



360K Employment increase over last 12 months*

4.8% Job increase from 2018

75% Employers expect to increase hiring

14.6 Average weeks unemployed

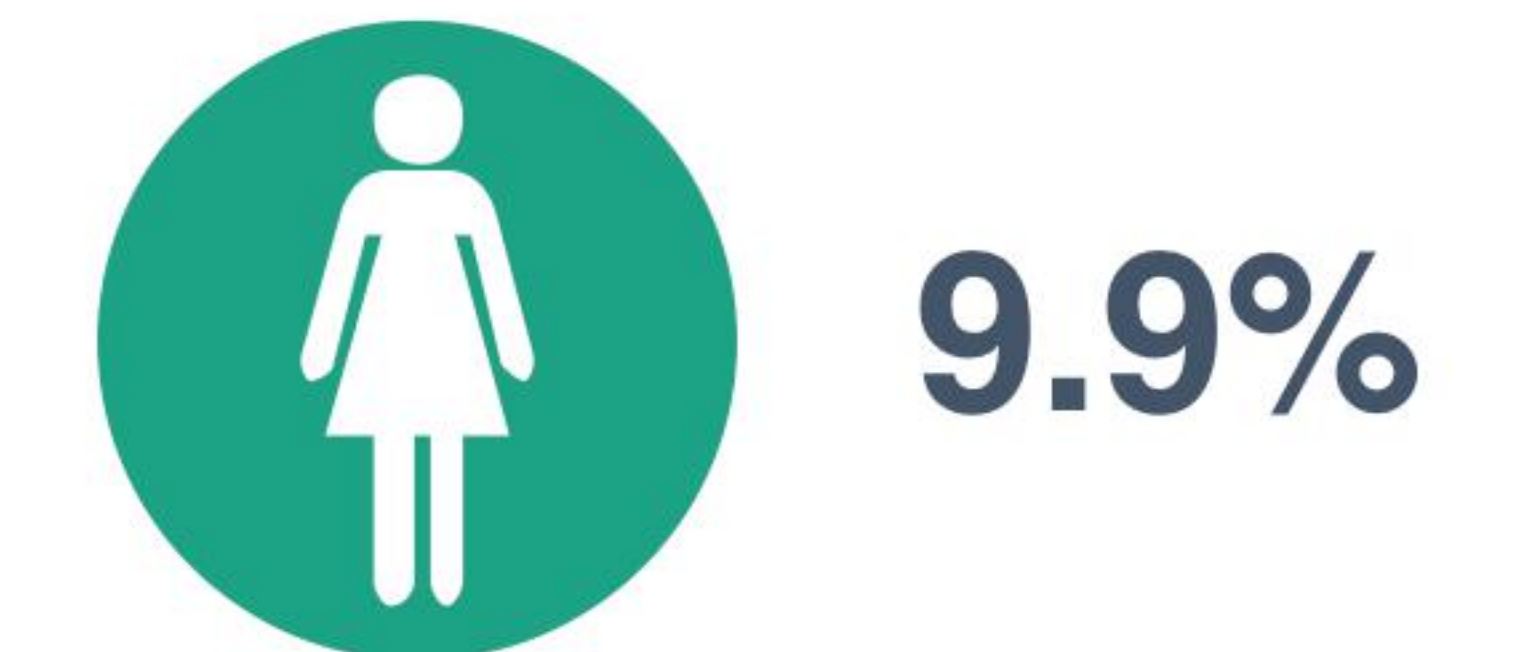
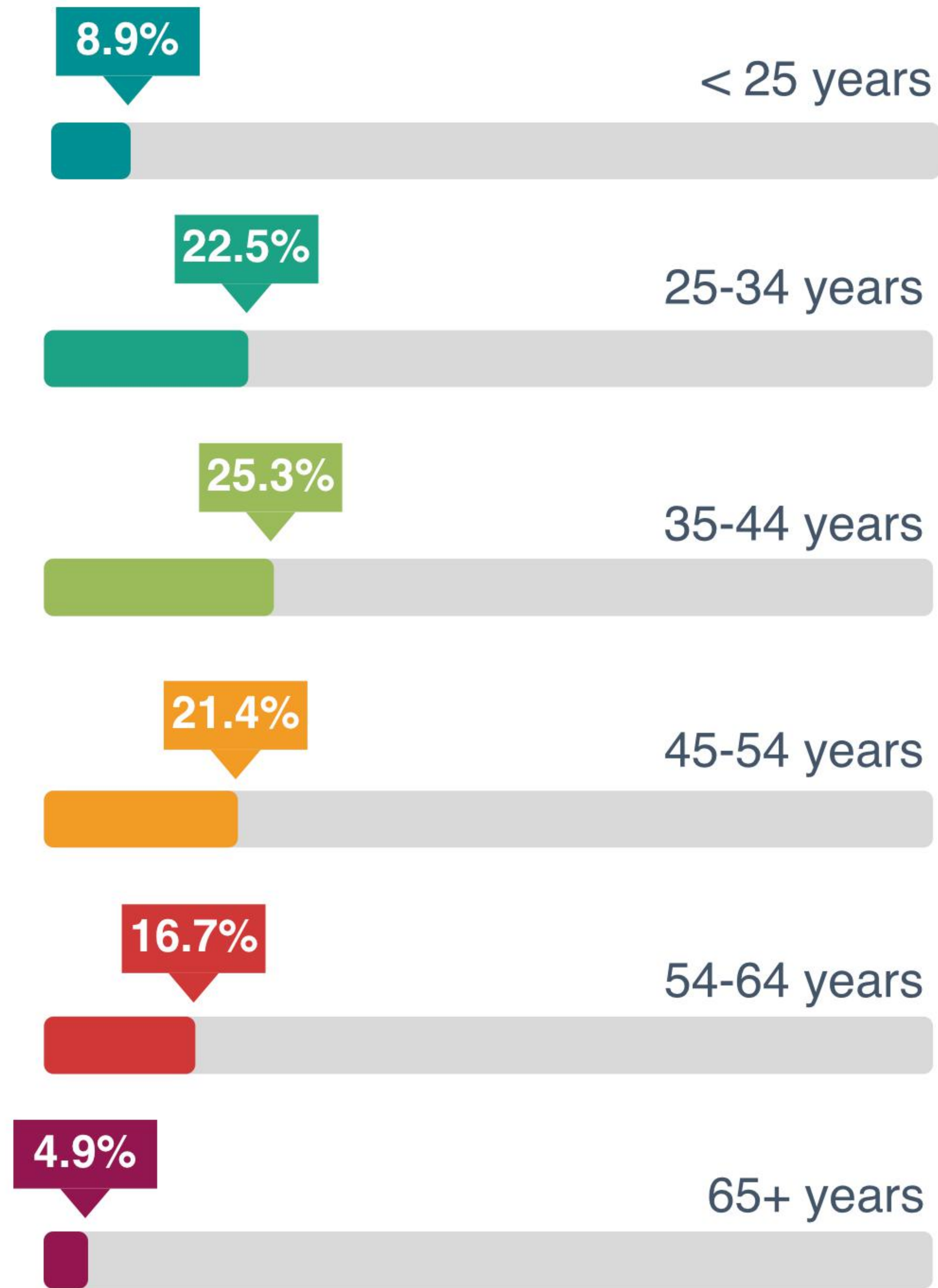
3.8% National industry unemployment rate

* April 2019

Demographics

Data Provided by US Bureau of Labor Statistics

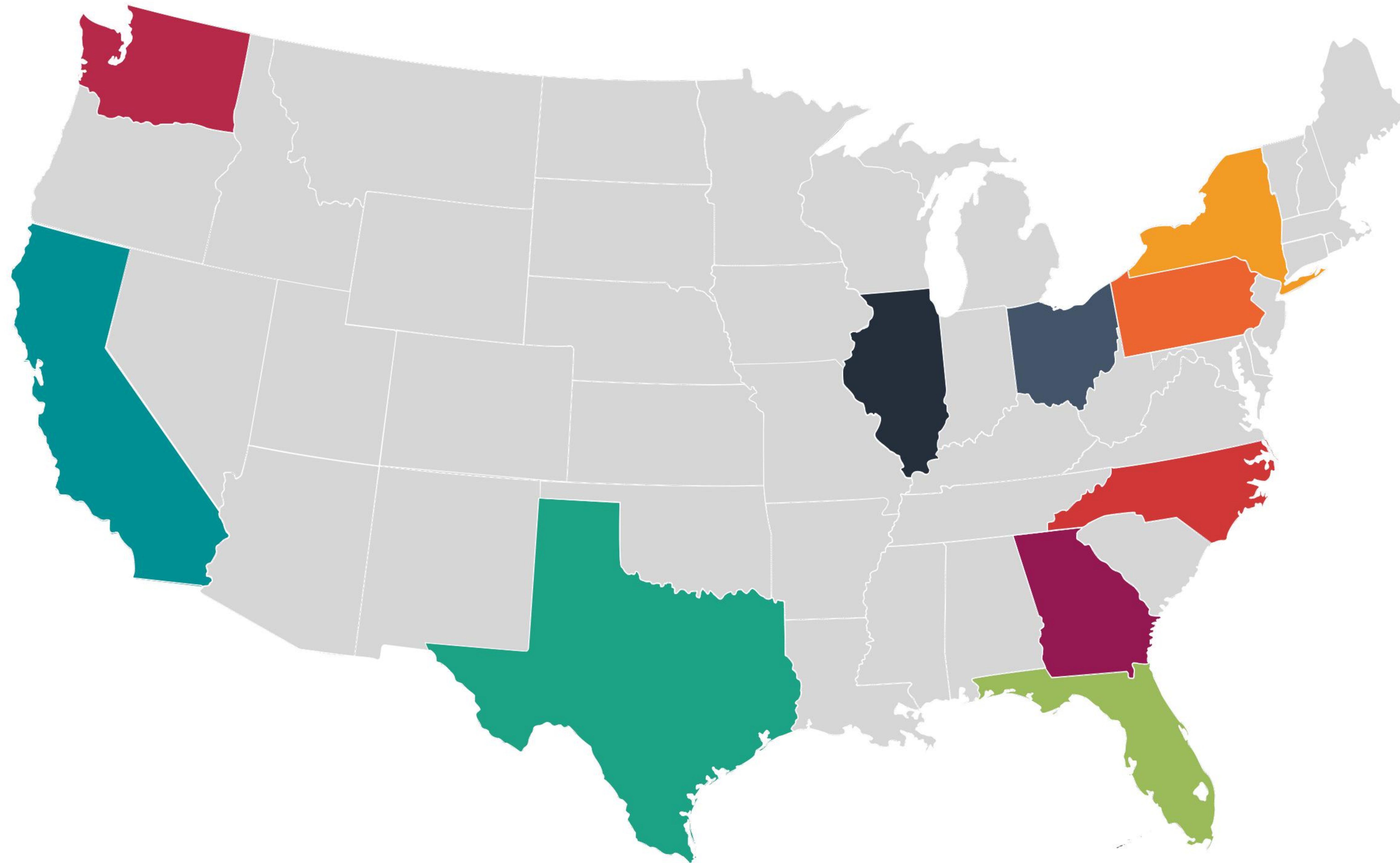
U.S. Construction 2019



Top 10 States with Highest Employment

Data Provided by US Bureau of Labor Statistics

U.S. Construction 2019

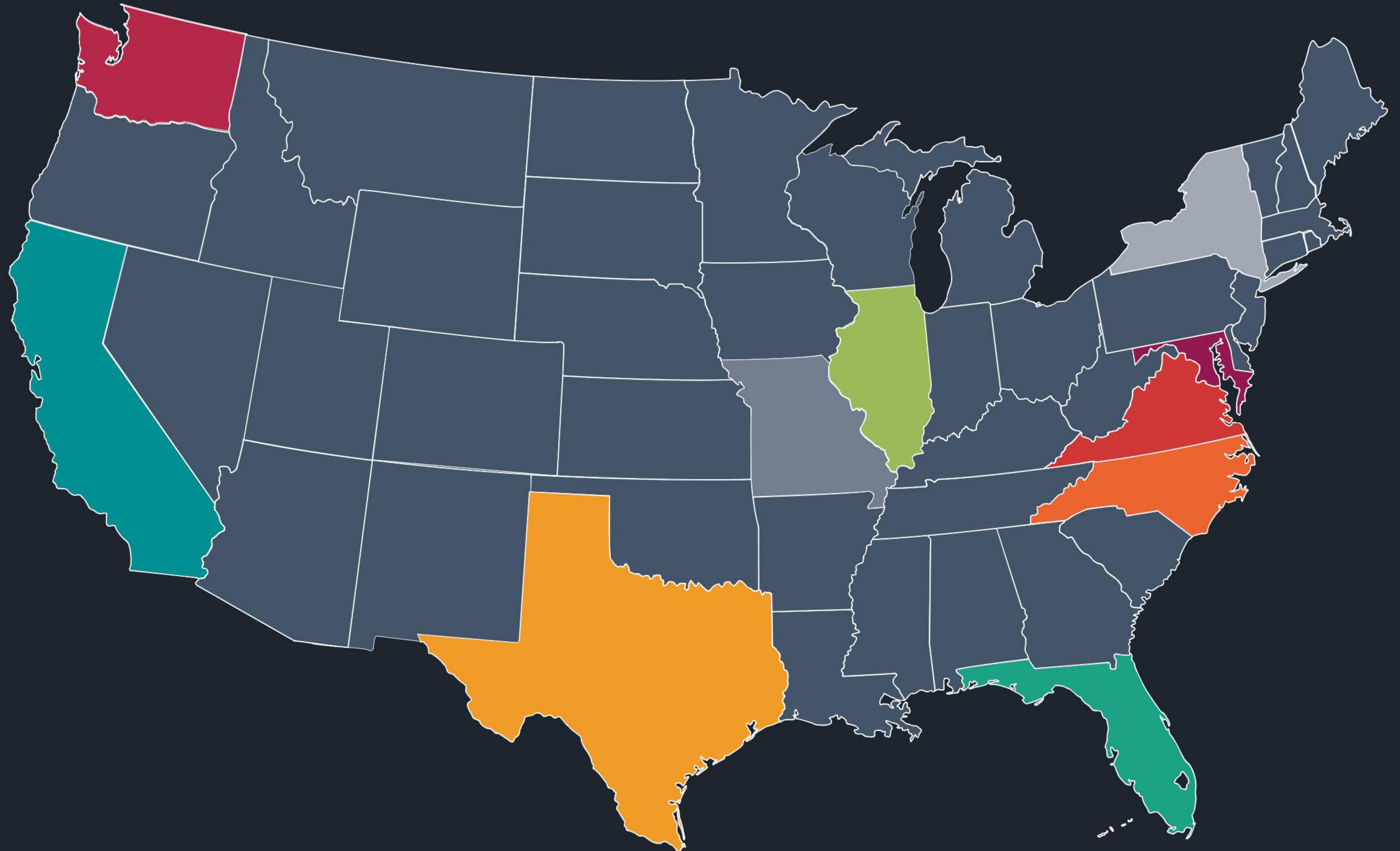
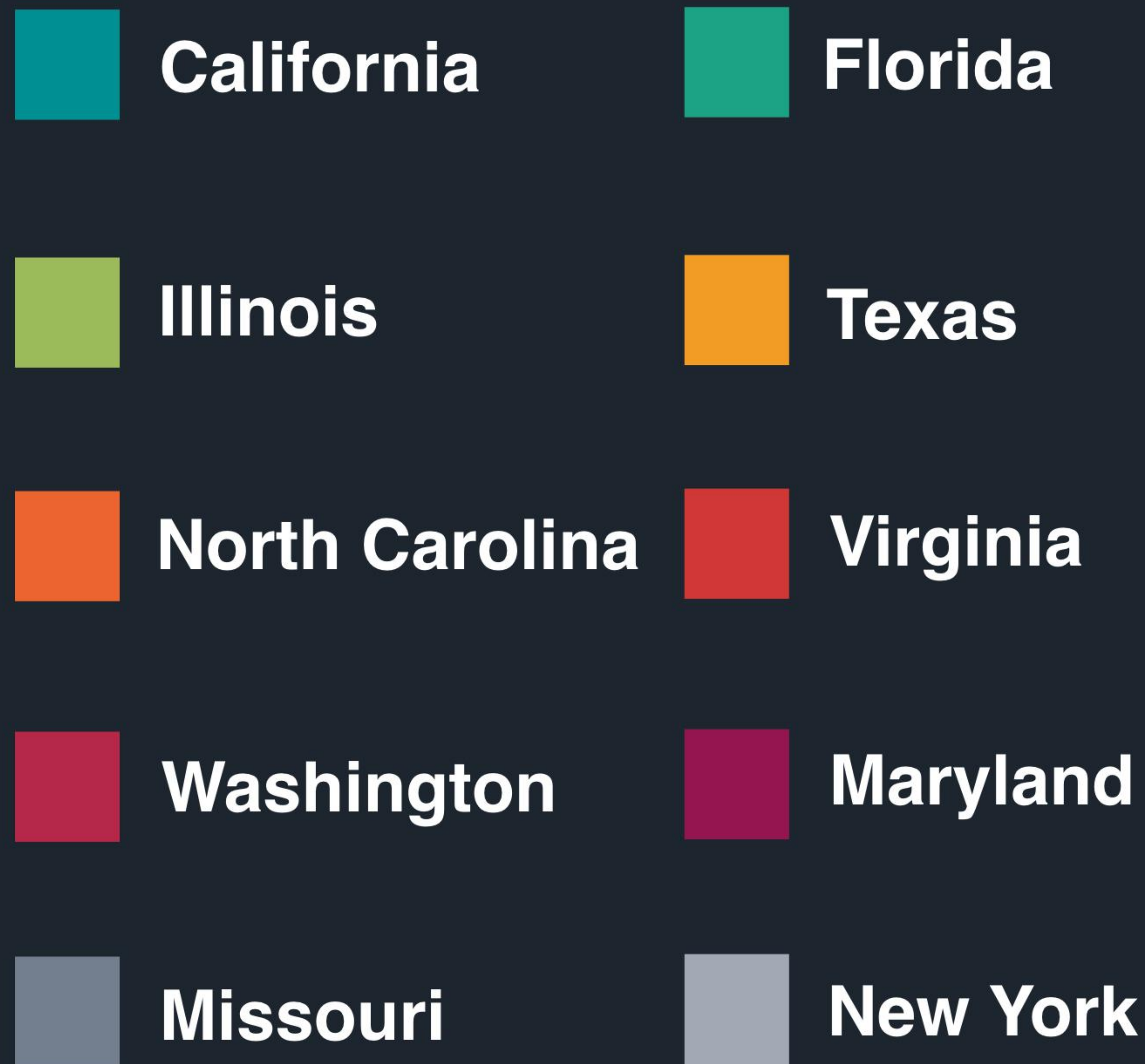


1	California	843,200
2	Texas	746,800
3	Florida	549,200
4	New York	377,400
5	Pennsylvania	243,200
6	North Carolina	218,500
7	Washington	210,000
8	Georgia	203,300
9	Ohio	200,000
10	Illinois	197,000

Top 10 States with Most Hiring Activity

Data provided by Kimmel & Associates

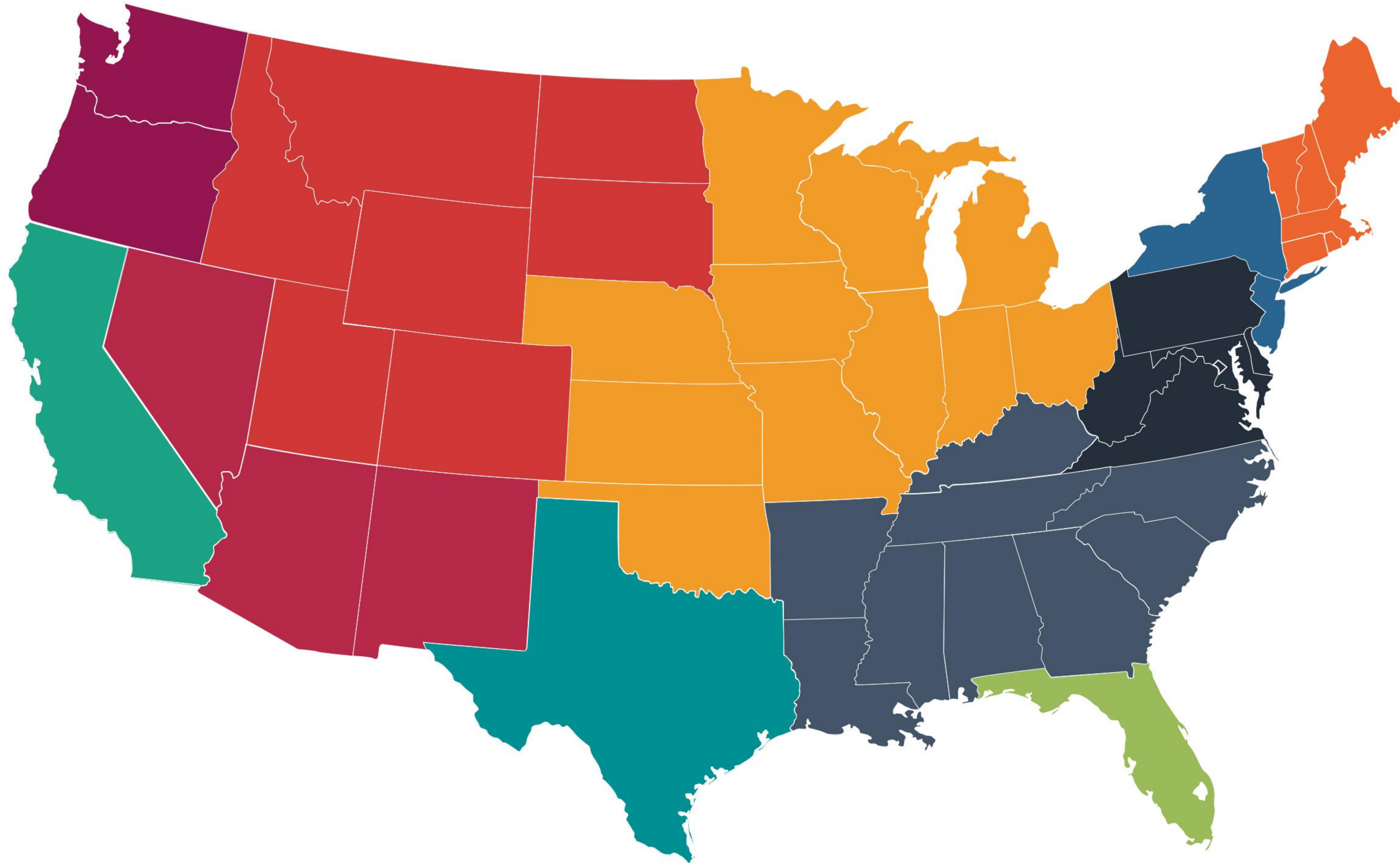
U.S. General Construction 2019



President / CEO

From Our Unique Perspective — Regions Ranked by Salary Ranges

U.S. Heavy Civil 2019

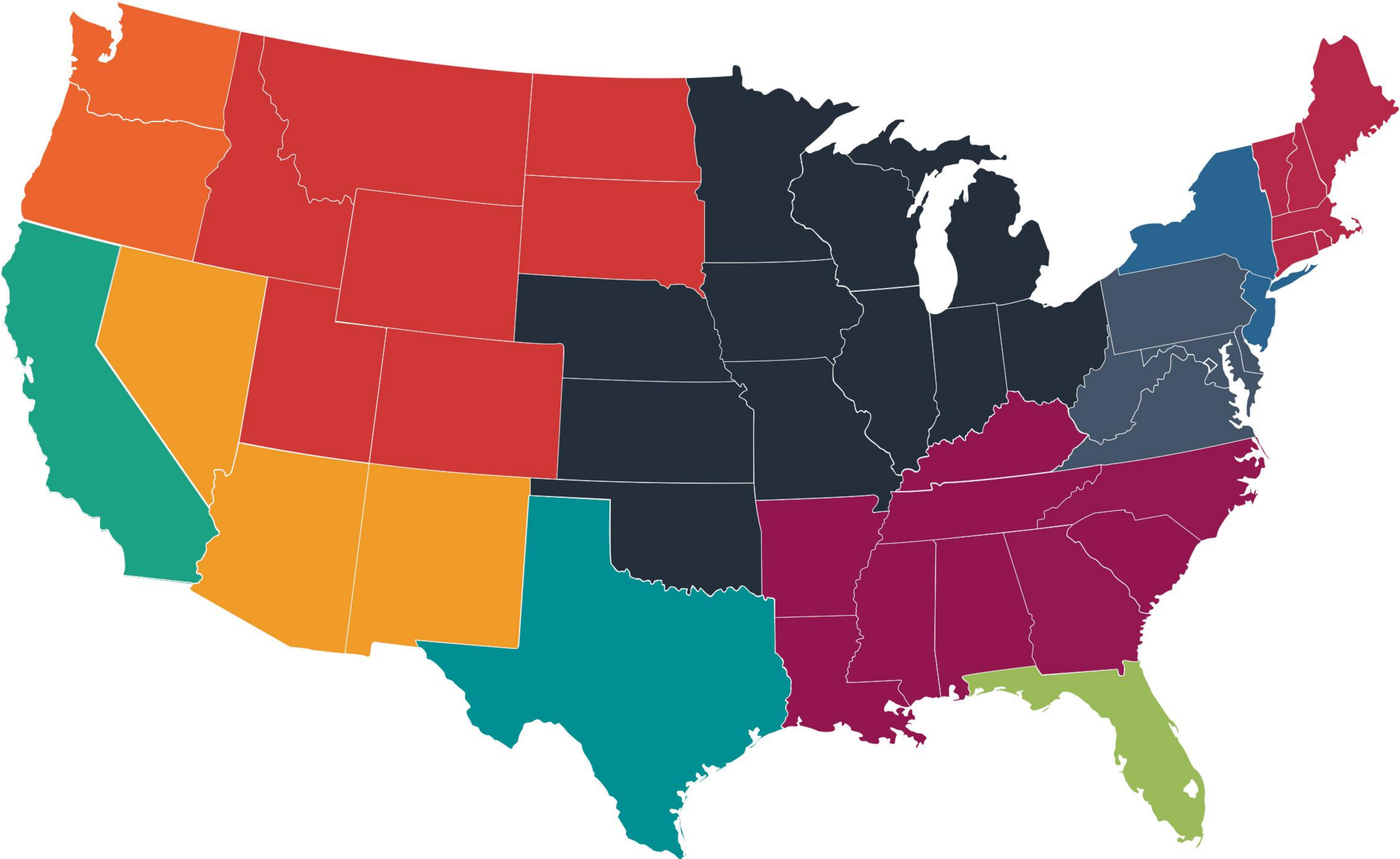


- 1 New York / New Jersey**
\$330k to \$370k
- 2 Texas**
\$340k to \$360k
- 3 California**
\$290k to \$310k
- 4 Florida**
\$240k to \$260k
- 5 Midwest**
\$230k to \$350k
- 6 New England**
\$210k to \$340k
- 7 Mountain**
\$200k to \$410k
- 8 Southwest**
\$200k to \$275k
- 8 Northwest**
\$200k to \$275k
- 10 Southeast**
\$170k to \$360k
- 11 Mid-Atlantic**
\$170k to \$300k

Chief Financial Officer

From Our Unique Perspective — Regions Ranked by Salary Ranges

U.S. Heavy Civil 2019

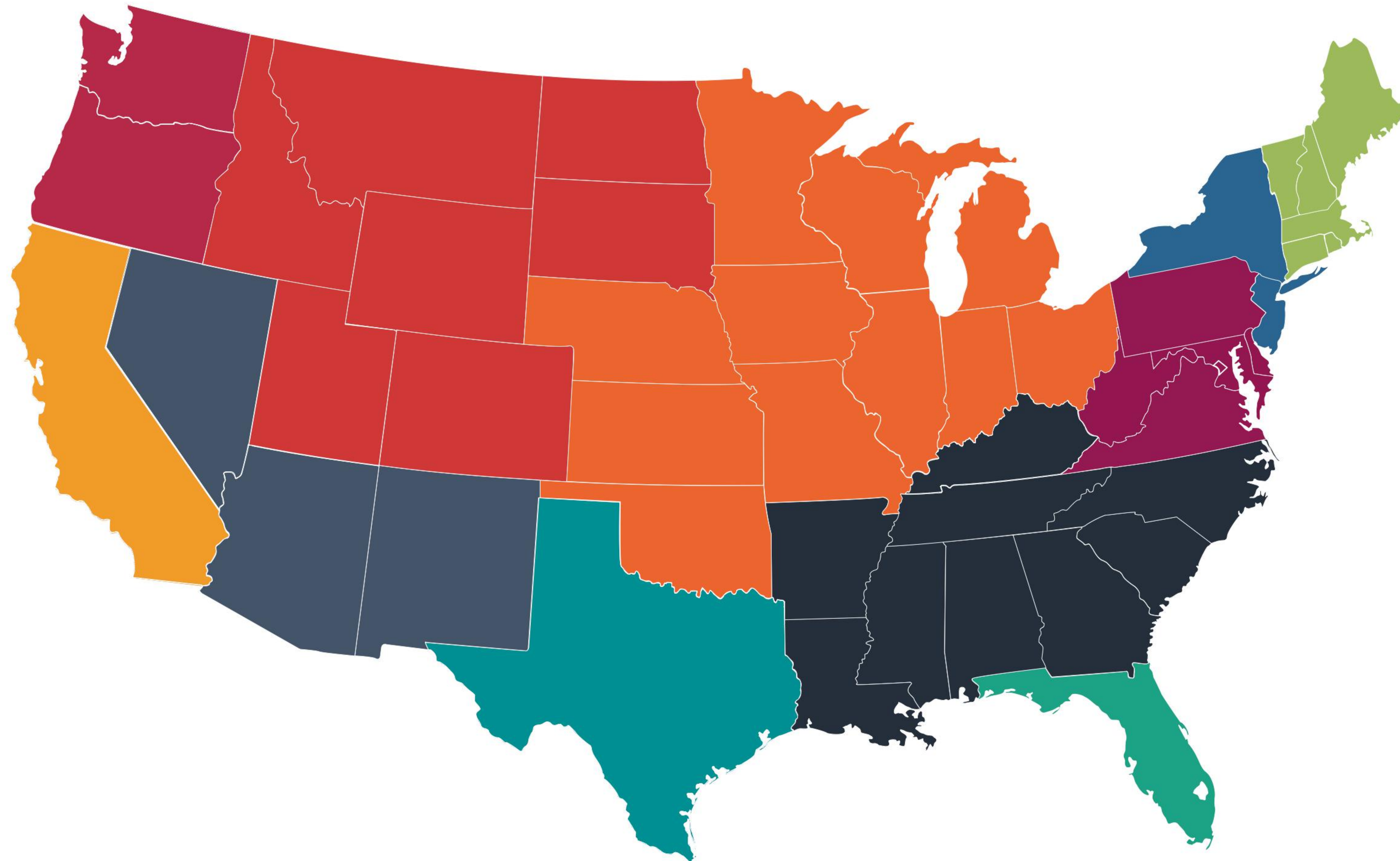


- 1 New York / New Jersey**
\$250k to \$300k
- 2 Texas**
\$265k to \$285k
- 3 California**
\$230k to \$250k
- 4 Florida**
\$215k to \$235k
- 5 Southwest**
\$185k to \$230k
- 6 Northwest**
\$180k to \$260k
- 7 Mountain**
\$140k to \$290k
- 8 New England**
\$140k to \$260k
- 9 Southeast**
\$125k to \$285k
- 10 Mid-Atlantic**
\$125k to \$225k
- 11 Midwest**
\$120k to \$210k

Vice President of Operations

From Our Unique Perspective — Regions Ranked by Salary Ranges

U.S. Heavy Civil 2019

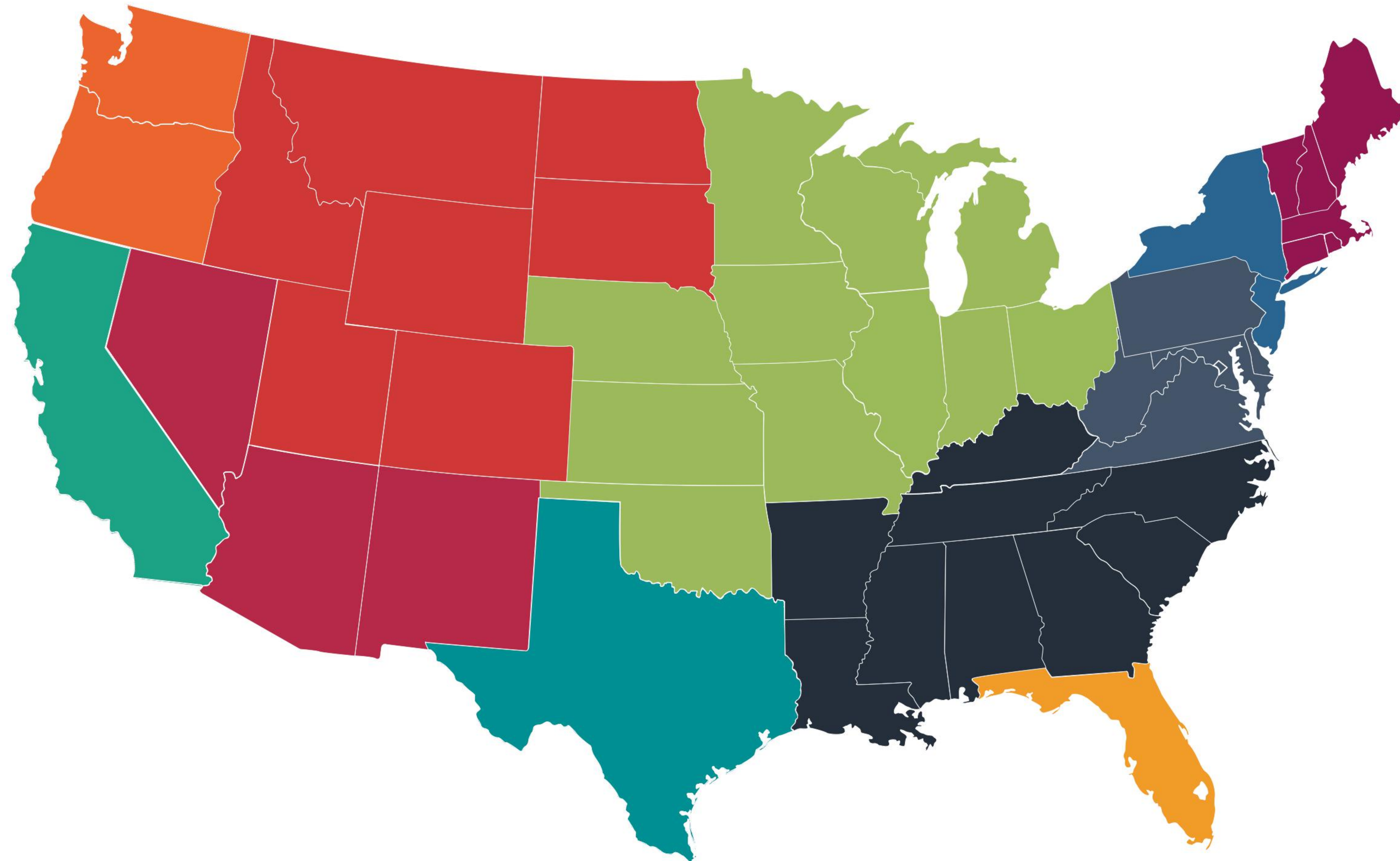


- 1 New York / New Jersey**
\$260k to \$320k
- 2 Texas**
\$190k to \$210k
- 3 Florida**
\$190k to \$210k
- 4 New England**
\$170k to \$270k
- 5 California**
\$160k to \$180k
- 6 Midwest**
\$150k to \$220k
- 7 Mountain**
\$140k to \$220k
- 8 Northwest**
\$140k to \$190k
- 9 Mid-Atlantic**
\$130k to \$240k
- 10 Southwest**
\$130k to \$190k
- 11 Southeast**
\$115k to \$210k

Project Manager (Lead Projects Over \$20MM)

From Our Unique Perspective — Regions Ranked by Salary Ranges

U.S. Heavy Civil 2019

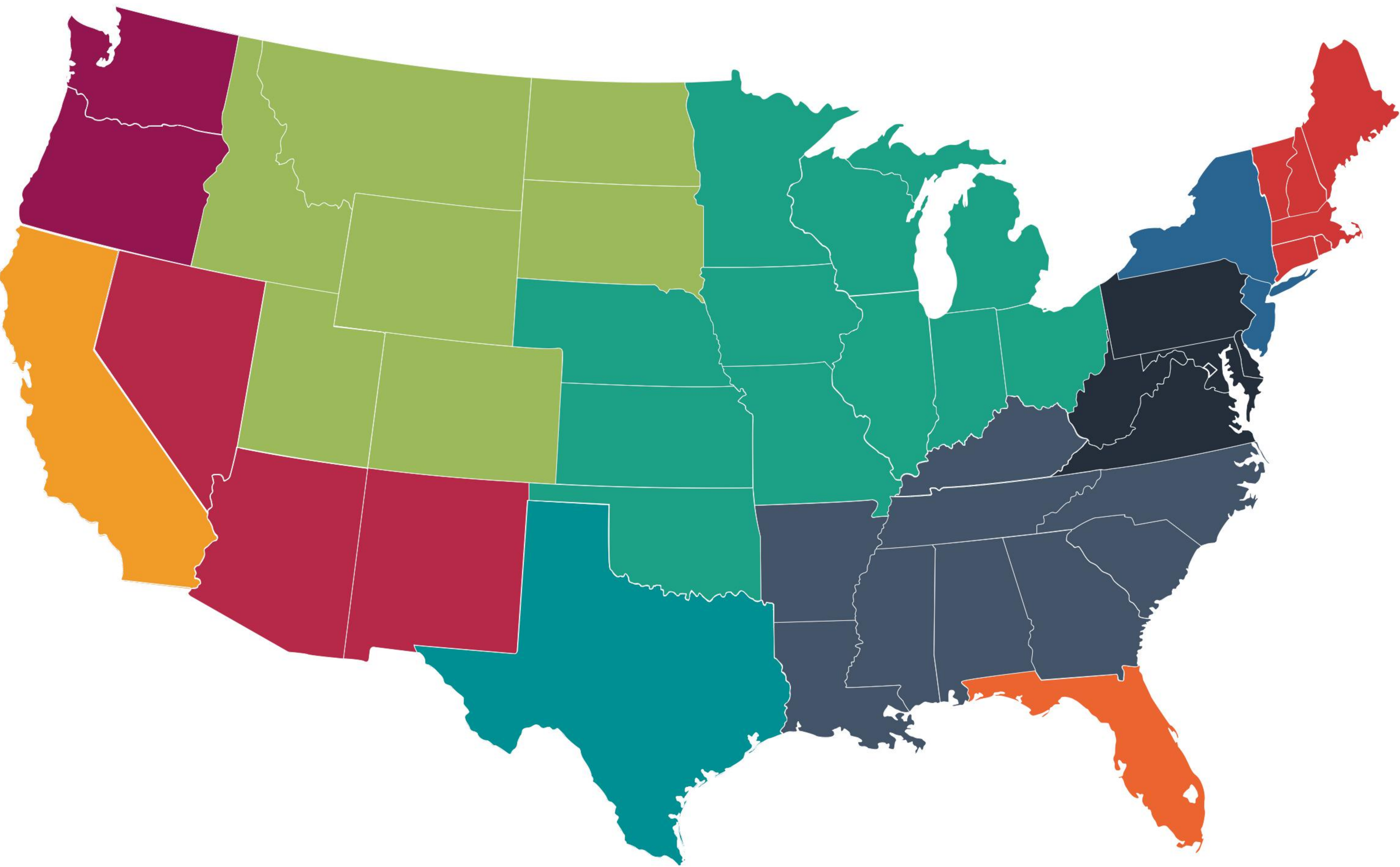


- 1 New York / New Jersey**
\$150k to \$220k
- 2 Texas**
\$130k to \$150k
- 3 California**
\$120k to \$150k
- 4 Midwest**
\$110k to \$140k
- 5 Florida**
\$105k to \$125k
- 6 Northwest**
\$100k to \$150k
- 7 Mountain**
\$100k to \$145k
- 8 Southwest**
\$100k to \$140k
- 9 New England**
\$95k to \$170k
- 10 Mid-Atlantic**
\$90k to \$160k
- 11 Southeast**
\$80k to \$150k

Project Manager (Lead Projects Under \$20MM)

From Our Unique Perspective — Regions Ranked by Salary Ranges

U.S. Heavy Civil 2019

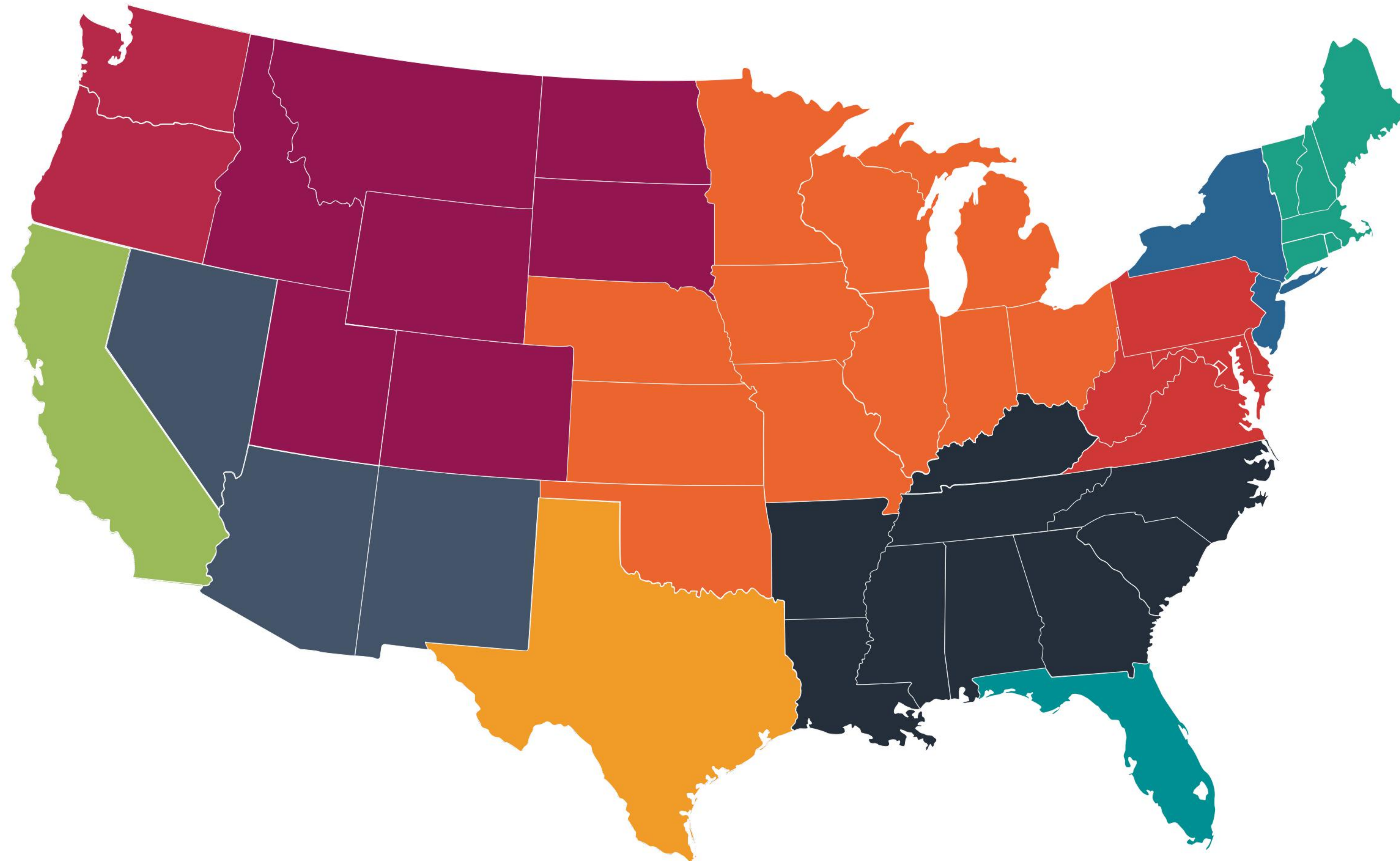


- 1 New York / New Jersey**
\$130k to \$170k
- 2 Texas**
\$110k to \$130k
- 3 Midwest**
\$90k to \$140k
- 4 Mountain**
\$90k to \$135k
- 5 California**
\$90k to \$130k
- 6 Florida**
\$90k to \$110k
- 7 New England**
\$80k to \$150k
- 8 Southwest**
\$80k to \$110k
- 9 Northwest**
\$80k to \$100k
- 10 Southeast**
\$70k to \$140k
- 11 Mid-Atlantic**
\$70k to \$130k

Chief Estimator

From Our Unique Perspective — Regions Ranked by Salary Ranges

U.S. Heavy Civil 2019

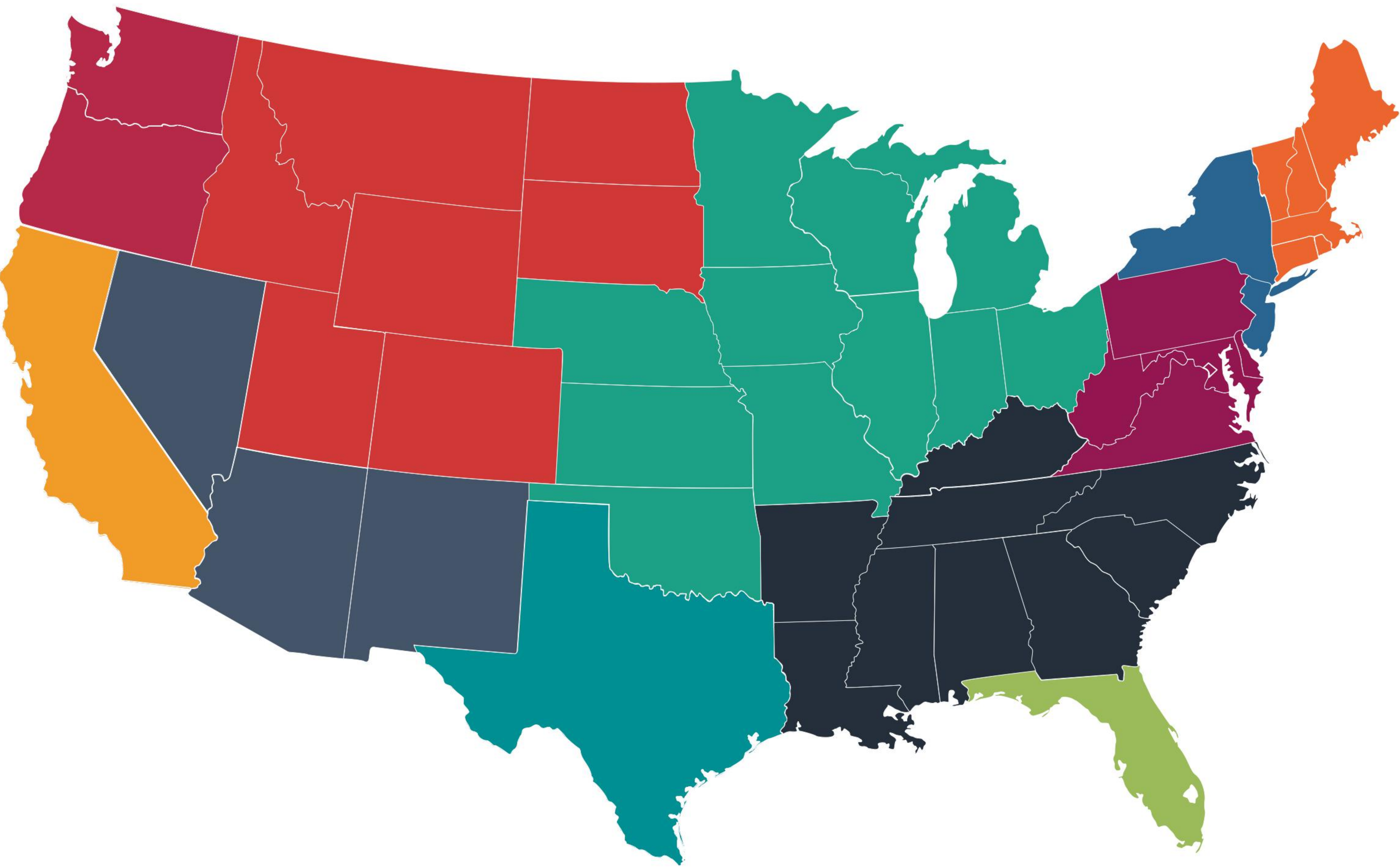


- 1 New York / New Jersey**
\$200k to \$250k
- 2 Florida**
\$170k to \$190k
- 3 New England**
\$150k to \$210k
- 4 California**
\$150k to \$175k
- 5 Texas**
\$150k to \$170k
- 6 Midwest**
\$140k to \$200k
- 6 Mid-Atlantic**
\$140k to \$200k
- 8 Northwest**
\$140k to \$175k
- 9 Mountain**
\$130k to \$180k
- 10 Southwest**
\$120k to \$160k
- 11 Southeast**
\$115k to \$175k

Sr. Estimator / Estimator

From Our Unique Perspective — Regions Ranked by Salary Ranges

U.S. Heavy Civil 2019

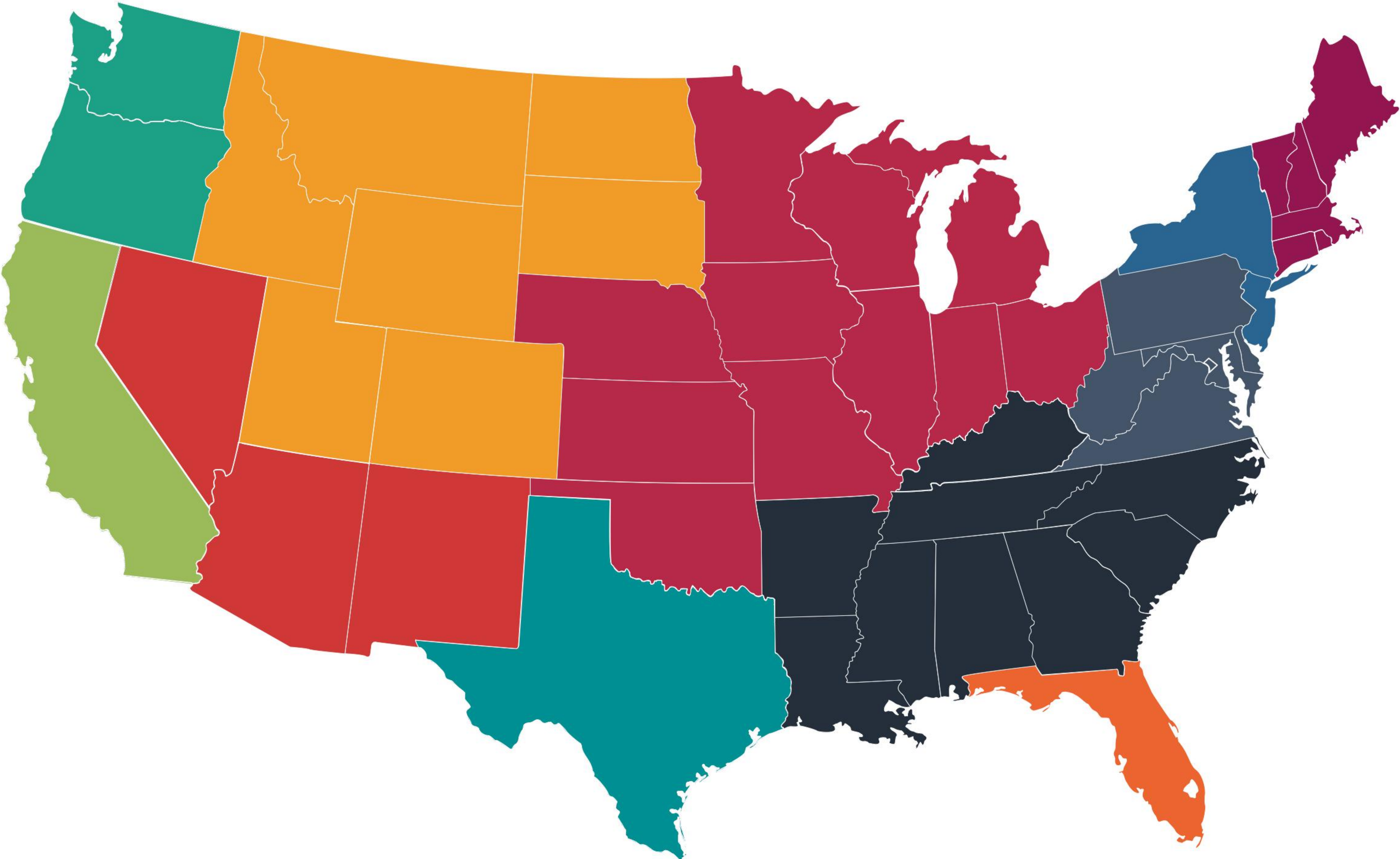


- 1** **New York / New Jersey**
\$140k to \$170k
- 2** **Texas**
\$110k to \$130k
- 3** **Midwest**
\$100k to \$170k
- 4** **Florida**
\$105k to \$125k
- 5** **California**
\$100k to \$130k
- 6** **New England**
\$90k to \$150k
- 7** **Mountain**
\$90k to \$140k
- 8** **Northwest**
\$90k to \$130k
- 9** **Mid-Atlantic**
\$80k to \$140k
- 10** **Southwest**
\$80k to \$110k
- 11** **Southeast**
\$75k to \$130k

Superintendent (Lead Projects Over \$20MM)

From Our Unique Perspective — Regions Ranked by Salary Ranges

U.S. Heavy Civil 2019

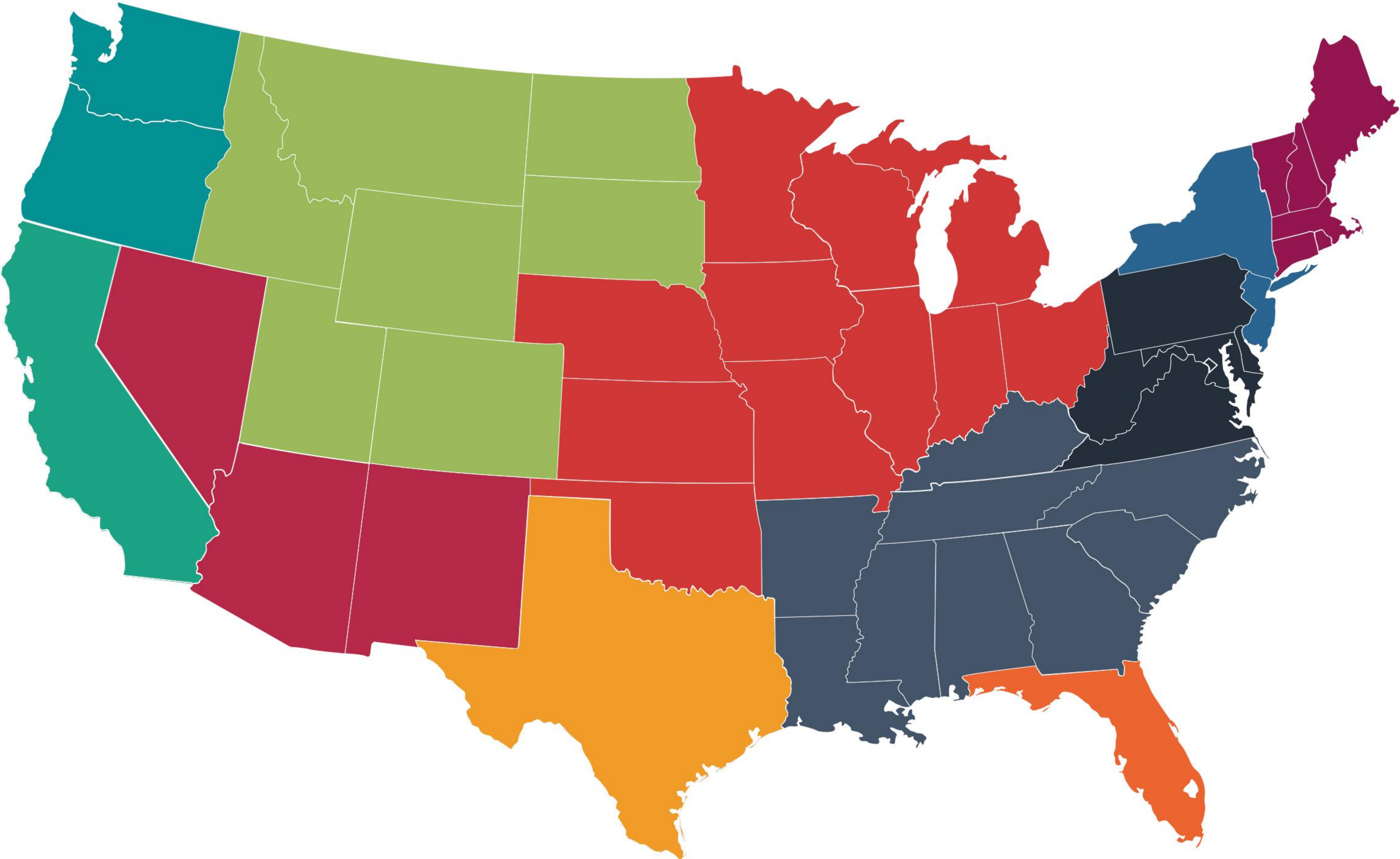


- 1** **New York / New Jersey**
\$130k to \$170k
- 2** **Texas**
\$110k to \$130k
- 2** **Northwest**
\$110k to \$130k
- 4** **California**
\$110k to \$125k
- 5** **Mountain**
\$100k to \$135k
- 6** **Florida**
\$100k to \$120k
- 6** **Southwest**
\$100k to \$120k
- 8** **Midwest**
\$90k to \$155k
- 9** **New England**
\$90k to \$140k
- 10** **Mid-Atlantic**
\$75k to \$130k
- 10** **Southeast**
\$75k to \$130k

Superintendent (Lead Projects Under \$20MM)

From Our Unique Perspective — Regions Ranked by Salary Ranges

U.S. Heavy Civil 2019

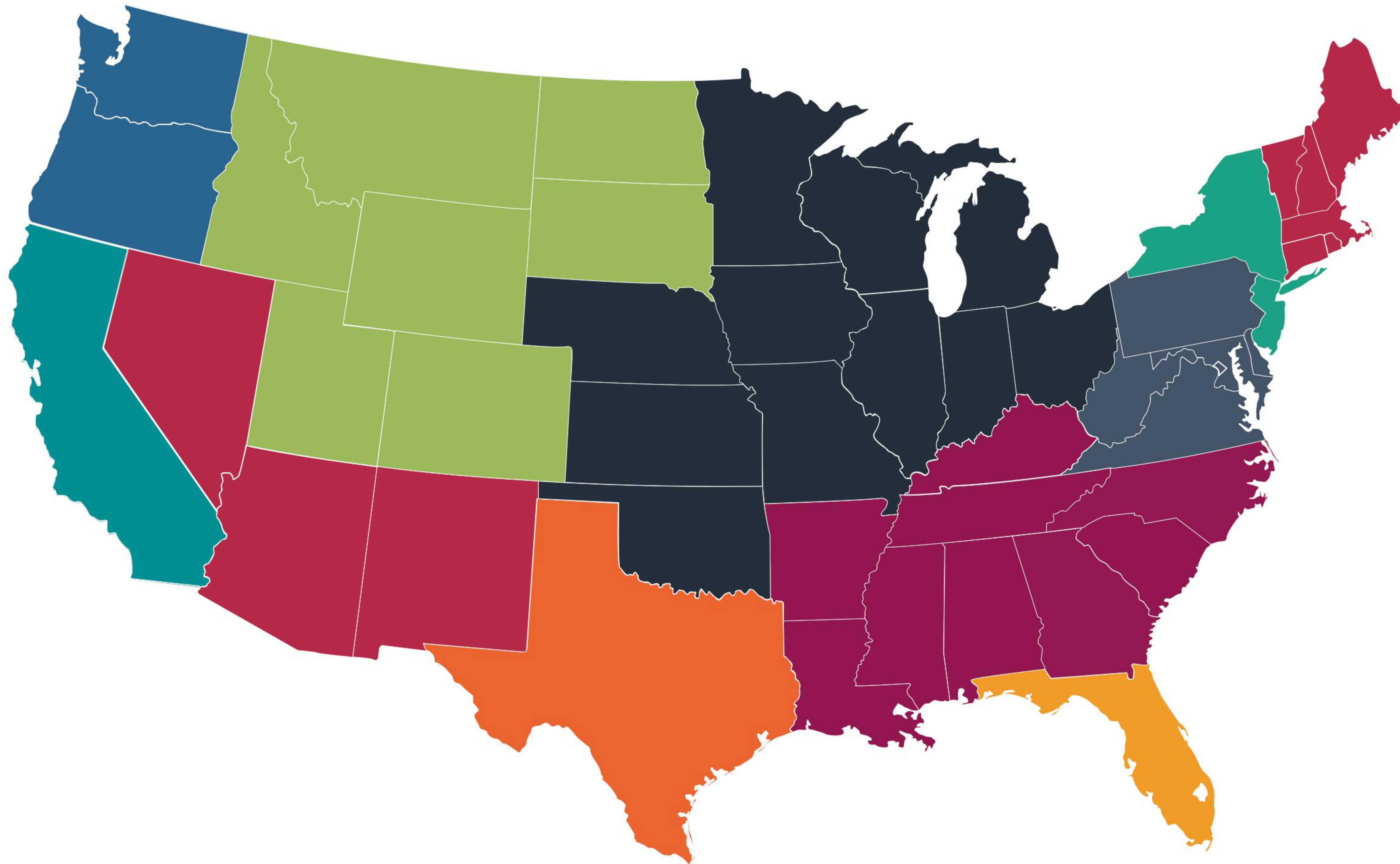


- 1** **New York / New Jersey**
\$110k to \$140k
- 2** **Northwest**
\$100k to \$110k
- 2** **California**
\$100k to \$110k
- 4** **Mountain**
\$90k to \$115k
- 5** **Texas**
\$90k to \$110k
- 6** **Florida**
\$85k to \$105k
- 7** **Midwest**
\$80k to \$120k
- 8** **Southwest**
\$80k to \$110k
- 9** **New England**
\$70k to \$125k
- 10** **Southeast**
\$65k to \$110k
- 10** **Mid-Atlantic**
\$65k to \$110k

Project Engineer / Assistant PM

From Our Unique Perspective — Regions Ranked by Salary Ranges

U.S. Heavy Civil 2019

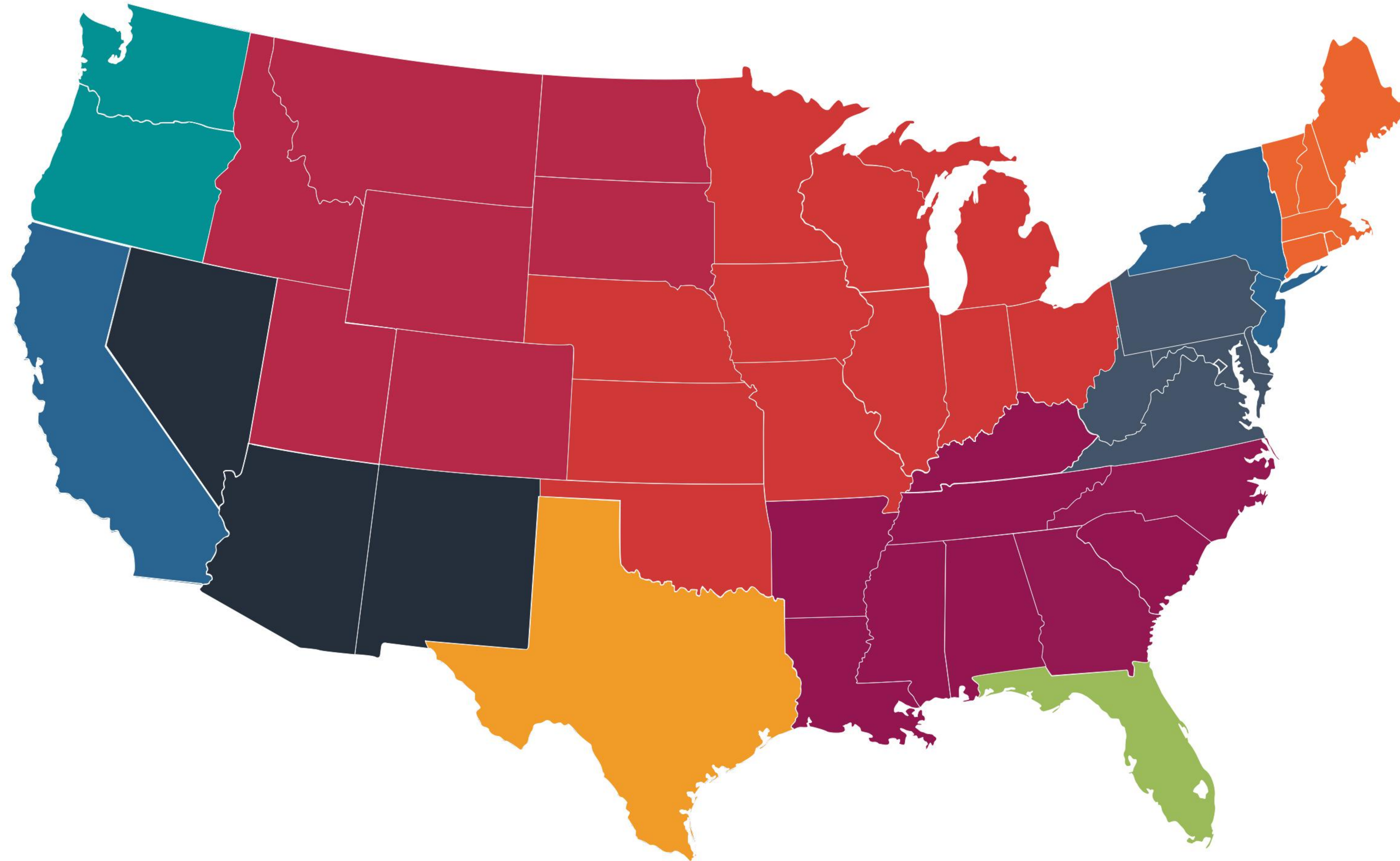


- 1 Northwest**
\$90k to \$110k
- 2 California**
\$85k to \$100k
- 3 New York / New Jersey**
\$80k to \$110k
- 4 Mountain**
\$75k to \$95k
- 5 Florida**
\$70k to \$90k
- 5 Texas**
\$70k to \$90k
- 7 Southwest**
\$65k to \$100k
- 8 New England**
\$60k to \$90k
- 9 Southeast**
\$55k to \$95k
- 10 Mid-Atlantic**
\$55k to \$90k
- 11 Midwest**
\$55k to \$75k

Safety Director / Manager

From Our Unique Perspective — Regions Ranked by Salary Ranges

U.S. Heavy Civil 2019

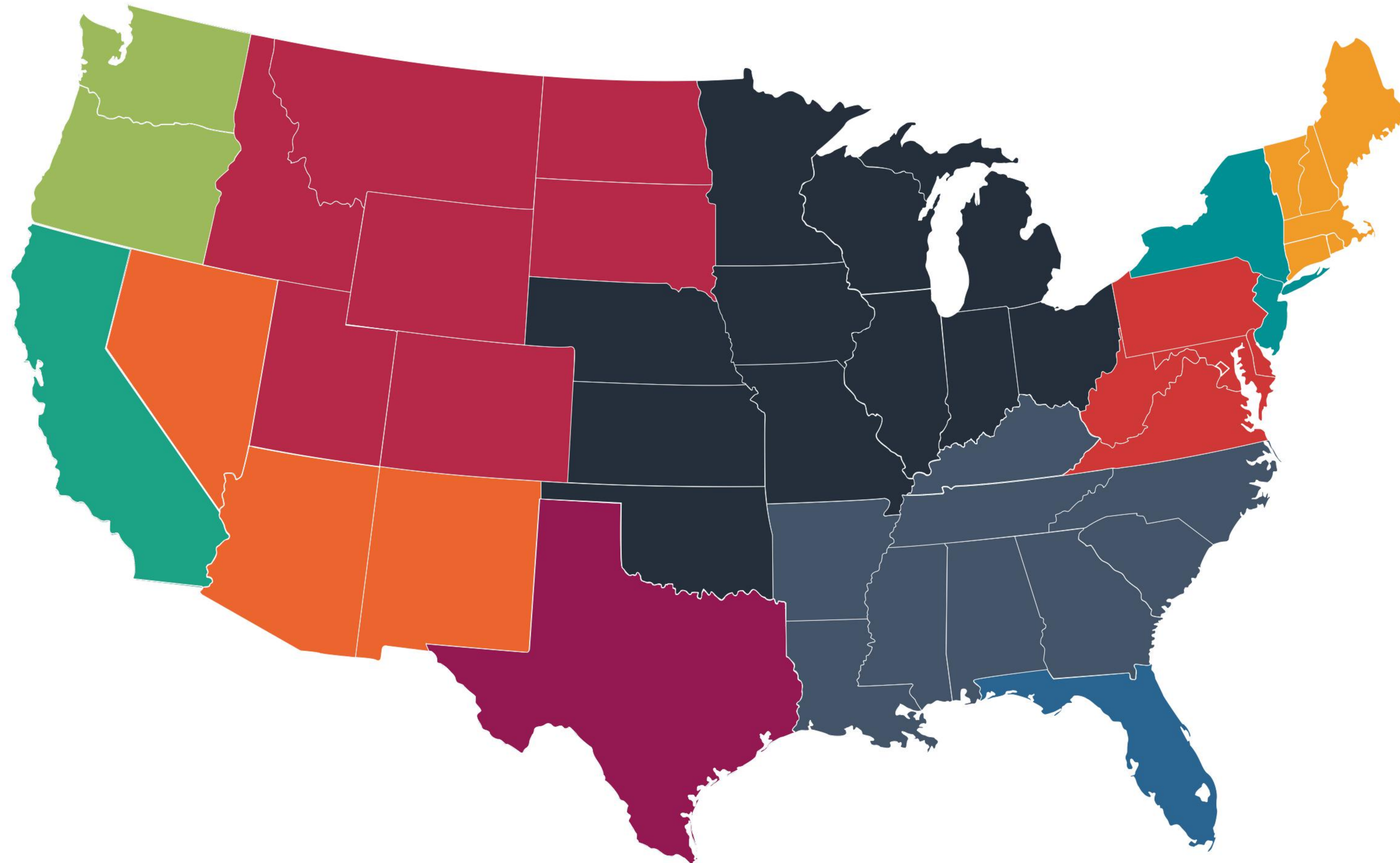


- 1** **New York / New Jersey**
\$150k to \$200k
- 2** **Northwest**
\$125k to \$150k
- 2** **California**
\$125k to \$150k
- 4** **Florida**
\$120k to \$140k
- 4** **Texas**
\$120k to \$140k
- 6** **New England**
\$110k to \$150k
- 7** **Midwest**
\$100k to \$145k
- 7** **Mountain**
\$100k to \$145k
- 9** **Southeast**
\$90k to \$140k
- 10** **Mid-Atlantic**
\$90k to \$135k
- 11** **Southwest**
\$90k to \$125k

Sales / Business Development Mgr.

From Our Unique Perspective — Regions Ranked by Salary Ranges

U.S. Heavy Civil 2019

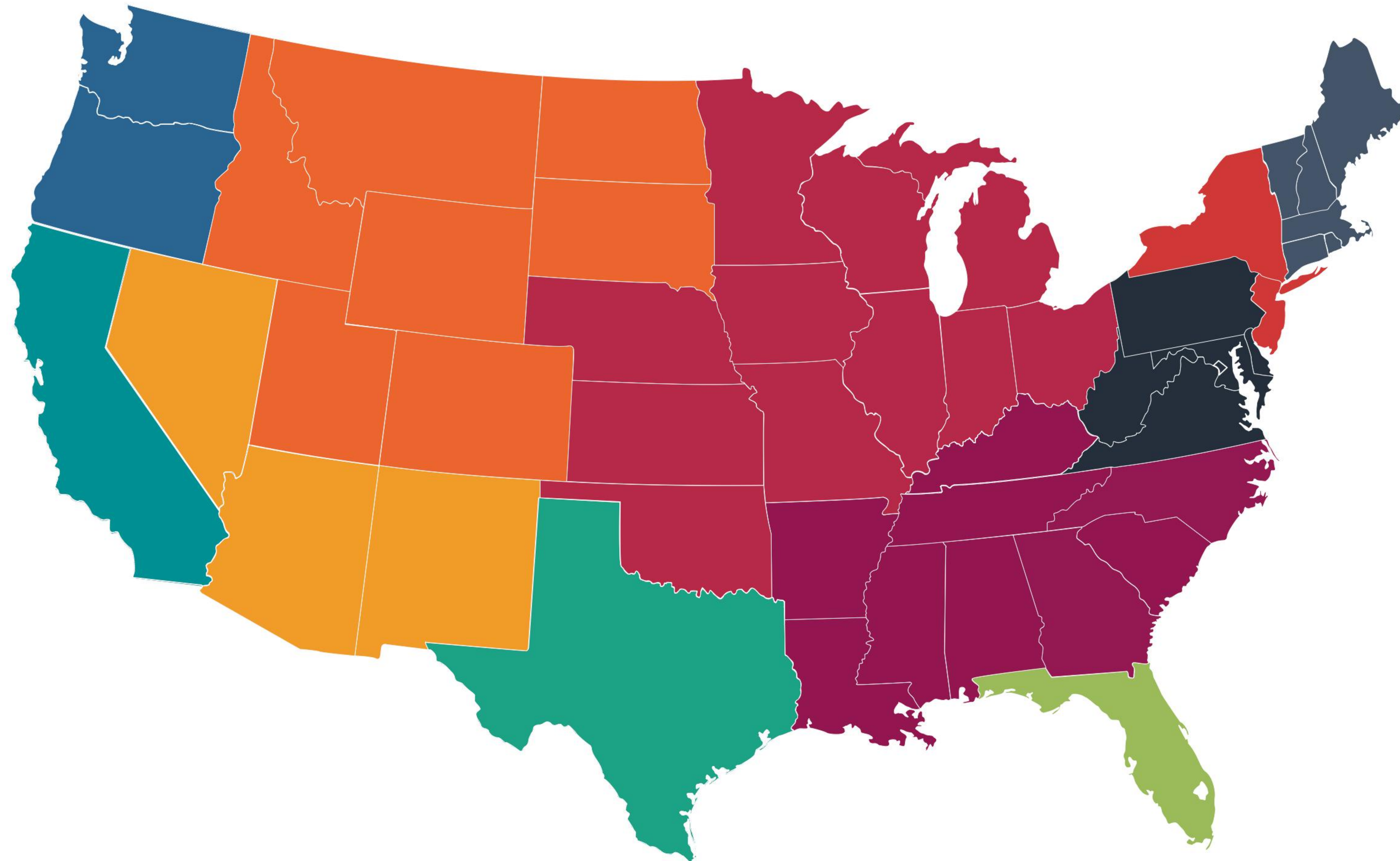


- 1 Florida**
\$155k to \$175k
- 2 New York / New Jersey**
\$130k to \$180k
- 3 California**
\$125k to \$150k
- 4 Northwest**
\$100k to \$150k
- 5 New England**
\$100k to \$140k
- 6 Southwest**
\$90k to \$150k
- 7 Mid-Atlantic**
\$90k to \$135k
- 8 Mountain**
\$90k to \$125k
- 9 Texas**
\$80k to \$100k
- 10 Southeast**
\$70k to \$170k
- 11 Midwest**
\$70k to \$145k

Scheduler

From Our Unique Perspective — Regions Ranked by Salary Ranges

U.S. Heavy Civil 2019



- 1 Northwest**
\$125k to \$150k
- 1 California**
\$125k to \$150k
- 3 Texas**
\$115k to \$135k
- 4 Florida**
\$110k to \$130k
- 5 Southwest**
\$100k to \$150k
- 6 Mountain**
\$100k to \$140k
- 7 New York / New Jersey**
\$85k to \$115k
- 8 Midwest**
\$80k to \$120k
- 9 Southeast**
\$70k to \$135k
- 10 New England**
\$65k to \$90k
- 11 Mid-Atlantic**
\$60k to \$95k