



398K Employment increase over last 12 months*

5.5% Job increase from 2019

24.7 Average weeks unemployed

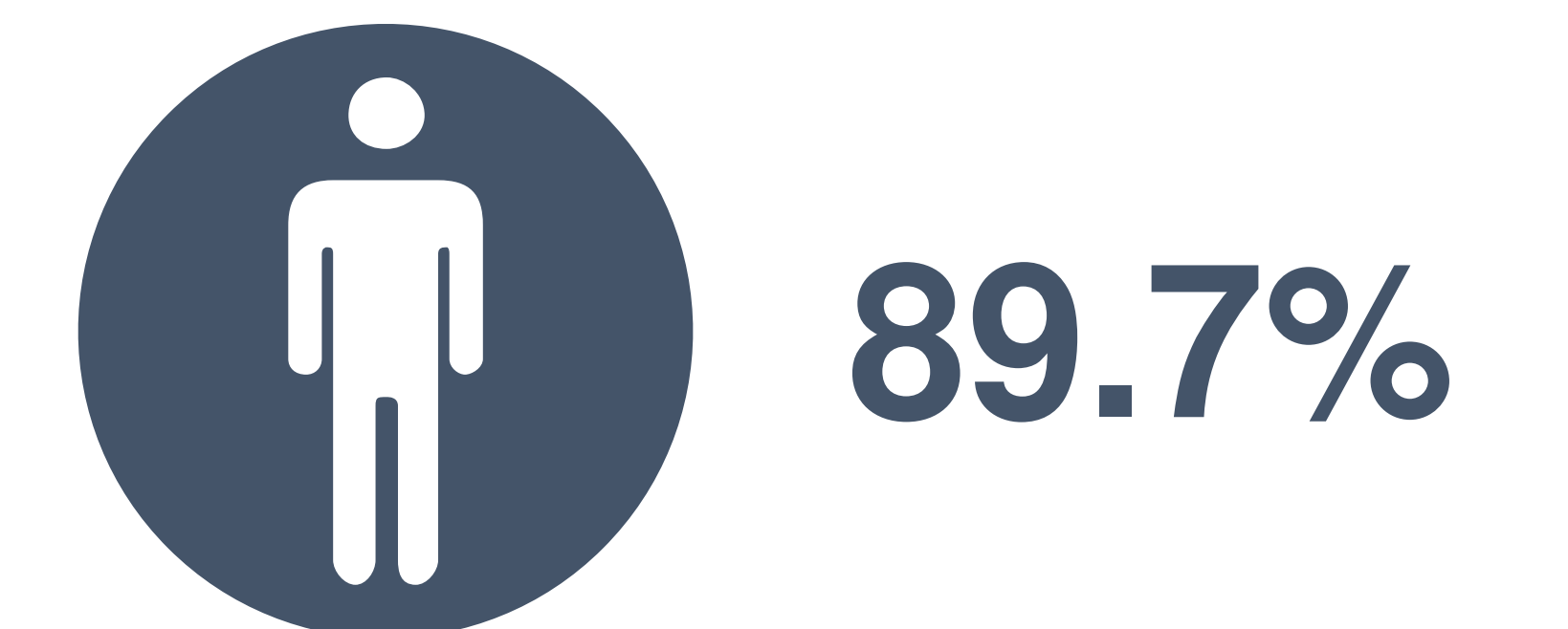
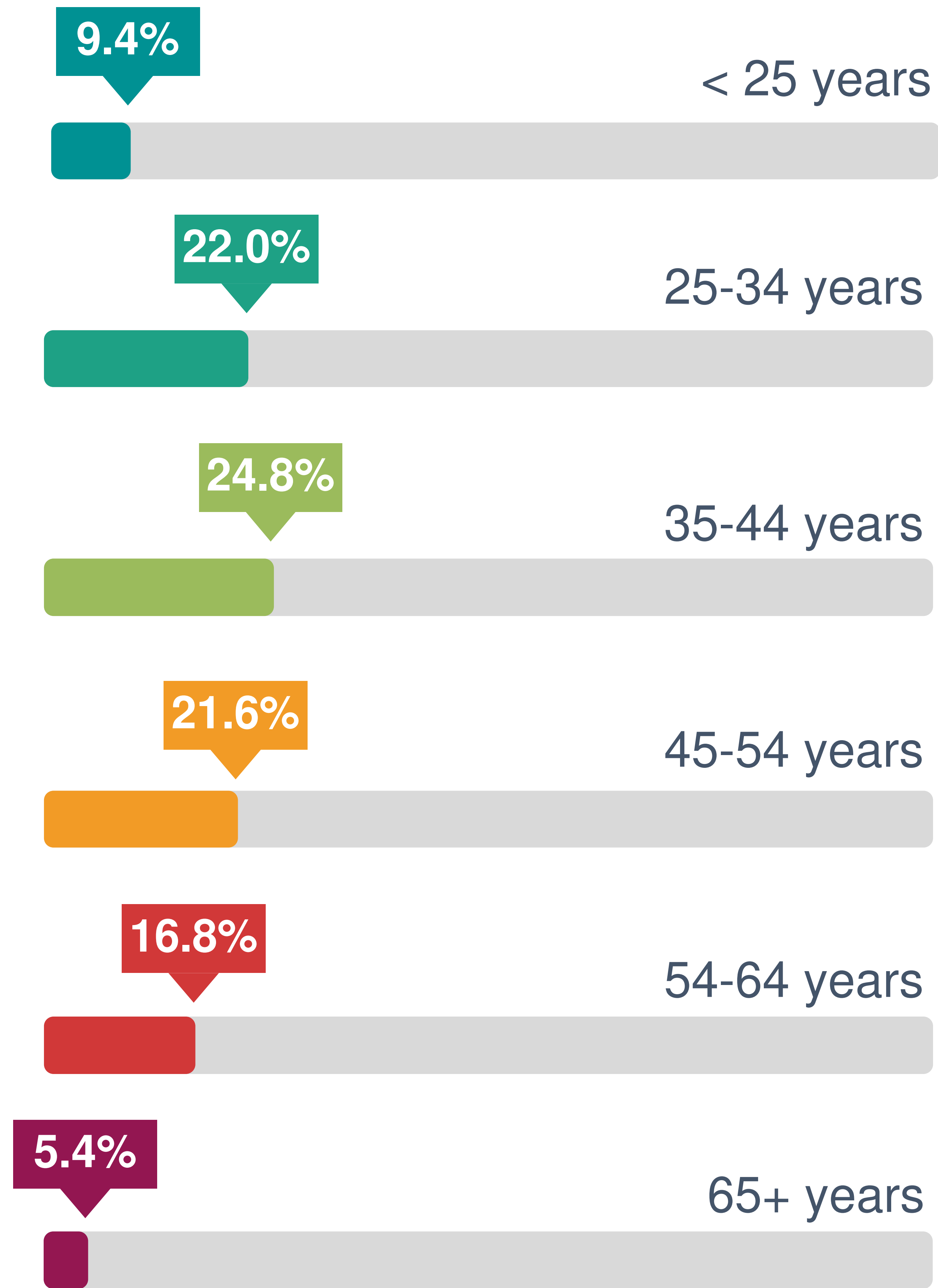
7.9% National industry unemployment rate

* August 2020

Demographics

Data Provided by US Bureau of Labor Statistics

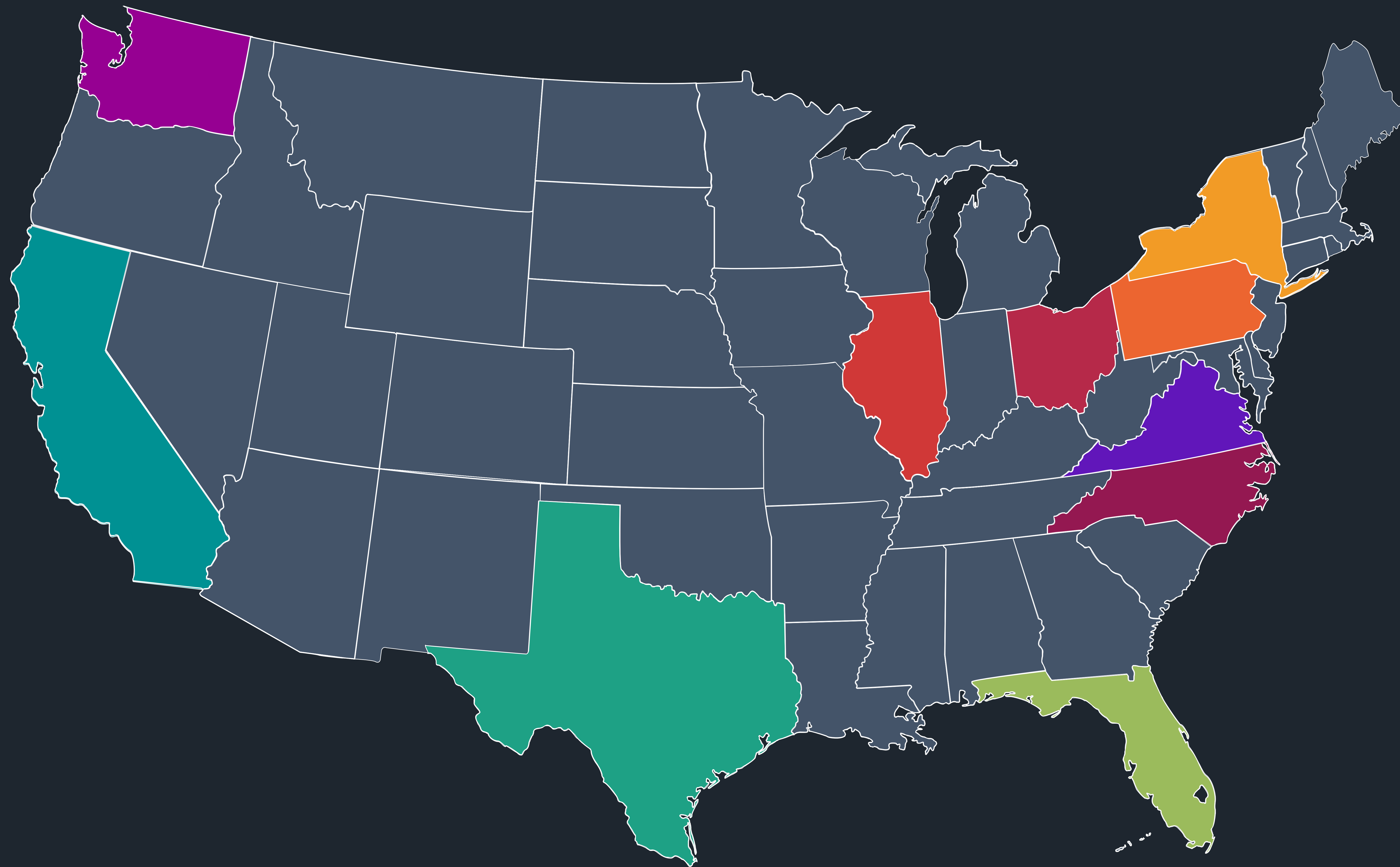
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Top 10 States with Highest Employment

Data Provided by US Bureau of Labor Statistics

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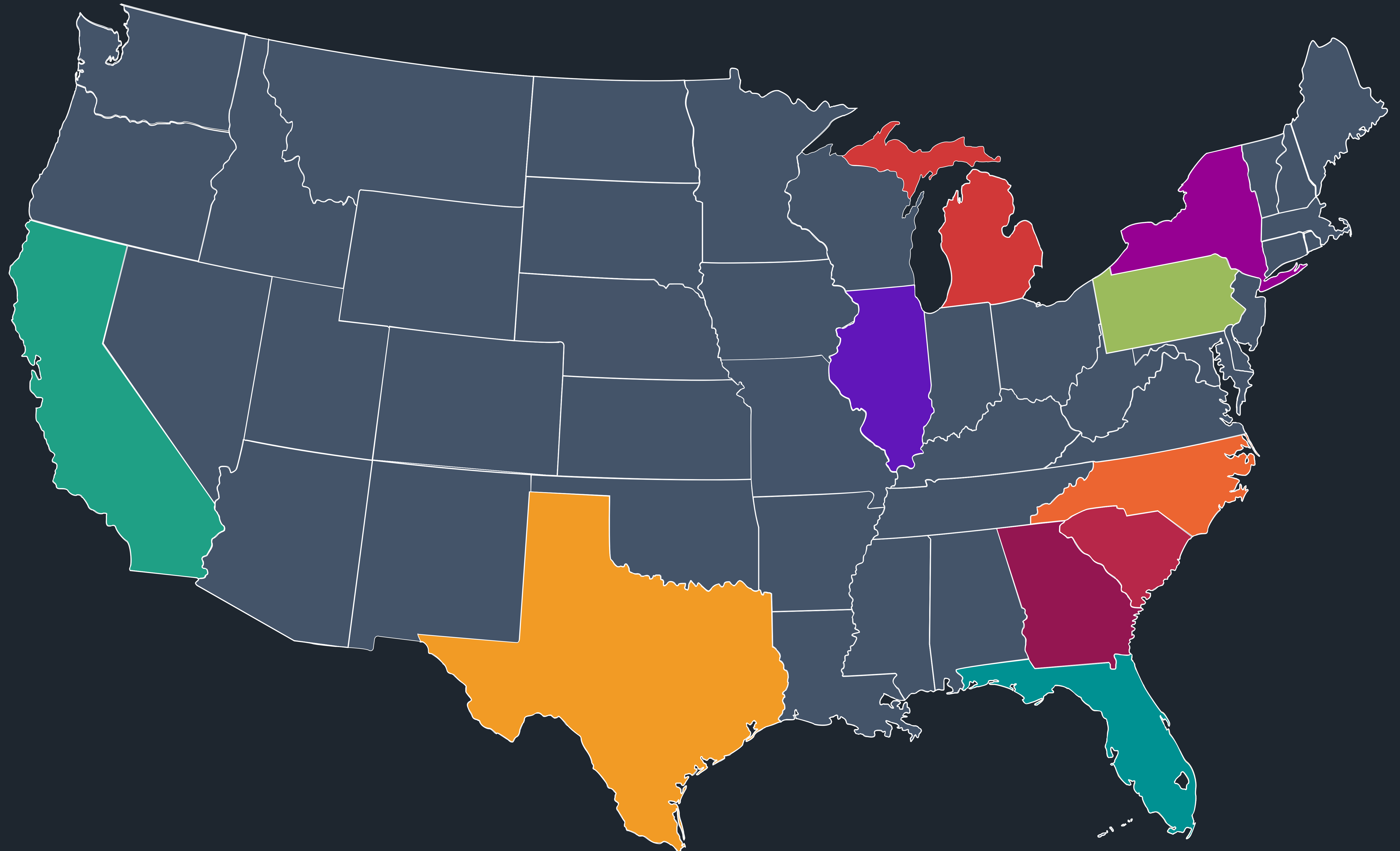
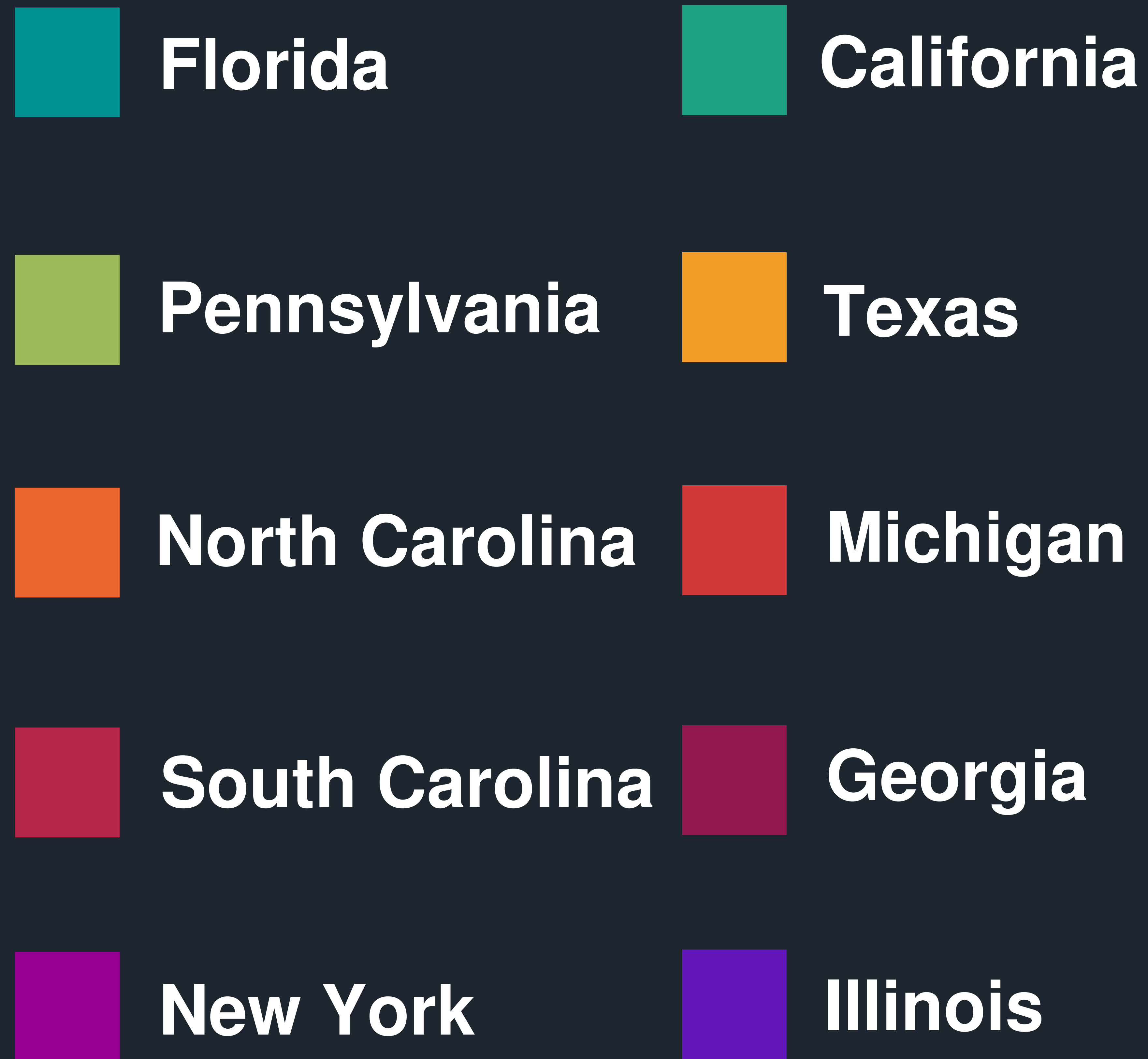


1	California	860,800
2	Texas	744,100
3	Florida	566,200
4	New York	382,000
5	Pennsylvania	258,100
6	Illinois	229,100
7	Ohio	228,700
8	North Carolina	223,100
9	Washington	220,600
10	Virginia	212,400

Top 10 States with Most Hiring Activity

Data provided by Kimmel & Associates

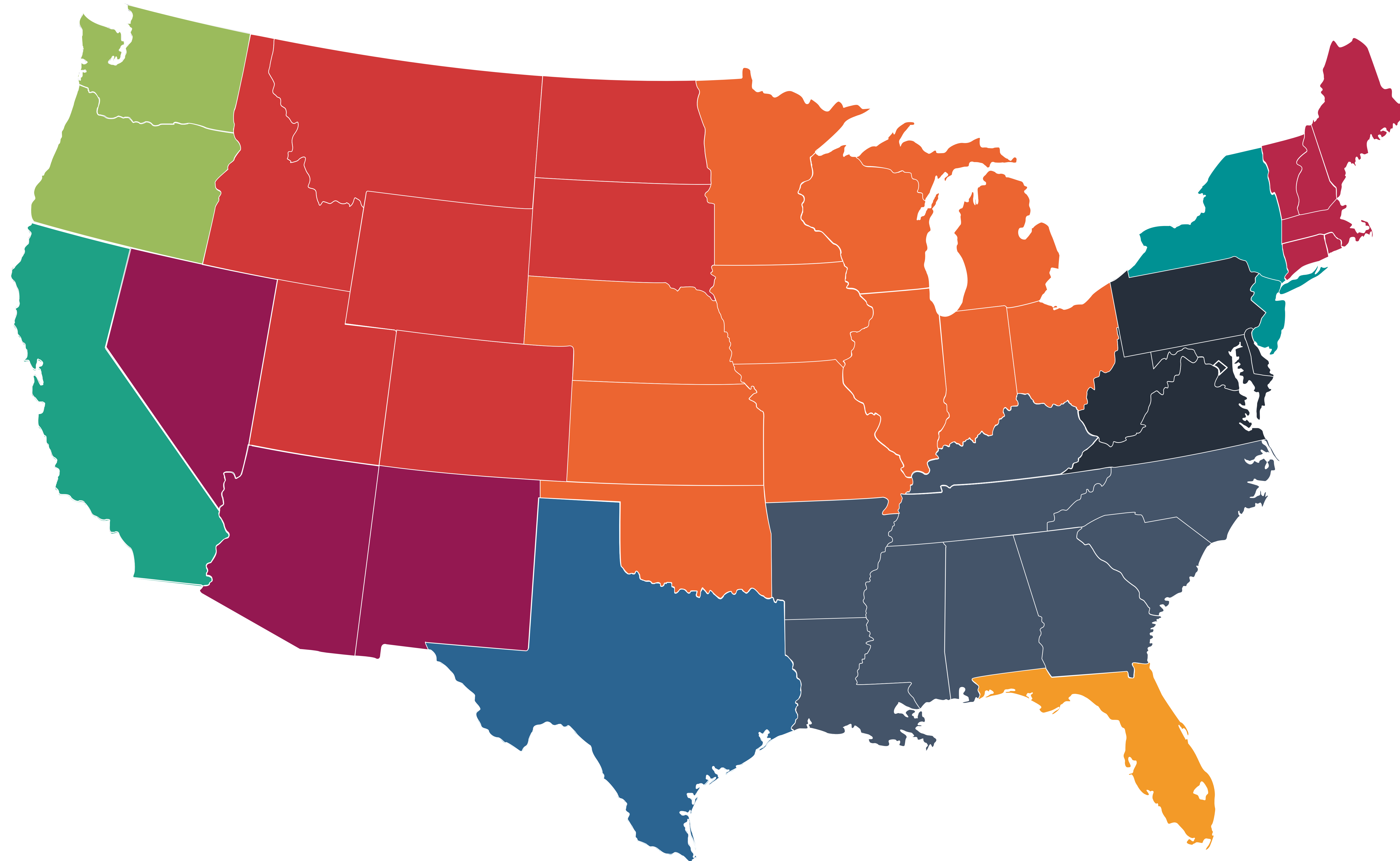
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President / CEO

From Our Unique Perspective — Regions Ranked by Salary Ranges

U.S. Heavy Civil Construction 2020

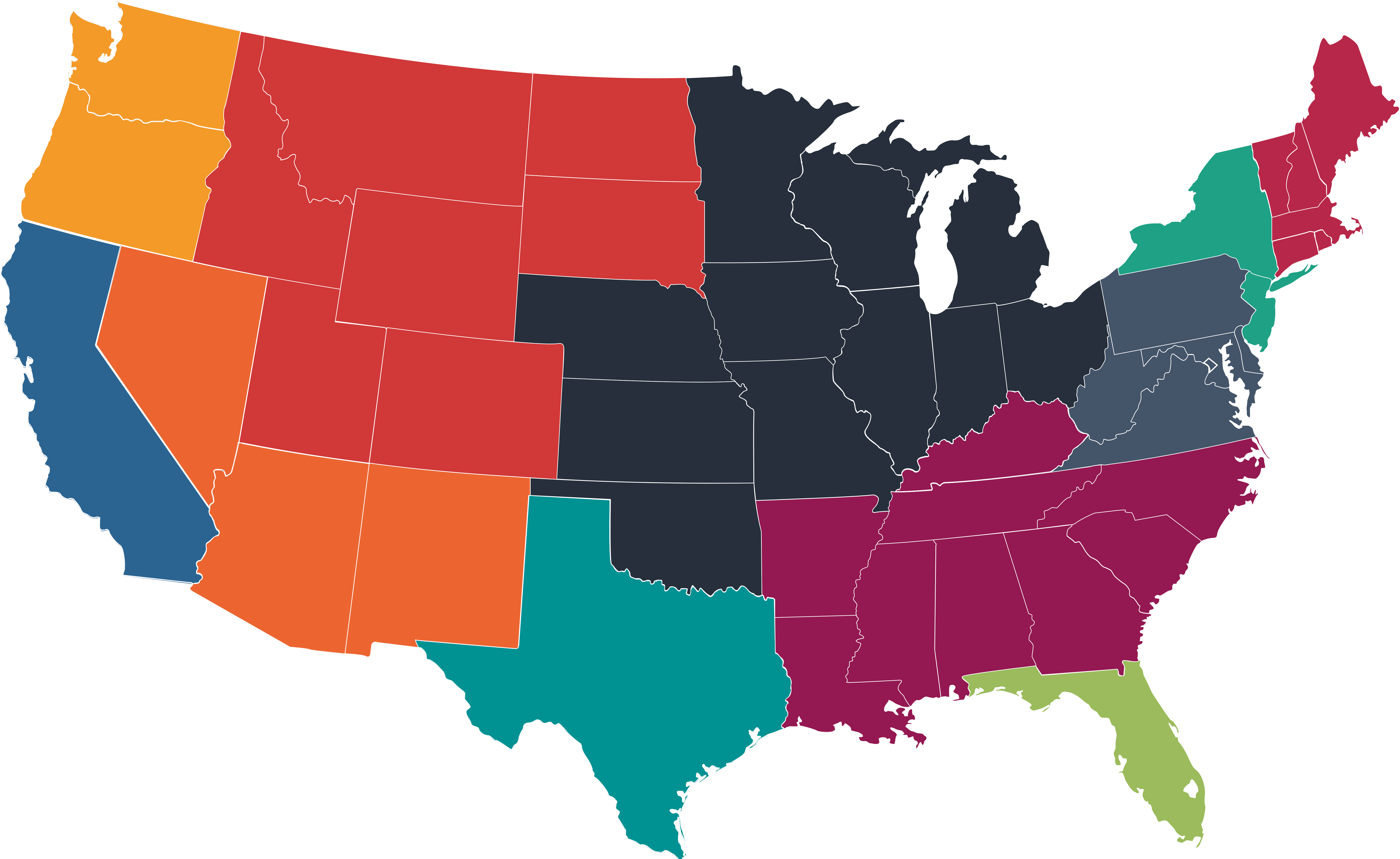


- Texas**
\$340k to \$360k
- New York/New Jersey**
\$330k to \$370k
- California**
\$320k to \$350k
- Northwest**
\$260k to \$300k
- Florida**
\$240k to \$270k
- Midwest**
\$230k to \$350k
- Mountain**
\$210k to \$410k
- New England**
\$210k to \$340k
- Southwest**
\$190k to \$275k
- Southeast**
\$170k to \$360k
- Mid-Atlantic**
\$170k to \$300k

Chief Financial Officer

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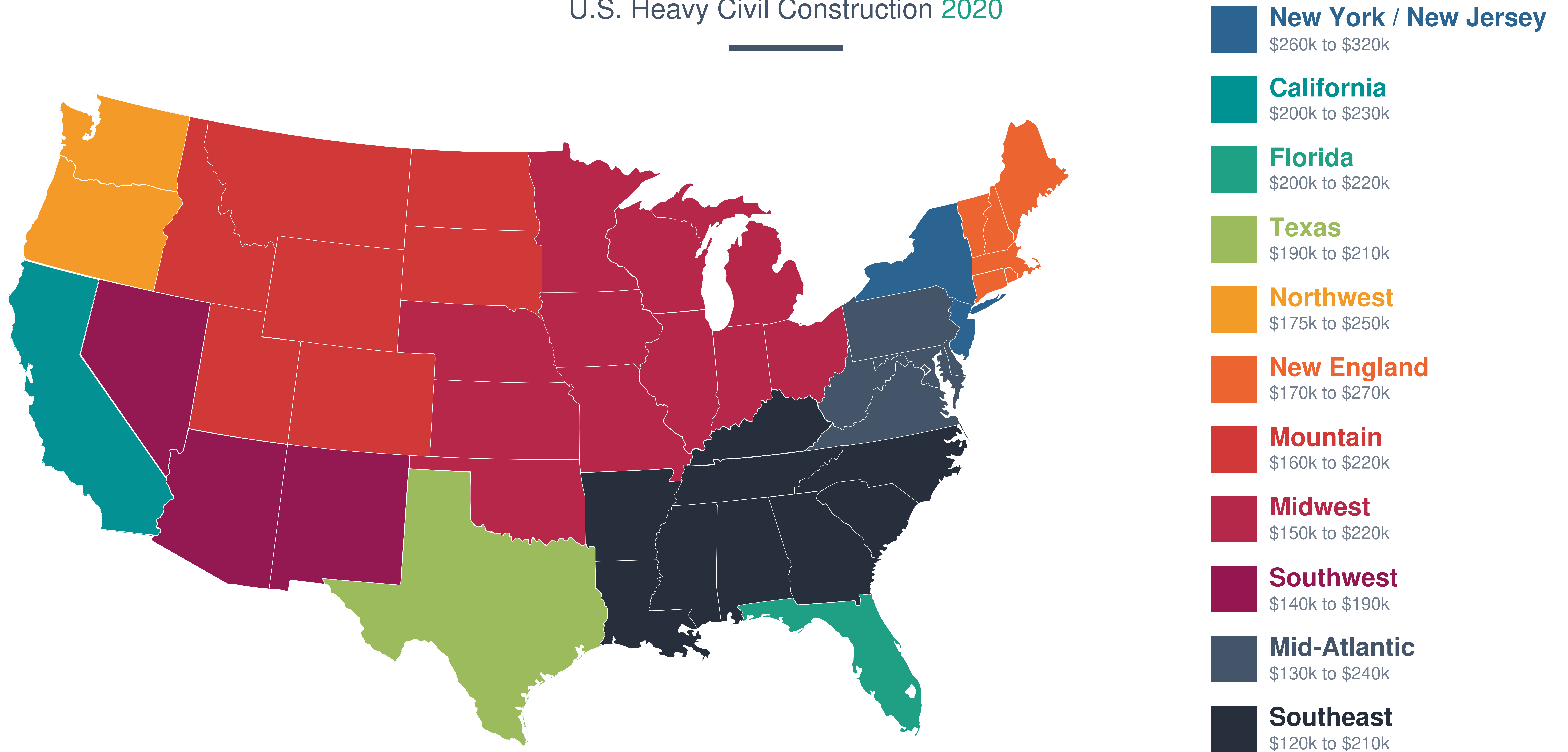


- California**
\$275k to \$310k
- Texas**
\$265k to \$285k
- New York/New Jersey**
\$250k to \$300k
- Florida**
\$215k to \$235k
- Northwest**
\$200k to \$260k
- Southwest**
\$180k to \$230k
- Mountain**
\$150k to \$290k
- New England**
\$140k to \$260k
- Southeast**
\$135k to \$285k
- Mid-Atlantic**
\$125k to \$225k
- Midwest**
\$120k to \$210k

Vice President of Operations

From Our Unique Perspective — Regions Ranked by Salary Ranges

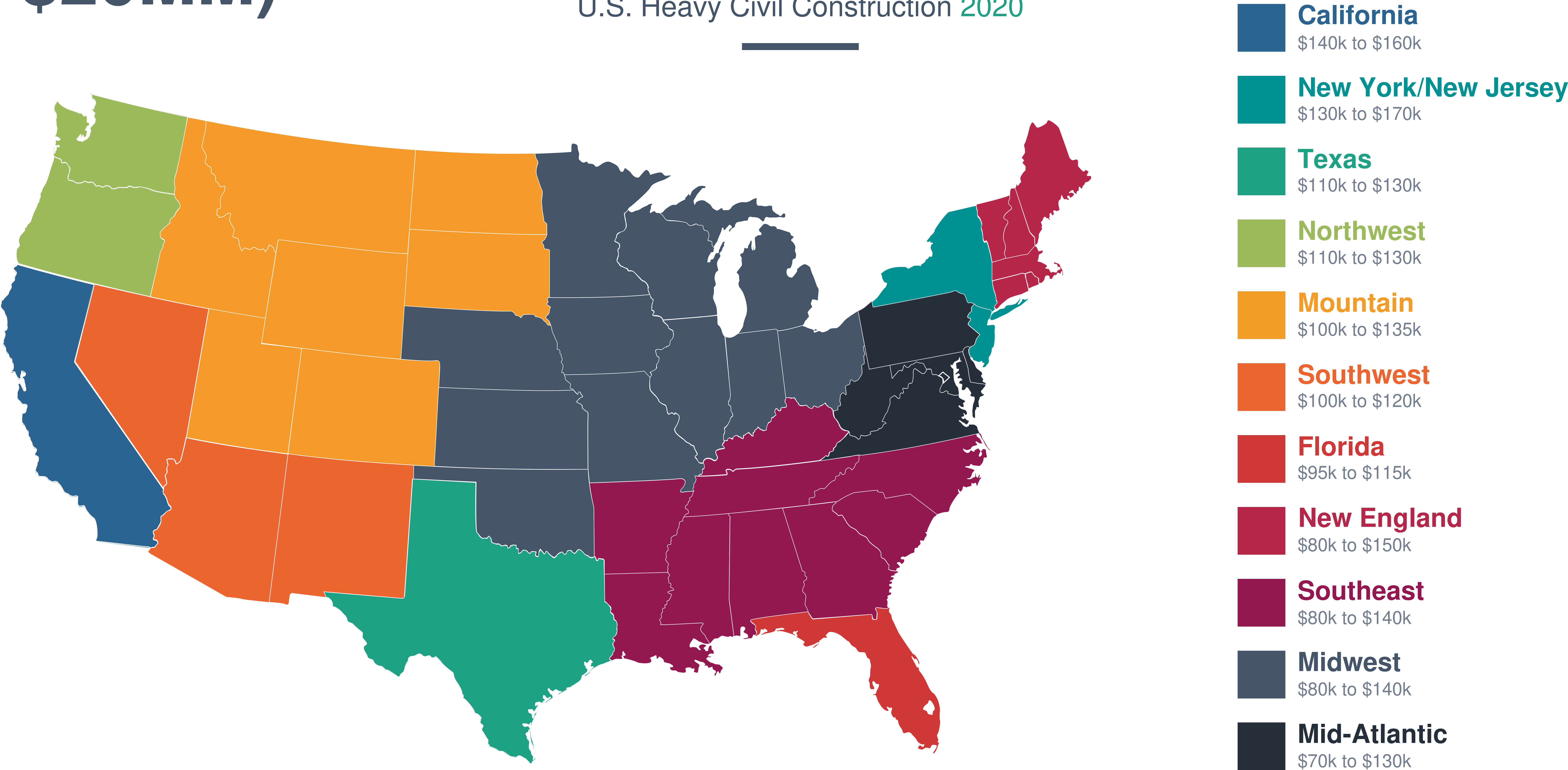
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Project Manager (Lead Projects Under \$20MM)

From Our Unique Perspective — Regions Ranked by Salary Ranges

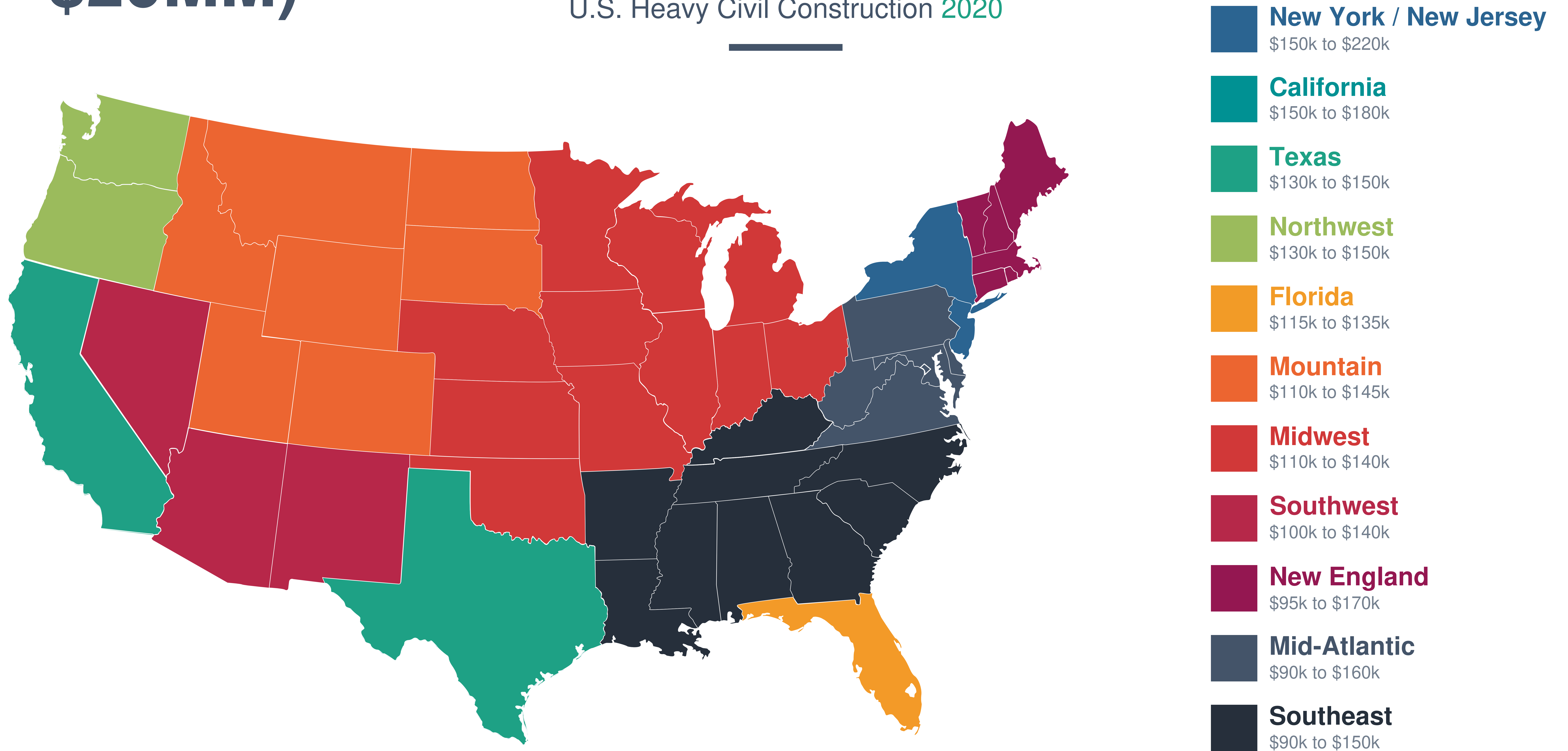
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Project Manager (Lead Projects Over \$20MM)

From Our Unique Perspective — Regions Ranked by Salary Ranges

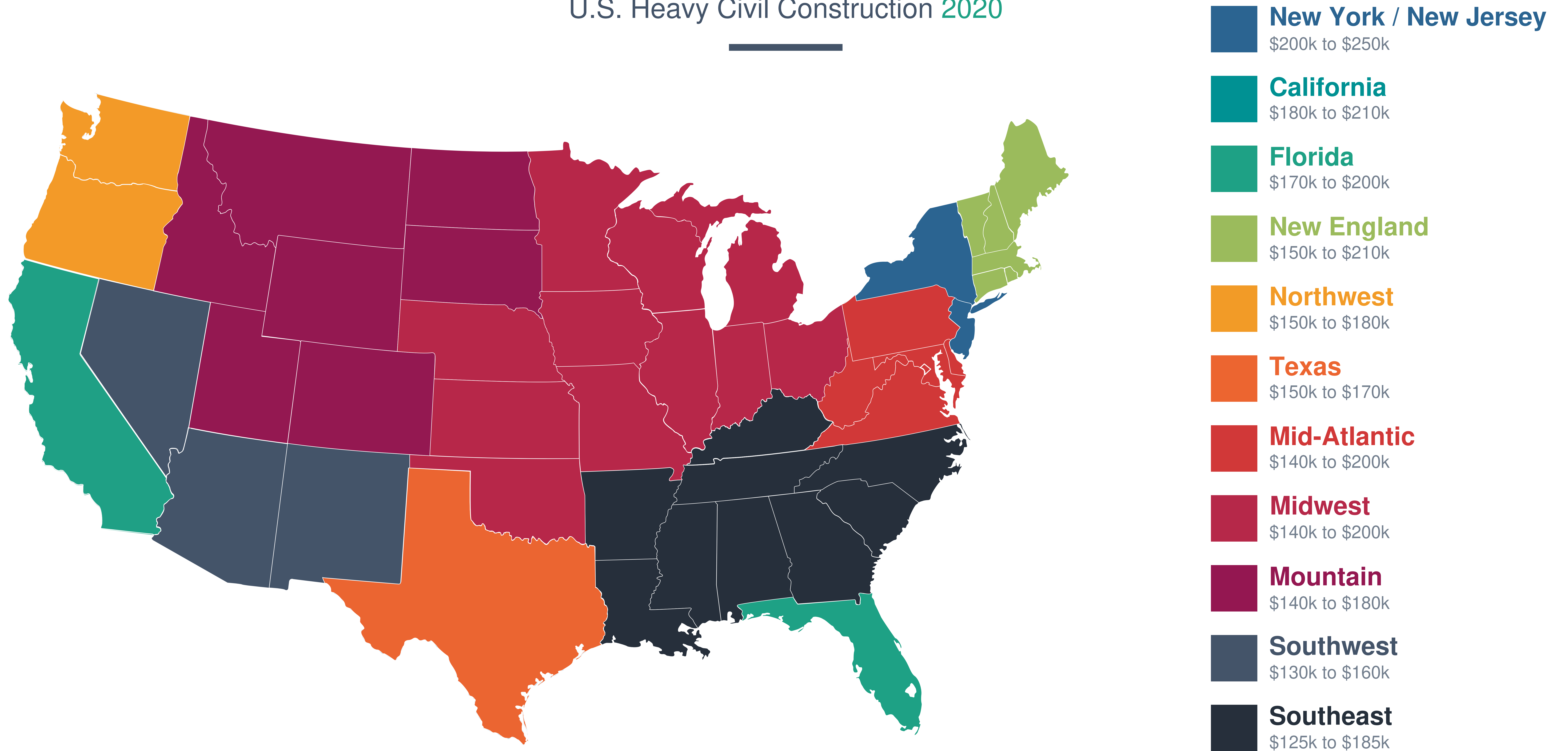
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Chief Estimator

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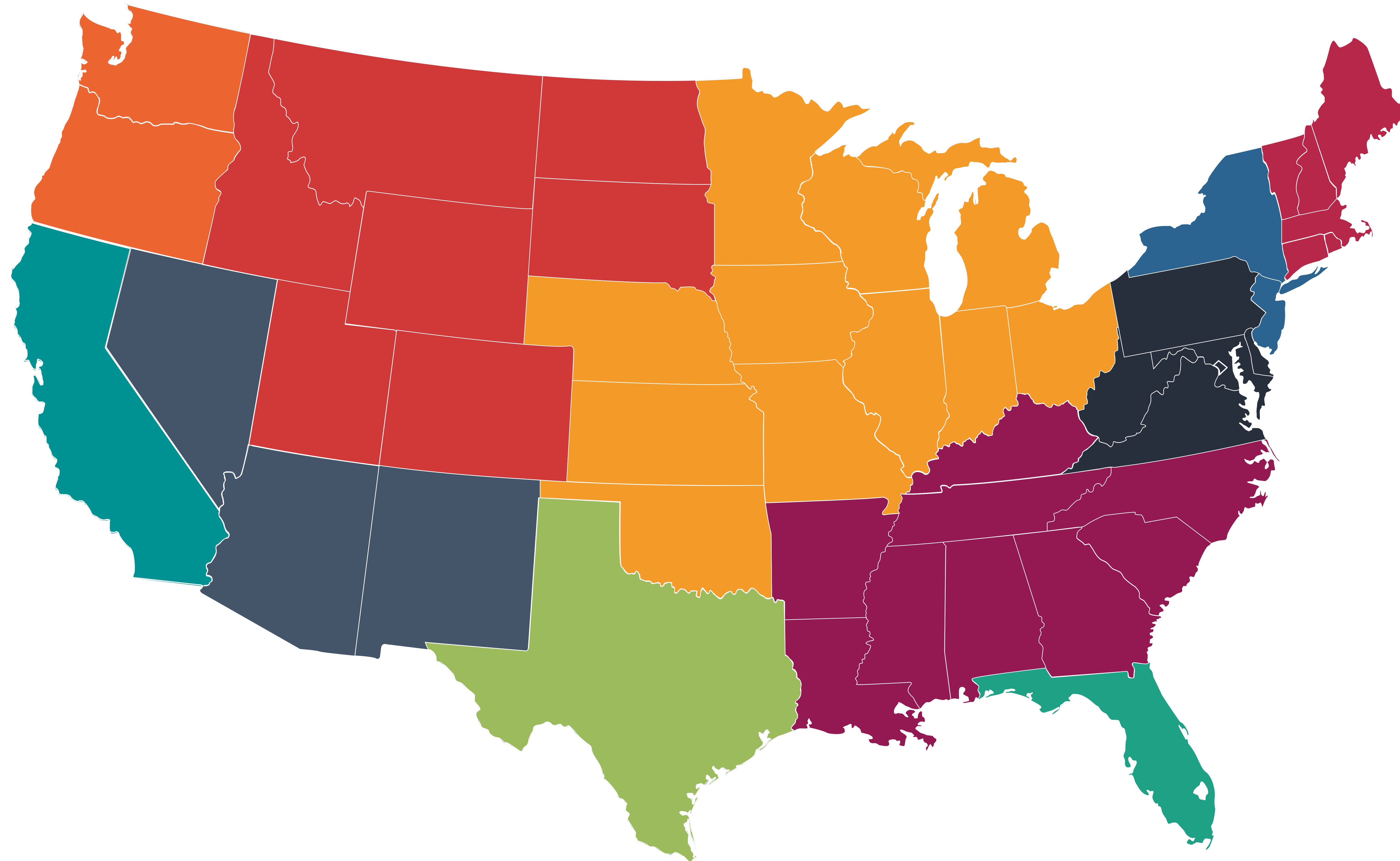
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Estimator

From Our Unique Perspective — Regions Ranked by Salary Ranges

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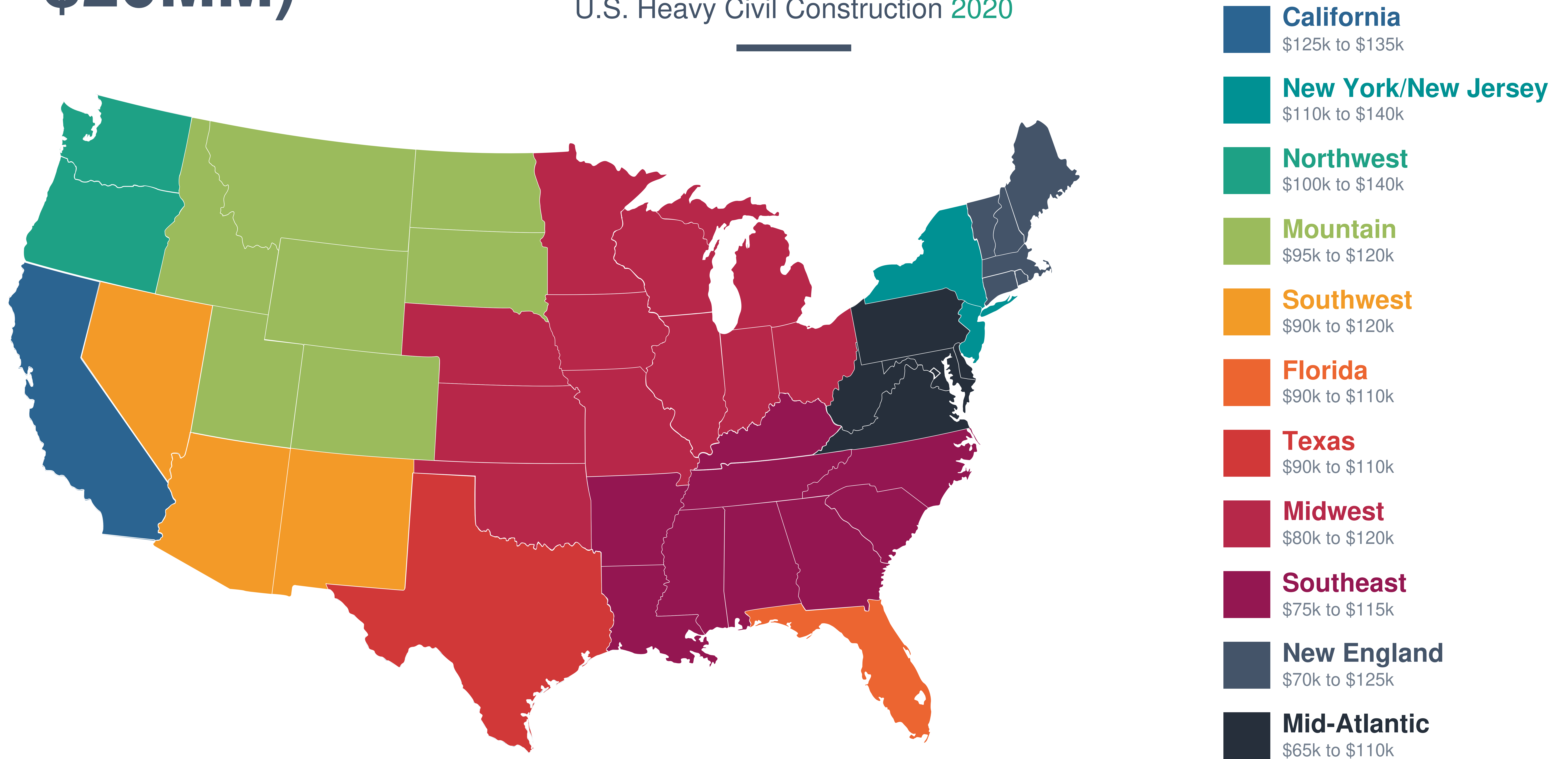


- New York / New Jersey**
\$140k to \$170k
- California**
\$130k to \$160k
- Florida**
\$110k to \$130k
- Texas**
\$110k to \$130k
- Midwest**
\$100k to \$170k
- Northwest**
\$100k to \$150k
- Mountain**
\$100k to \$140k
- New England**
\$90k to \$150k
- Southeast**
\$90k to \$135k
- Southwest**
\$90k to \$130k
- Mid-Atlantic**
\$80k to \$140k

Superintendent (Lead Projects Under \$20MM)

From Our Unique Perspective — Regions Ranked by Salary Ranges

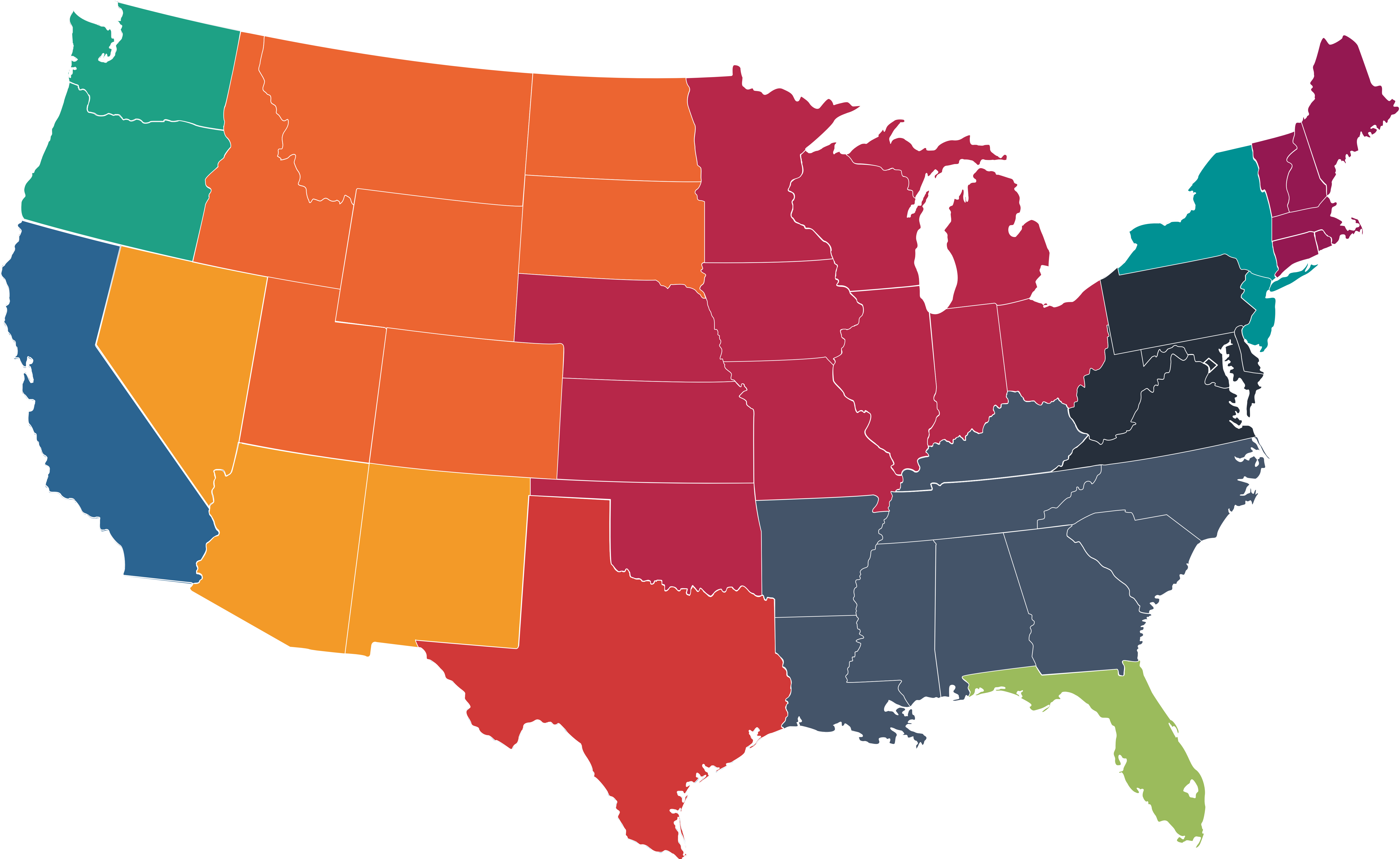
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Superintendent (Lead Projects Over \$20MM)

From Our Unique Perspective — Regions Ranked by Salary Ranges

U.S. Heavy Civil Construction 2020

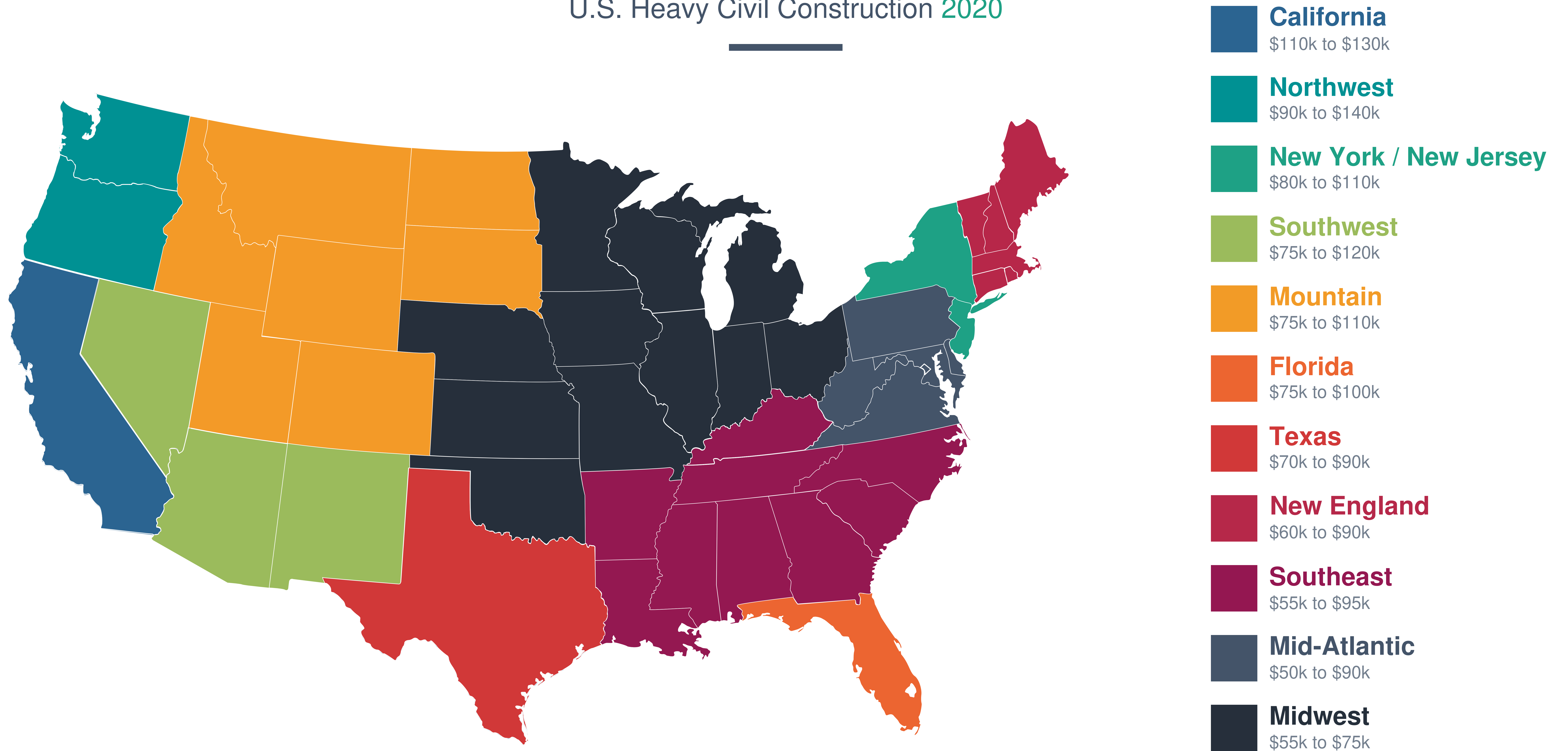


- California**
\$135k to \$150k
- New York / New Jersey**
\$130k to \$170k
- Northwest**
\$120k to \$150k
- Florida**
\$115k to \$150k
- Southwest**
\$110k to \$150k
- Mountain**
\$110k to \$135k
- Texas**
\$110k to \$130k
- Midwest**
\$90k to \$155k
- New England**
\$90k to \$140k
- Southeast**
\$80k to \$130k
- Mid-Atlantic**
\$75k to \$130k

Project Engineer / Assistant PM

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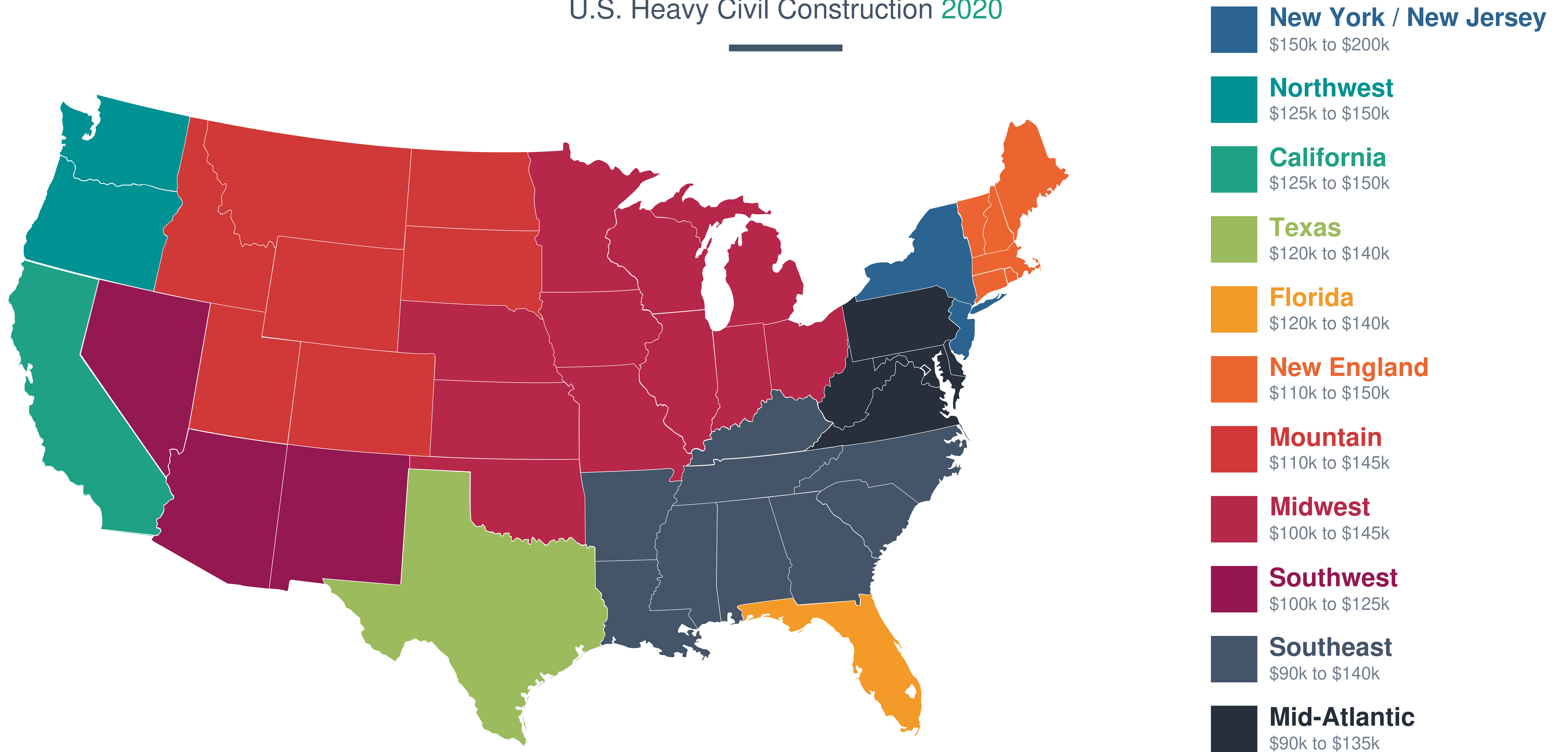
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Safety Director / Manager

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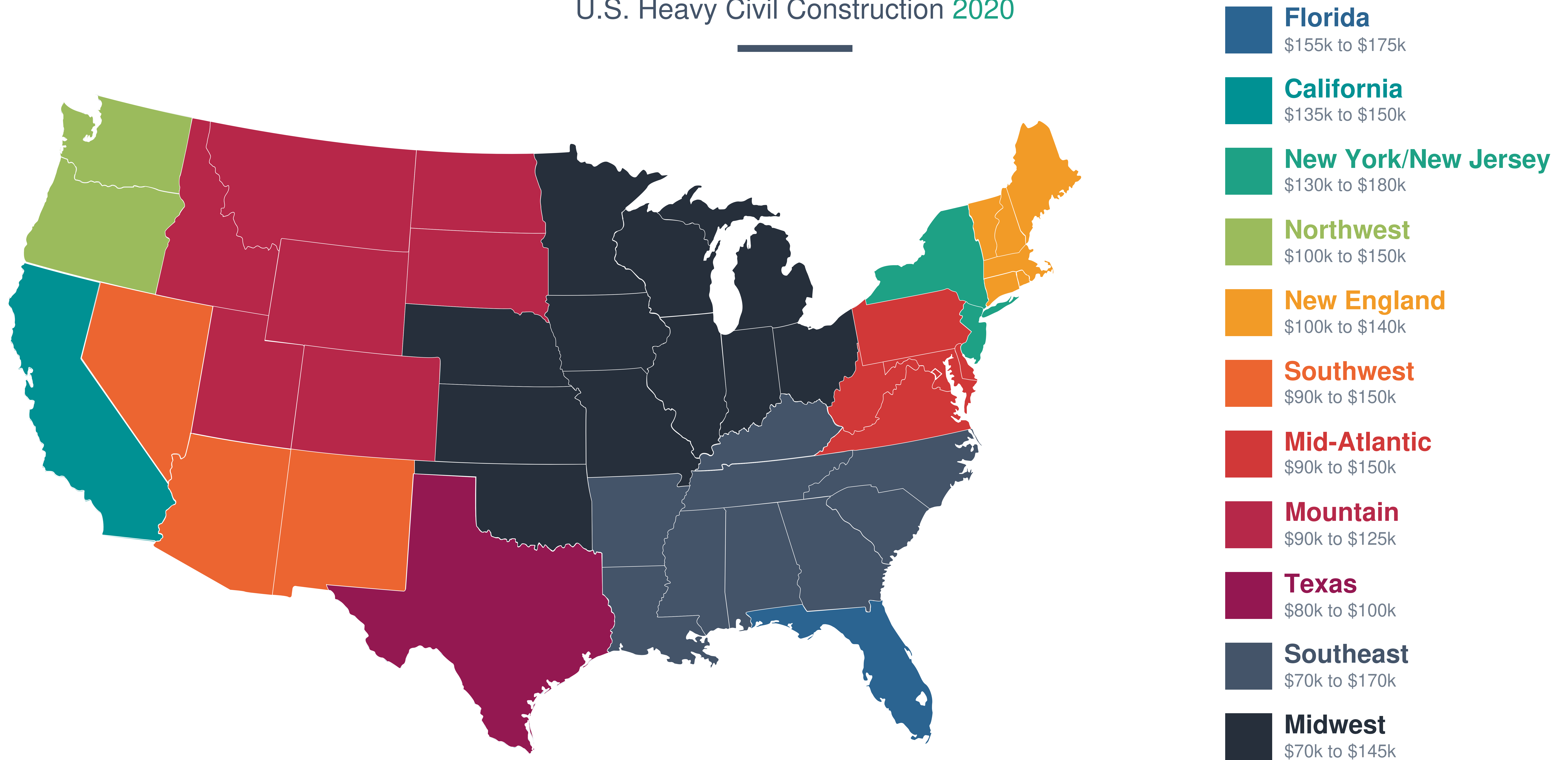
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Sales / Business Development Mgr.

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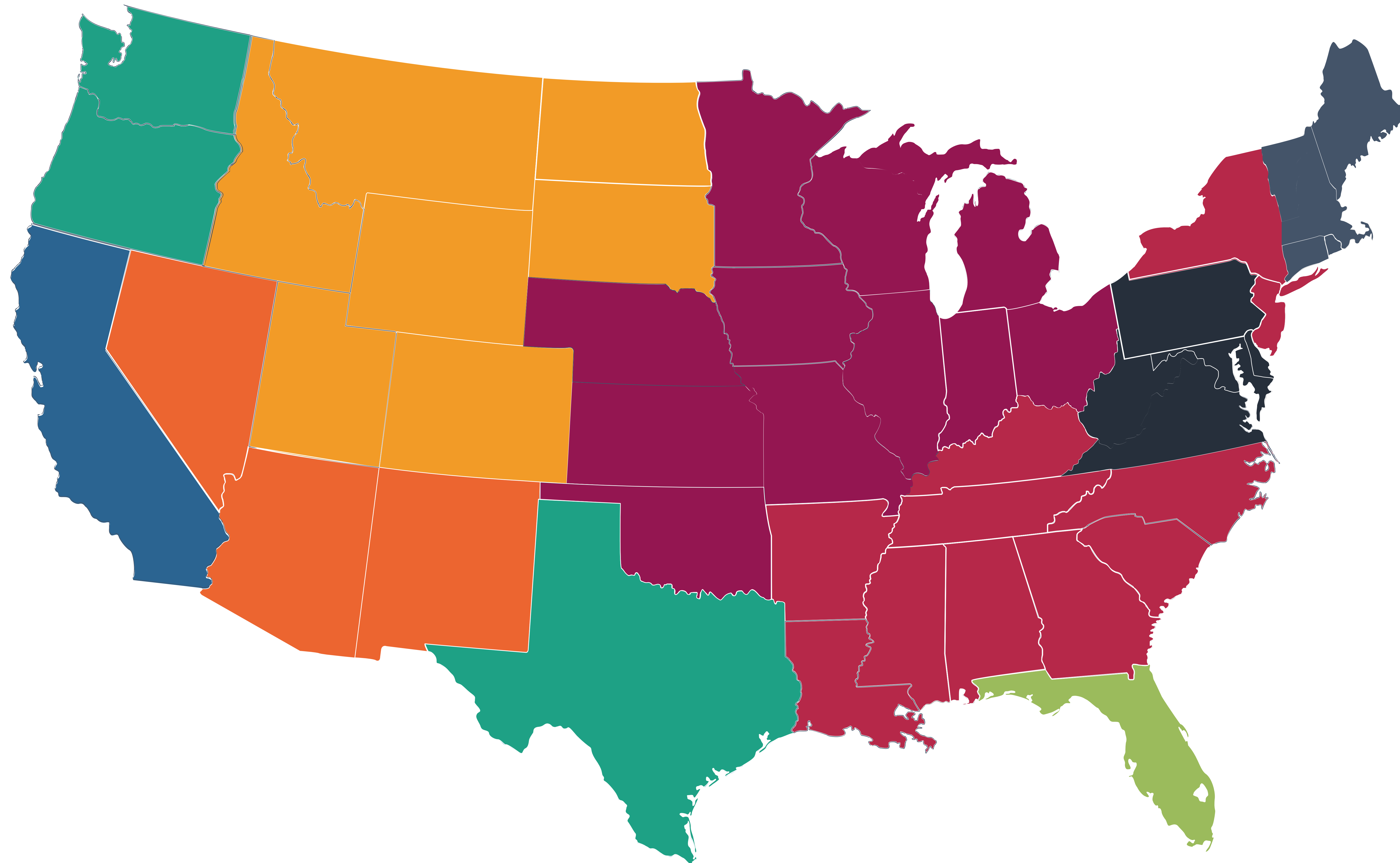
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Scheduler

From Our Unique Perspective — Regions Ranked by Salary Ranges

U.S. Heavy Civil Construction 2020



- California**
\$125k to \$150k
- Northwest**
\$125k to \$150k
- Texas**
\$115k to \$135k
- Florida**
\$110k to \$145k
- Mountain**
\$110k to \$140k
- Southwest**
\$100k to \$150k
- New York / New Jersey**
\$85k to \$115k
- Southeast**
\$80k to \$140k
- Midwest**
\$80k to \$120k
- New England**
\$65k to \$90k
- Mid-Atlantic**
\$60k to \$95k