

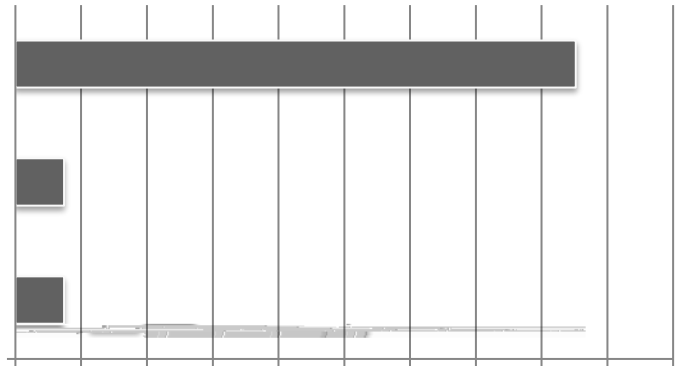
2020 Construction Outlook Survey Results Georgia

Total Responses: 27 (out of 956 total) Responses varied for some questions. Percentages are based on responses to each question and may not sum to 100 due to rounding.

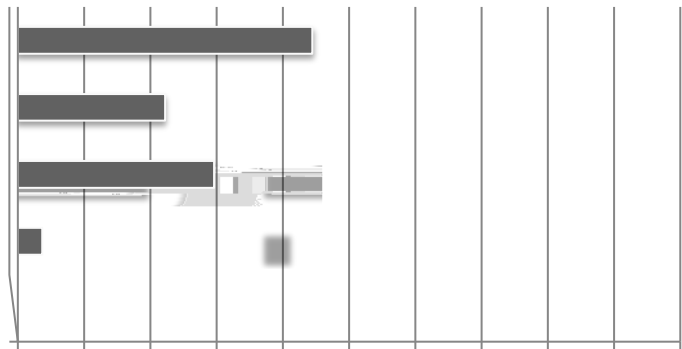
1. Compared to 2019, do you expect the available dollar value of projects you compete for in 2020 to be (answer all market areas in which your business operates)

Markets	Higher	Lower	Same	Net*	National Net*
Private Office	44%	0%	56%	44%	8%
Water/Sewer	50%	8%	42%	42%	25%

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)

Yes, our firm increased base pay rates more in 2019 than in 2018



Yes, our firm provided similar or smaller increases in 2019 than in 2018



Yes, our firm provided incentives/bonuses



Yes, our firm increased our portion of benefit contributions and/or improved employee benefits



No, not at this time



We did not seek to fill any positions

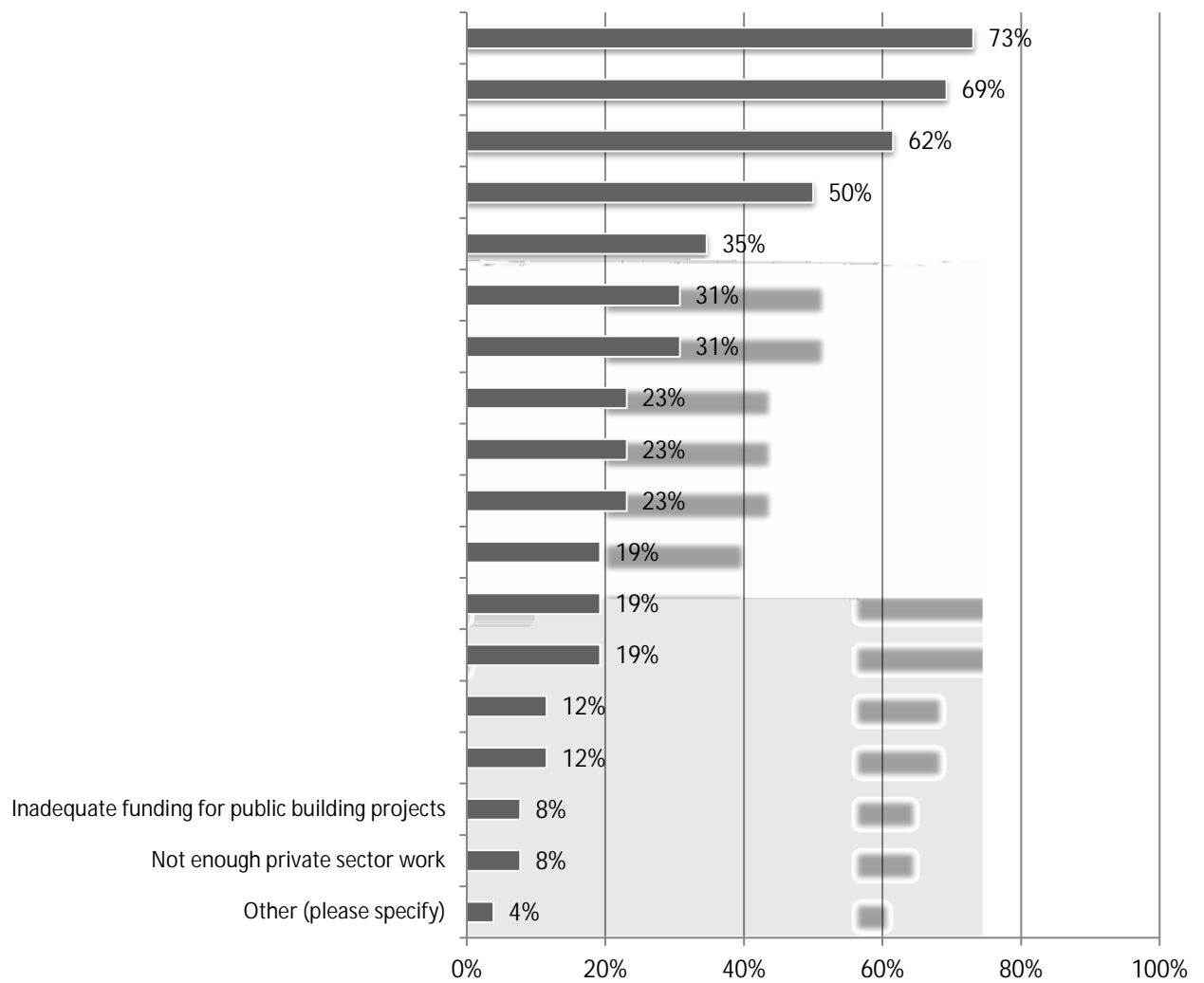


0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

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

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)?

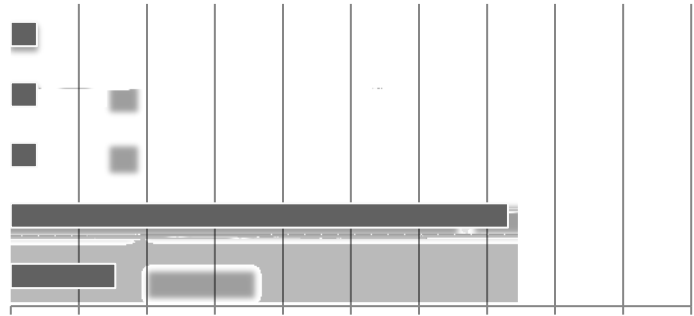
17. Compared to 2019, how will your firm's 2020 investment in IT change?

18. Compared to 2019, how will your firm's 2020 investment in the following technologies change? (mark all that apply)

Technologies	Increase	Stay the same	Decrease	Don't know
Scheduling software	32%	59%	0%	9%
Estimating software	29%	67%	0%	4%
Project management software	27%	59%	0%	14%
Project collaboration software	26%	53%	0%	21%
Accounting software	22%	70%	0%	9%
Human resources (HR) software	21%	68%	0%	11%
Client relationship management (CRM) software	19%	67%	0%	14%
Fleet tracking/management software	17%	61%	0%	22%
Payroll software	14%	76%	0%	10%
Tool/asset management/tracking Subcontractor bid management/ITB	13%	63%	0%	25%

owing ways (mark all that apply)?

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?