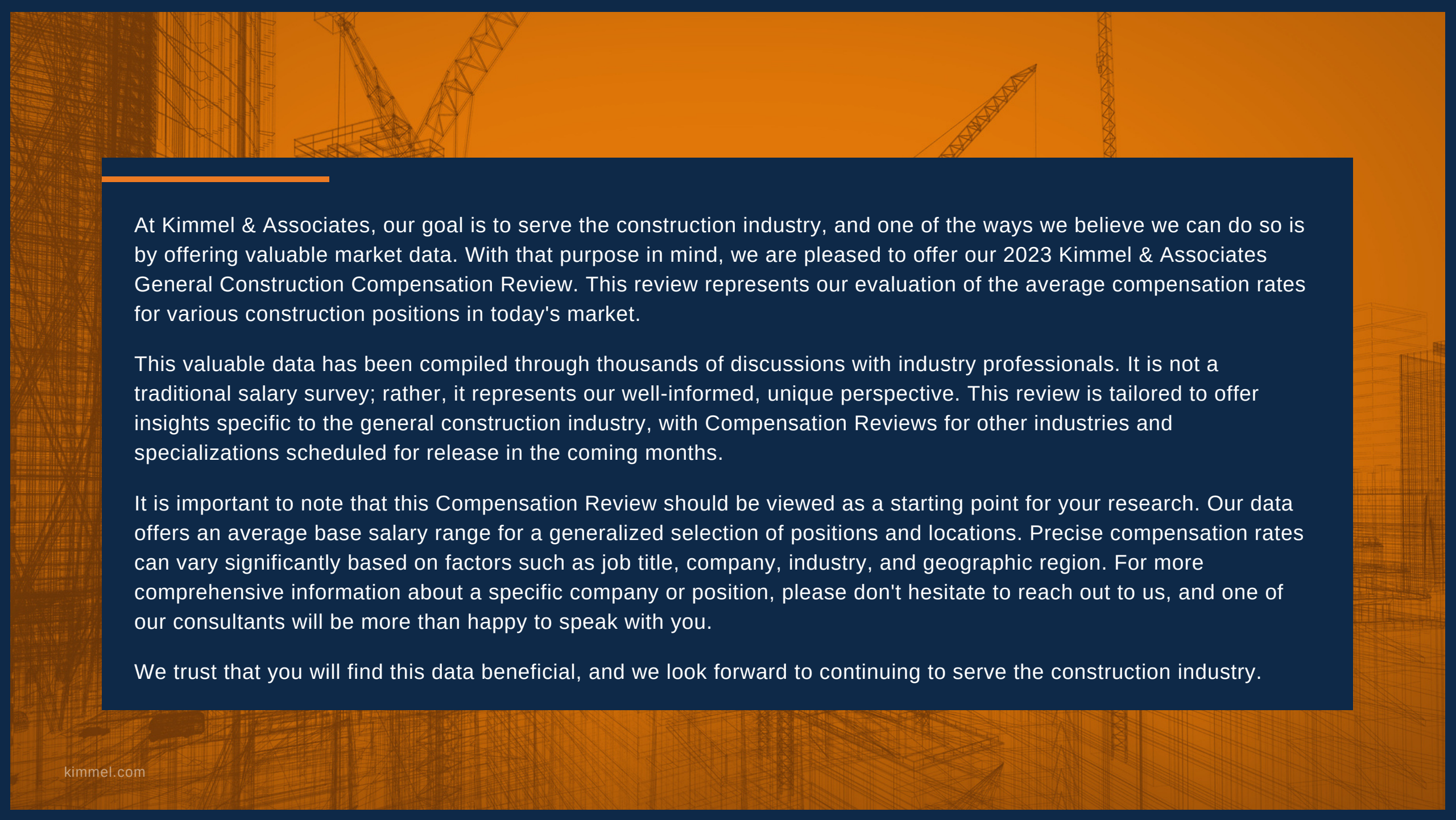




GENERAL CONSTRUCTION
2023 COMPENSATION REVIEW

KIMMEL & ASSOCIATES



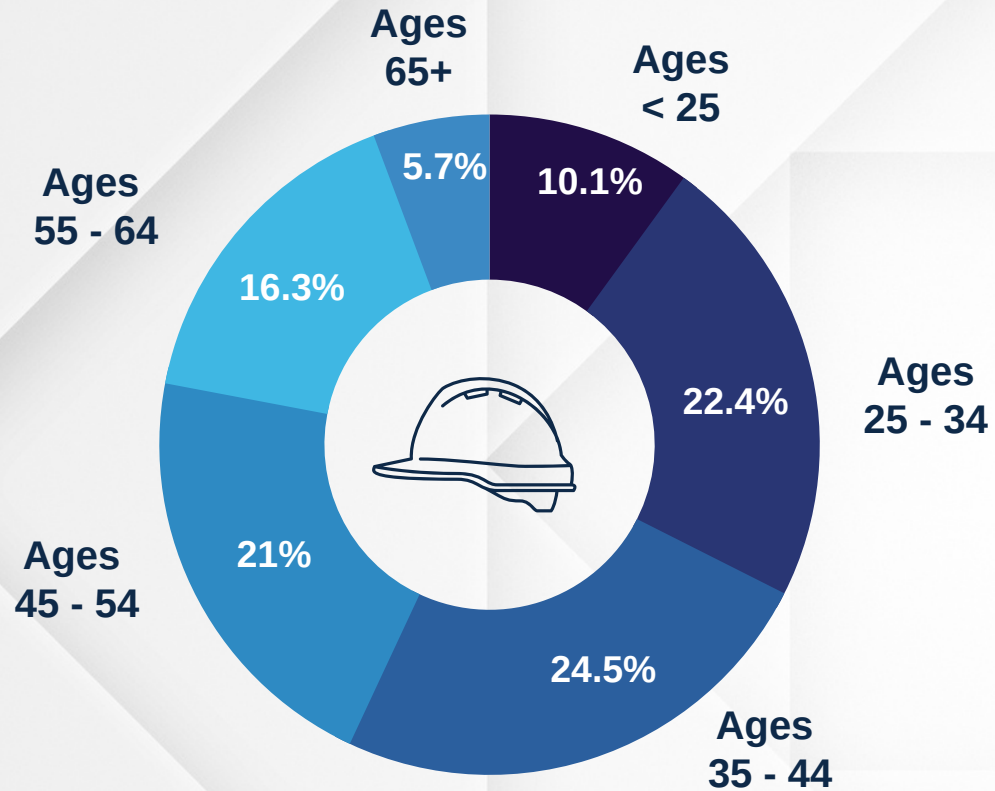
At Kimmel & Associates, our goal is to serve the construction industry, and one of the ways we believe we can do so is by offering valuable market data. With that purpose in mind, we are pleased to offer our 2023 Kimmel & Associates General Construction Compensation Review. This review represents our evaluation of the average compensation rates for various construction positions in today's market.

This valuable data has been compiled through thousands of discussions with industry professionals. It is not a traditional salary survey; rather, it represents our well-informed, unique perspective. This review is tailored to offer insights specific to the general construction industry, with Compensation Reviews for other industries and specializations scheduled for release in the coming months.

It is important to note that this Compensation Review should be viewed as a starting point for your research. Our data offers an average base salary range for a generalized selection of positions and locations. Precise compensation rates can vary significantly based on factors such as job title, company, industry, and geographic region. For more comprehensive information about a specific company or position, please don't hesitate to reach out to us, and one of our consultants will be more than happy to speak with you.

We trust that you will find this data beneficial, and we look forward to continuing to serve the construction industry.

DEMOGRAPHICS



3.8%

National Industry Unemployment Rate



11%

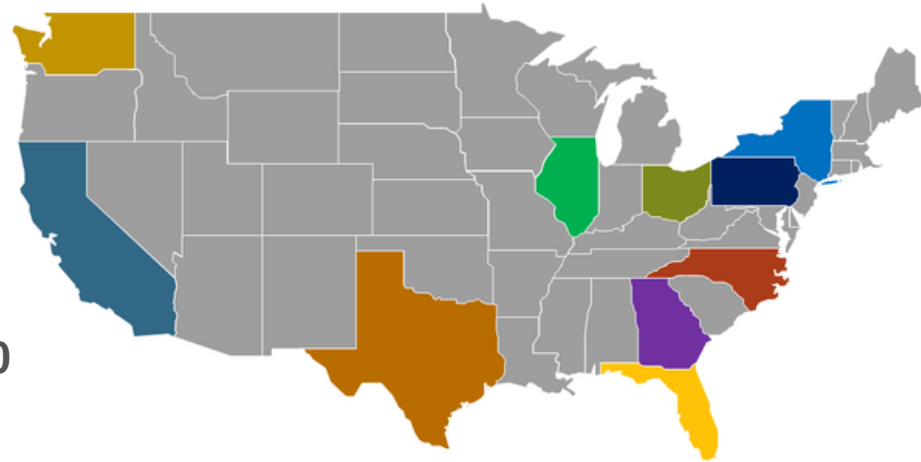


89%

TOP 10 STATES WITH HIGHEST EMPLOYMENT

*Data Provided by US Bureau of Labor Statistics (October 2023)






- 1 California 944,400
- 2 Texas 817,500
- 3 Florida 615,500
- 4 New York 406,100
- 5 Pennsylvania 275,300

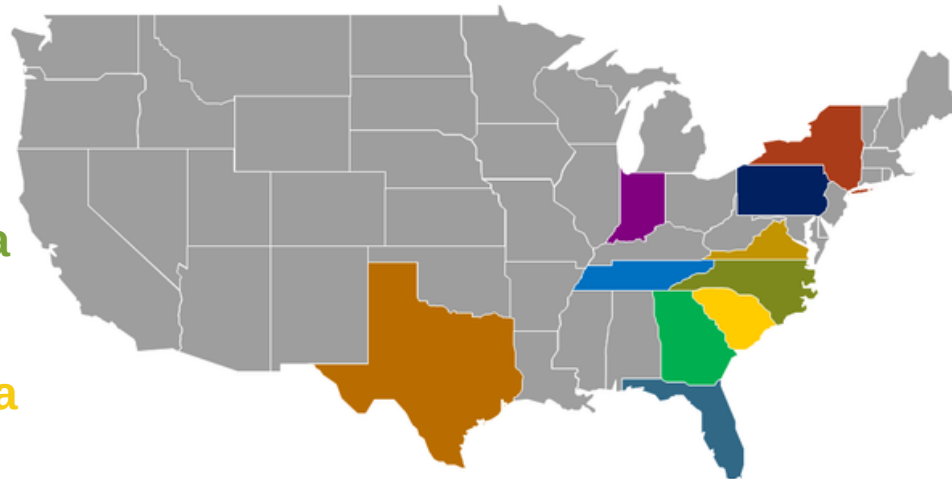


- 6 Ohio 255,100
- 7 Illinois 249,800
- 8 North Carolina 249,200
- 9 Washington 240,900
- 10 Georgia 224,400

TOP 10 STATES WITH MOST HIRING ACTIVITY

*Data Provided by Kimmel & Associates

-  Texas
-  Florida
-  North Carolina
-  Georgia
-  South Carolina

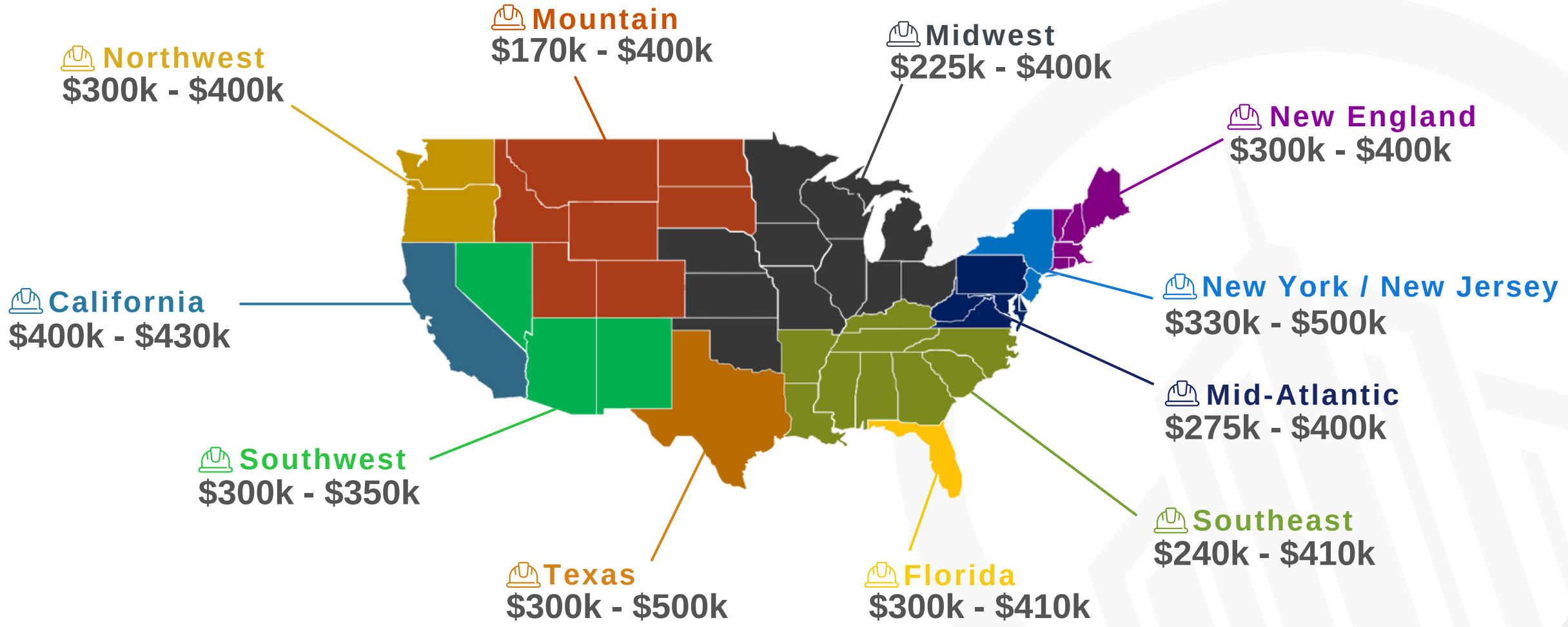


-  Pennsylvania
-  Virginia
-  New York
-  Tennessee
-  Indiana



President/CEO

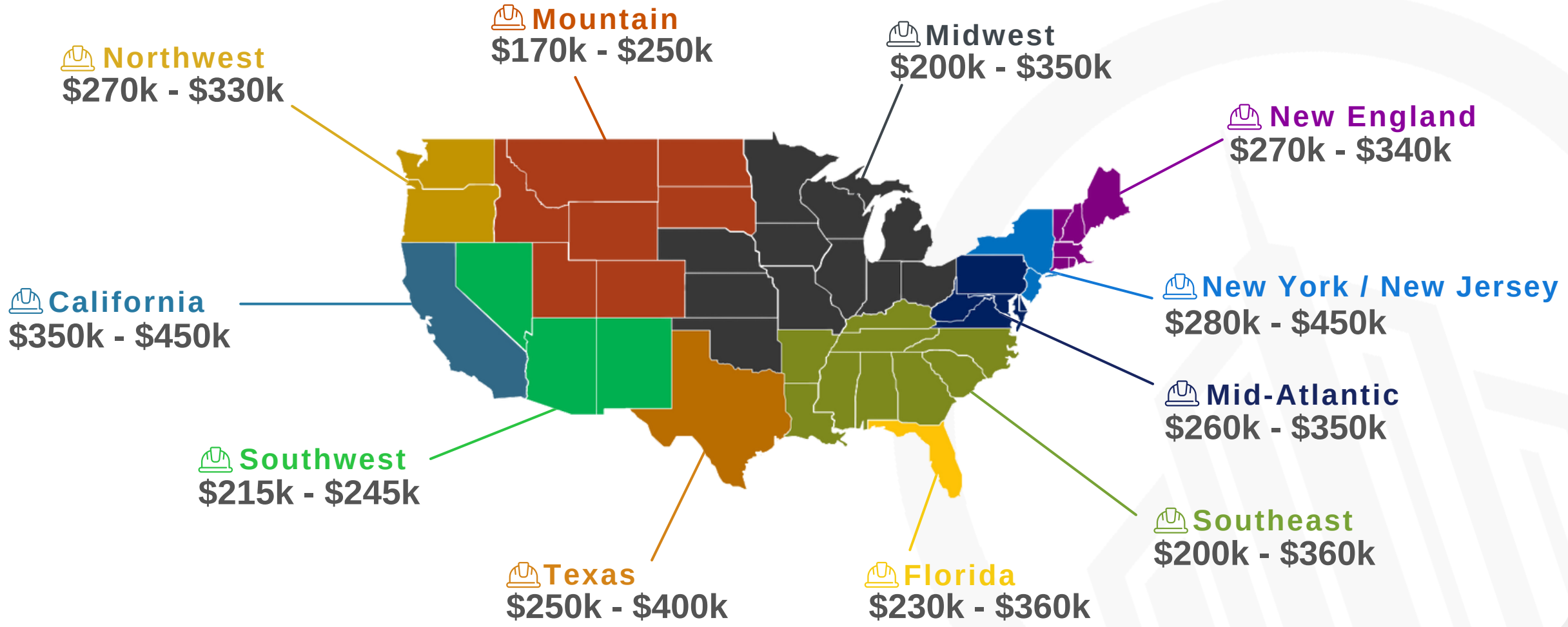
From Our Unique Perspective - SALARY RANGES





Chief Operations Officer

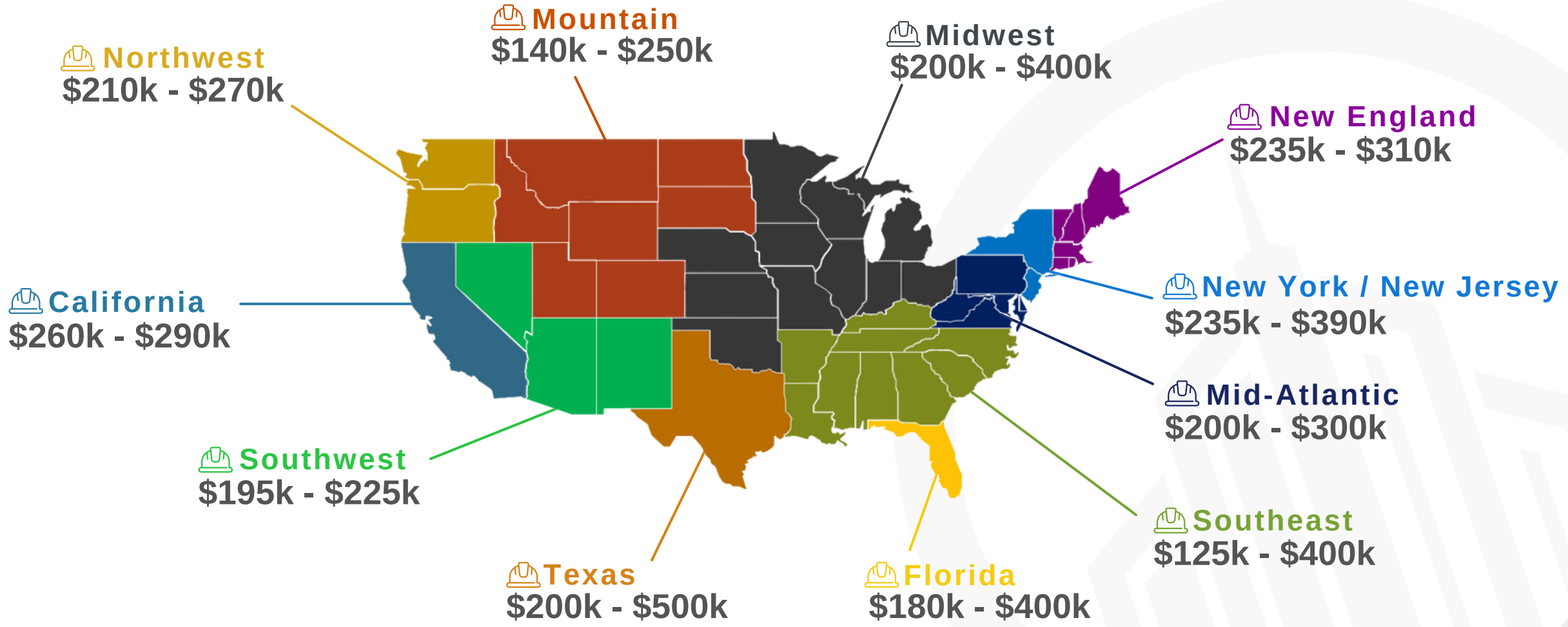
From Our Unique Perspective - SALARY RANGES





Chief Financial Officer

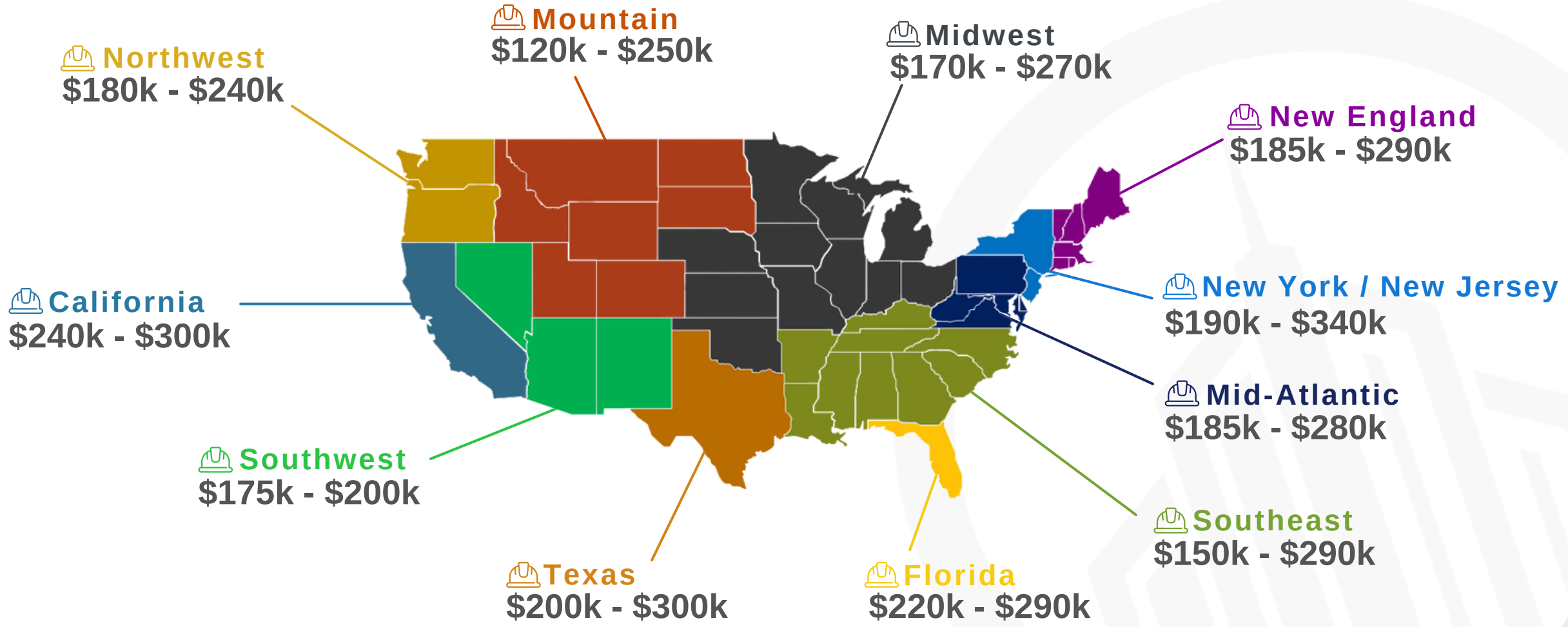
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Vice President of Operations

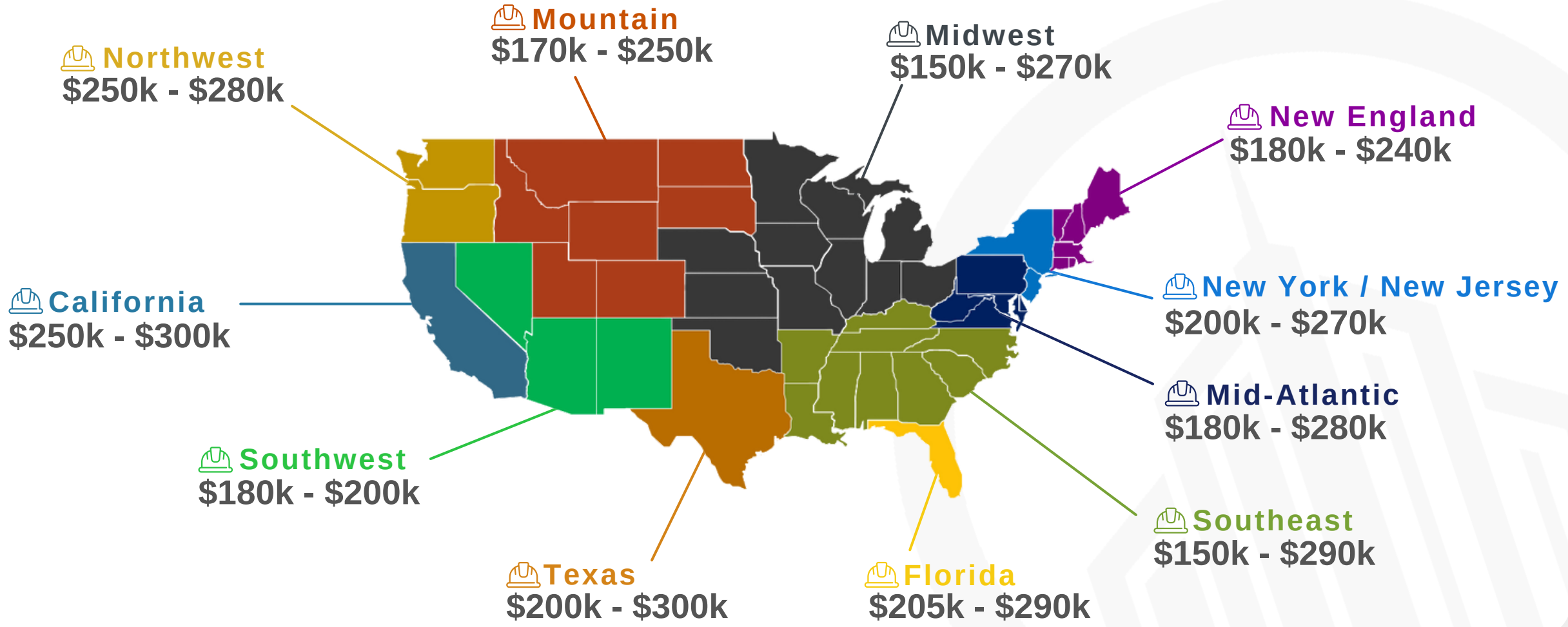
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Director of Construction/ Vice President of Construction

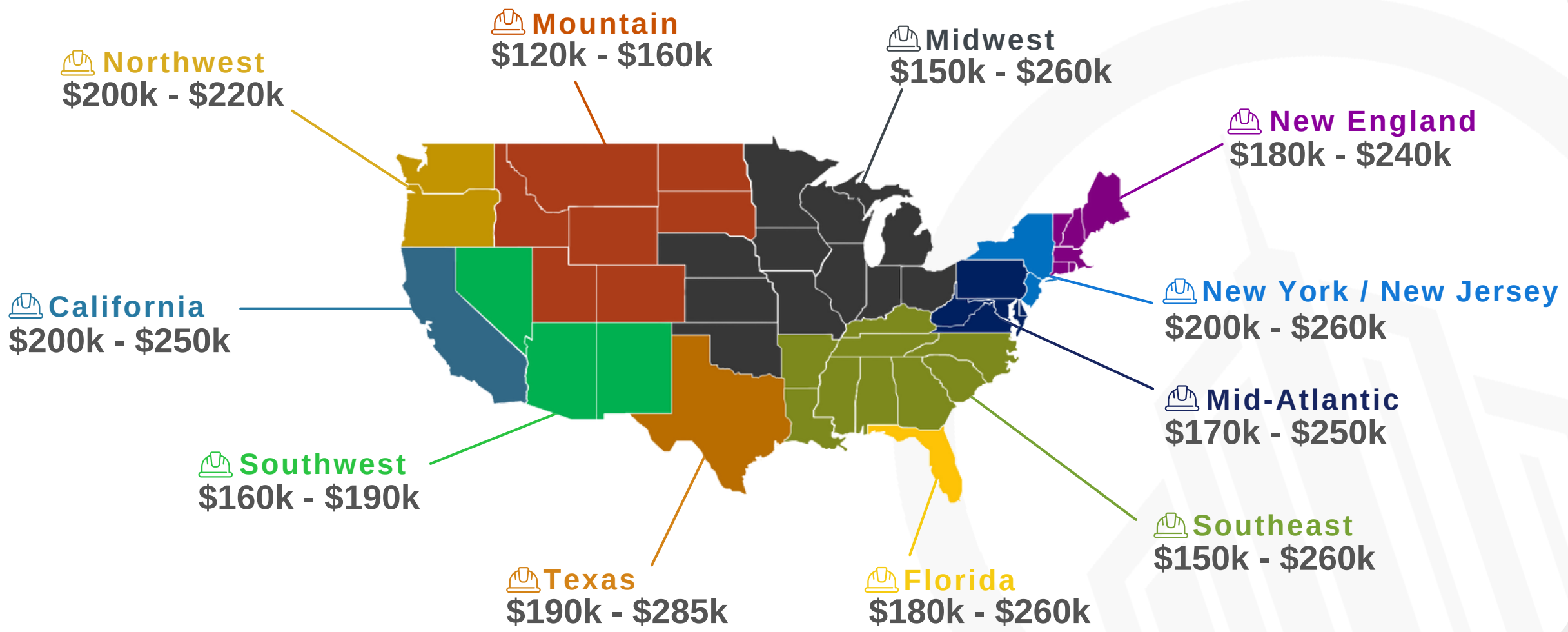
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Director of Field Operations

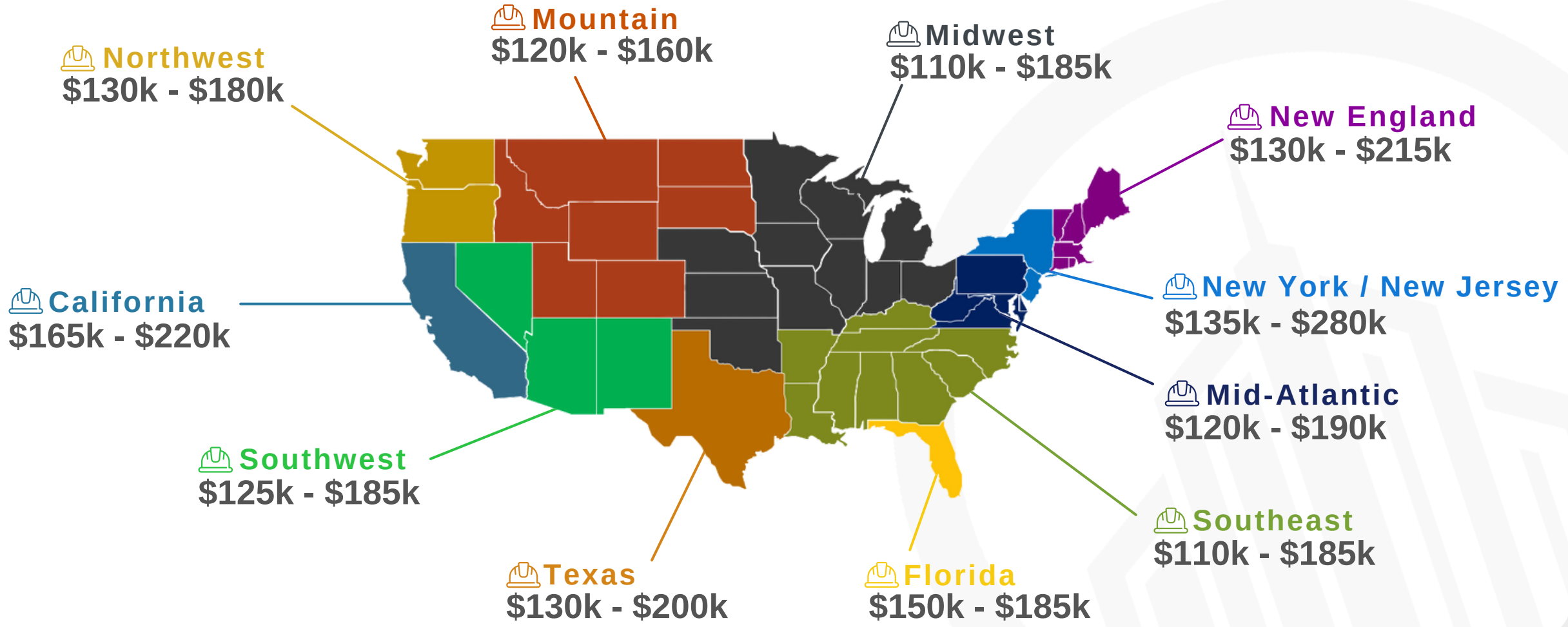
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Senior Superintendent

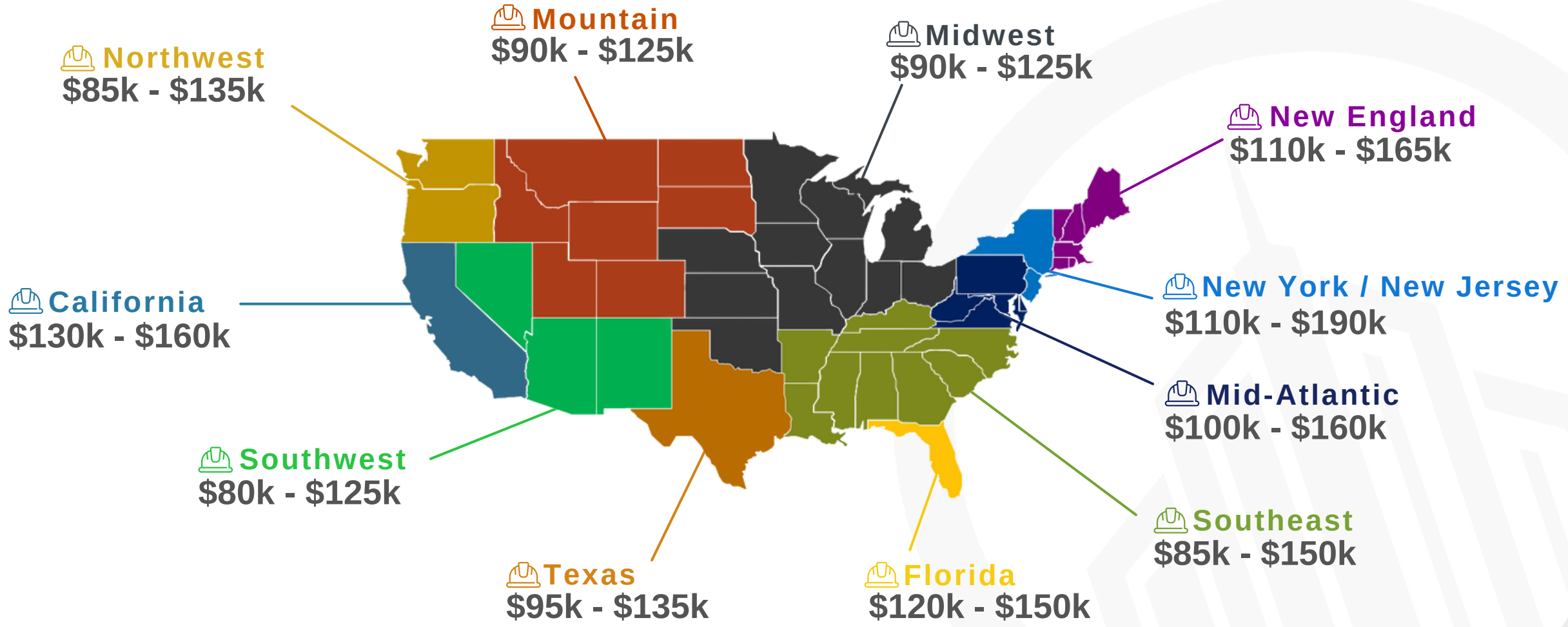
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Superintendent

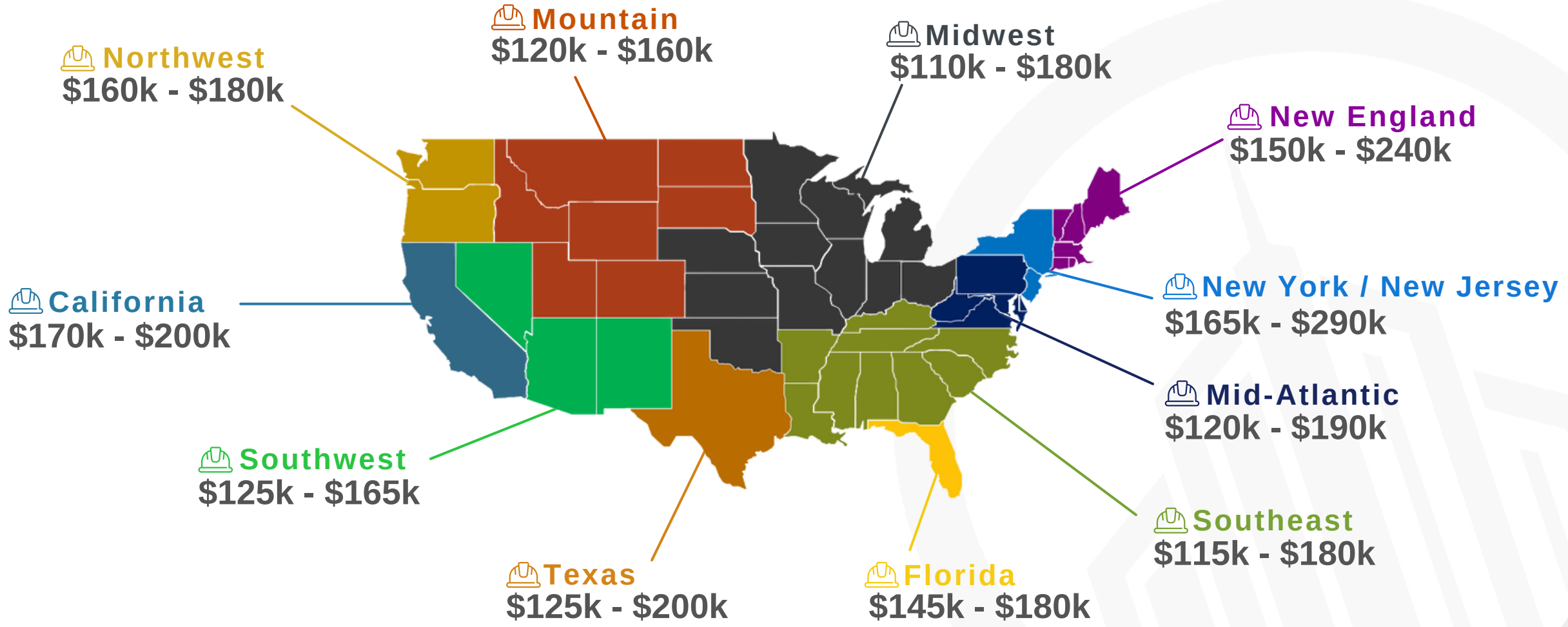
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Senior Project Manager

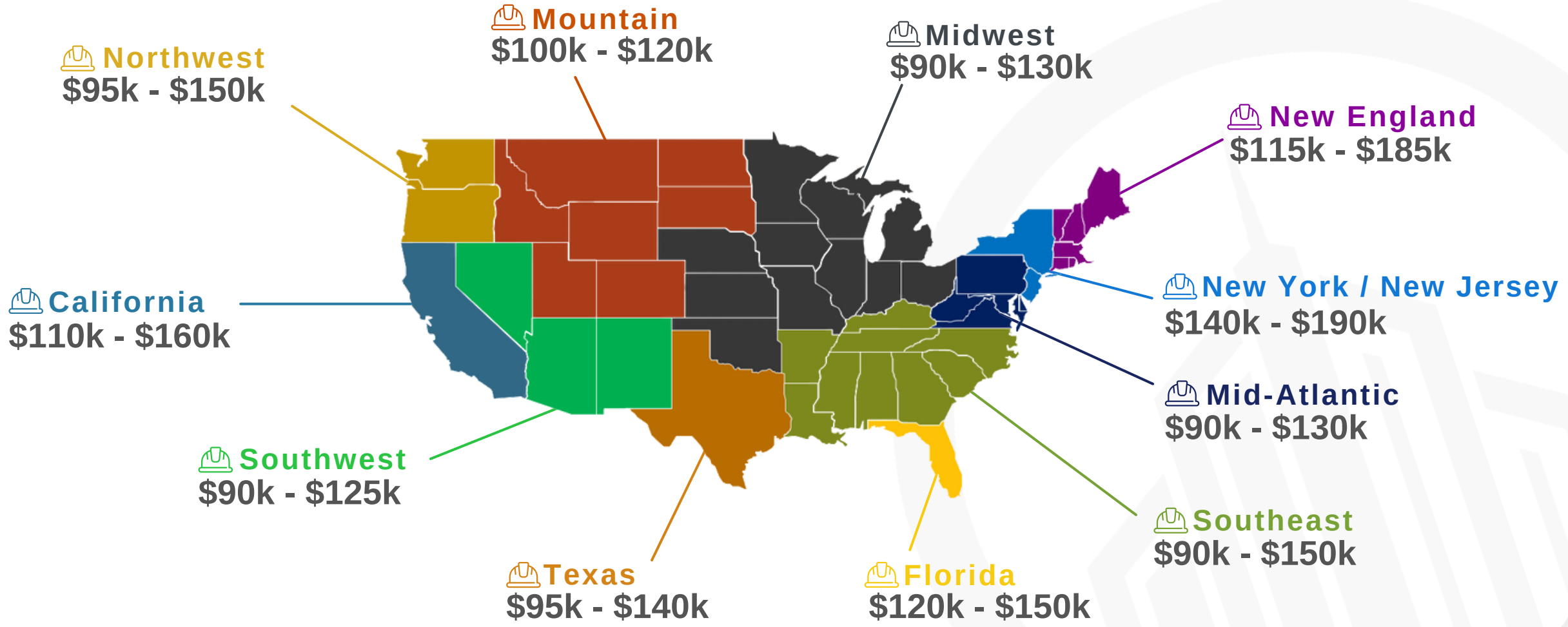
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Project Manager

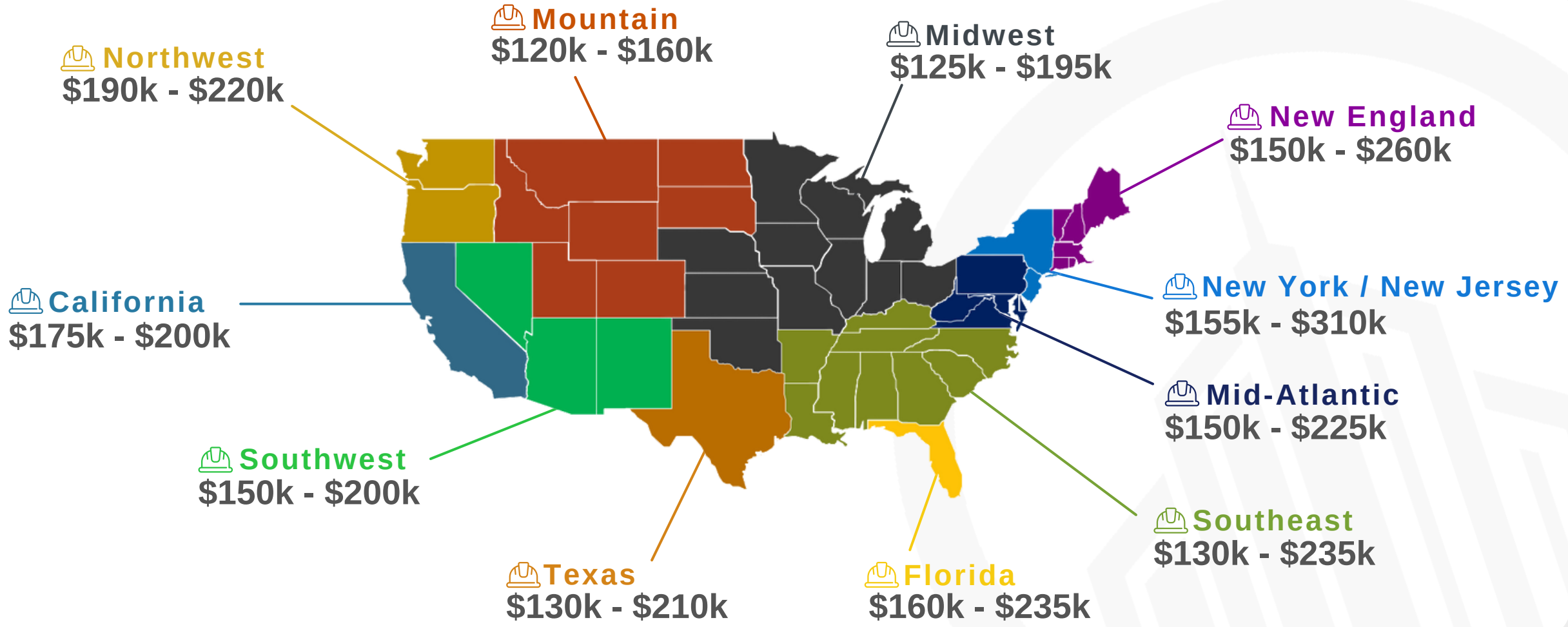
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Director of Preconstruction/ Senior Estimator

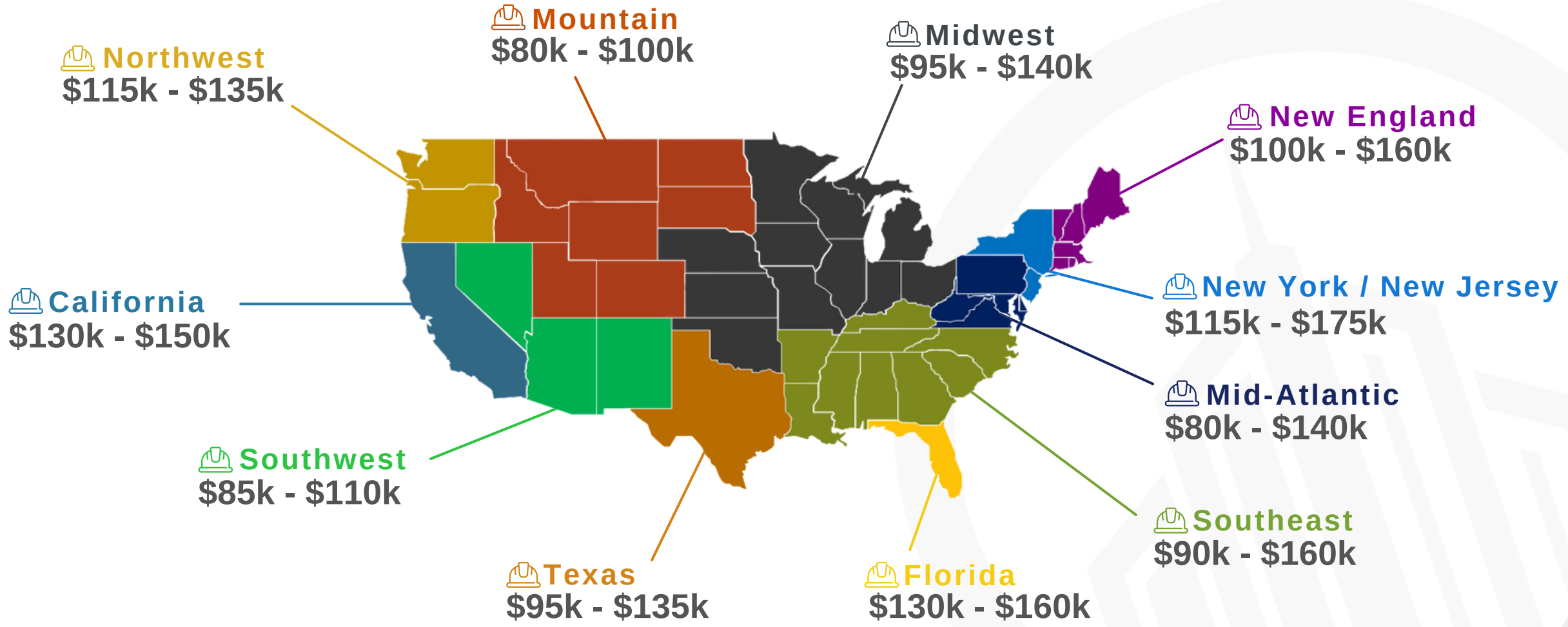
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Preconstruction Manager/ Estimator

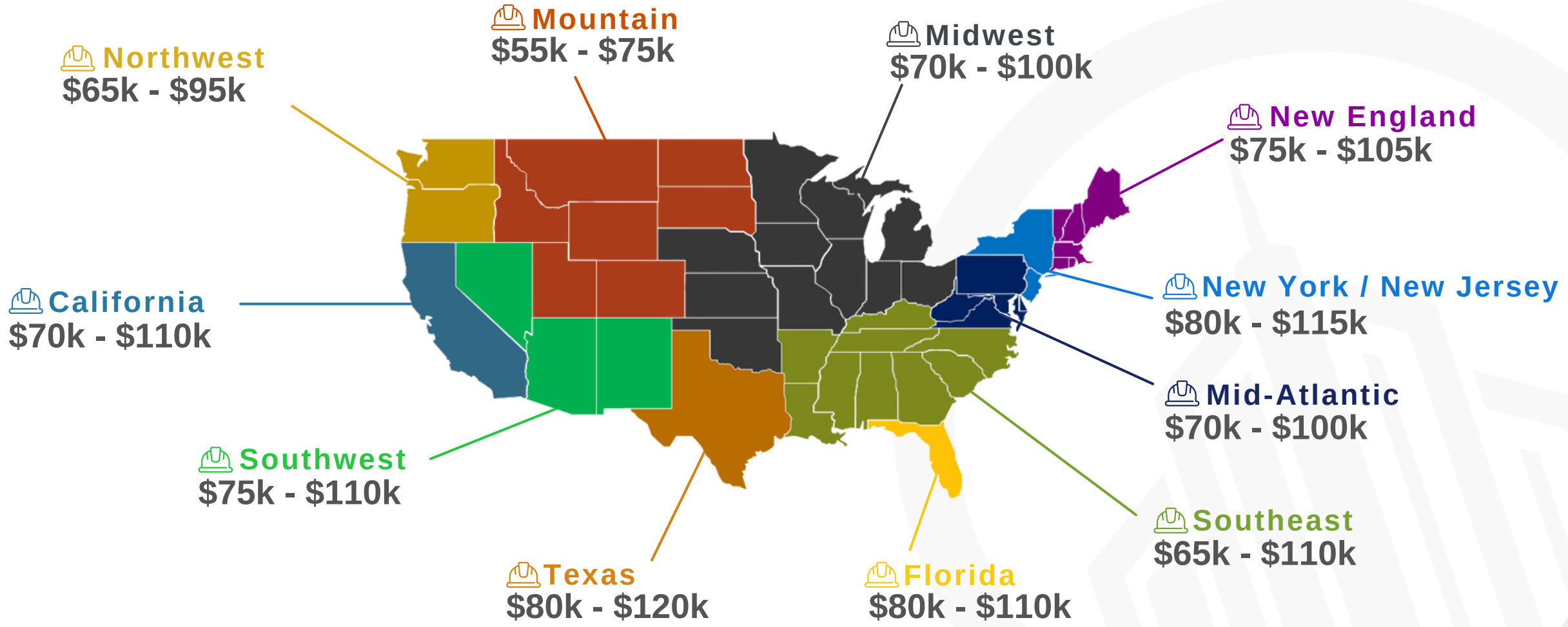
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Project Engineer/ Assistant Project Manager

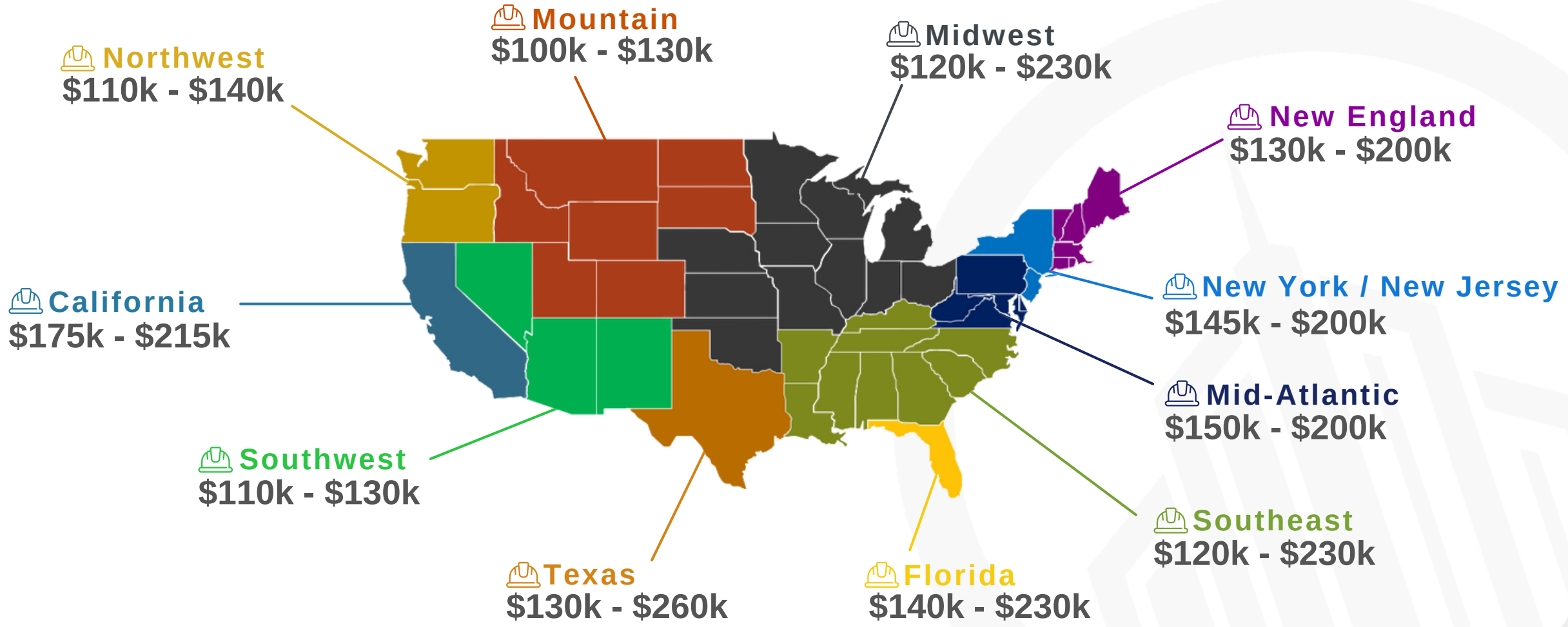
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Business Development Director/ Manager

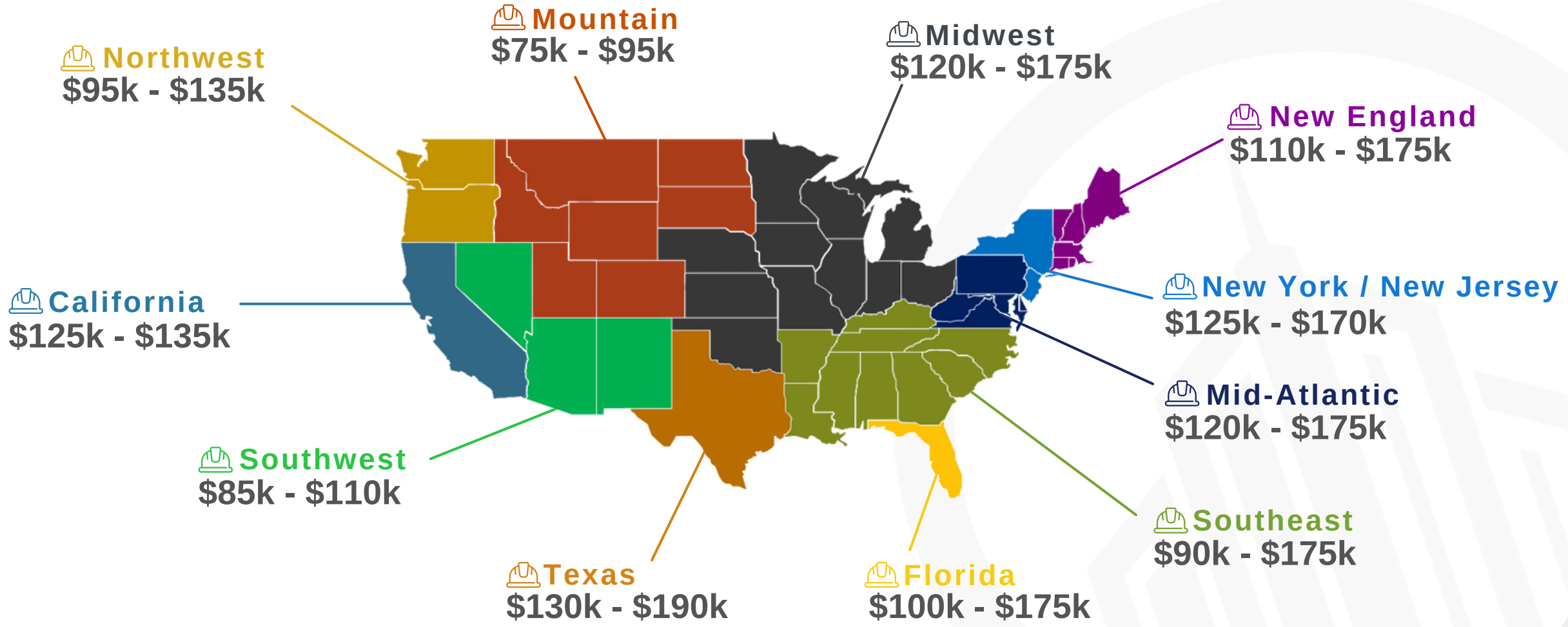
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Safety Director

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