



**414K** Employment increase over last 12 months\*

**5.5%** Job increase from 2018

**75%** Employers expect to increase hiring

**20.4** Average weeks unemployed

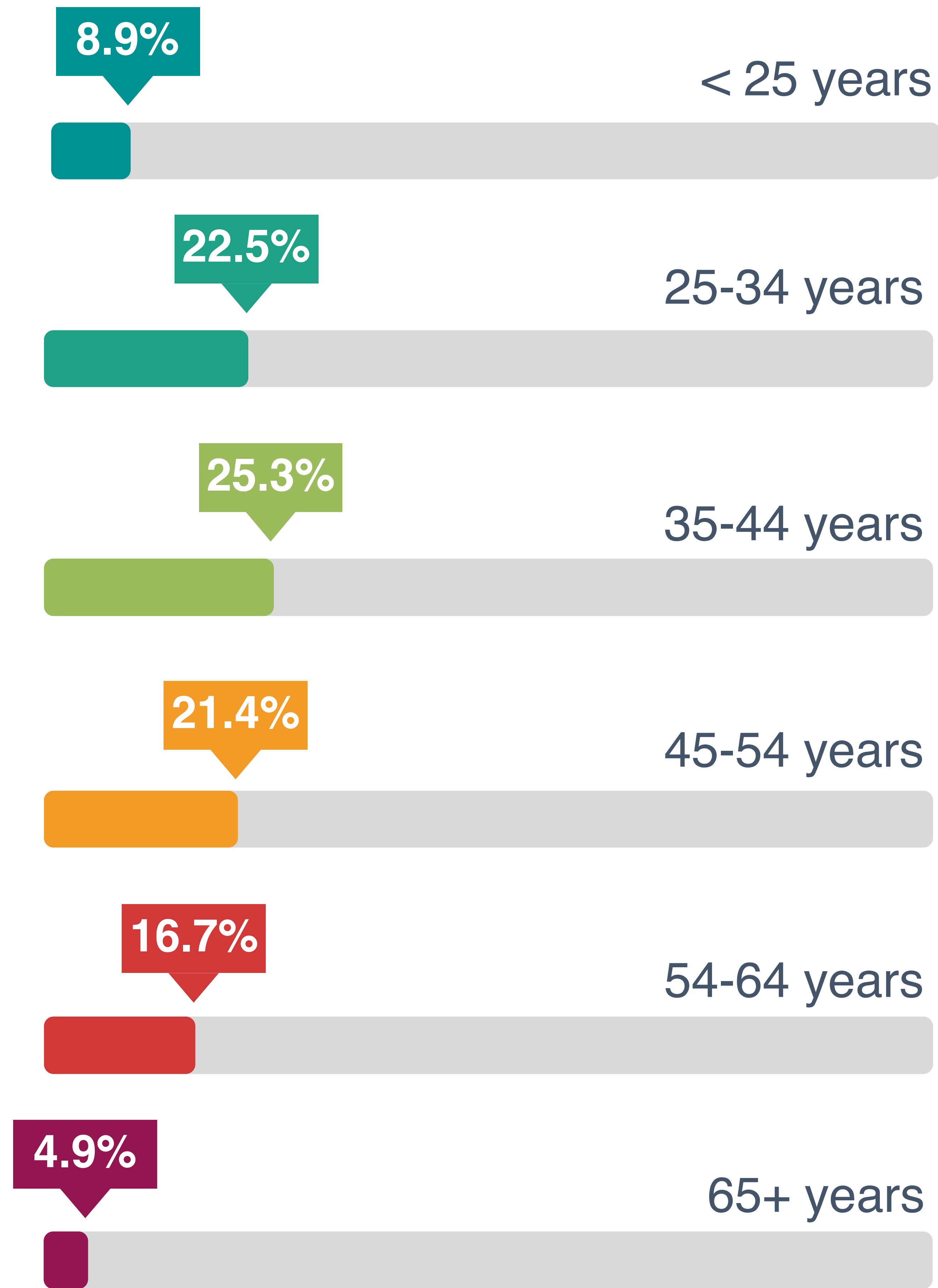
**3.7%** National industry unemployment rate

\* July 2019

# Demographics

Data Provided by US Bureau of Labor Statistics

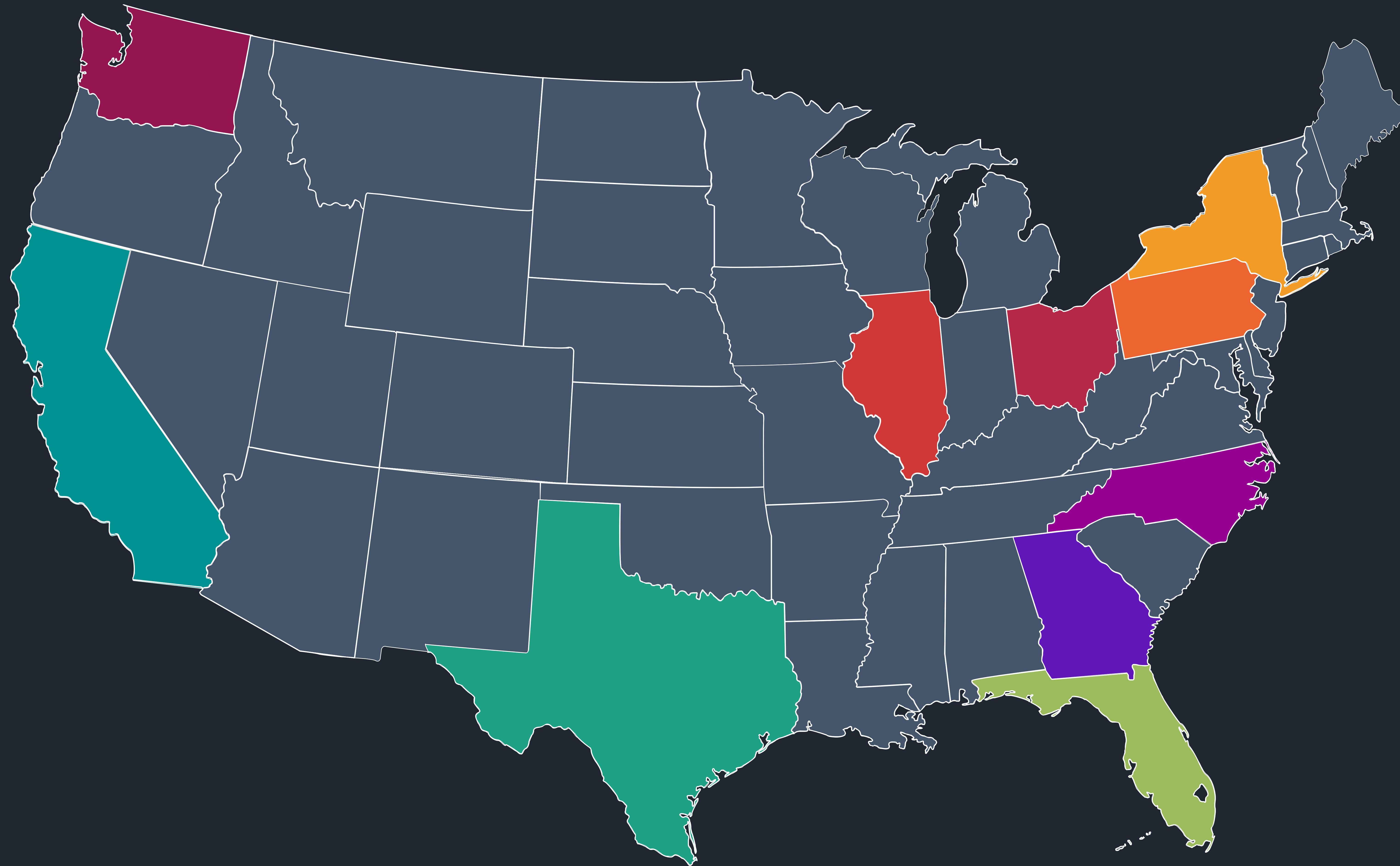
U.S. Construction 2019



# Top 10 States with Highest Employment

Data Provided by US Bureau of Labor Statistics

U.S. Construction 2019

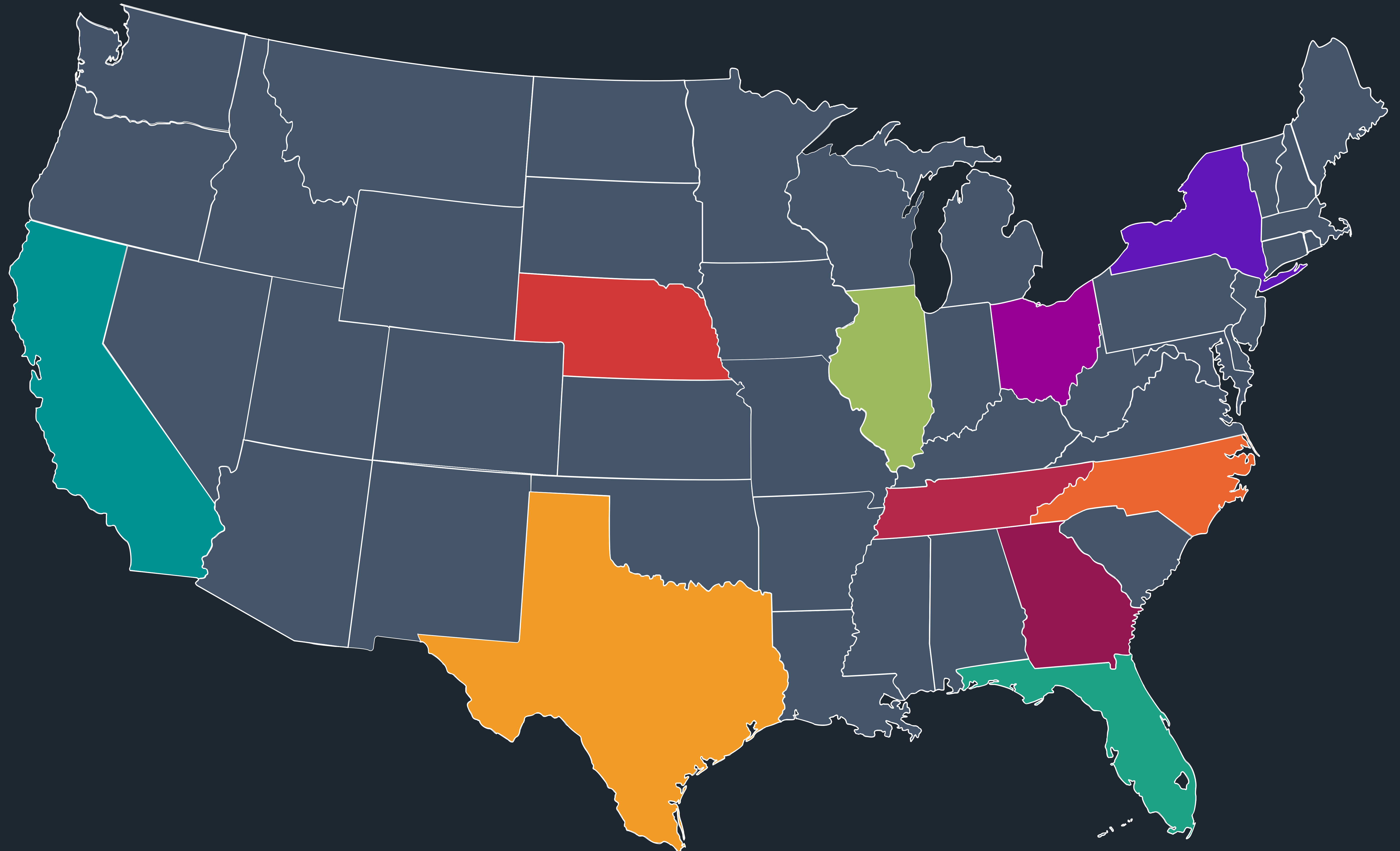
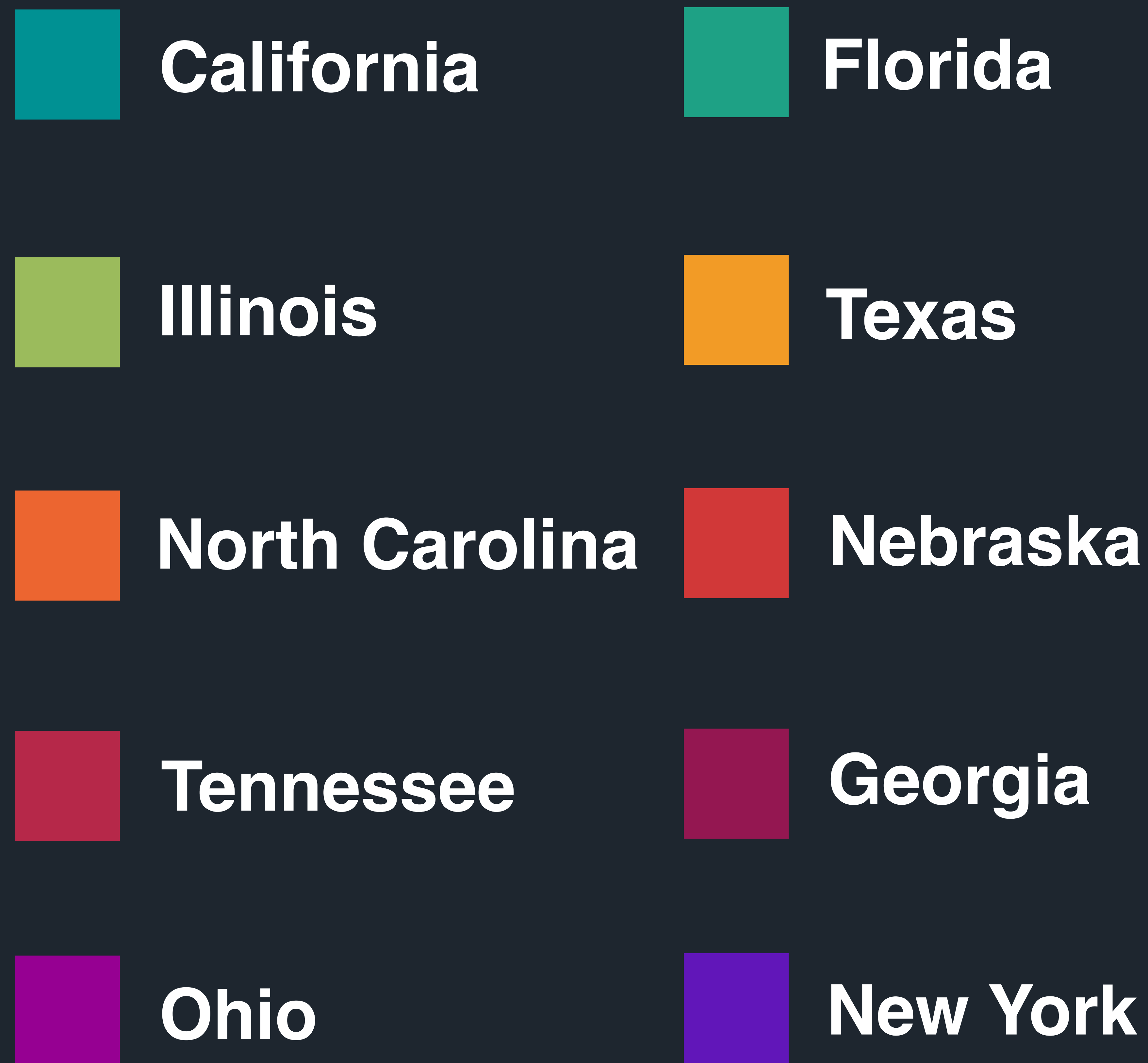


1	<b>California</b>	916,500
2	<b>Texas</b>	791,400
3	<b>Florida</b>	567,000
4	<b>New York</b>	427,400
5	<b>Pennsylvania</b>	278,200
6	<b>Illinois</b>	243,300
7	<b>Ohio</b>	230,300
8	<b>Washington</b>	228,300
9	<b>North Carolina</b>	222,300
10	<b>Georgia</b>	208,200

# Top 10 States with Most Hiring Activity

Data provided by Kimmel & Associates

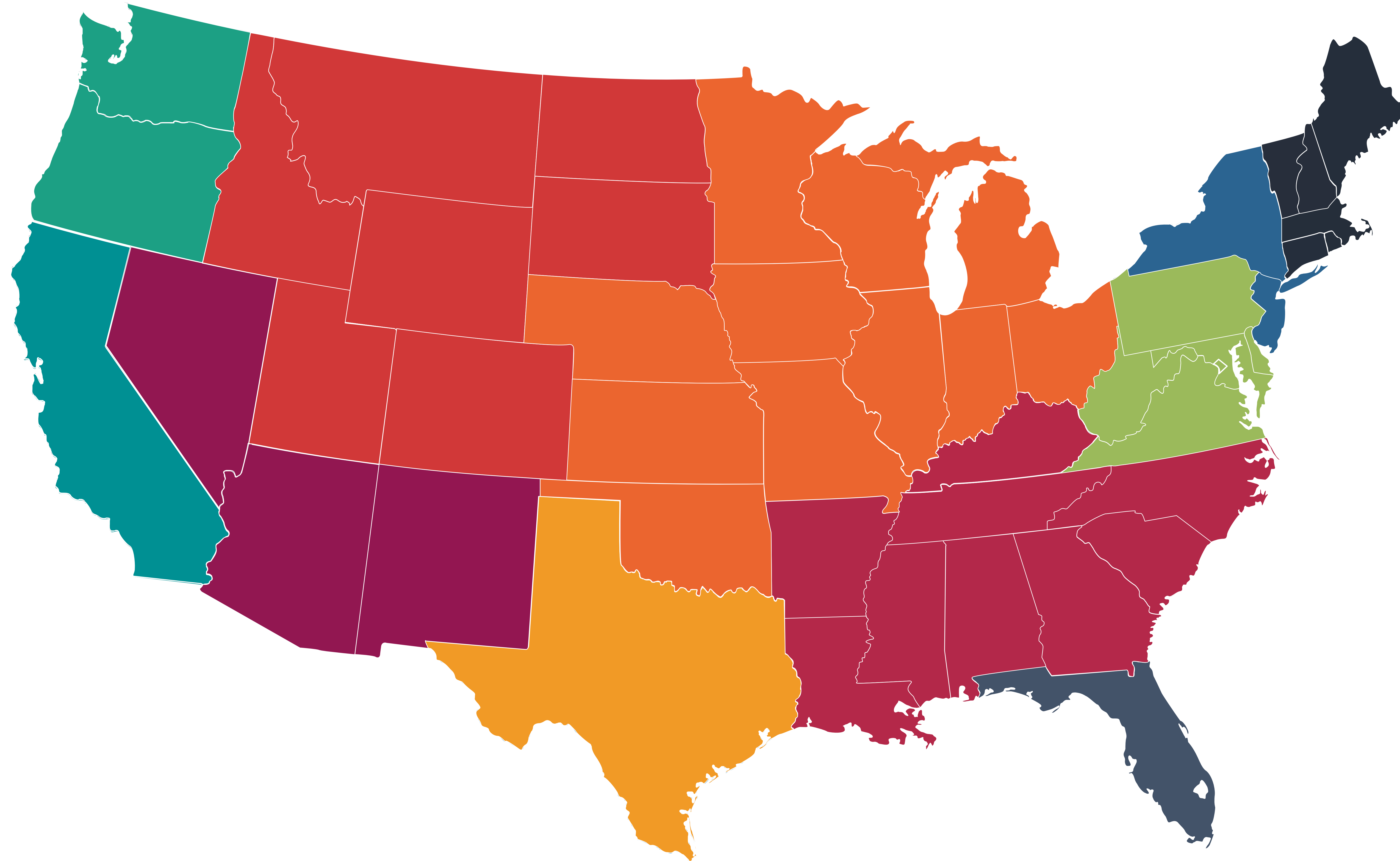
U.S. Mechanical/Electrical Construction 2019



# President / CEO

From Our Unique Perspective — Regions Ranked by Salary Ranges

## U.S. Mechanical/Electrical 2019

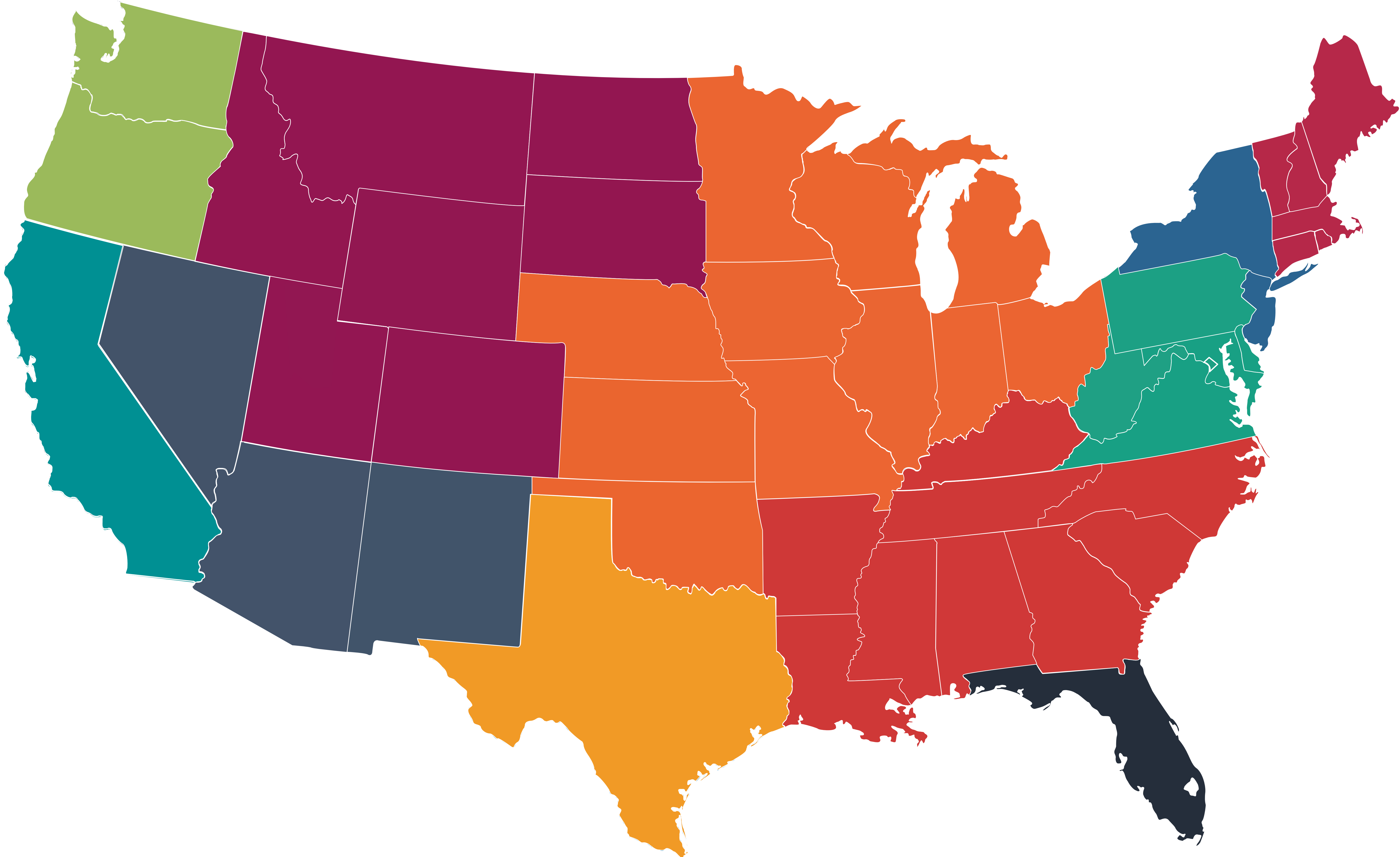


- 1 New York / New Jersey**  
\$280k to \$400k
- 2 California**  
\$250k to \$350k
- 3 Northwest**  
\$225 to \$300k
- 4 Mid-Atlantic**  
\$200k to \$325k
- 5 Texas**  
\$200k to \$300k
- 5 Midwest**  
\$200k to \$300k
- 5 Mountain**  
\$200k to \$300k
- 5 Southeast**  
\$200k to \$300k
- 5 Southwest**  
\$200k to \$300k
- 10 Florida**  
\$200k to \$275k
- 11 New England**  
\$160k to \$325k

# Chief Financial Officer

From Our Unique Perspective — Regions Ranked by Salary Ranges

## U.S. Mechanical/Electrical 2019

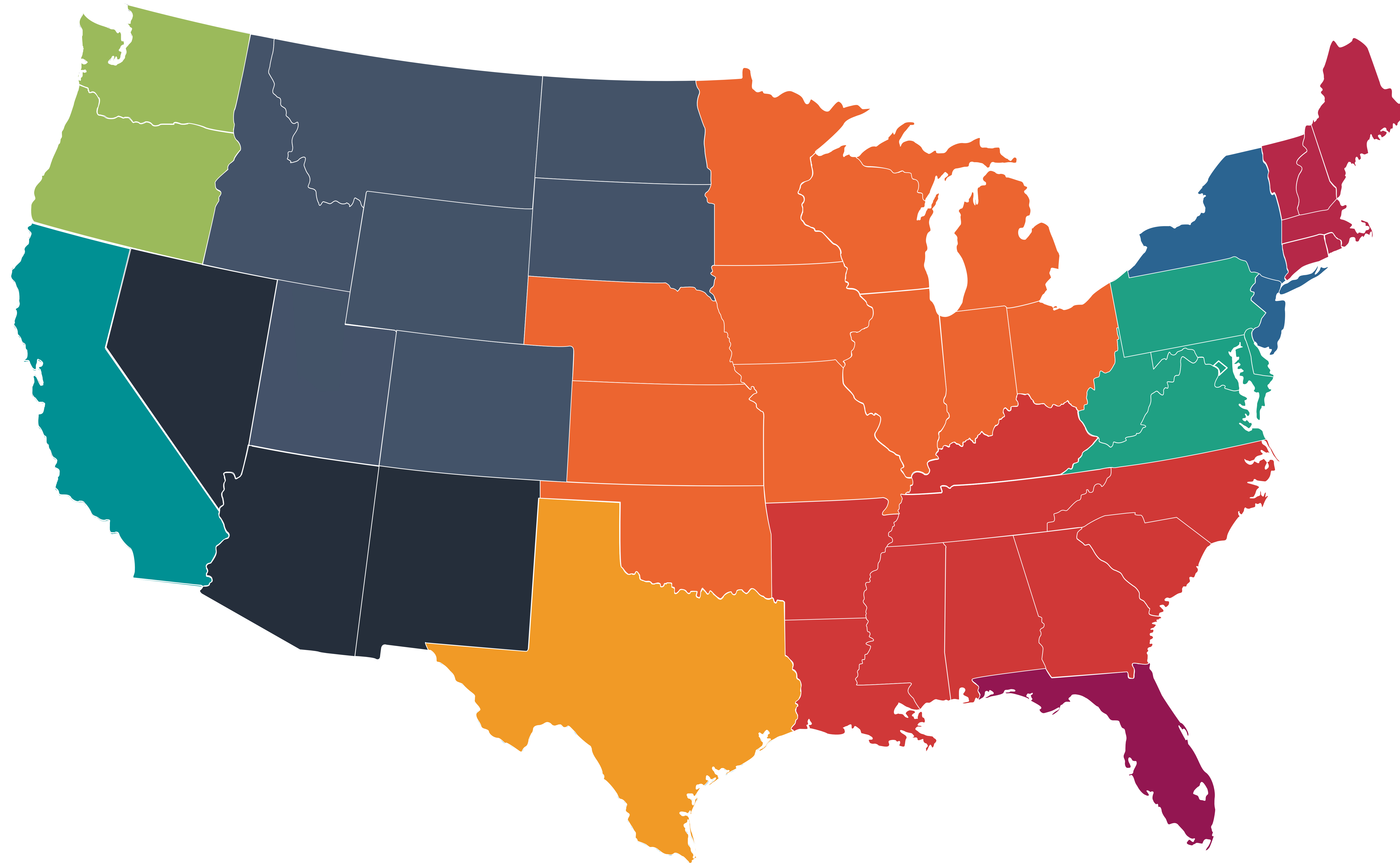


- 1** **New York / New Jersey**  
\$225k to \$300k
- 2** **California**  
\$200k to \$300k
- 3** **Mid-Atlantic**  
\$180 to \$250k
- 4** **Northwest**  
\$175k to \$250k
- 5** **Texas**  
\$175k to \$240k
- 6** **Midwest**  
\$175k to \$225k
- 6** **Southeast**  
\$175k to \$225k
- 8** **New England**  
\$150k to \$250k
- 8** **Mountain**  
\$150k to \$250k
- 10** **Southwest**  
\$150k to \$250k
- 11** **Florida**  
\$150k to \$230k

# Vice President of Operations

From Our Unique Perspective — Regions Ranked by Salary Ranges

## U.S. Mechanical/Electrical 2019

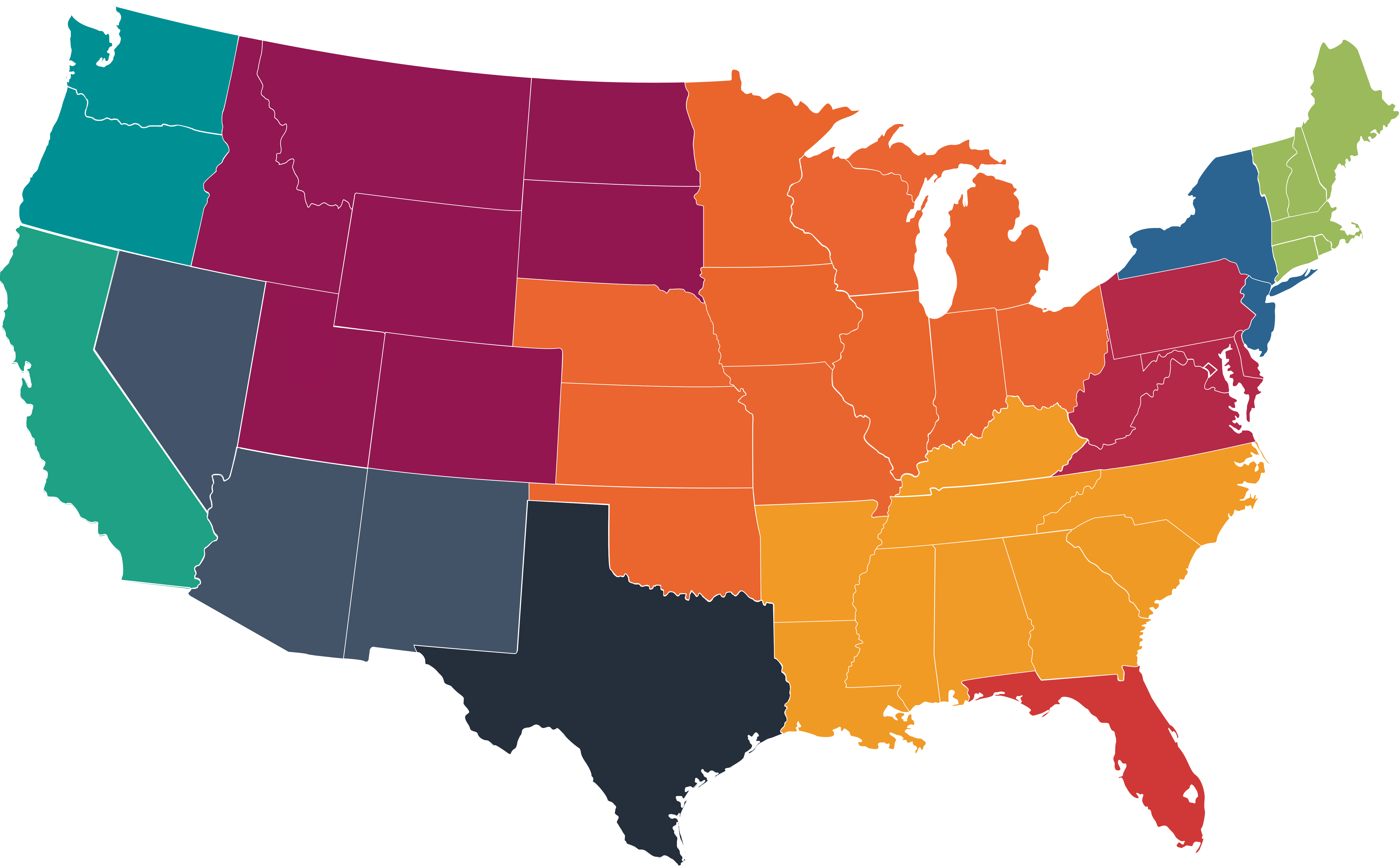


- 1** **New York / New Jersey**  
\$225k to \$300k
- 2** **California**  
\$200k to \$300k
- 3** **Mid-Atlantic**  
\$180k to \$250k
- 4** **Northwest**  
\$175k to \$250k
- 5** **Texas**  
\$175k to \$240k
- 6** **Midwest**  
\$175k to \$225k
- 6** **Southeast**  
\$175k to \$225k
- 8** **New England**  
\$150k to \$250k
- 9** **Florida**  
\$150k to \$230k
- 10** **Mountain**  
\$150k to \$225k
- 10** **Southwest**  
\$150k to \$225k

# Project Manager (Lead Projects Under \$10MM)

From Our Unique Perspective — Regions Ranked by Salary Ranges

## U.S. Mechanical/Electrical 2019

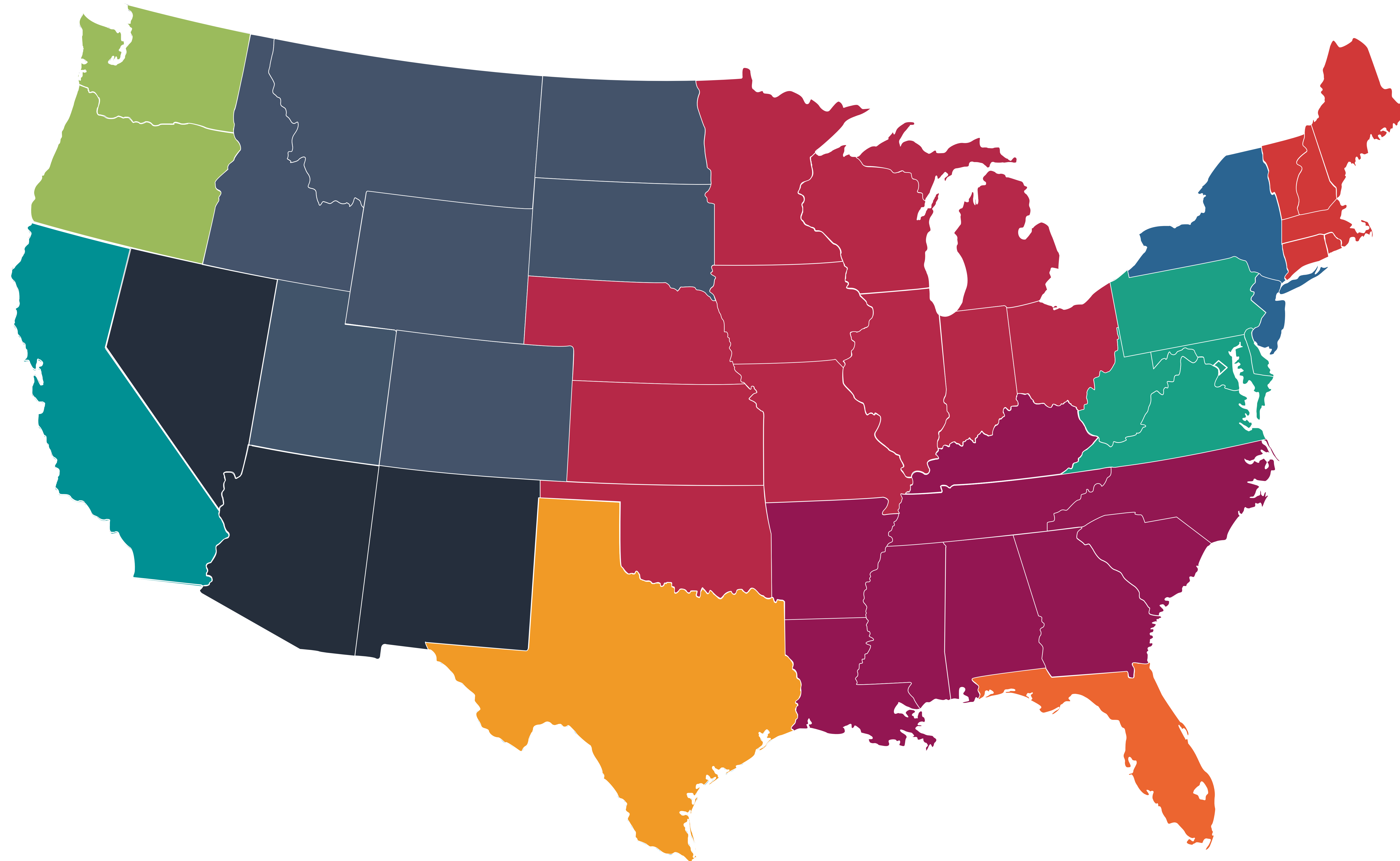


- 1** **New York / New Jersey**  
\$100k to \$150k
- 2** **Northwest**  
\$90k to \$125k
- 3** **California**  
\$90k to \$120k
- 4** **New England**  
\$80k to \$120k
- 5** **Southeast**  
\$80k to \$110k
- 5** **Midwest**  
\$80k to \$110k
- 7** **Florida**  
\$80k to \$100k
- 7** **Mid-Atlantic**  
\$80k to \$100k
- 7** **Mountain**  
\$80k to \$100k
- 7** **Southwest**  
\$80k to \$100k
- 7** **Texas**  
\$80k to \$100k

# Project Manager (Lead Projects Over \$10MM)

From Our Unique Perspective — Regions Ranked by Salary Ranges

## U.S. Mechanical/Electrical 2019



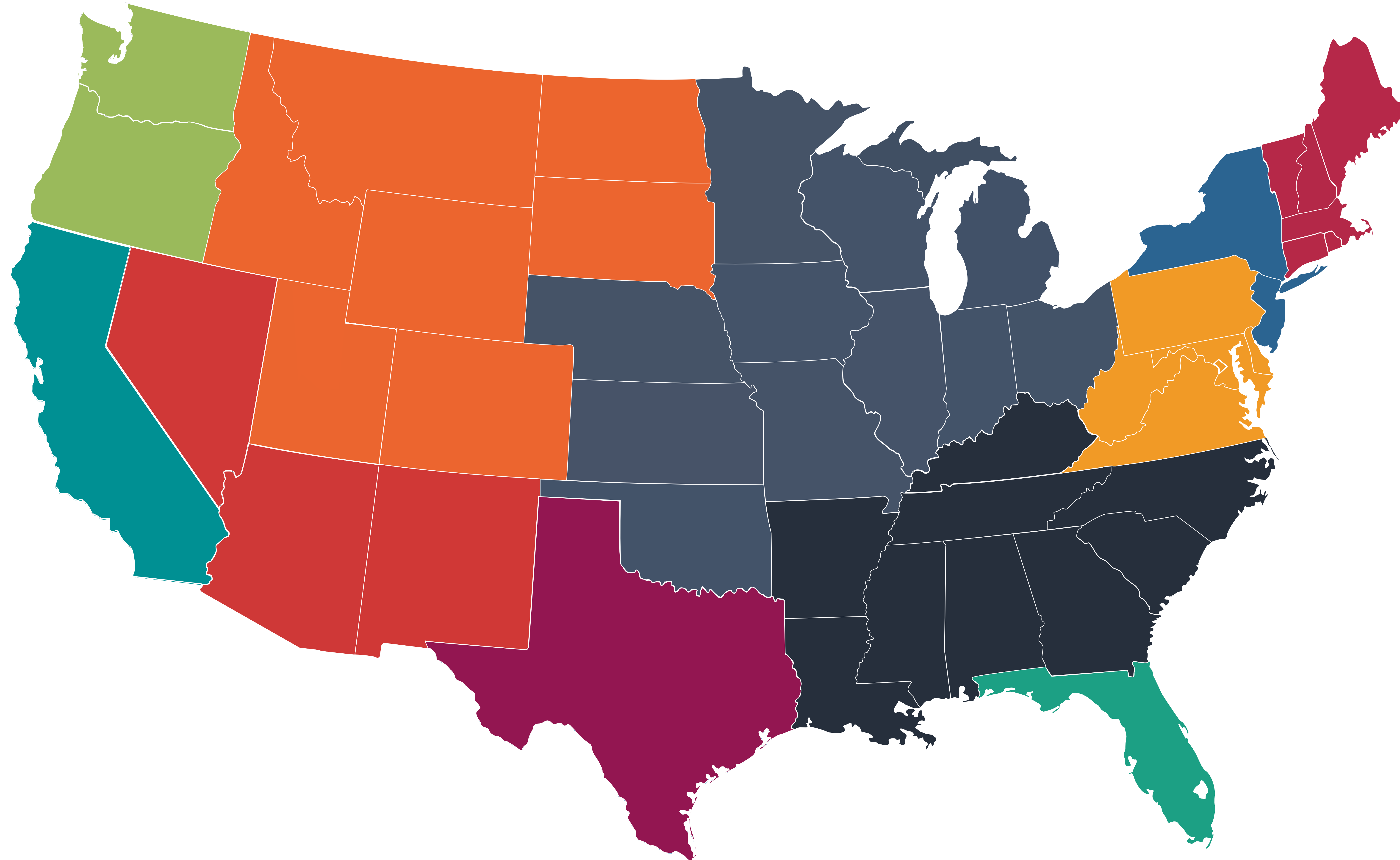
- 1** **New York / New Jersey**  
\$120k to \$190k
- 2** **California**  
\$110k to \$140k
- 3** **Mid-Atlantic**  
\$100k to \$150k
- 4** **Northwest**  
\$100k to \$140k
- 5** **Texas**  
\$100k to \$130k
- 6** **Florida**  
\$100k to \$125k
- 7** **New England**  
\$95k to \$150k
- 8** **Midwest**  
\$95k to \$130k
- 8** **Southeast**  
\$95k to \$130k
- 10** **Mountain**  
\$95k to \$125k
- 10** **Southwest**  
\$95k to \$125k



# Chief Estimator

From Our Unique Perspective — Regions Ranked by Salary Ranges

## U.S. Mechanical/Electrical 2019

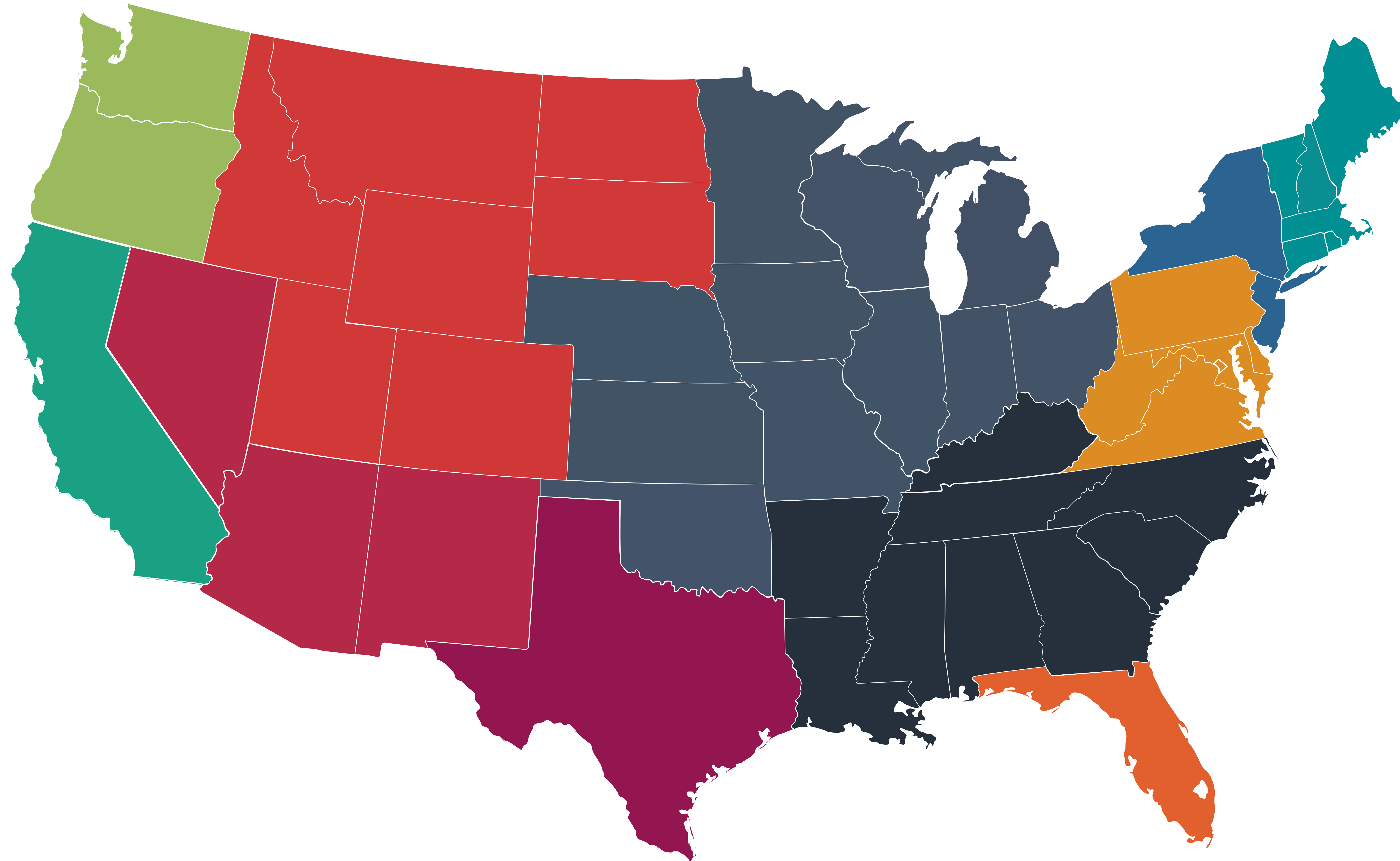


- 1** **New York / New Jersey**  
\$180k to \$230k
- 2** **California**  
\$125k to \$175k
- 2** **Florida**  
\$125k to \$175k
- 4** **Northwest**  
\$125k to \$170k
- 5** **Mid-Atlantic**  
\$120k to \$170k
- 6** **Mountain**  
\$120k to \$160k
- 6** **Southwest**  
\$120k to \$160k
- 8** **New England**  
\$110k to \$175k
- 9** **Texas**  
\$110k to \$150k
- 10** **Midwest**  
\$100k to \$150k
- 10** **Southeast**  
\$100k to \$150k

# Estimator

From Our Unique Perspective — Regions Ranked by Salary Ranges

## U.S. Mechanical/Electrical 2019

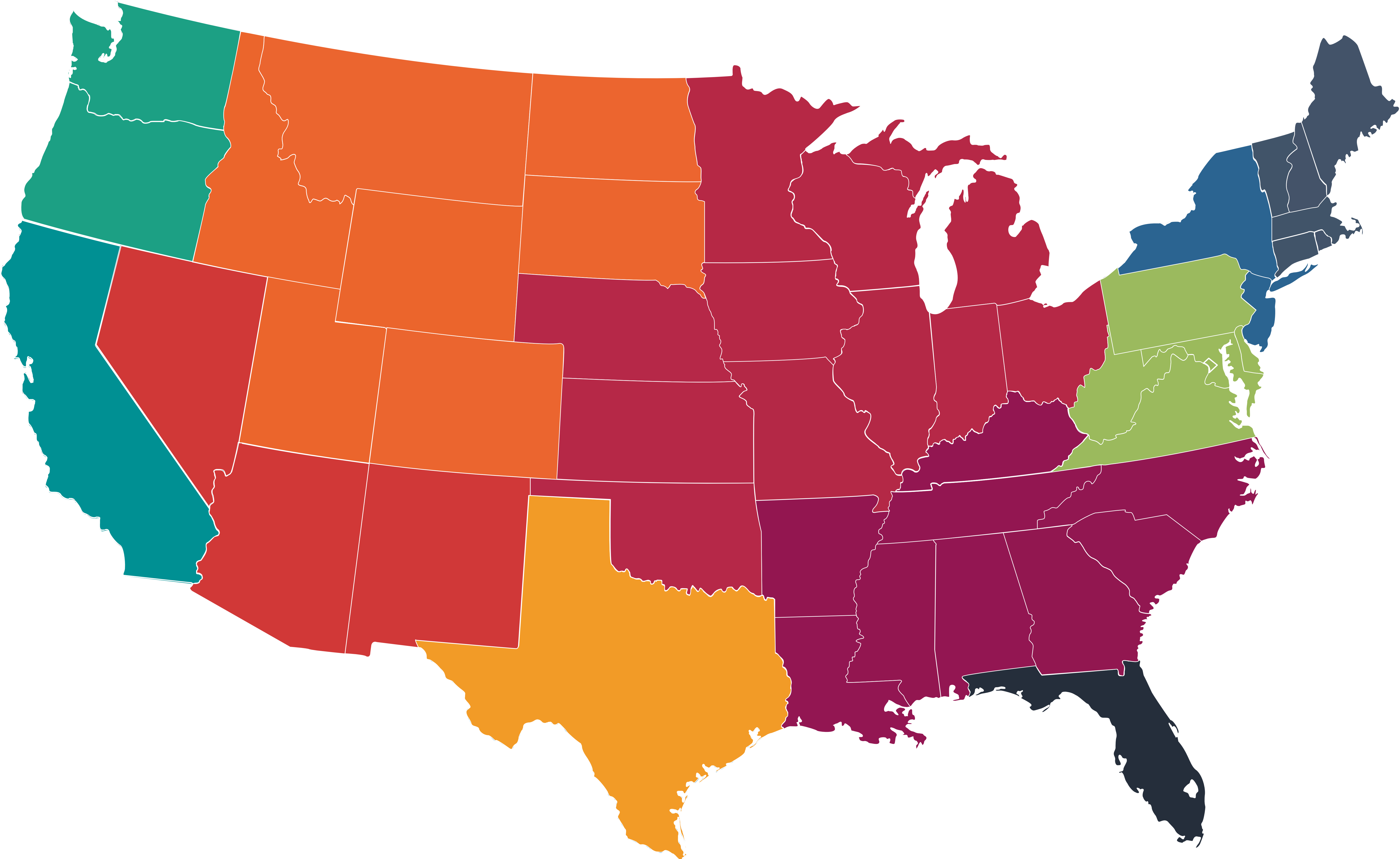


- 1 New York / New Jersey**  
\$90k to \$145k
- 2 New England**  
\$95k to \$110k
- 3 California**  
\$85k to \$120k
- 4 Northwest**  
\$85k to \$105k
- 5 Mid-Atlantic**  
\$80k to \$115k
- 6 Florida**  
\$80k to \$110k
- 7 Mountain**  
\$80k to \$105k
- 7 Southwest**  
\$80k to \$105k
- 9 Texas**  
\$80k to \$100k
- 9 Midwest**  
\$80k to \$100k
- 11 Southeast**  
\$75k to \$95k

# Superintendent (Lead Projects Under \$10MM)

From Our Unique Perspective — Regions Ranked by Salary Ranges

## U.S. Mechanical/Electrical 2019

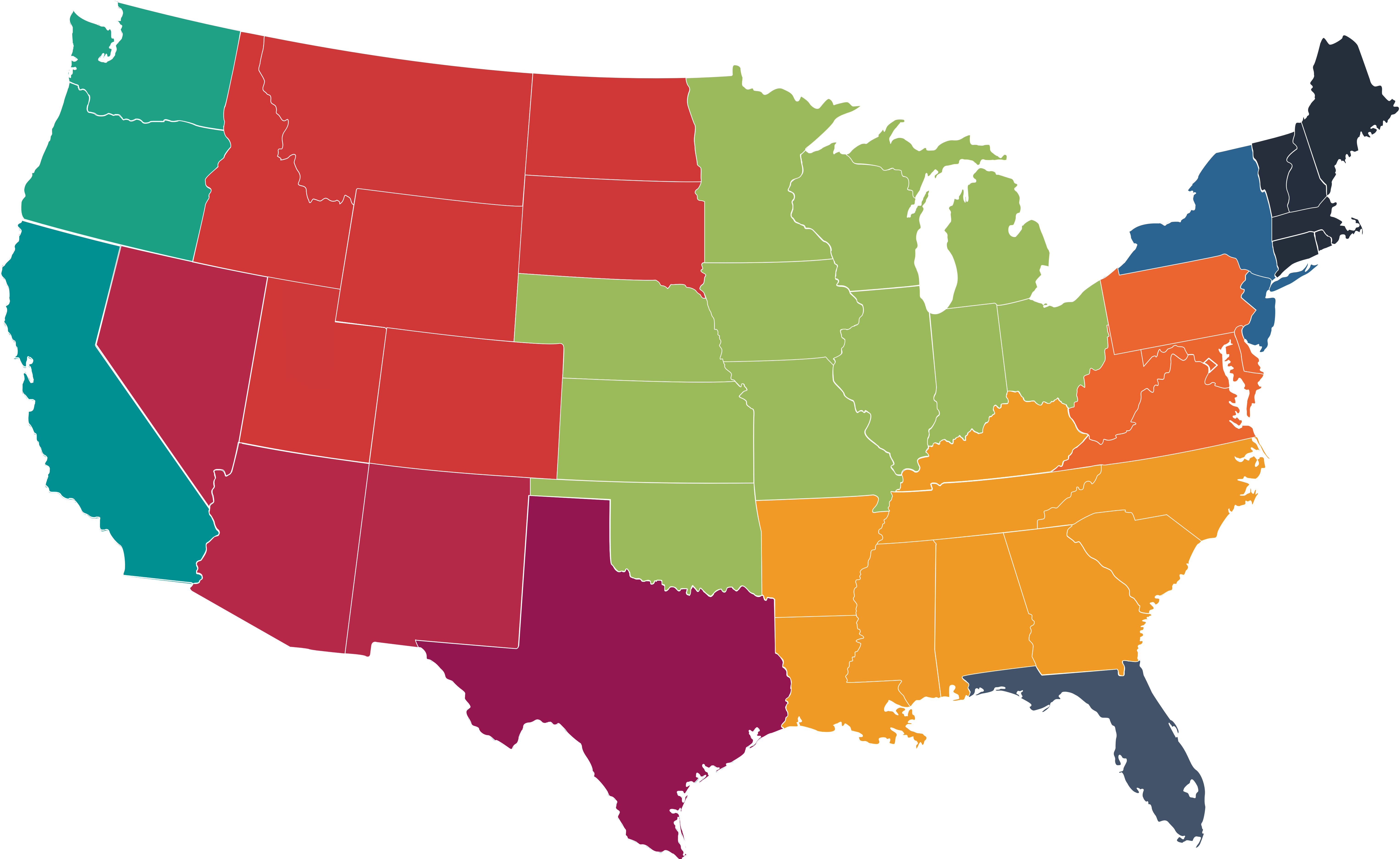


- 1** **New York / New Jersey**  
\$110k to \$125k
- 2** **California**  
\$90k to \$110k
- 3** **Northwest**  
\$80k to \$110k
- 3** **Mid-Atlantic**  
\$80k to \$110k
- 5** **Texas**  
\$80k to \$95k
- 5** **Mountain**  
\$80k to \$95k
- 5** **Southwest**  
\$80k to \$95k
- 8** **Midwest**  
\$75k to \$100k
- 8** **Southeast**  
\$75k to \$100k
- 8** **New England**  
\$70k to \$100k
- 10** **Florida**  
\$70k to \$95k

# Superintendent (Lead Projects Over \$10MM)

From Our Unique Perspective — Regions Ranked by Salary Ranges

## U.S. Mechanical/Electrical 2019

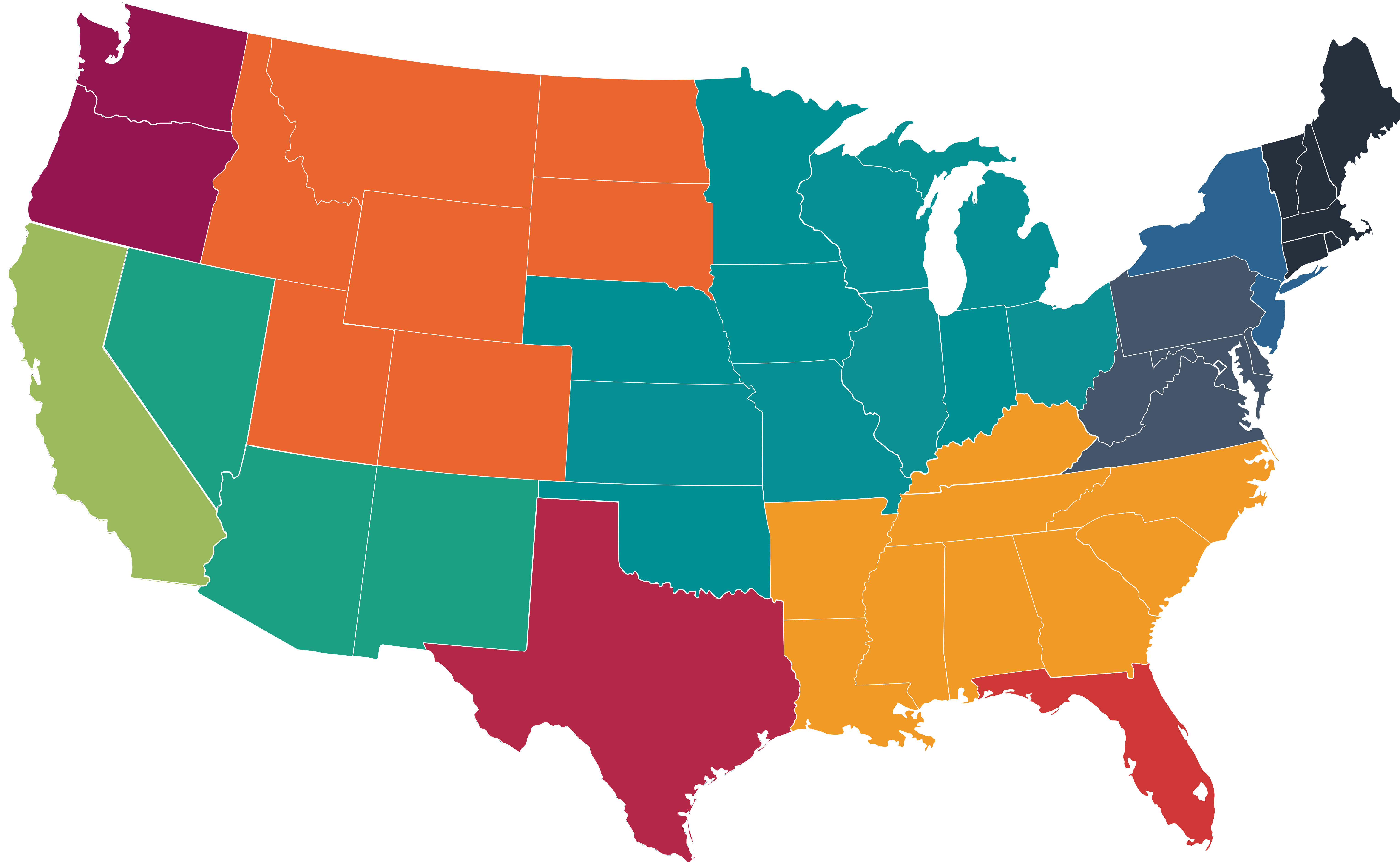


- 1** **New York / New Jersey**  
\$125k to \$150k
- 2** **California**  
\$110k to \$130k
- 3** **Northwest**  
\$95k to \$135k
- 4** **Midwest**  
\$90k to \$130k
- 4** **Southeast**  
\$90k to \$130k
- 6** **Mid-Atlantic**  
\$90k to \$125k
- 7** **Mountain**  
\$90k to \$120k
- 7** **Southwest**  
\$90k to \$120k
- 7** **Texas**  
\$90k to \$120k
- 7** **Florida**  
\$90k to \$120k
- 11** **New England**  
\$85k to \$130k

# Project Engineer / Assistant PM

From Our Unique Perspective — Regions Ranked by Salary Ranges

## U.S. Mechanical/Electrical 2019

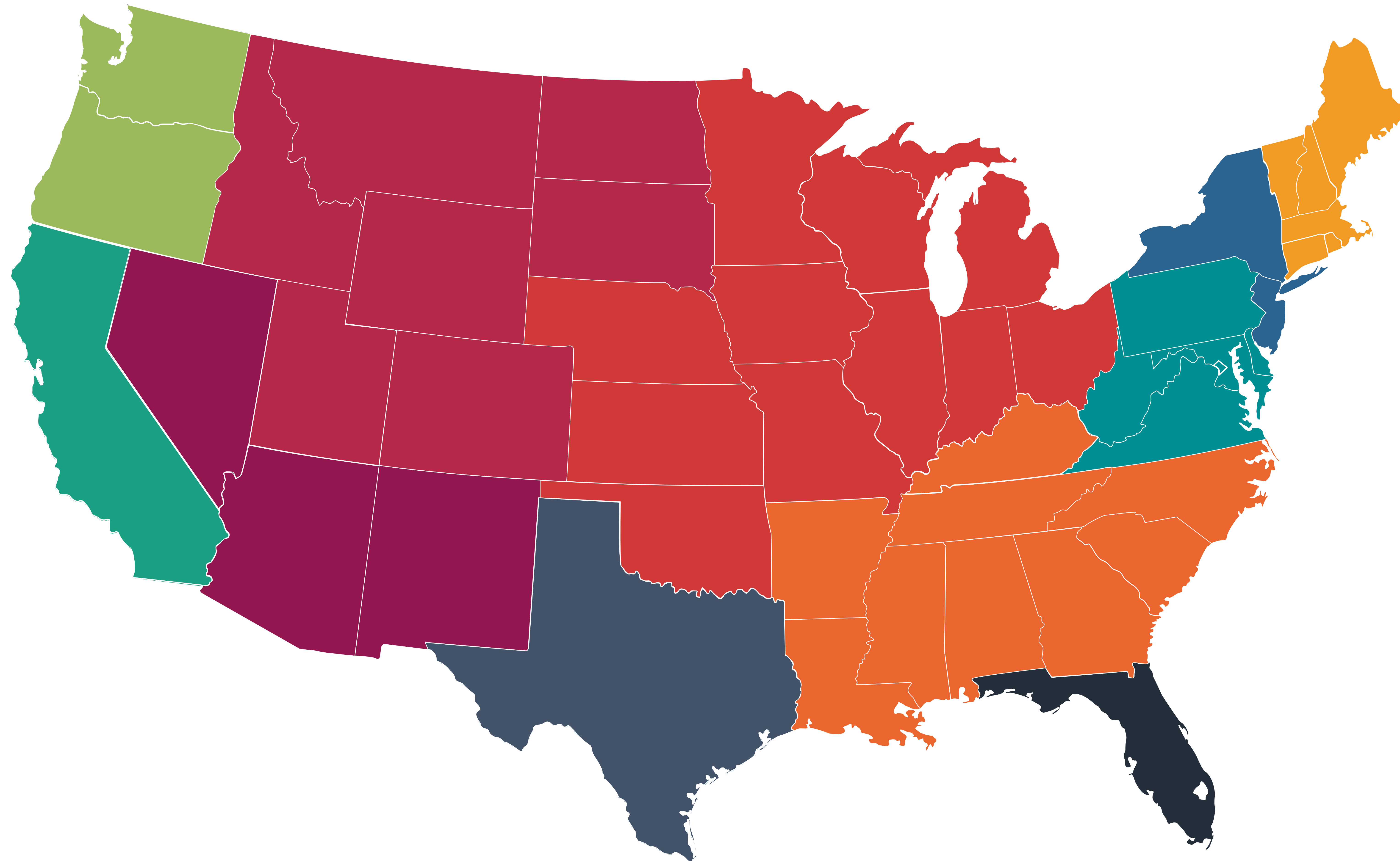


- 1** **New York / New Jersey**  
\$80k to \$95k
- 2** **Midwest**  
\$75k to \$90k
- 2** **Southwest**  
\$75k to \$90k
- 2** **California**  
\$75k to \$90k
- 2** **Southeast**  
\$75k to \$90k
- 2** **Mountain**  
\$75k to \$90k
- 7** **Florida**  
\$70k to \$85k
- 8** **Texas**  
\$70k to \$80k
-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

# Safety Director / Manager

From Our Unique Perspective — Regions Ranked by Salary Ranges

## U.S. Mechanical/Electrical 2019

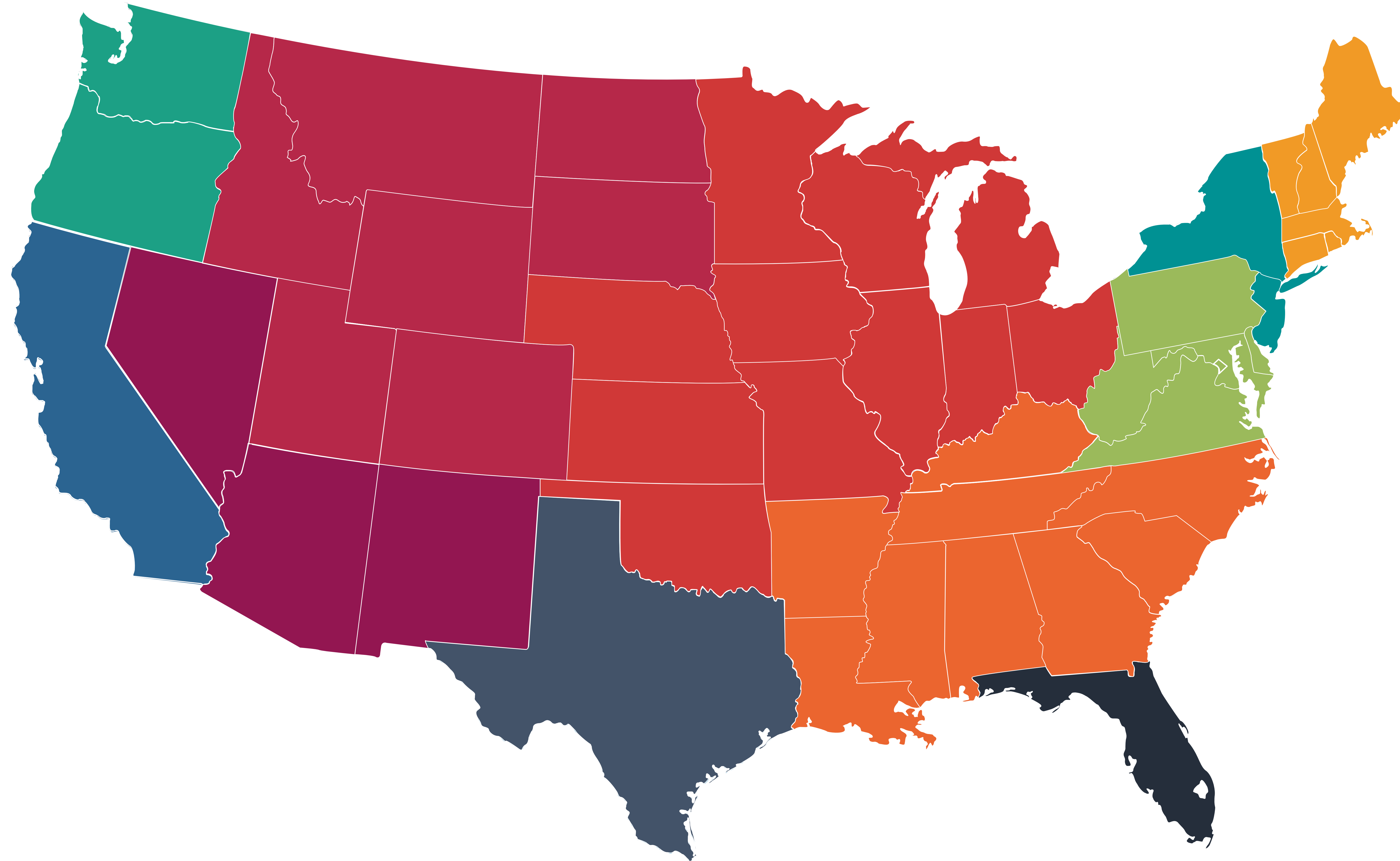


- 1** **New York / New Jersey**  
\$125k to \$175k
- 2** **Mid-Atlantic**  
\$110k to \$150k
- 3** **California**  
\$100k to \$150k
- 3** **Northwest**  
\$100k to \$150k
- 3** **New England**  
\$100k to \$150k
- 6** **Southeast**  
\$100k to \$140k
- 6** **Midwest**  
\$100k to \$140k
- 8** **Mountain**  
\$100k to \$130k
- 8** **Southwest**  
\$100k to \$130k
- 10** **Texas**  
\$100k to \$120k
- 11** **Florida**  
\$85k to \$110k

# Sales / Business Development Mgr.

From Our Unique Perspective — Regions Ranked by Salary Ranges

## U.S. Mechanical/Electrical 2019

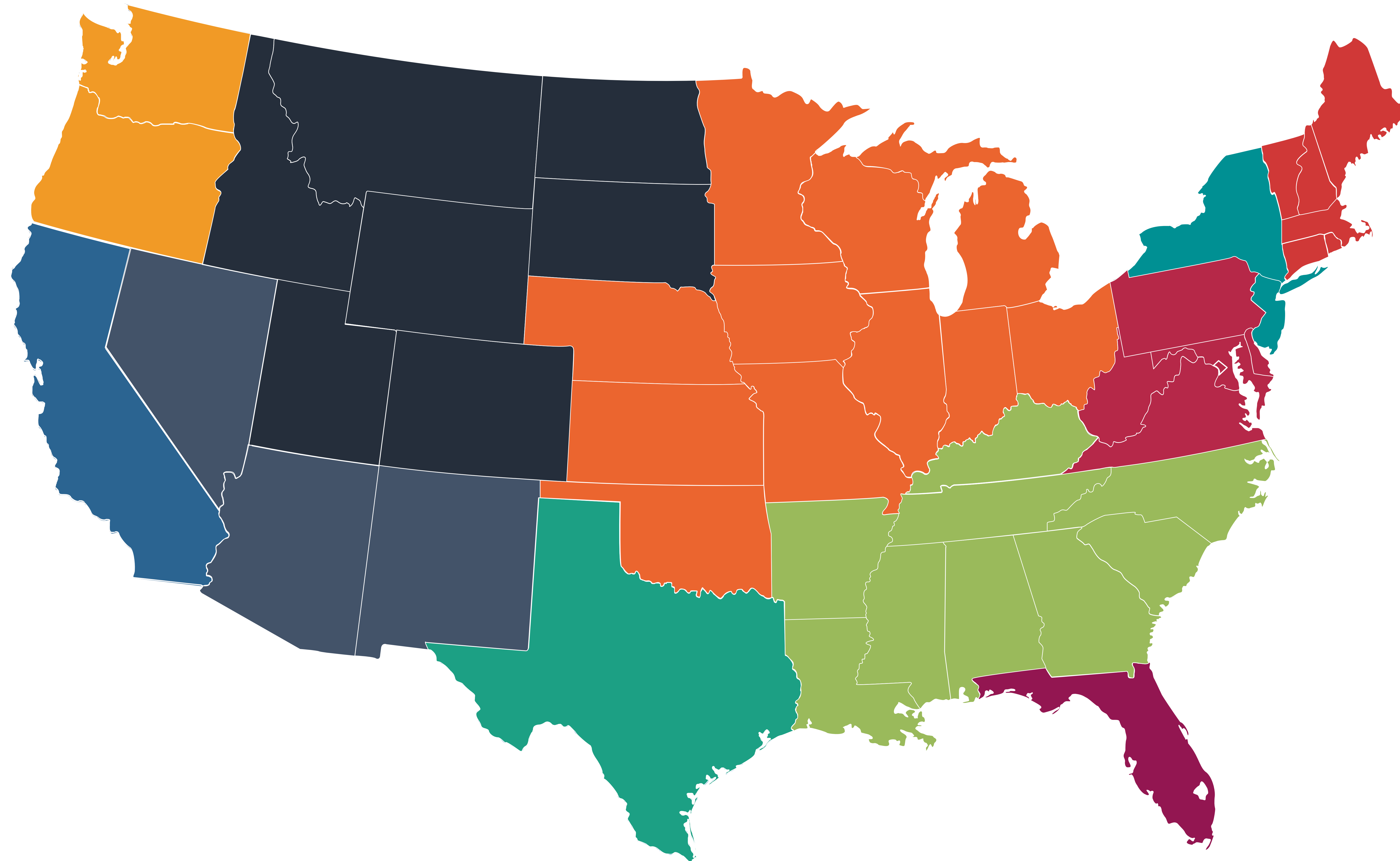


- 1** **California**  
\$100k to \$150k
- 1** **New York / New Jersey**  
\$100k to \$150k
- 1** **Northwest**  
\$100k to \$150k
- 1** **Mid-Atlantic**  
\$100k to \$150k
- 1** **New England**  
\$100k to \$150k
- 6** **Southeast**  
\$100k to \$140k
- 6** **Midwest**  
\$100k to \$140k
- 8** **Mountain**  
\$100k to \$130k
- 8** **Southwest**  
\$100k to \$130k
- 10** **Texas**  
\$90k to \$120k
- 10** **Florida**  
\$80k to \$120k

# Scheduler

From Our Unique Perspective — Regions Ranked by Salary Ranges

## U.S. Mechanical/Electrical 2019



- 1** **California**  
\$90k to \$125k
- 2** **New York / New Jersey**  
\$90k to \$120k
- 3** **Texas**  
\$80k to \$110k
- 3** **Southeast**  
\$80k to \$110k
- 3** **Northwest**  
\$80k to \$110k
- 3** **Midwest**  
\$80k to \$110k
- 3** **New England**  
\$80k to \$110k
- 8** **Mid-Atlantic**  
\$80k to \$100k
- 8** **Florida**  
\$80k to \$100k
- 8** **Southwest**  
\$80k to \$100k
- 8** **Mountain**  
\$80k to \$100k