

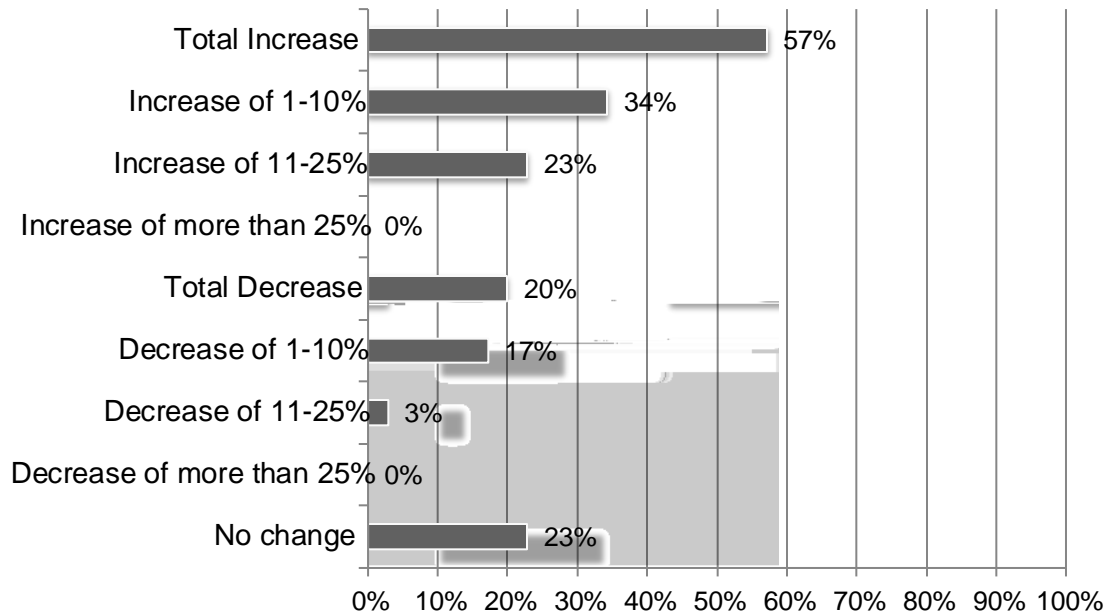
Montana 2023 Construction Outlook

Survey Results

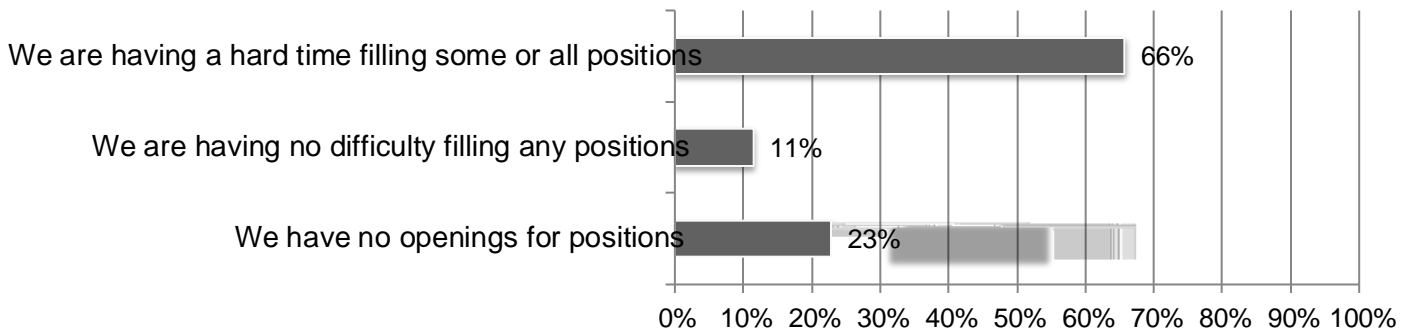
Total Responses: 36 Responses varied for some questions. Percentages are based on responses to each question and may not sum to 100 due to rounding.

1. Compared to 2022, do you expect the available dollar value of projects you compete for in 2023 to be higher/lower/about the same? (answer for all market areas in which your business operates)

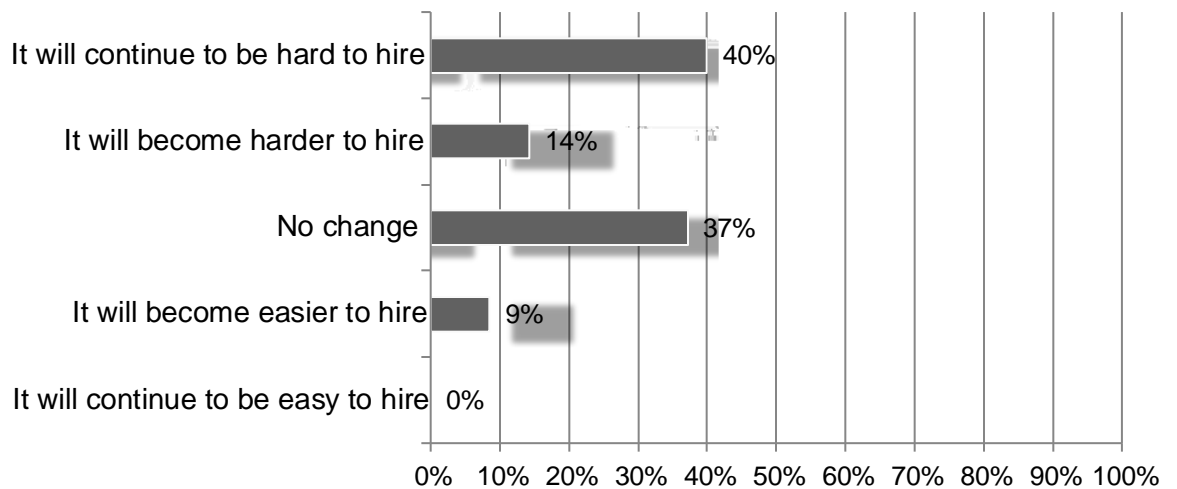
2. What percent change do you expect in your headcount in 2023? Responses 35



3. How would you describe your current situation in filling salaried and hourly craft positions? Responses 35



4. Do you expect any changes in the availability of hourly craft or salaried personnel over the coming 12 months? Responses 35



5. What changes did your firm make in pay or benefits in 2022? (mark all that apply) Responses 34

6.

7. Do you anticipate purchasing/leasing new work vehicles or equipment in 2023? Responses 35

8. What difference, if any, has the Infrastructure Investment and Jobs Act of 2021 (the "Bipartisan Infrastructure Law") made to your business? Responses 35

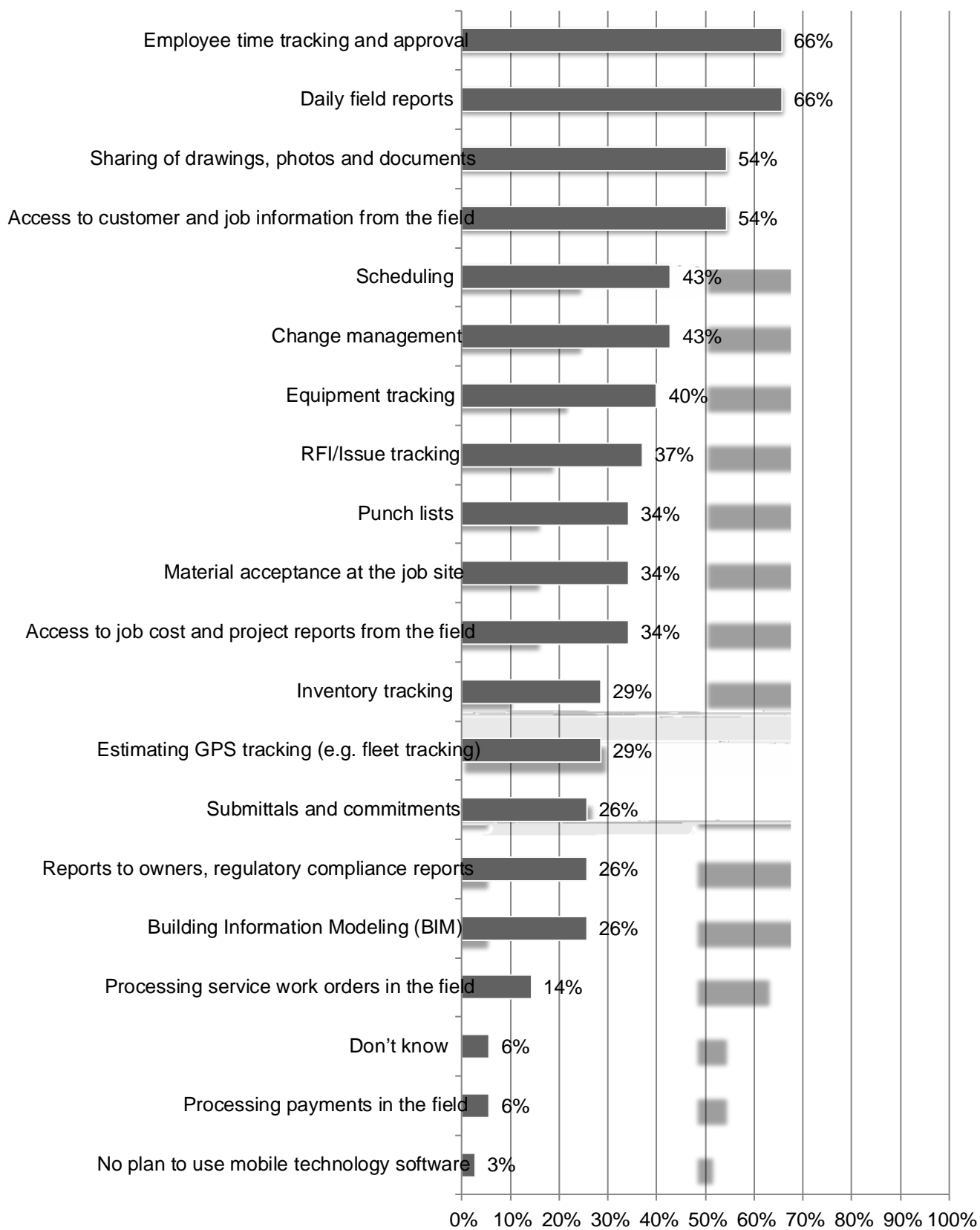
9. Did an owner postpone or cancel any projects that were scheduled to start in 2022 or 2023? (mark all that apply)

10. If projects were postponed or canceled, what was the main reason? Responses 30

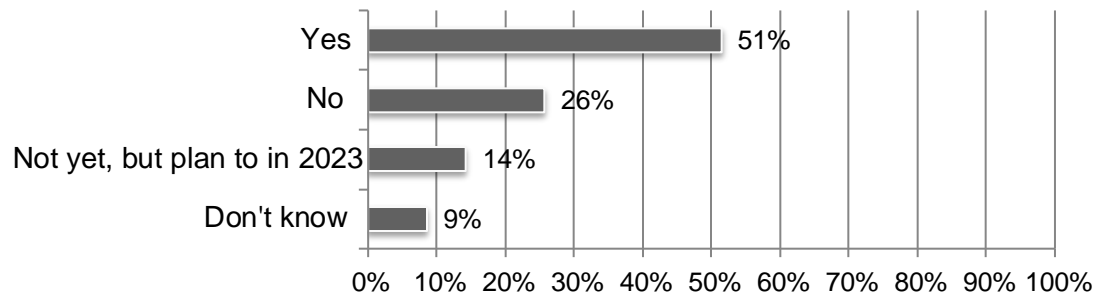
11. What are your biggest concerns for 2023? (mark all

12. What challenges, if any, do you see regarding the safety and health of your firm's workers? (mark all that apply) Responses30

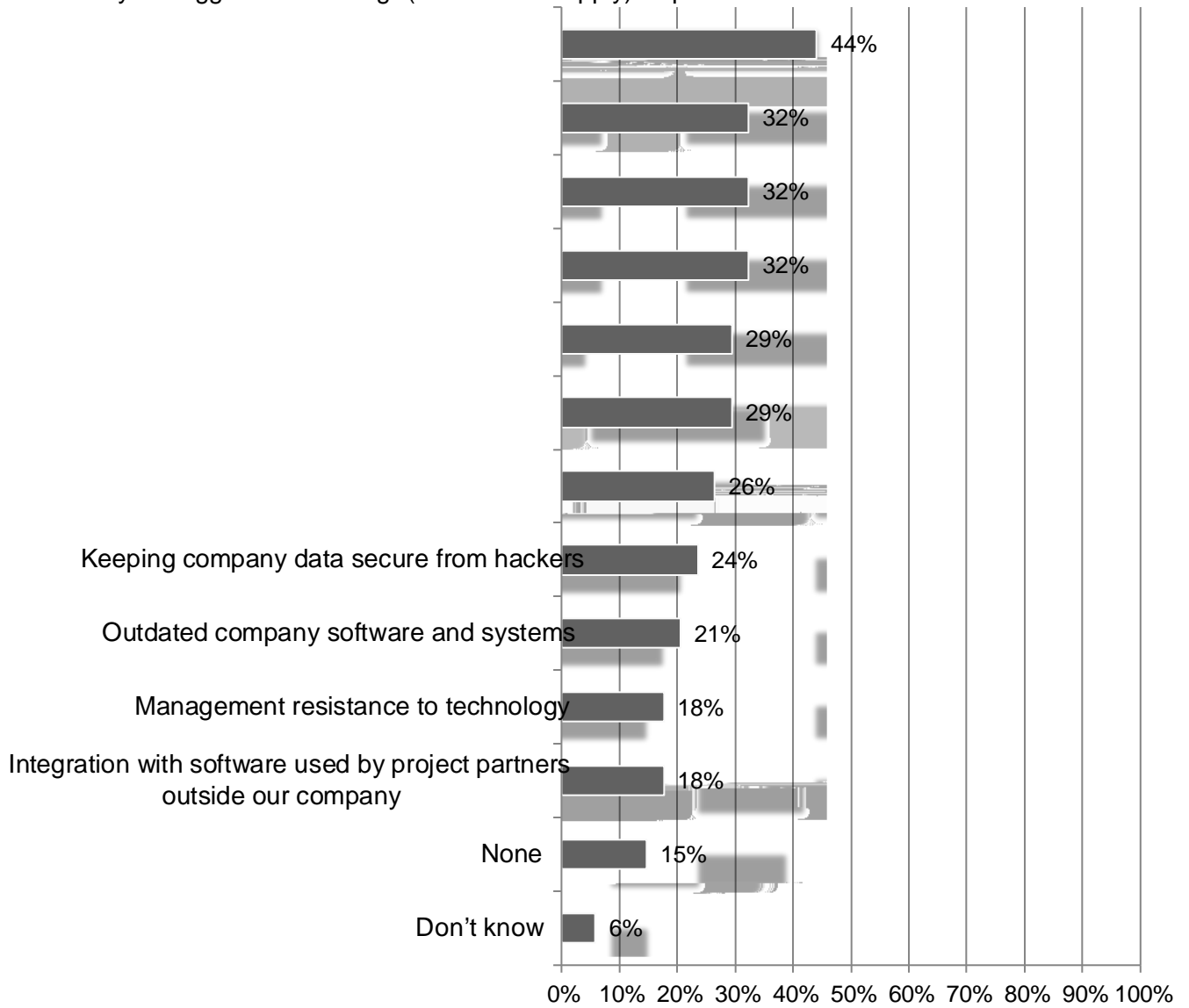
14. How does your company plan to use mobile software technology? (mark all that apply) Responses: 35



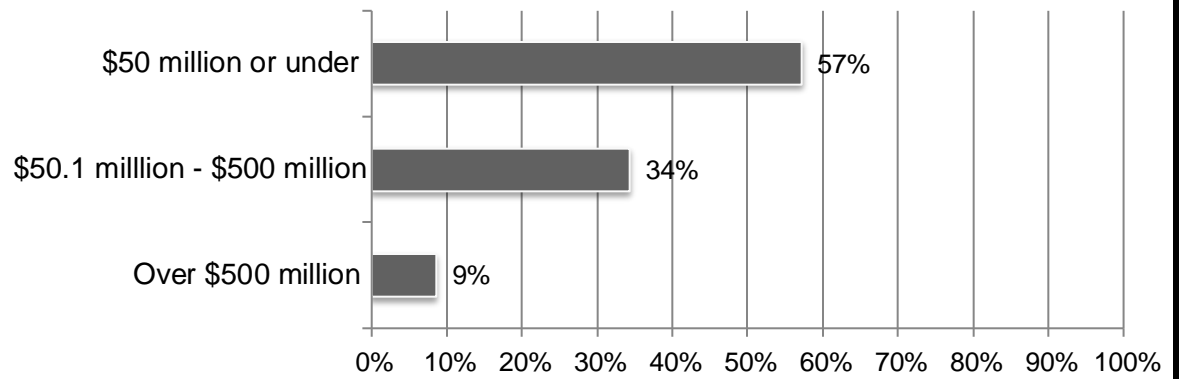
15. Does your firm currently have a formal IT plan to support your business objectives? Responses: 35



16. What are your biggest IT challenges? (Mark all that apply) Responses: 34



20. Estimate the total dollar amount of work your firm performed in 2022 Responses: 35



21. How many total employees does your firm employ at all of its locations? Responses: 35

