

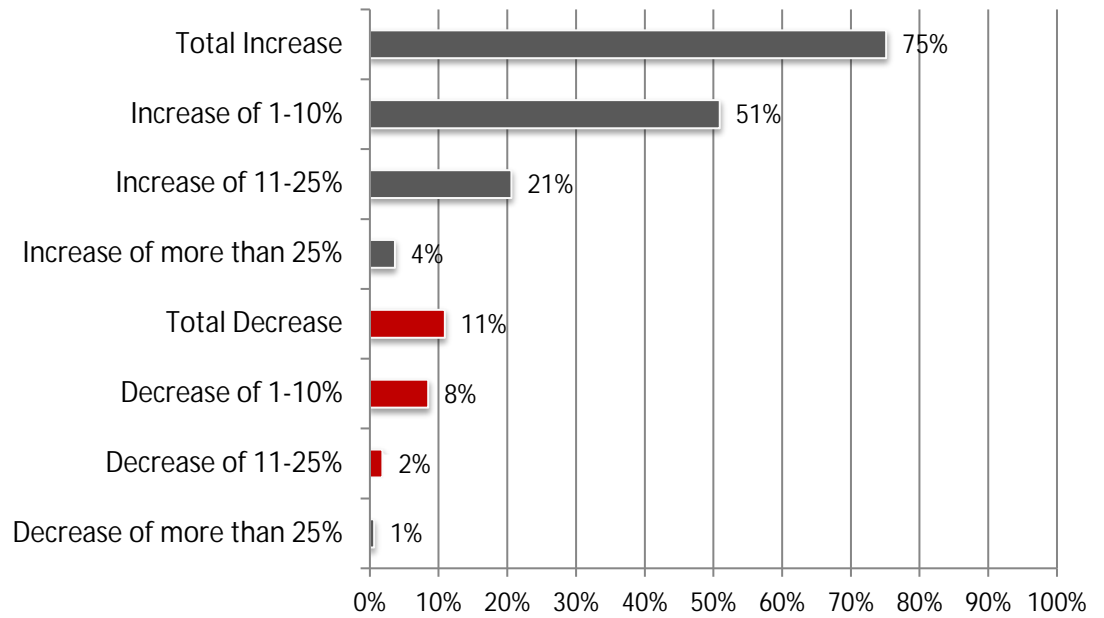
## 2025 Construction Outlook \$50.1 Million - \$500 Million Survey Results

*Total Responses: 330. Responses varied for some questions. Percentages are based on responses to each question and may not sum to 100 due to rounding.*

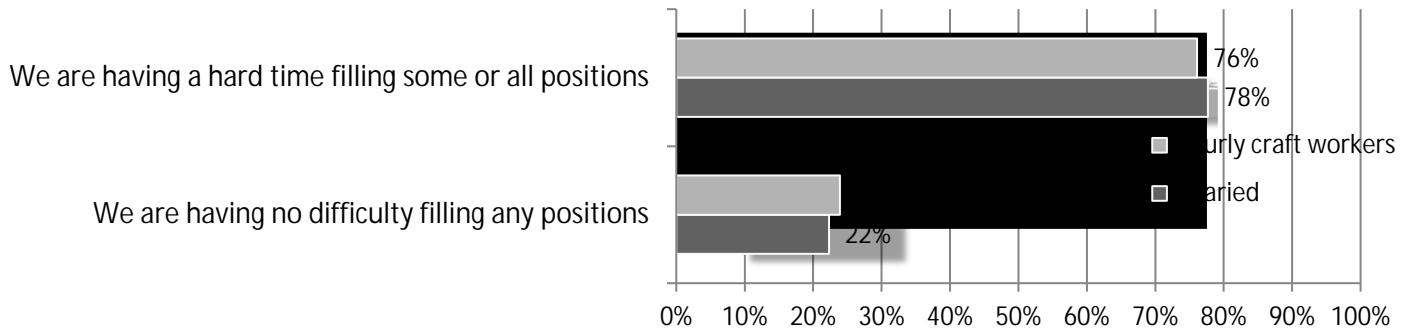
1. Compared to 2024, do you expect the available dollar value of projects you compete for in 2025 to be higher/lower/about the same (answer for all market areas in which your business operates)  
Responses: 329

*\*Net equals difference between number of "Higher" and "Lower" responses as percent of total.*

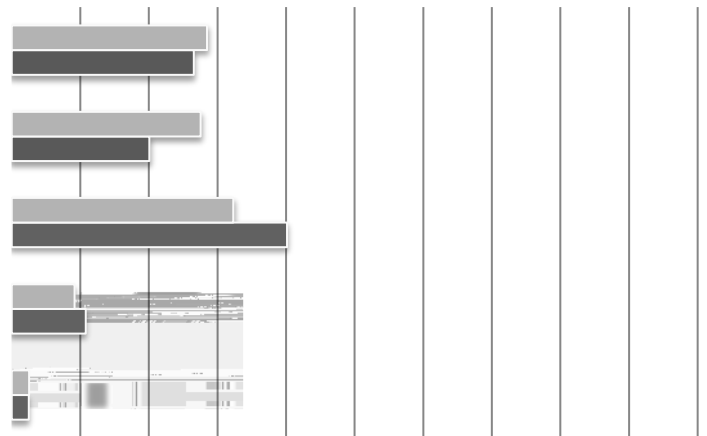
2. What percentage change do you expect in your headcount in 2025? Responses: 330



3. Describe your difficulty in filling open positions: Responses: 329



4. Do you expect any changes in the availability of hourly craft or salaried personnel over the coming 12 months? Responses: 327



5. What changes did your firm make in pay or benefits in 2024? (mark all that apply) Responses: 330

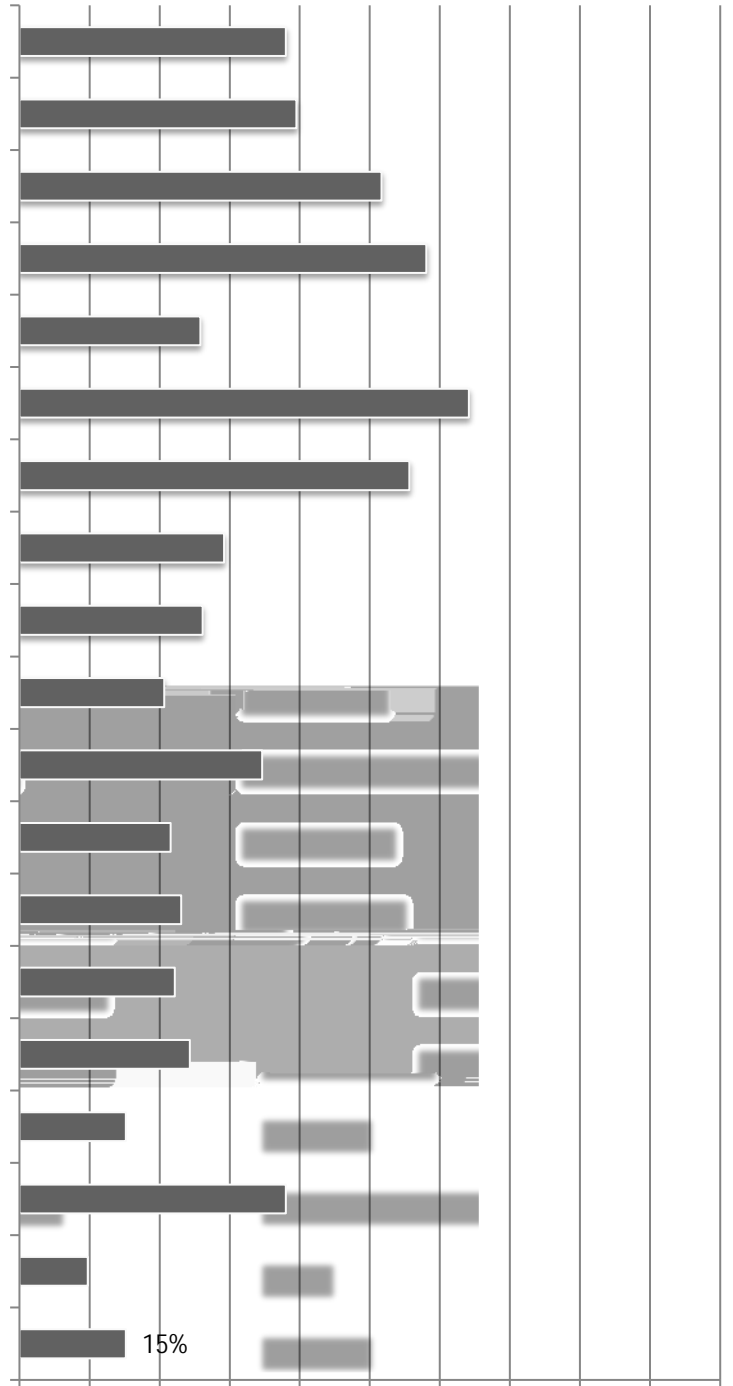
6. How has your firm responded to supply-chain issues in 2024, if any? (mark all that apply) Responses: 323

7. What difference, if any, has the Infrastructure Investment and Jobs Act (also known as the Bipartisan Infrastructure Law), made to your business? Responses: 328

8. Did an owner postpone or cancel any projects that were scheduled to start in 2024 or 2025? (mark all that apply) Responses: 329

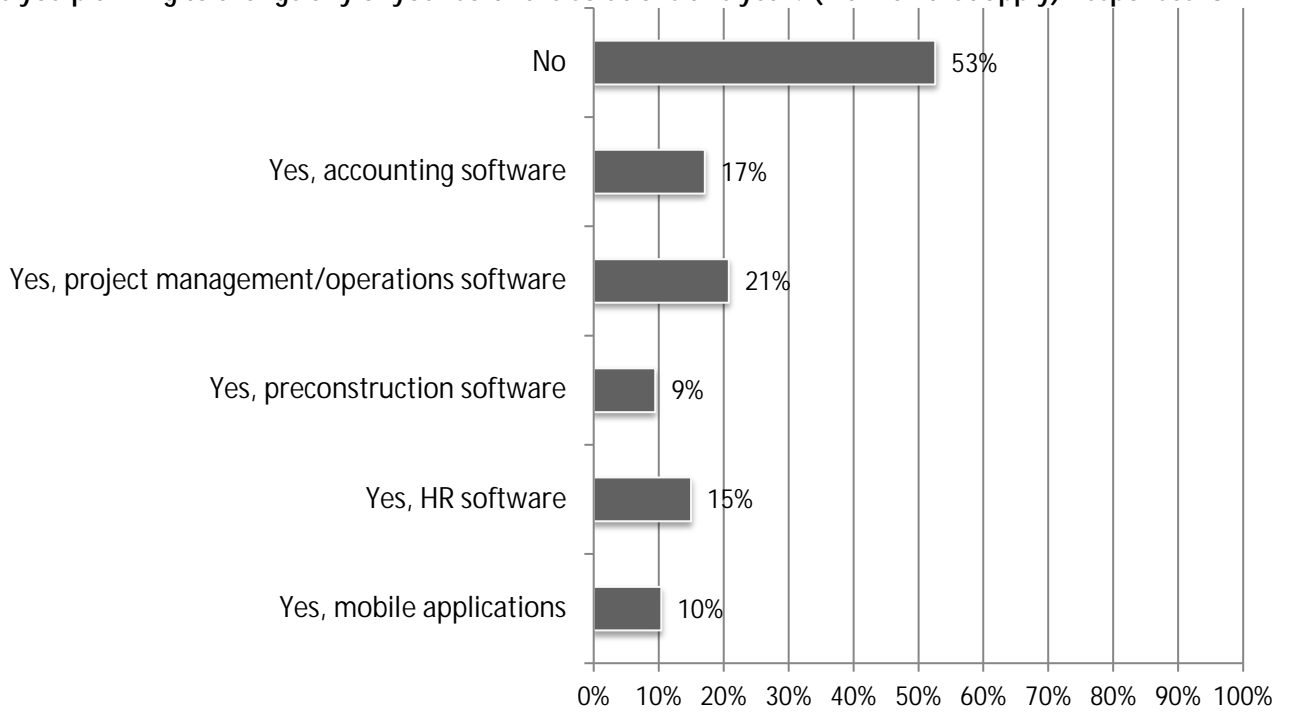
9. If projects were postponed or crp.9 (t)-4.9 (s)3.7 ( w)69.88 549 495.79.28 74o4hd o 0 v4.2 (6041 (e)-1 ne)24 (s)-7.2 (t

10. What are your biggest concerns for 2025? (mark all that apply) Responses: 329





13. Are you planning to change any of your software solutions this year? (mark all that apply) Responses: 327



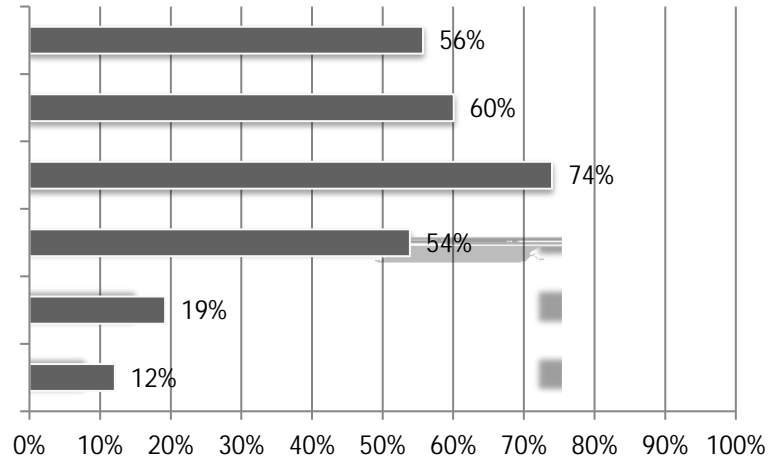
14. What are your biggest IT challenges (mark all that apply)? Responses: 327

15. How does your company plan to use mobile software technology? (mark all that apply) Responses: 323



16. Does your firm use cloud-hosted technology in any of the following ways (mark all that apply)?

Responses: 323



17. What best describes your firm? Responses: 328

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

Responses: 326

19. Estimate the total dollar amount of work your firm performed in 2024. Responses: 330