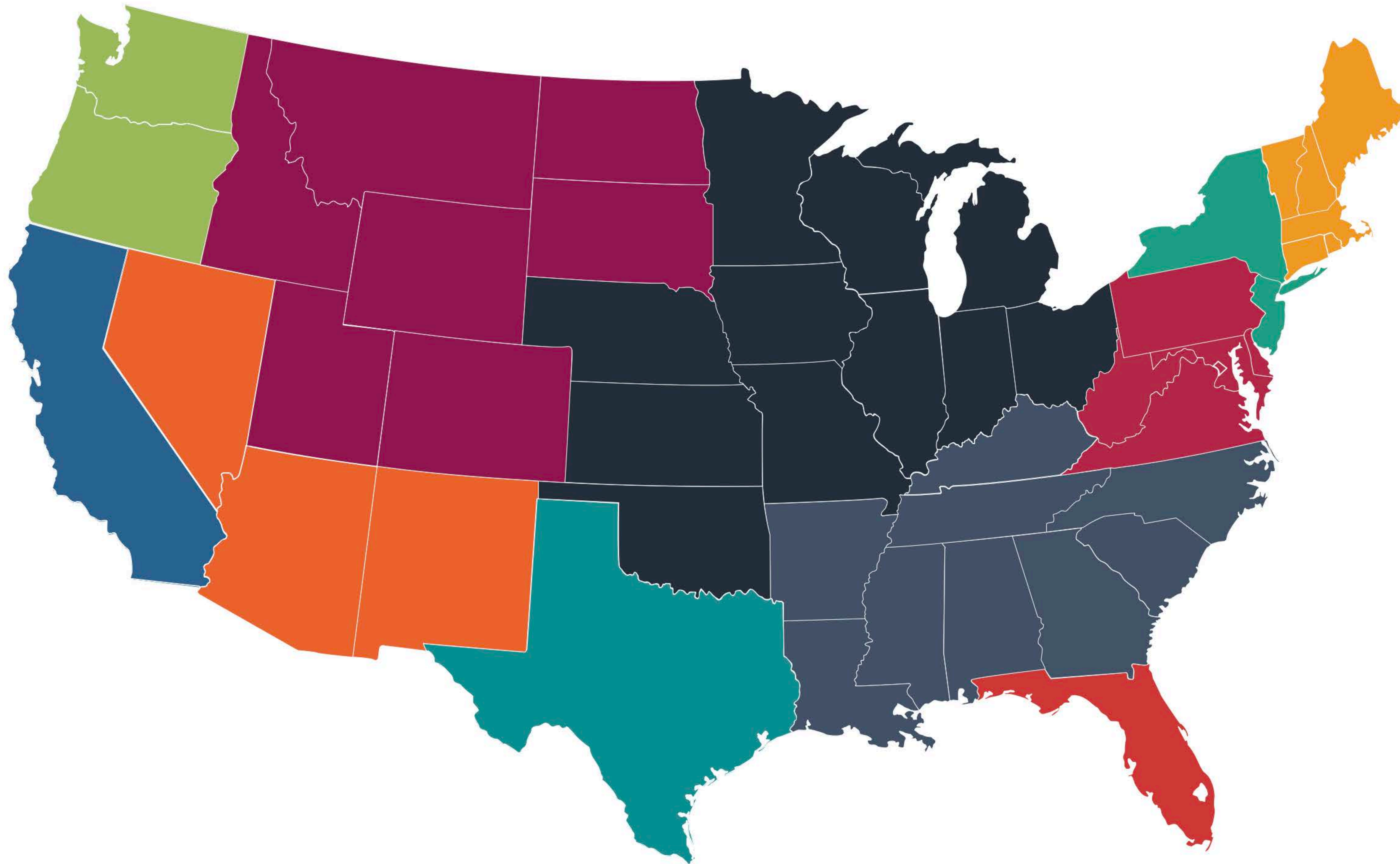
U.S. General Construction 2018



President / CEO

From Our Unique Perspective — Regions Ranked by Salary Ranges

U.S. General Construction 2019

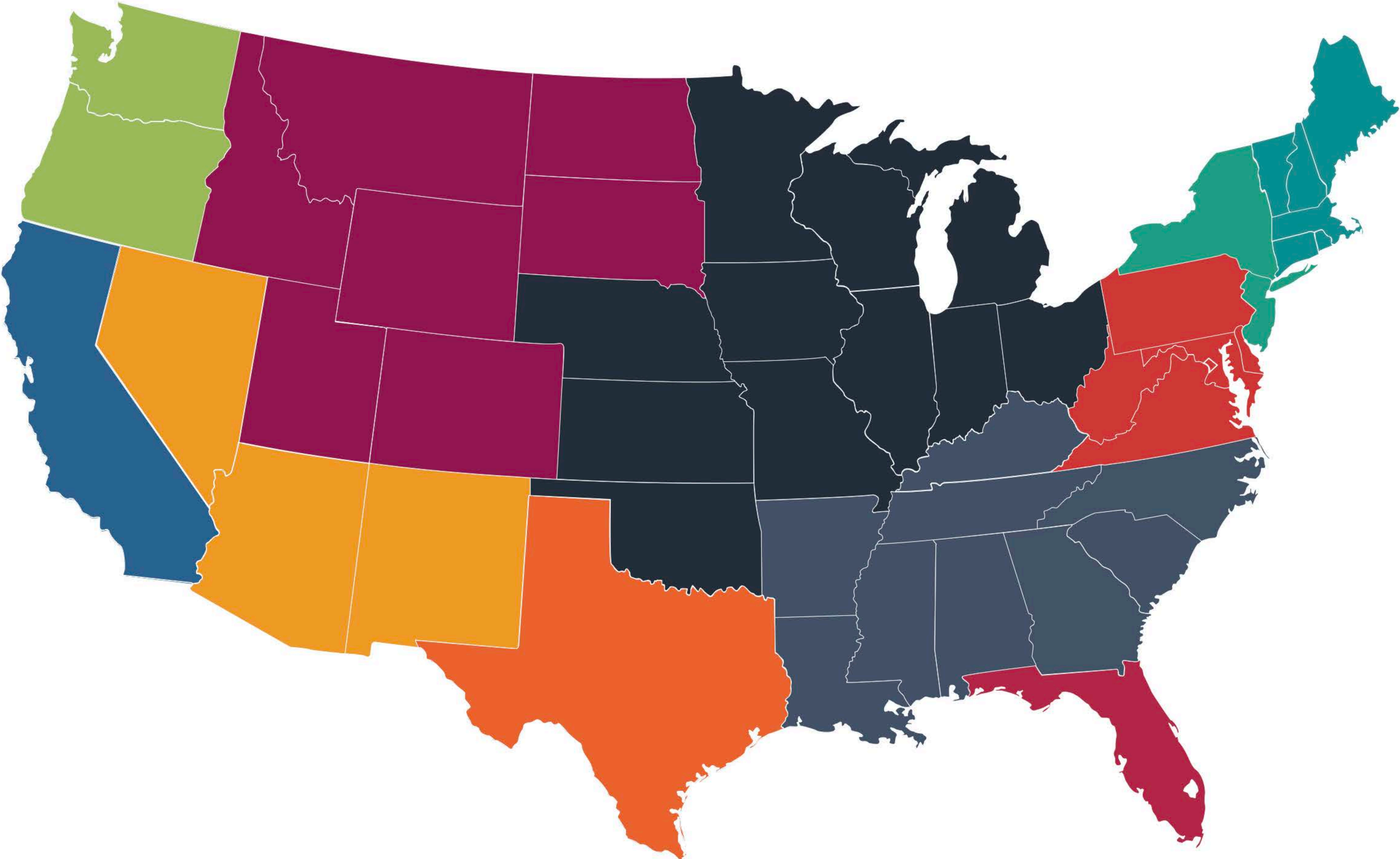


- 1 California**
\$410k to \$430k
- 2 Texas**
\$360k to \$400k
- 3 New York / New Jersey**
\$315k to \$460k
- 4 Northwest**
\$300k to \$400k
- 5 New England**
\$295k to \$370k
- 6 Southwest**
\$290k to \$310k
- 6 Florida**
\$290k to \$310k
- 8 Mid-Atlantic**
\$240k to \$320k
- 9 Mountain**
\$240k to \$260k
- 10 Southeast**
\$190k to \$315k
- 11 Midwest**
\$175k to \$315k

Chief Financial Officer

From Our Unique Perspective — Regions Ranked by Salary Ranges

U.S. General Construction 2019

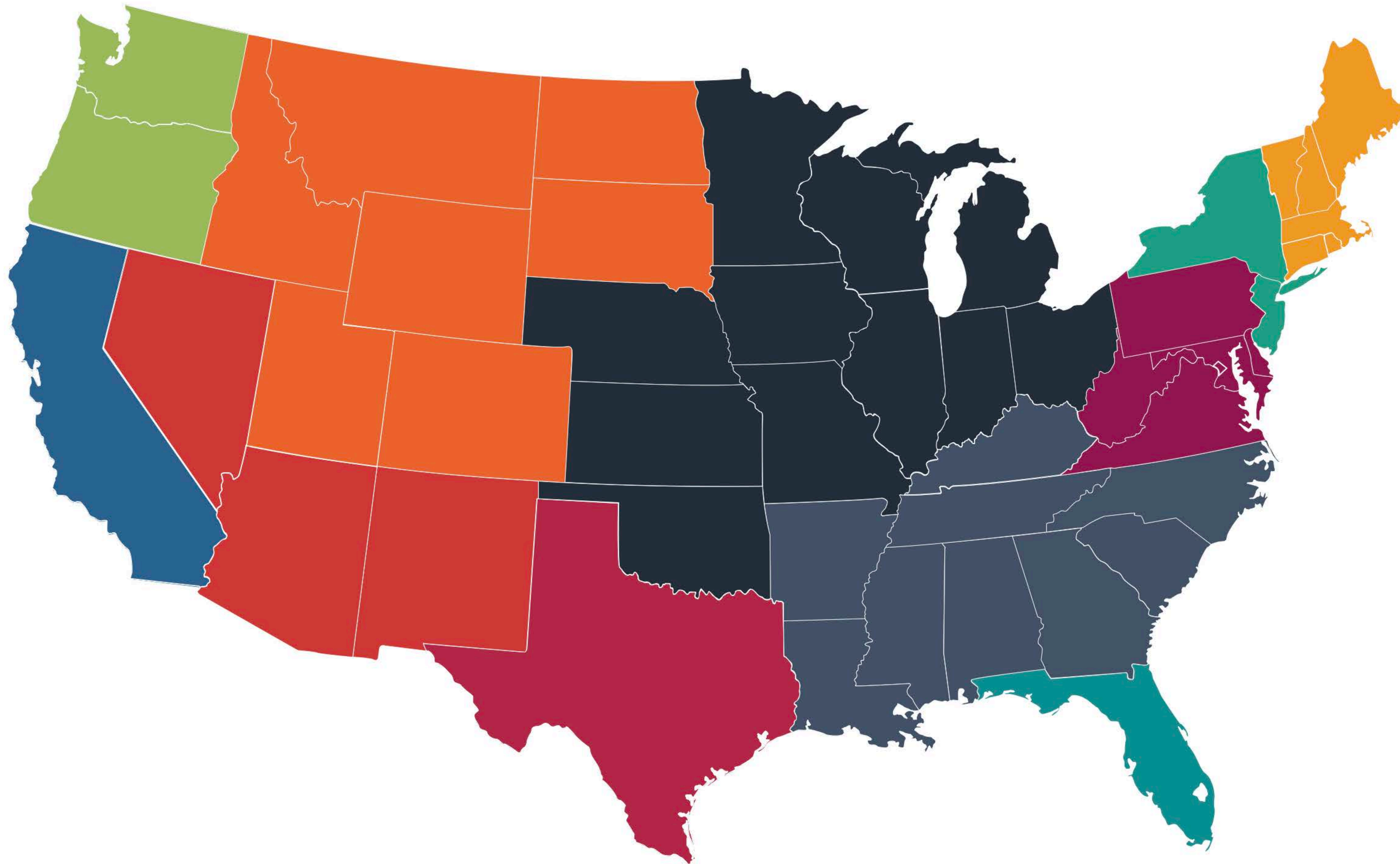


- 1 California**
\$260k to \$290k
- 2 New England**
\$235k to \$270k
- 3 New York / New Jersey**
\$230k to \$270k
- 4 Northwest**
\$210k to \$270k
- 5 Southwest**
\$205k to \$225k
- 6 Texas**
\$190k to \$220k
- 7 Mid-Atlantic**
\$180k to \$250k
- 8 Florida**
\$165k to \$185k
- 9 Mountain**
\$150k to \$170k
- 10 Southeast**
\$140k to \$200k
- 11 Midwest**
\$110k to \$190k

Vice President of Operations

From Our Unique Perspective — Regions Ranked by Salary Ranges

U.S. General Construction 2019

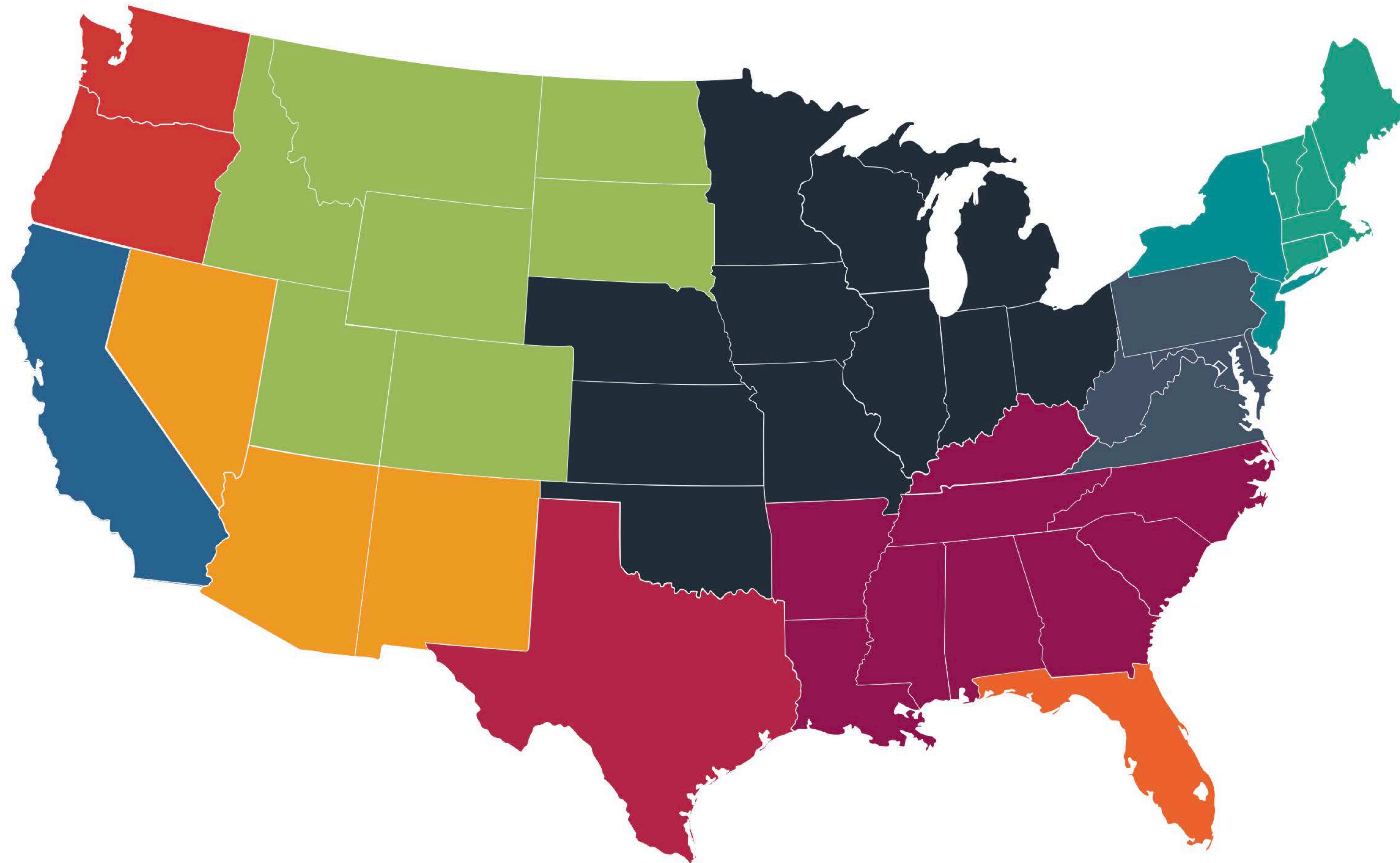


- 1 California**
\$240k to \$260k
- 2 Florida**
\$215k to \$235k
- 3 New York / New Jersey**
\$185k to \$310k
- 4 Northwest**
\$180k to \$240k
- 5 New England**
\$180k to \$220k
- 6 Mountain**
\$180k to \$200k
- 6 Southwest**
\$180k to \$200k
- 8 Texas**
\$175k to \$240k
- 9 Mid-Atlantic**
\$170k to \$230k
- 10 Southeast**
\$160k to \$250k
- 11 Midwest**
\$125k to \$200k

Project Manager (Lead Projects Over \$20MM)

From Our Unique Perspective — Regions Ranked by Salary Ranges

U.S. General Construction 2019

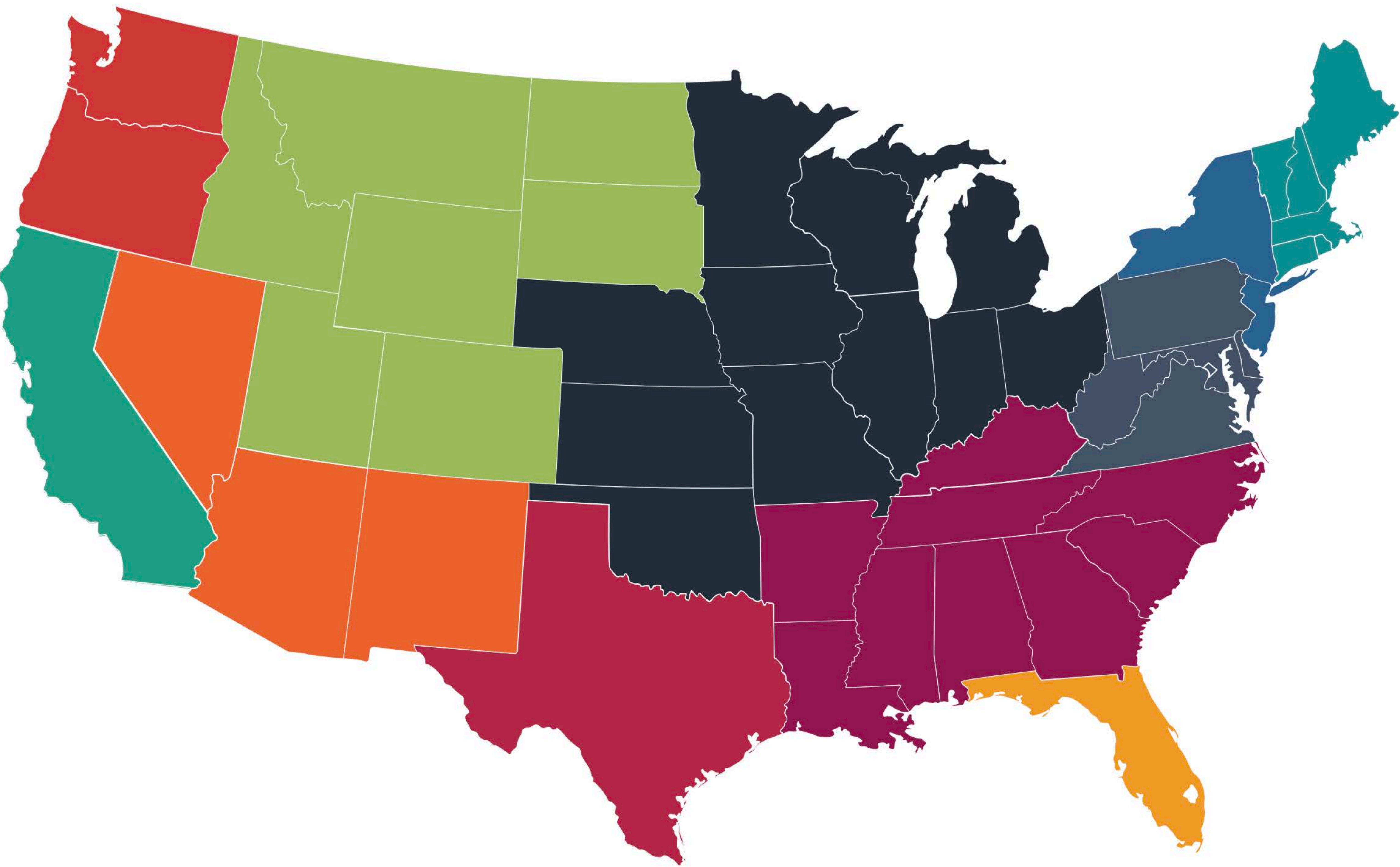


- 1 California**
\$170k to \$190k
- 2 New York / New Jersey**
\$140k to \$255k
- 3 New England**
\$140k to \$200k
- 4 Mountain**
\$120k to \$140k
- 4 Southwest**
\$120k to \$140k
- 4 Florida**
\$120k to \$140k
- 7 Northwest**
\$115k to \$180k
- 8 Texas**
\$110k to \$140k
- 9 Southeast**
\$95k to \$140k
- 10 Mid-Atlantic**
\$90k to \$170k
- 11 Midwest**
\$90k to \$120k

Project Manager (Lead Projects Under \$20MM)

From Our Unique Perspective — Regions Ranked by Salary Ranges

U.S. General Construction 2019

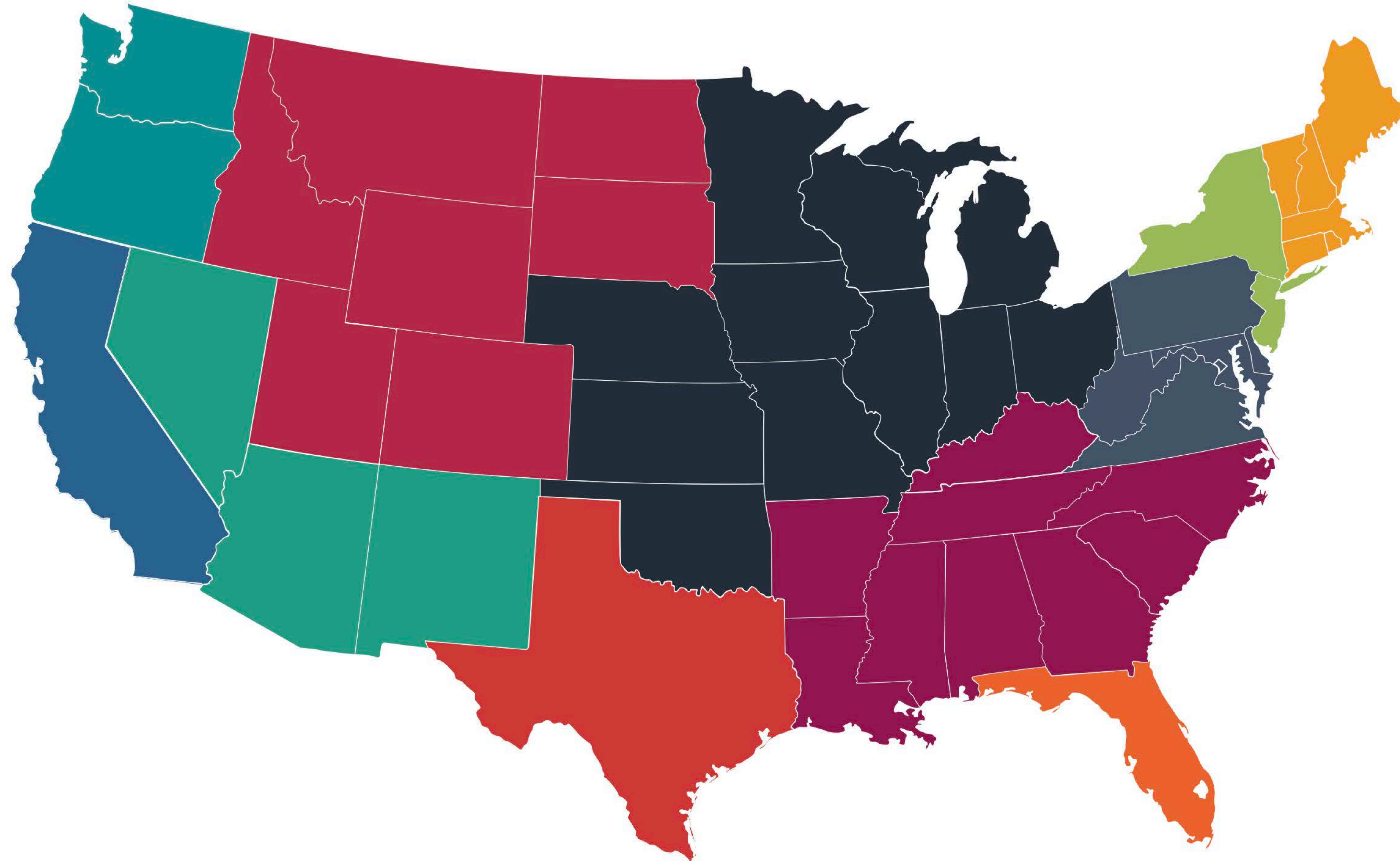


- 1 New York / New Jersey**
\$120k to \$185k
- 2 New England**
\$110k to \$165k
- 3 California**
\$110k to \$130k
- 4 Mountain**
\$100k to \$120k
- 4 Florida**
\$100k to \$120k
- 6 Southwest**
\$90k to \$110k
- 7 Northwest**
\$85k to \$150k
- 8 Texas**
\$85k to \$115k
- 9 Southeast**
\$80k to \$120k
- 10 Mid-Atlantic**
\$75k to \$130k
- 11 Midwest**
\$75k to \$110k

Chief Estimator

From Our Unique Perspective — Regions Ranked by Salary Ranges

U.S. General Construction 2019

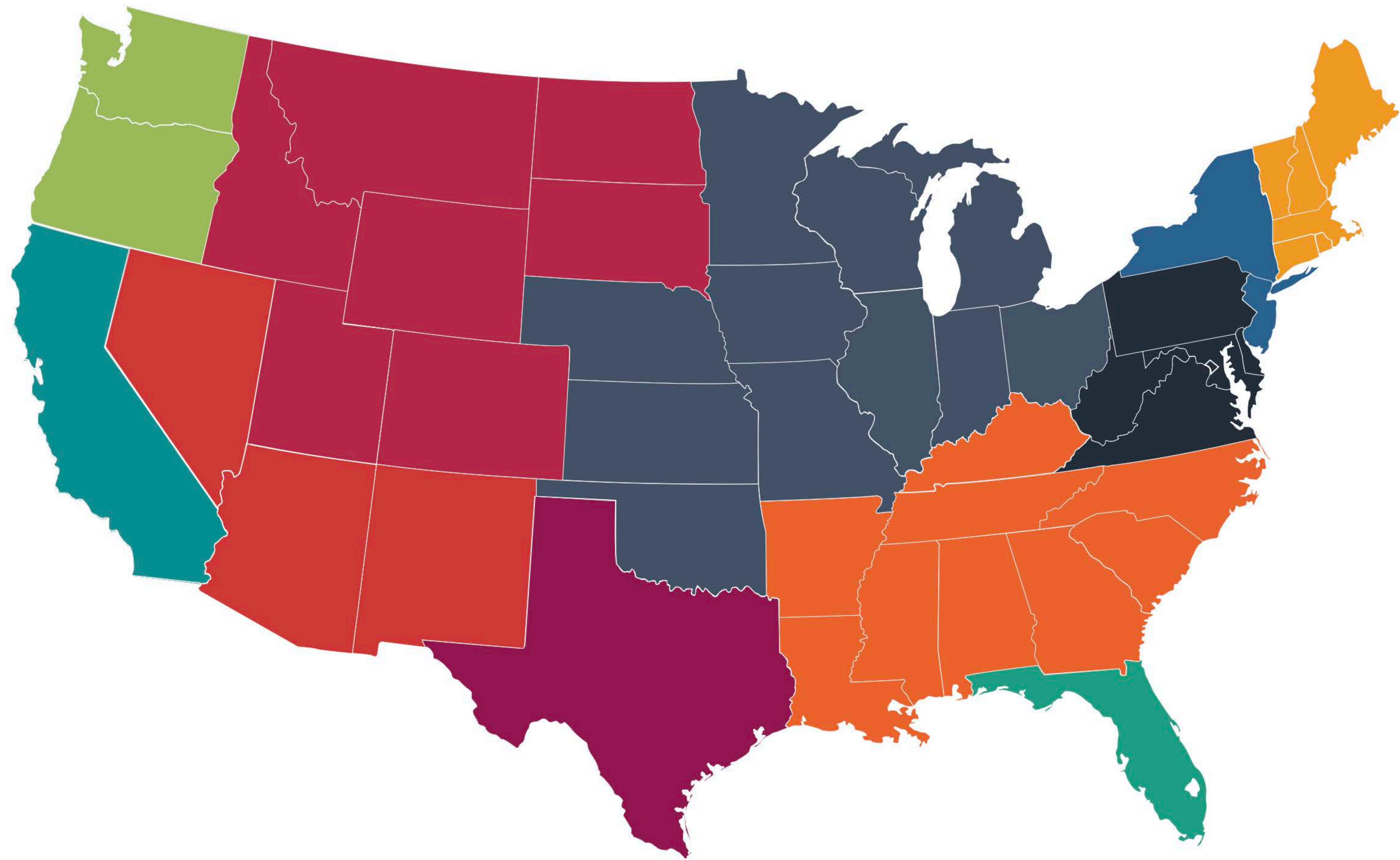


- 1 California**
\$175k to \$200k
- 2 Northwest**
\$150k to \$190k
- 3 Southwest**
\$150k to \$175k
- 4 New York / New Jersey**
\$145k to \$285k
- 5 New England**
\$140k to \$215k
- 6 Florida**
\$140k to \$160k
- 7 Texas**
\$120k to \$180k
- 8 Mountain**
\$120k to \$140k
- 9 Southeast**
\$100k to \$200k
- 10 Mid-Atlantic**
\$100k to \$170k
- 11 Midwest**
\$175k to \$315k

Sr. Estimator / Estimator

From Our Unique Perspective — Regions Ranked by Salary Ranges

U.S. General Construction 2019

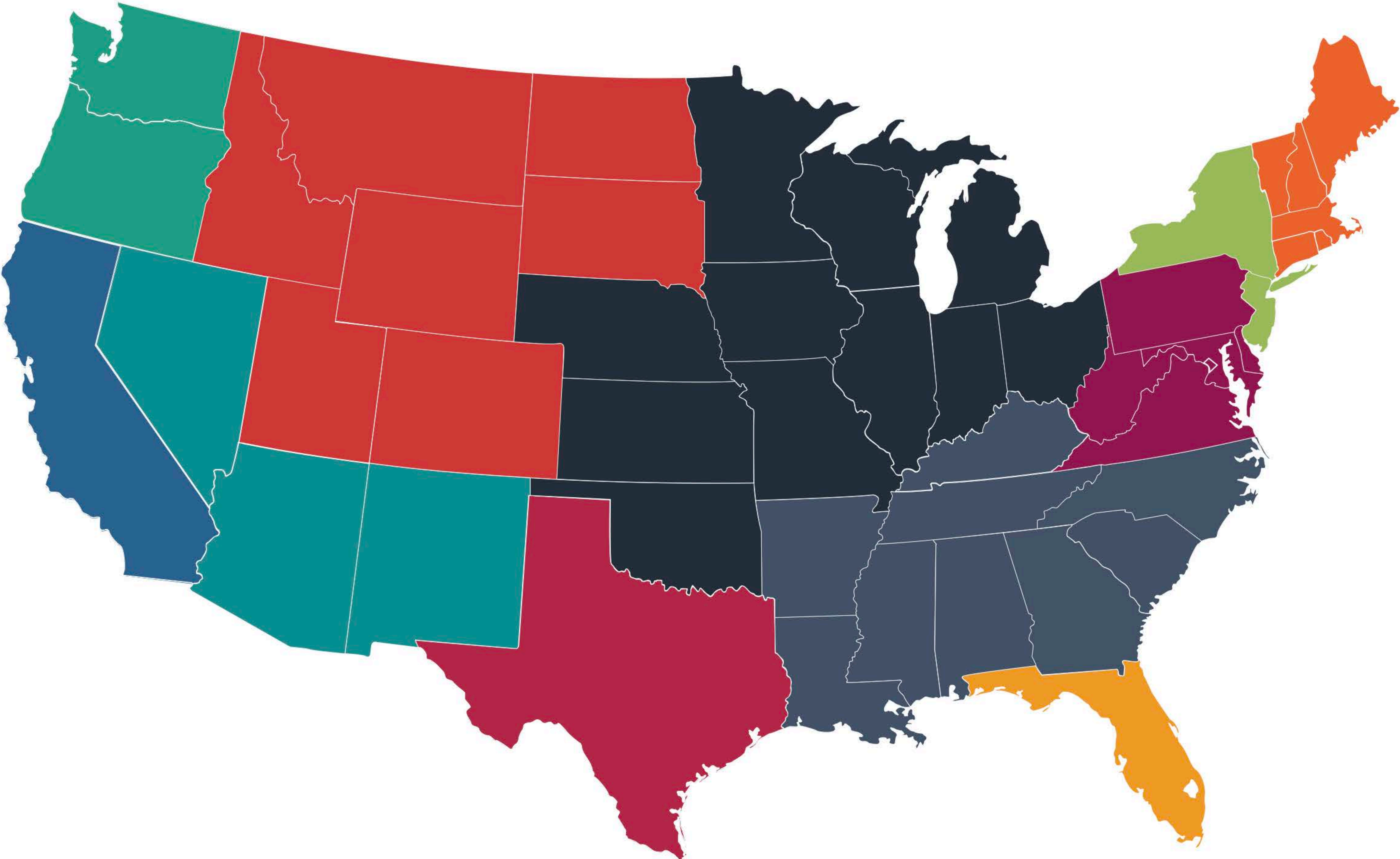


- 1** **New York / New Jersey**
\$115k to \$165k
- 2** **California**
\$110k to \$130k
- 2** **Florida**
\$110k to \$130k
- 4** **Northwest**
\$105k to \$130k
- 5** **New England**
\$90k to \$150k
- 6** **Southeast**
\$85k to \$130k
- 7** **Southwest**
\$85k to \$110k
- 8** **Mountain**
\$80k to \$100k
- 9** **Texas**
\$75k to \$120k
- 10** **Midwest**
\$75k to \$105k
- 11** **Mid-Atlantic**
\$70k to \$130k

Superintendent (Lead Projects Over \$20MM)

From Our Unique Perspective — Regions Ranked by Salary Ranges

U.S. General Construction 2019

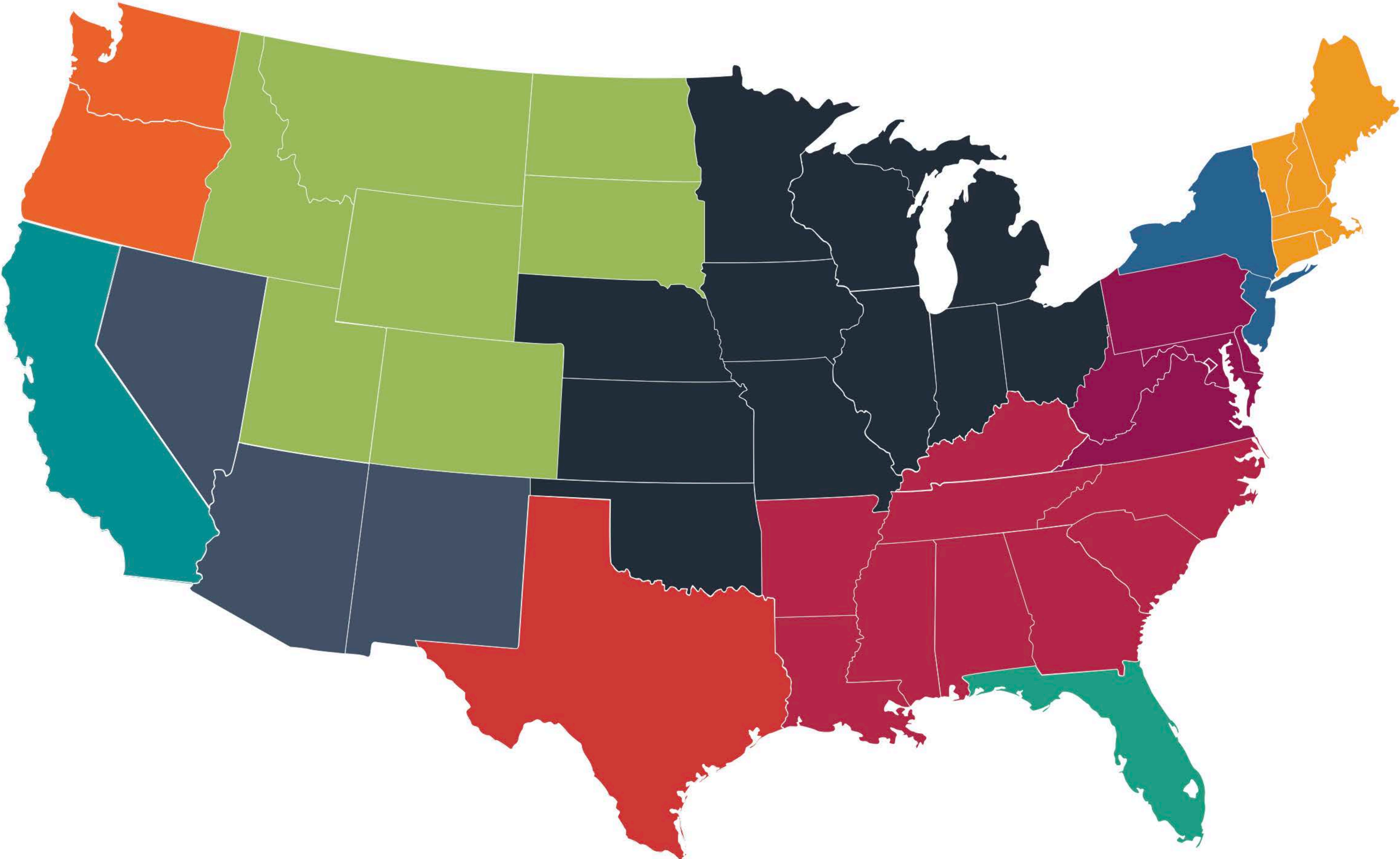


- 1 California**
\$165k to \$185k
- 2 Southwest**
\$140k to \$175k
- 3 Northwest**
\$130k to \$180k
- 4 New York / New Jersey**
\$125k to \$200k
- 5 Florida**
\$120k to \$140k
- 6 New England**
\$115k to \$170k
- 7 Mountain**
\$115k to \$130k
- 8 Texas**
\$110k to \$140k
- 9 Mid-Atlantic**
\$100k to \$140k
- 9 Southeast**
\$100k to \$140k
- 11 Midwest**
\$80k to \$140k

Superintendent (Lead Projects Under \$20MM)

From Our Unique Perspective — Regions Ranked by Salary Ranges

U.S. General Construction 2019

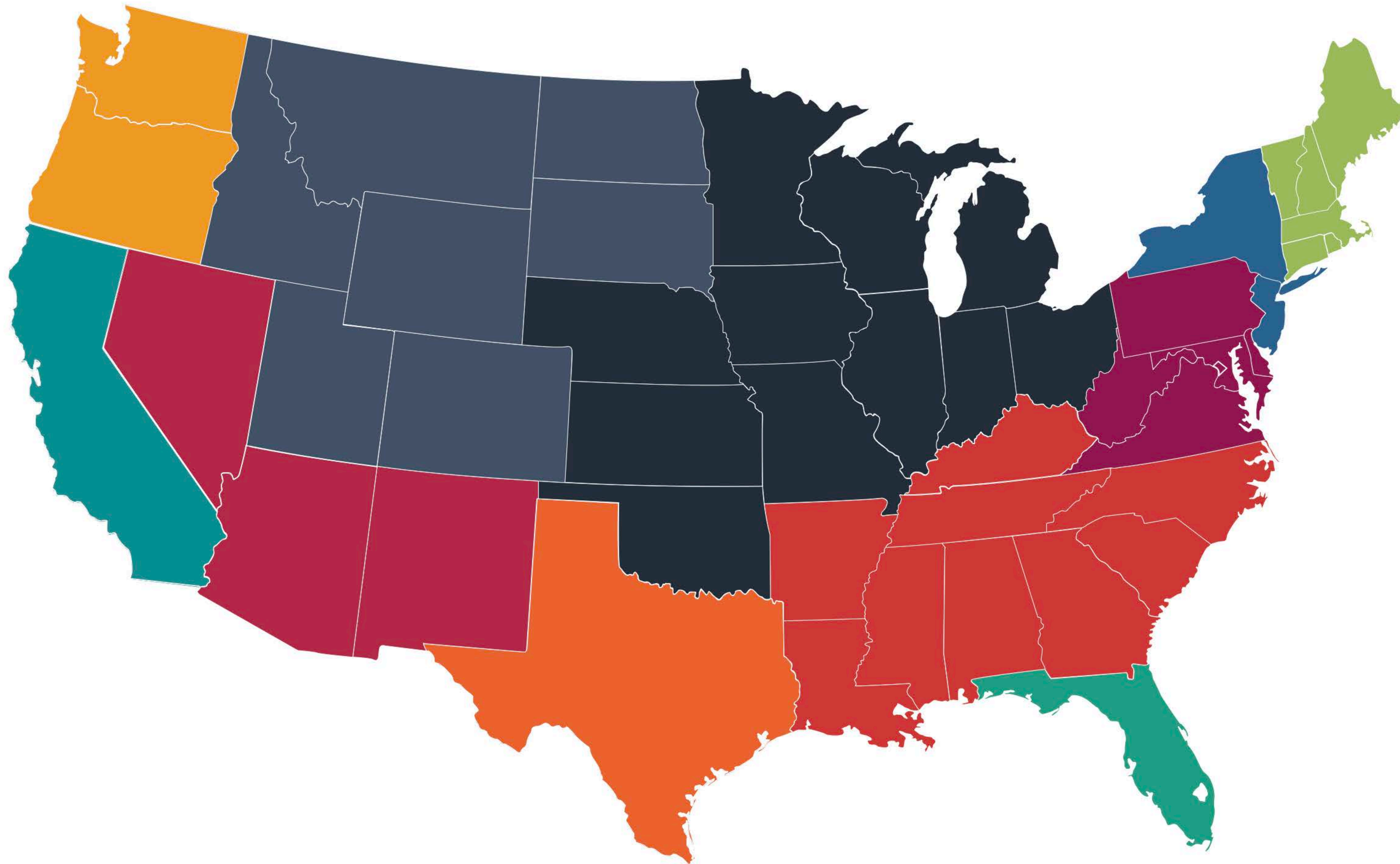


- 1** **New York / New Jersey**
\$100k to \$150k
- 2** **California**
\$100k to \$120k
- 2** **Florida**
\$100k to \$120k
- 4** **Mountain**
\$95k to \$115k
- 5** **New England**
\$90k to \$140k
- 6** **Northwest**
\$85k to \$130k
- 7** **Texas**
\$85k to \$115k
- 8** **Southeast**
\$85k to \$110k
- 9** **Mid-Atlantic**
\$80k to \$120k
- 10** **Southwest**
\$80k to \$100k
- 11** **Midwest**
\$70k to \$110k

Project Engineer / Assistant PM

From Our Unique Perspective — Regions Ranked by Salary Ranges

U.S. General Construction 2019

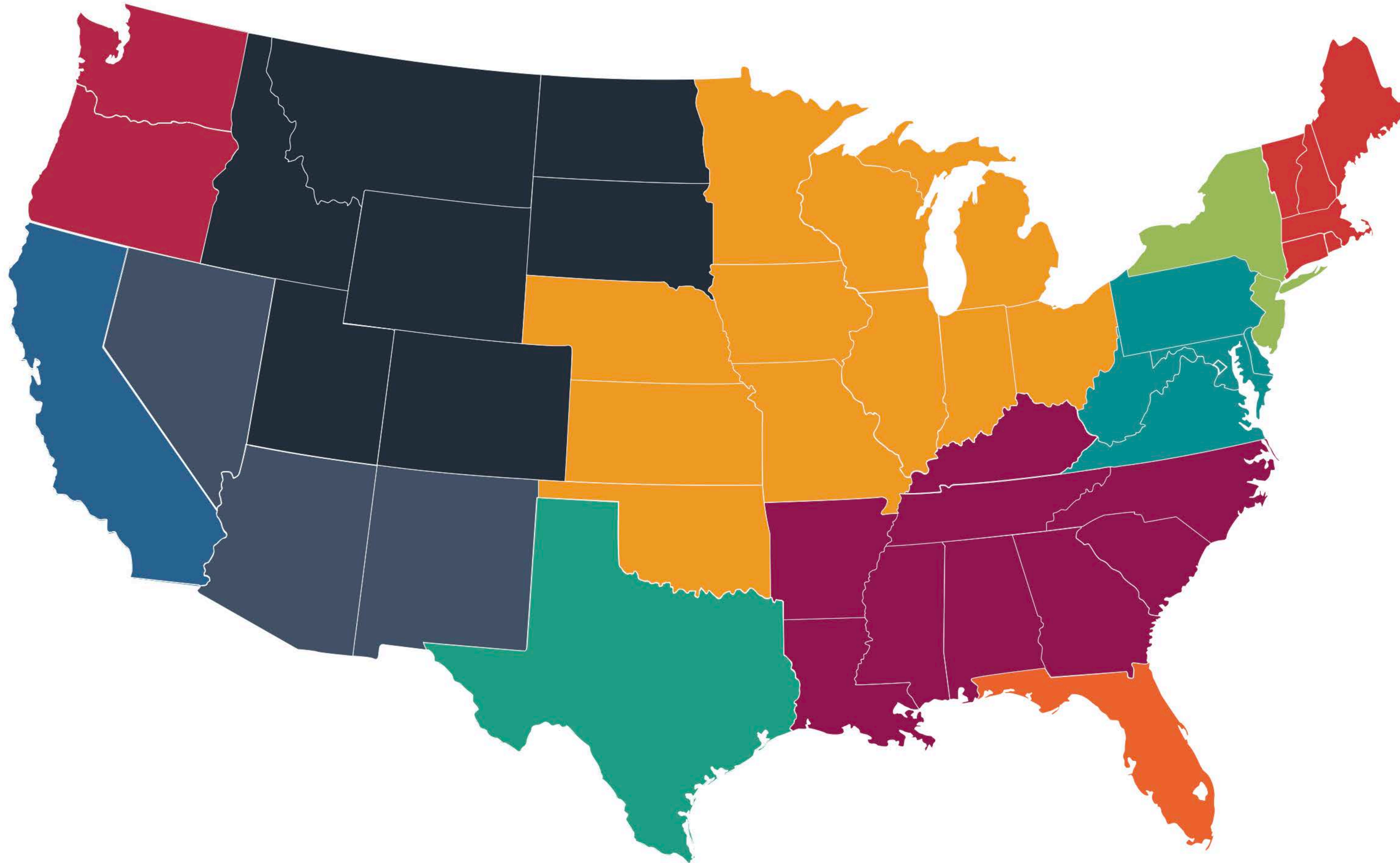


- 1 New York / New Jersey**
\$70k to \$110k
- 2 California**
\$70k to \$90k
- 2 Florida**
\$70k to \$90k
- 4 New England**
\$65k to \$100k
- 4 Northwest**
\$65k to \$100k
- 6 Texas**
\$65k to \$90k
- 7 Southeast**
\$60k to \$90k
- 8 Southwest**
\$60k to \$80k
- 9 Mid-Atlantic**
\$55k to \$85k
- 10 Mountain**
\$55k to \$75k
- 11 Midwest**
\$50k to \$85k

Safety Director / Manager

From Our Unique Perspective — Regions Ranked by Salary Ranges

U.S. General Construction 2019

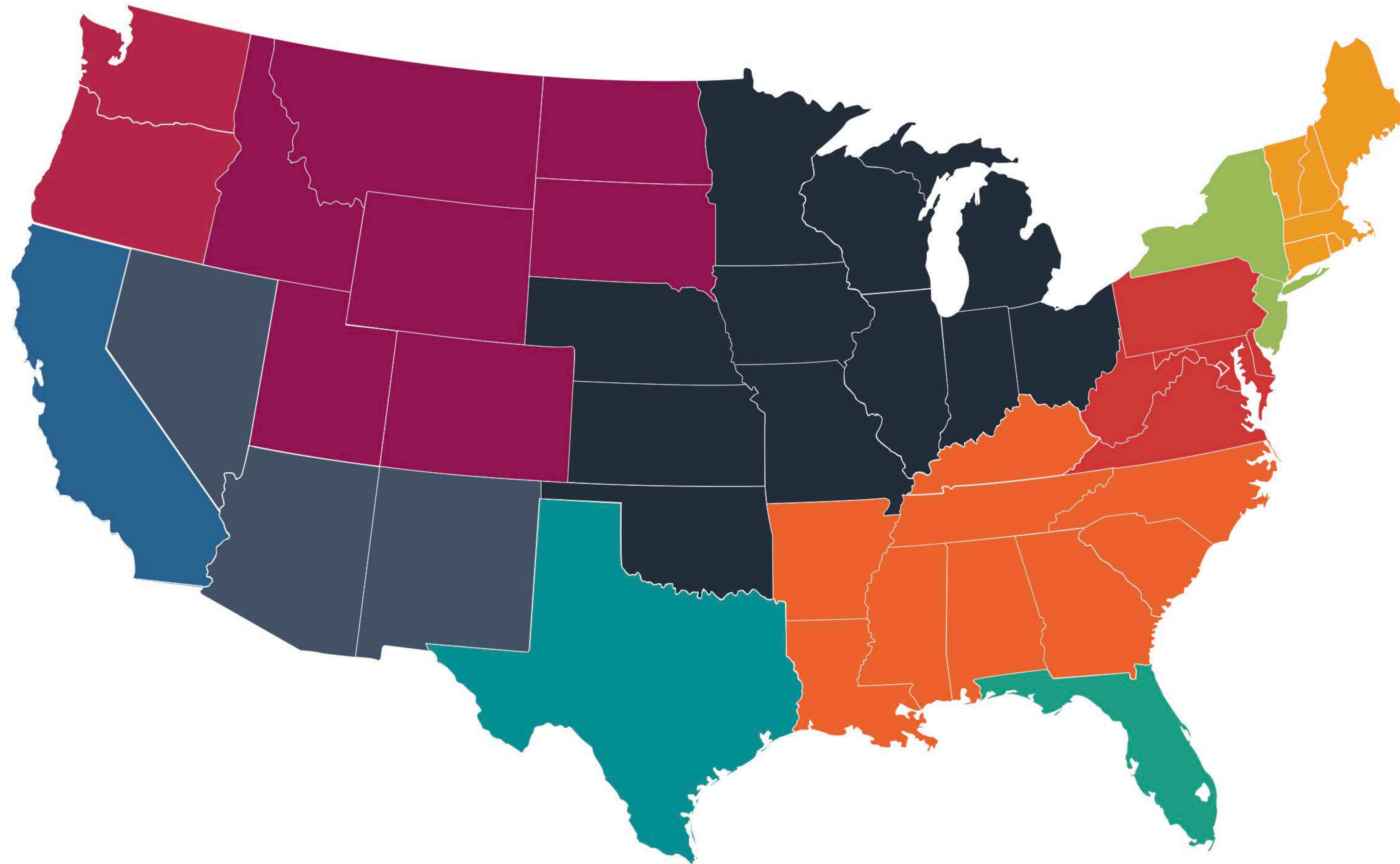


- 1 California**
\$125k to \$135k
- 2 Mid-Atlantic**
\$110k to \$140k
- 3 Texas**
\$105k to \$140k
- 4 New York / New Jersey**
\$100k to \$160k
- 5 Midwest**
\$100k to \$125k
- 6 Florida**
\$100k to \$120k
- 7 New England**
\$95k to \$140k
- 8 Northwest**
\$90k to \$130k
- 8 Southeast**
\$90k to \$130k
- 10 Southwest**
\$85k to \$110k
- 11 Mountain**
\$75k to \$95k

Sales / Business Development Mgr.

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U.S. General Construction 2019

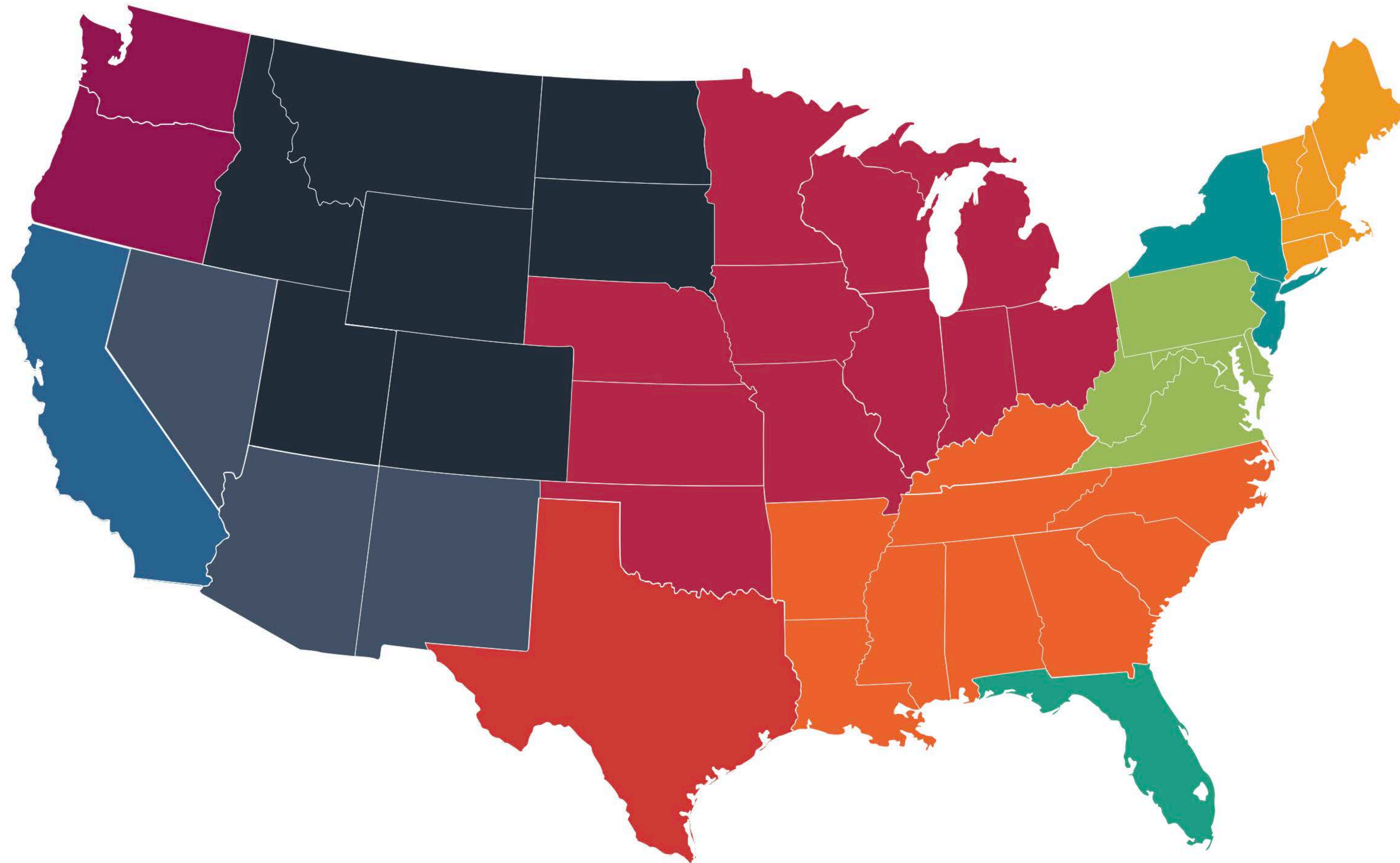


- 1 California**
\$145k to \$165k
- 2 Texas**
\$140k to \$190k
- 3 Florida**
\$140k to \$160k
- 4 New York / New Jersey**
\$130k to \$190k
- 5 New England**
\$125k to \$170k
- 6 Southeast**
\$110k to \$165k
- 7 Mid-Atlantic**
\$110k to \$150k
- 8 Northwest**
\$110k to \$140k
- 9 Mountain**
\$110k to \$130k
- 9 Southwest**
\$110k to \$130k
- 11 Midwest**
\$80k to \$160k

Scheduler

From Our Unique Perspective — Regions Ranked by Salary Ranges

U.S. General Construction 2019



- 1 California**
\$125k to \$150k
- 2 New York / New Jersey**
\$110k to \$160k
- 3 Florida**
\$110k to \$130k
- 4 Mid-Atlantic**
\$95k to \$155k
- 5 New England**
\$95k to \$140k
- 6 Southeast**
\$90k to \$140k
- 7 Texas**
\$90k to \$130k
- 8 Midwest**
\$90k to \$110k
- 9 Northwest**
\$85k to \$125k
- 10 Southwest**
\$80k to \$100k
- 11 Mountain**
\$70k to \$90k