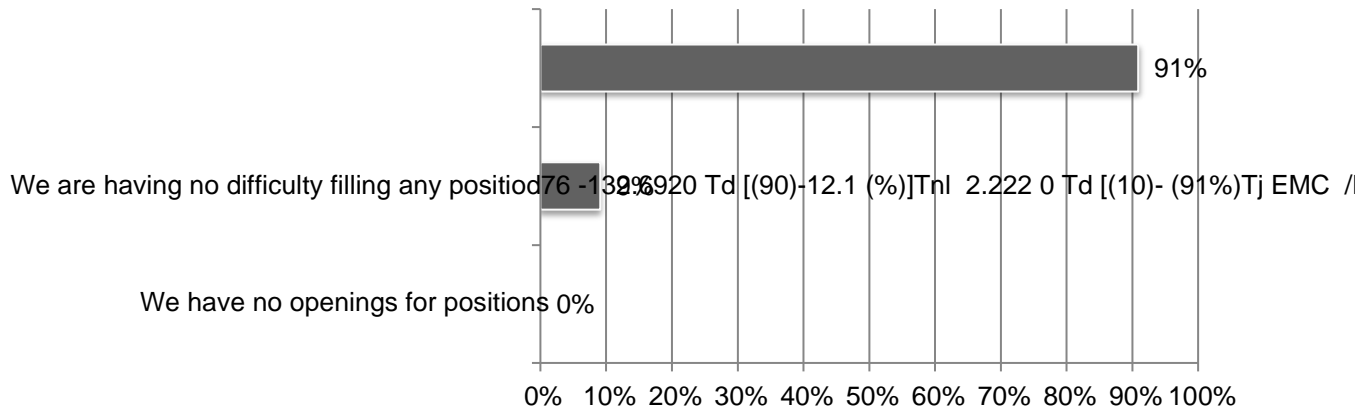


2020 Construction Outlook Survey Results Iowa

Water/Sewer	38%	0%	63%	38%
K-12 School	31%	8%	62%	23%
Private Office	36%	14%	50%	21%
Federal (e.g., VA, GSA, USACE, NAVI	33%	17%	50%	17%
Power	33%	17%	50%	17%
Higher Education	15%	0%		

25%
20%
8%
17%
17%

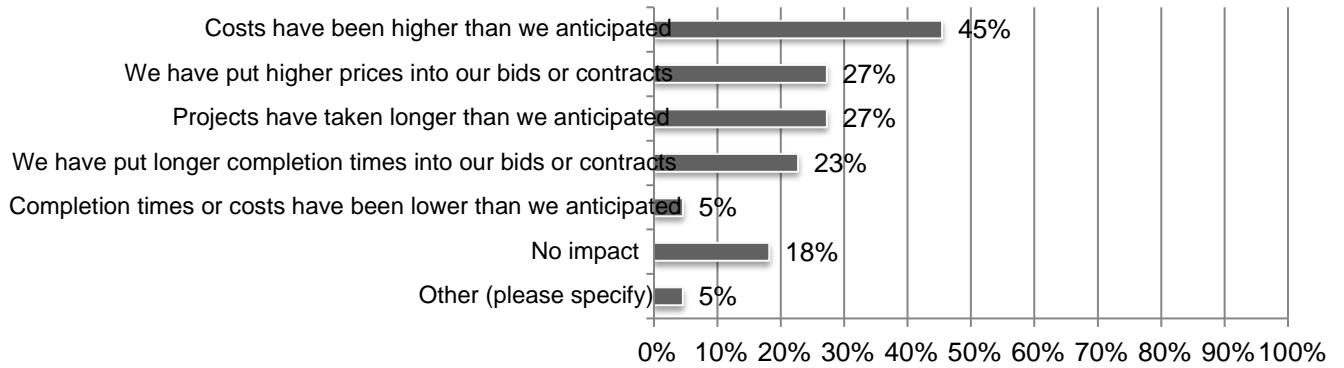
4. How would you describe your current situation in filling salaried and hourly craft positions?



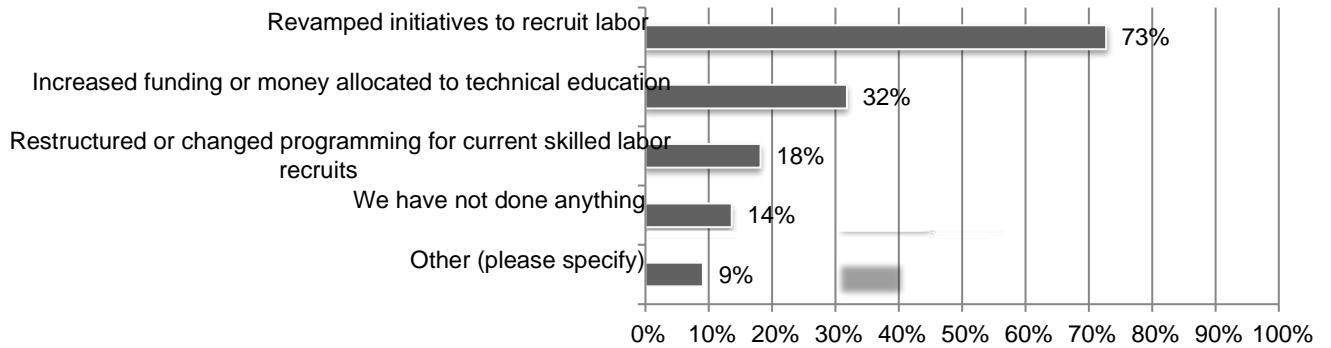
5. Do you expect any changes in the availability of hourly craft or salaried personnel over the coming 12 months?

6. Did your firm increase pay or benefits for salaried or hourly craft personnel in 2019 because of difficulty filling positions? (mark all that apply)

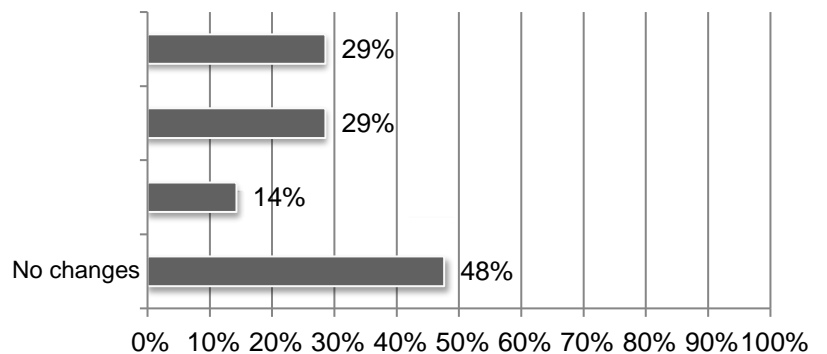
7. If your firm is experiencing staffing challenges, how would you describe the impact on your projects? (mark all that apply)



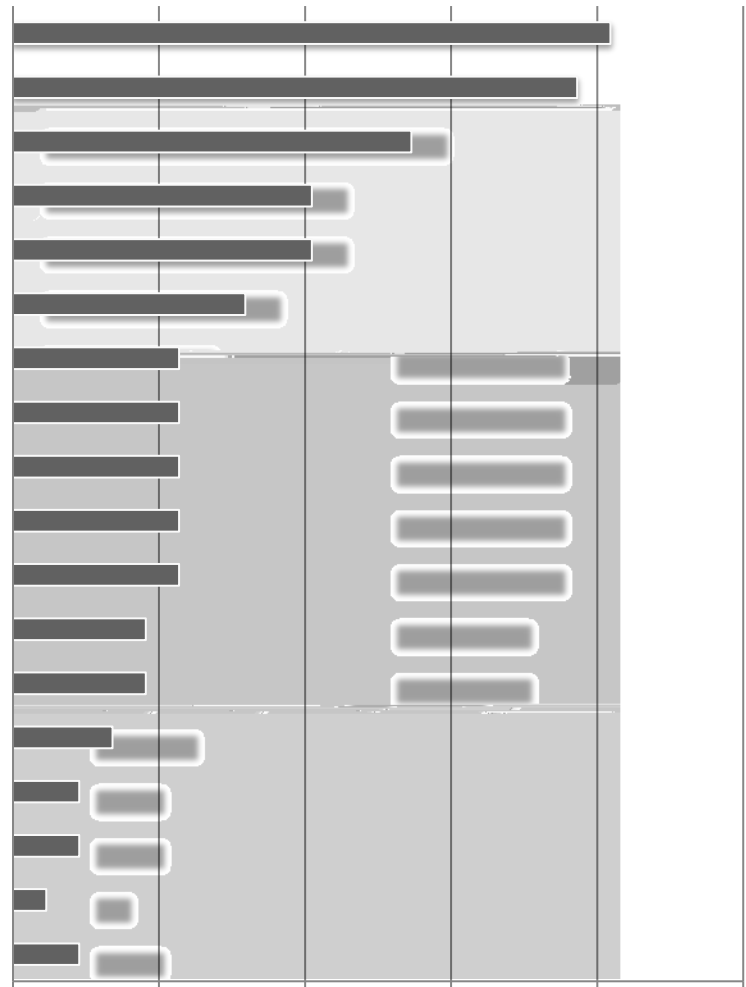
8. In the last year, what has your firm done to invest in the training and development of skilled labor/qualified workers?



9. Has your firm adopted or increased use of the following to replace workers or skills? (mark all that apply)

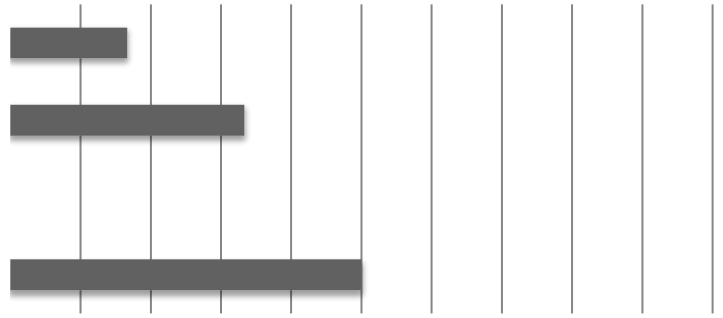


10. What are your biggest concerns for 2020 (mark all that apply)?



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

12. What change do you expect in 2020 in the number of your firm's projects that involve Building Information Modeling (BIM)?



13. What is your firm using BIM for? (mark all that apply)

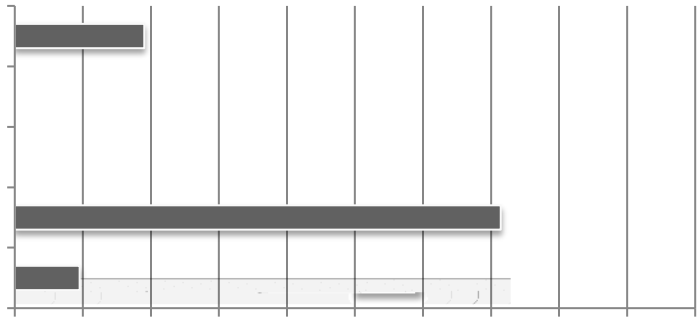
14. Does your firm use any of the following to collaborate with project partners (mark all that apply)?

15. What business o

17. Compared to 2019, how will your firm's 2020 investment in IT change?

18.

25. When you self-perform construction work, do you operate as a union contractor or an open shop contractor?



26. Estimate the total dollar amount of work your firm performed in 2019:

27. How many total employees does your firm employ at all of its locations?