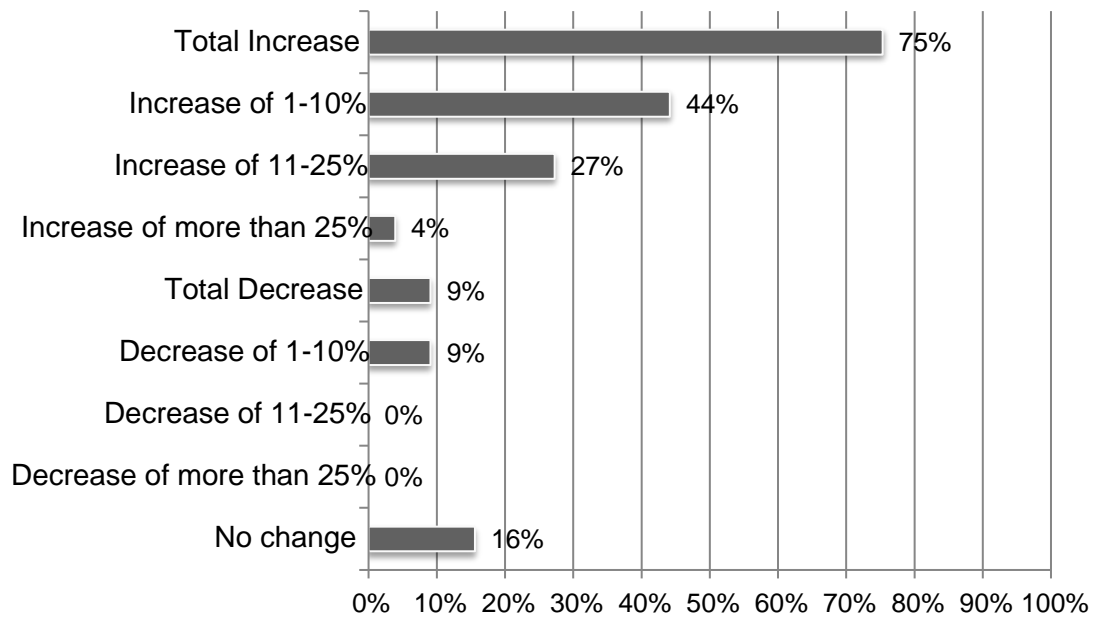


2023 Construction Outlook

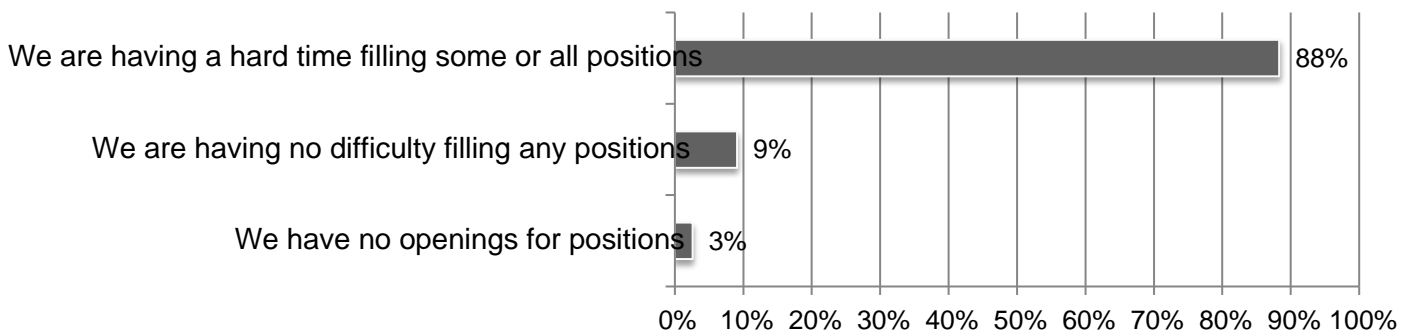
Over \$500 million

Market	Higher	Lower	Same	Net*	US Net
Federal (e.g., VA, GSA, USACE, NAVFAC)	51%	3%	36%	58%	37%
Water/Sewer	55%	2%	43%	53%	38%
Transportation (e.g., transit, rail, airport)	52%	6%	42%	46%	42%
Bridge/Highway	51%	8%	41%	43%	42%
Other Healthcare	54%	11%	35%	43%	28%

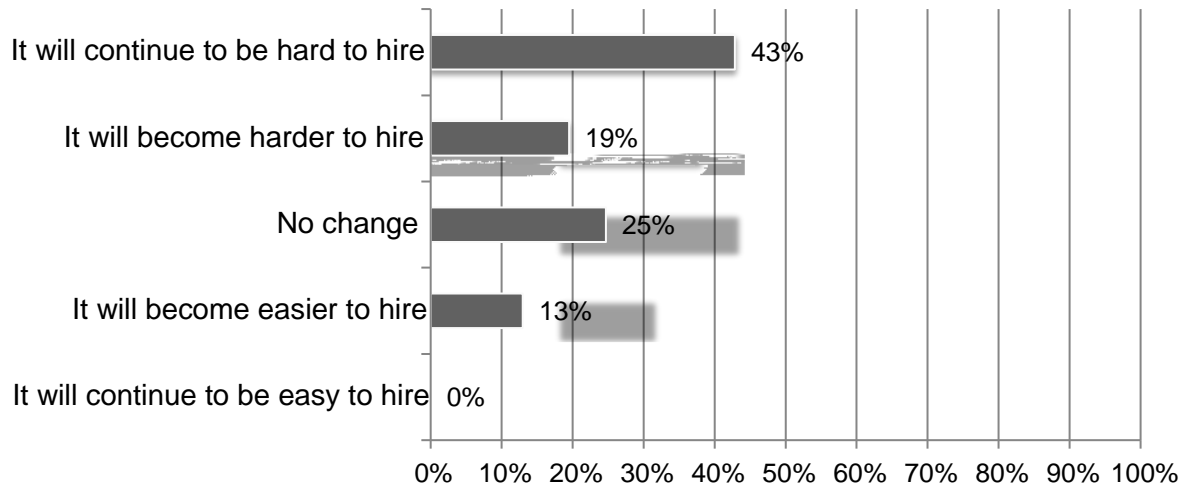
2. What percent change do you expect in your headcount in 2023? Responses: 77



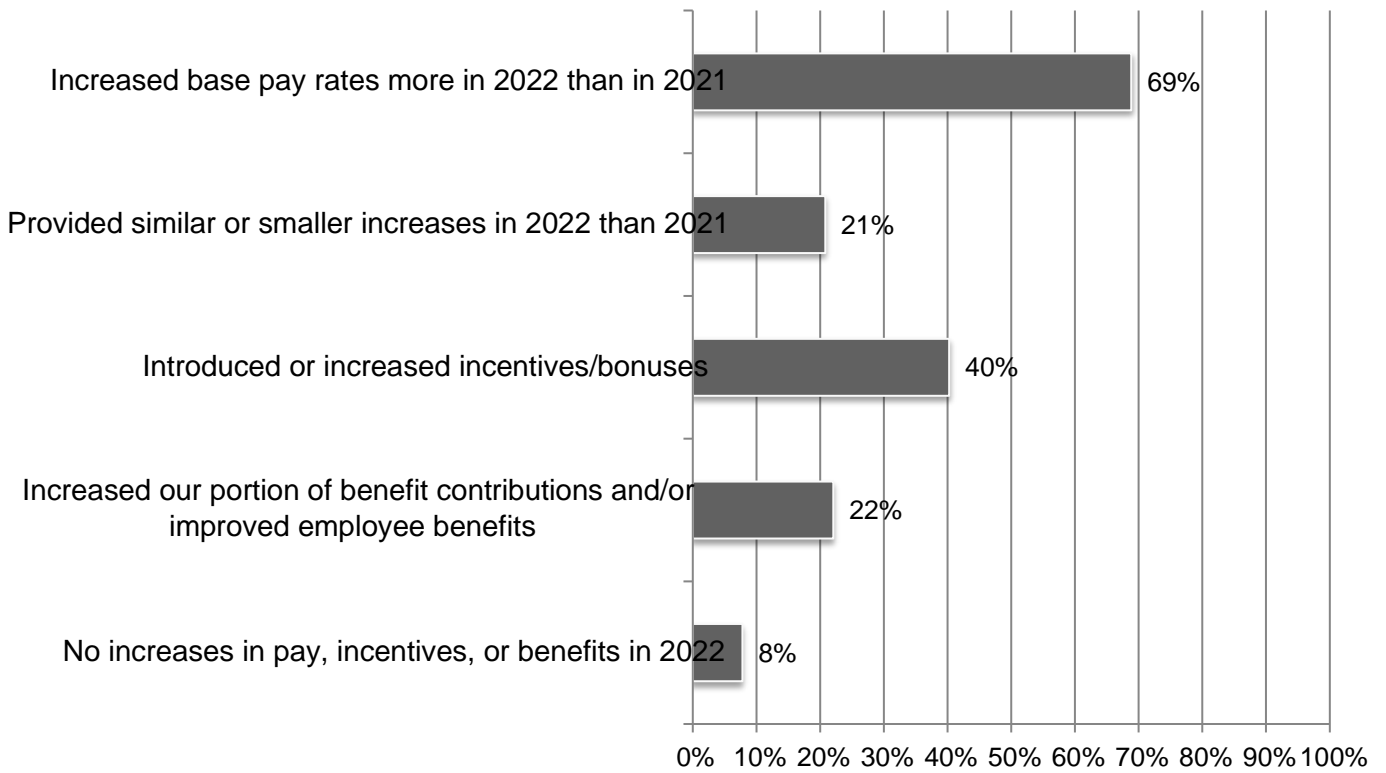
3. How would you describe your current situation in filling salaried and hourly craft positions? Responses: 77



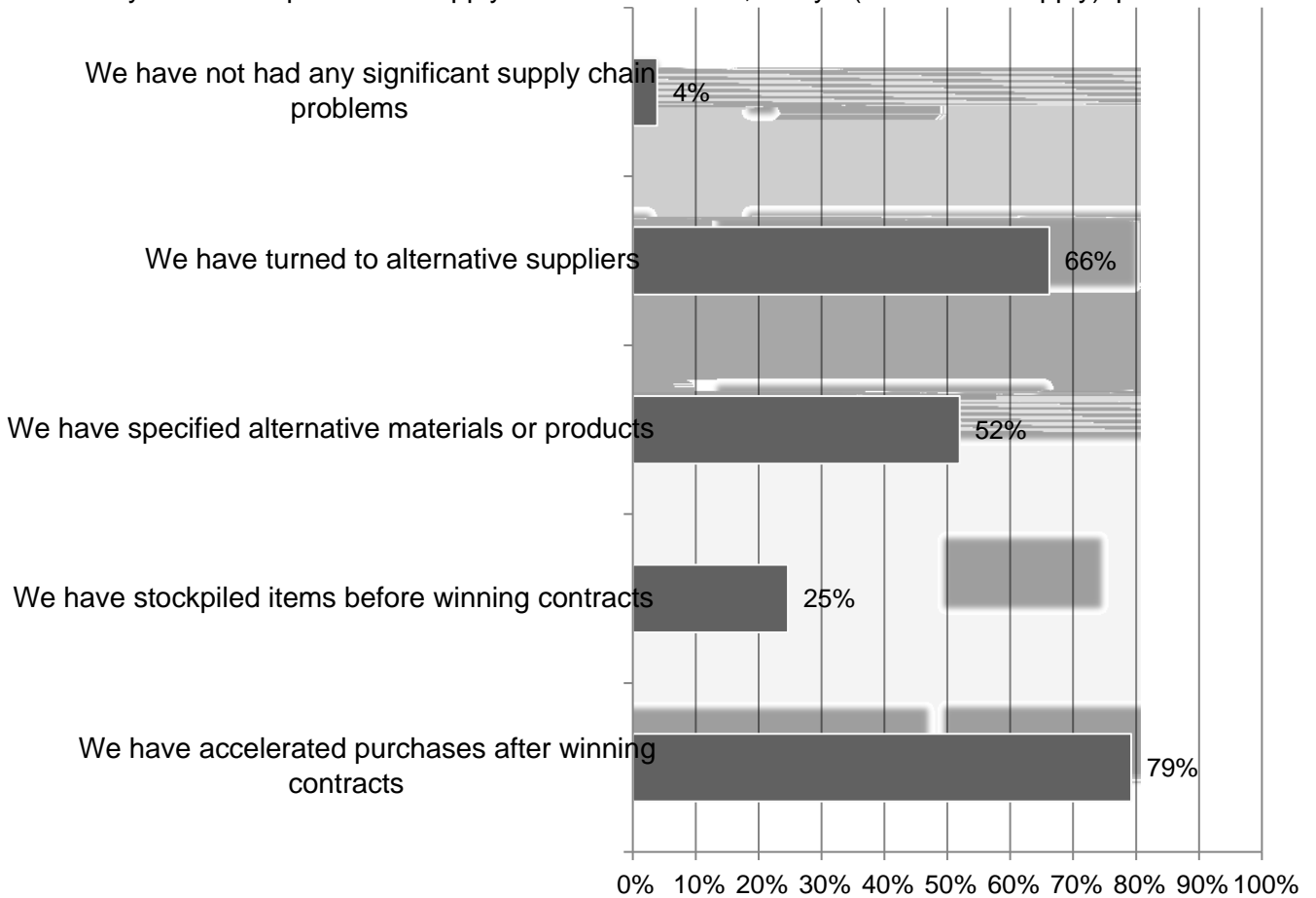
4. Do you expect any changes in the availability of hourly craft or salaried personnel over the coming 12 months? Responses: 77



5. What changes did your firm make in pay or benefits in 2022? (mark all that apply) Responses: 77



6. How has your firm responded to supply chain issues in 2022, if any? (mark all that apply) Responses: 77

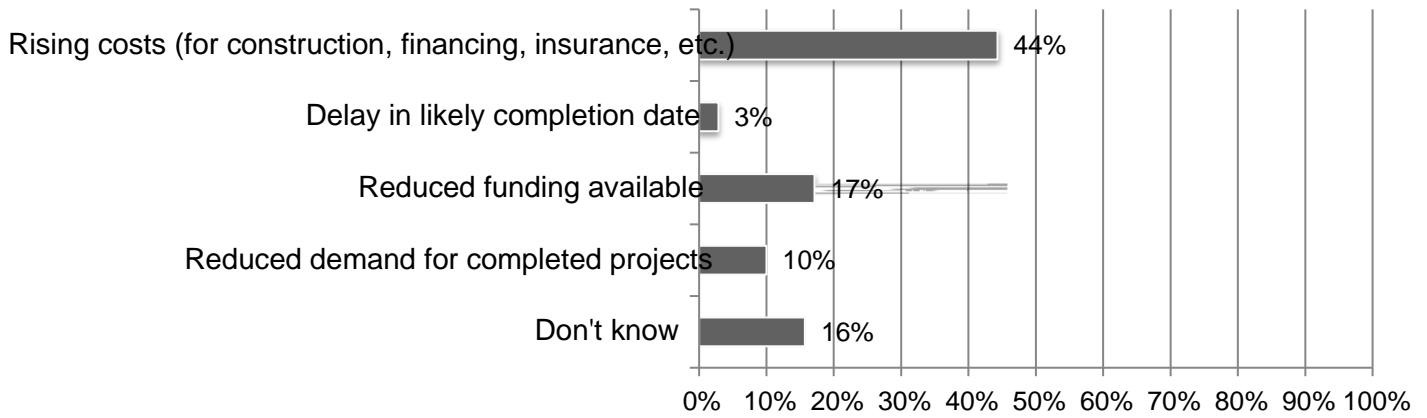


7. Do you anticipate purchasing/leasing new work vehicles or equipment in 2023? Responses 77

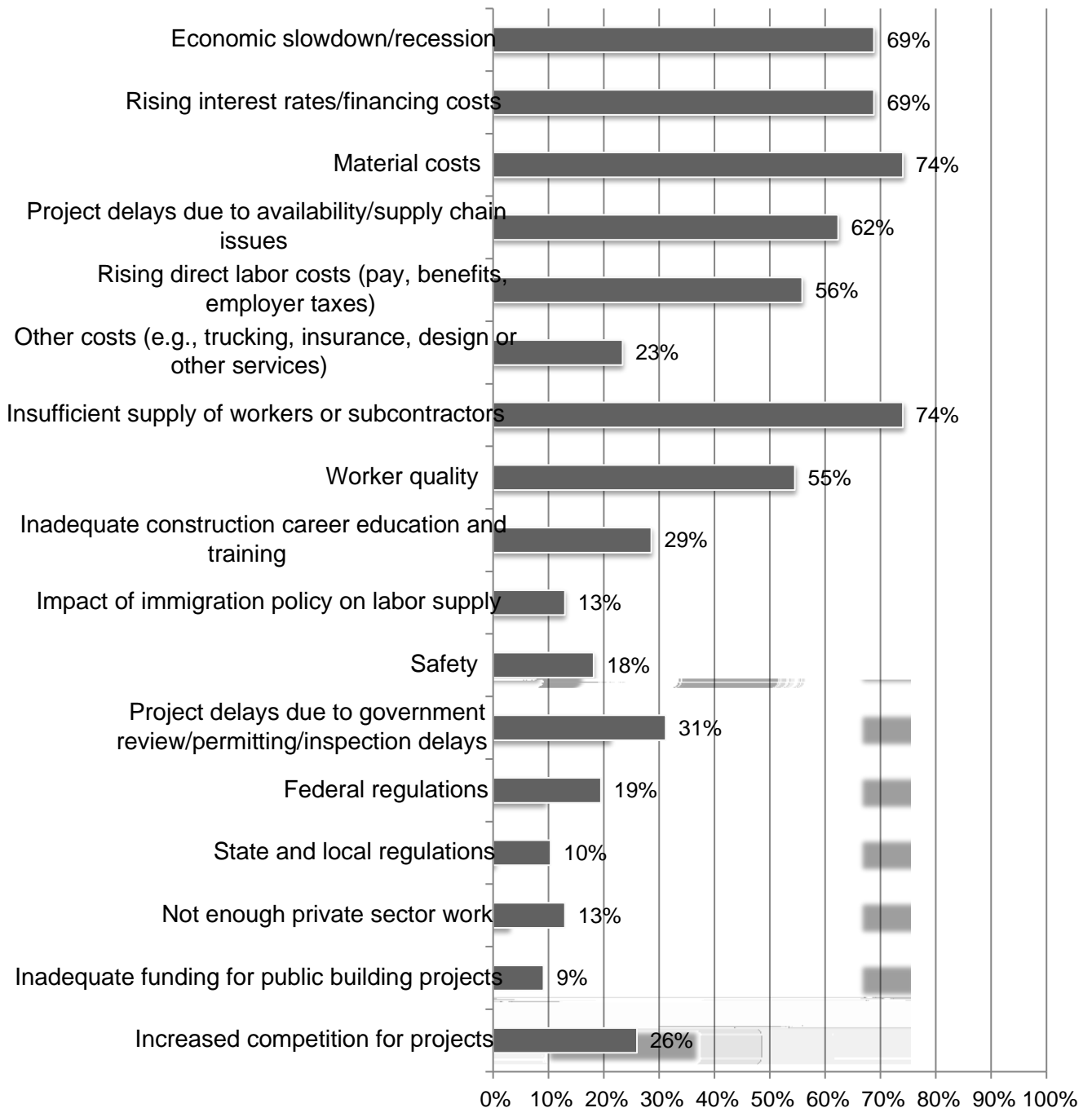
8. What difference, if any, has the Infrastructure Investment and Jobs Act of 2021 (the "Bipartisan Infrastructure Law") made to your business? Responses 77

9. Did an owner postpone or cancel any projects that were scheduled to start in 2022 or 2023? (mark all that apply) Responses 77

10. If projects were postponed or canceled, what was the main reason? Responses: 70



11. What are your biggest concerns for 2023? (mark all that apply) Responses: 77



12. What challenges, if any, do you see regarding the safety and health of your firm's workers? (mark all that apply) Responses:67

13. Compared to 2022, will your firm's 2023 investment in the following technologies change? (mark all that apply) Responses:72

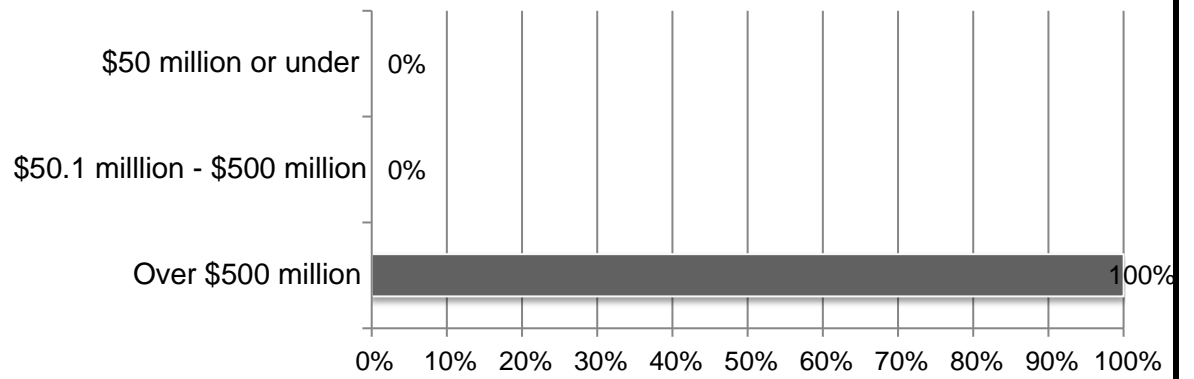
	Increase	Decrease	No change
Building Information Modeling (BIM)	43%	0%	57%
Document management software	43%	0%	57%
Human resources (HR) software	37%	0%	63%
Project management software	37%	1%	62%
Project collaboration software	32%	1%	67%
Estimating software	28%	1%	71%
Accounting software	26%	1%	72%
Scheduling software	24%	0%	76%
Fleet tracking/management software	23%	0%	77%
Client relationship management (CRM) software	21%	1%	78%
Tool/asset management/tracking	21%	0%	79%
Prequalification software	20%	2%	78%
Payroll software	18%	0%	82%
Subcontractor bid management/ITB software	16%	2%	83%
Service management software	5%	0%	95%

15. Does your firm currently have a formal IT plan to support your business objectives? Responses: 77

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

17. Does your firm use cloud

20. Estimate the total dollar amount of work your firm performed in 2022 Responses: 77



21. How many total employees does your firm employ at all of its locations? Responses: 76

