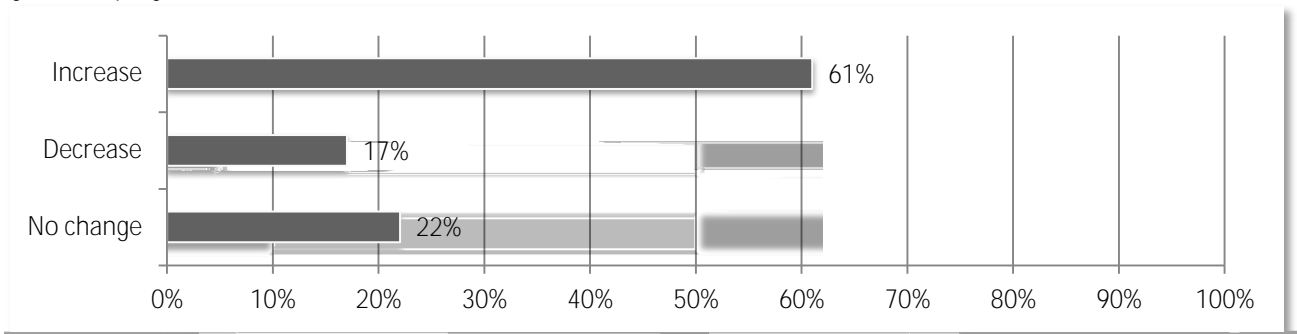


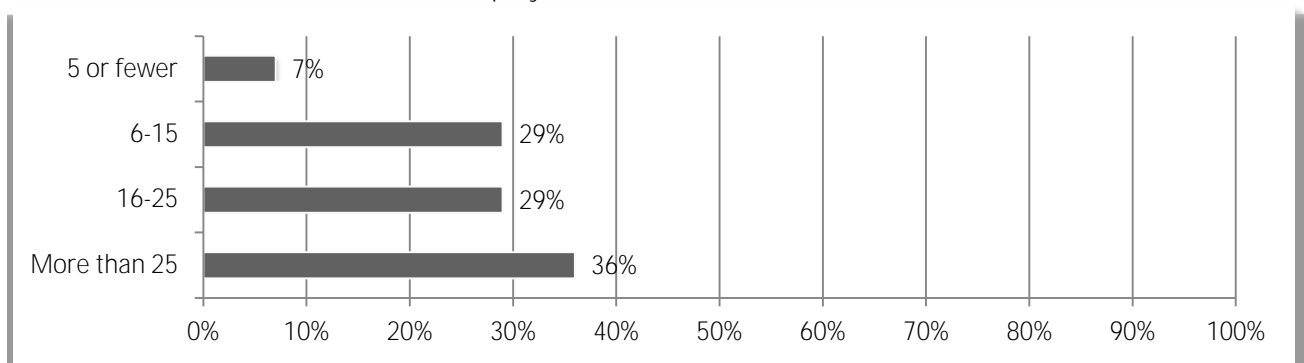
2015 Construction Outlook Survey Results Iowa Results

1. Compared to 2014, do you expect the available dollar volume of projects you compete for in 2015 to be:

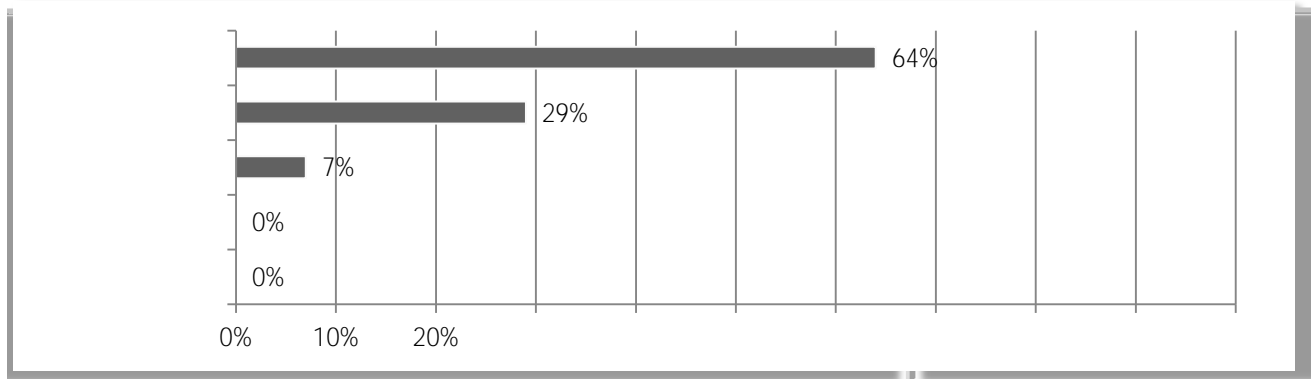
2. Did your employee count increase or decrease between December 2013 and December 2014?



3. Estimate the increase in the number of employees in 2014.



4. Estimate the percentage increase in your workforce from a year ago.



5. Estimate the decrease in the number of employees in 2014.

6. Estimate the percentage decrease in your workforce from a year ago.

7. What numerical change do you expect in your headcount in 2015?

8. What percentage change do you expect in your headcount in 2015?

--	--	--	--	--	--	--	--	--	--

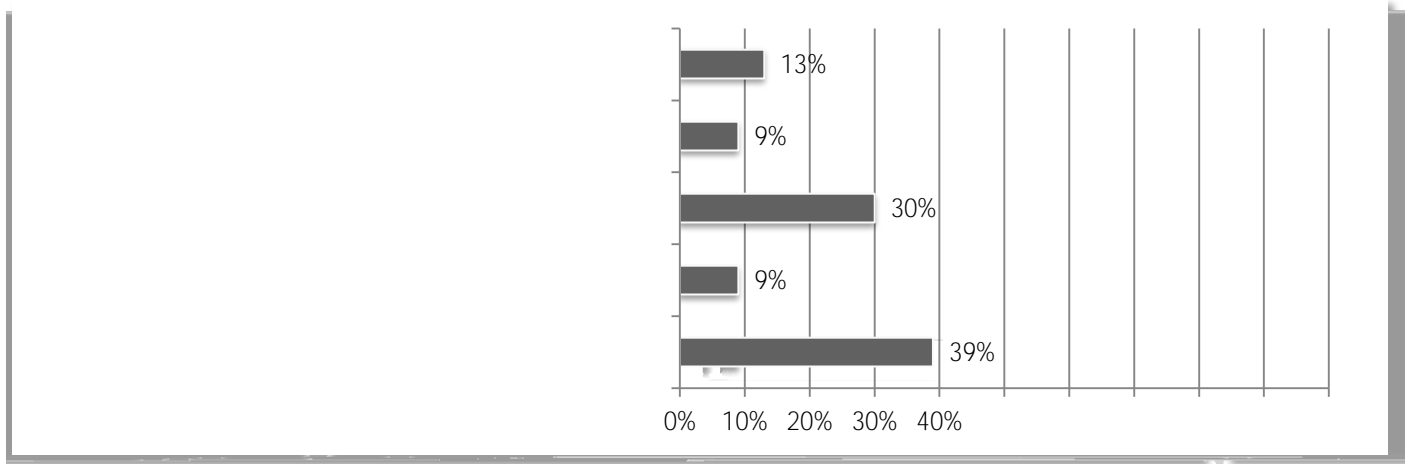
9. How would you describe your current workforce challenges?

10. Do you expect any changes in the availability of construction professionals (project manager/supervisor, estimator, etc.) over the coming 12 months?

11. Do you expect any changes in the availability of skilled craft workers over the coming 12 months?

12. How would you rate the overall quality of the local pipeline for preparing new professionals and craft workers?

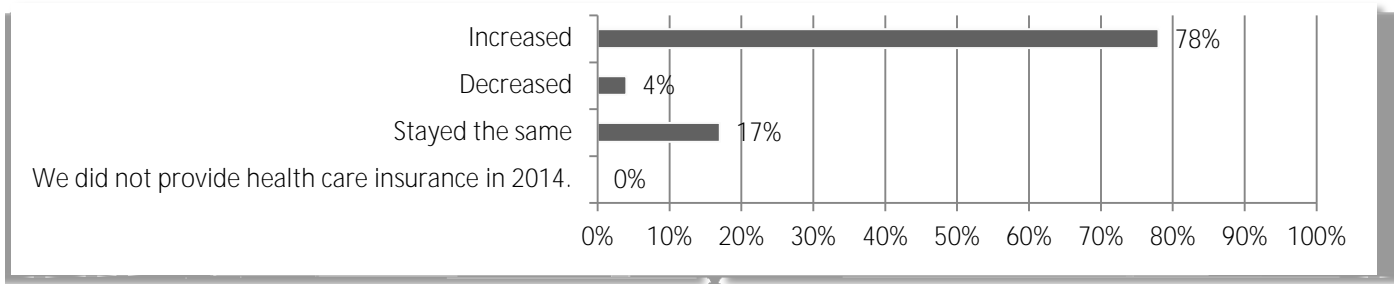
15. Have credit or tighter lending conditions been an issue for your company?



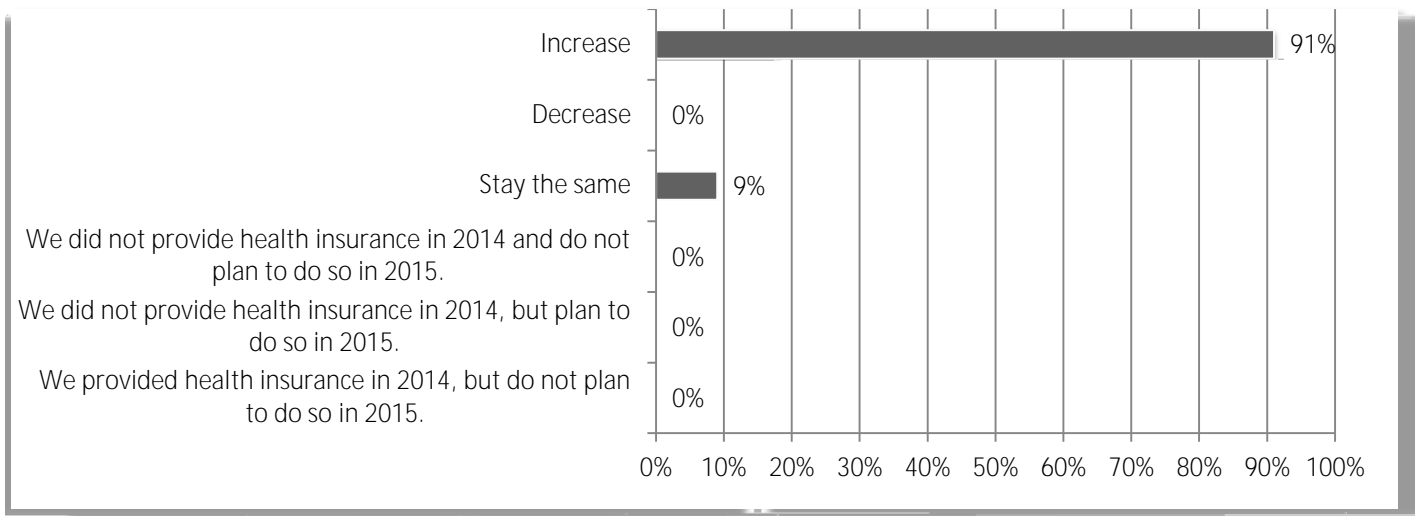
16. Estimate the dollar value of construction equipment in 2014 that you purchased or leased/rented.

17. Estimate the dollar value of construction equipment in 2015 that you will purchase or lease/rent.

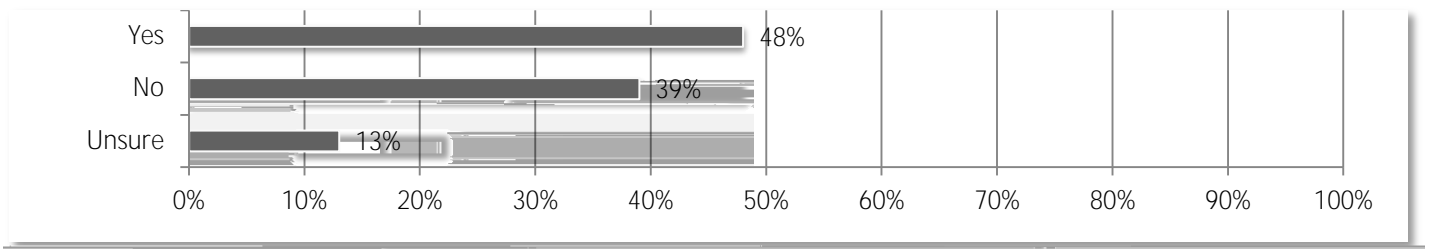
18. Did the cost of providing health care insurance for your employees increase or decrease in 2014?



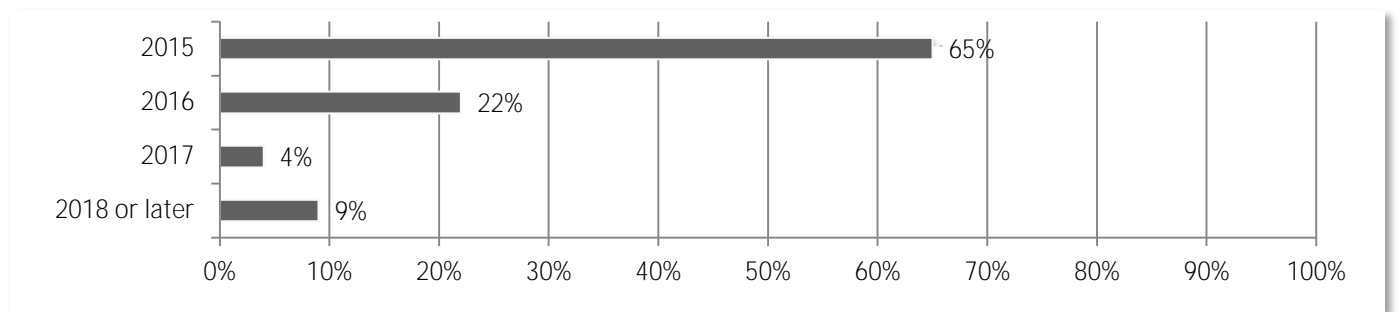
19. Do you expect the cost of providing health care insurance for your employees to increase or decrease in 2015?



20. Do you expect your firm will pursue new projects that are outside your traditional geographic market area in 2015?



21. When do you expect the construction market to grow again?

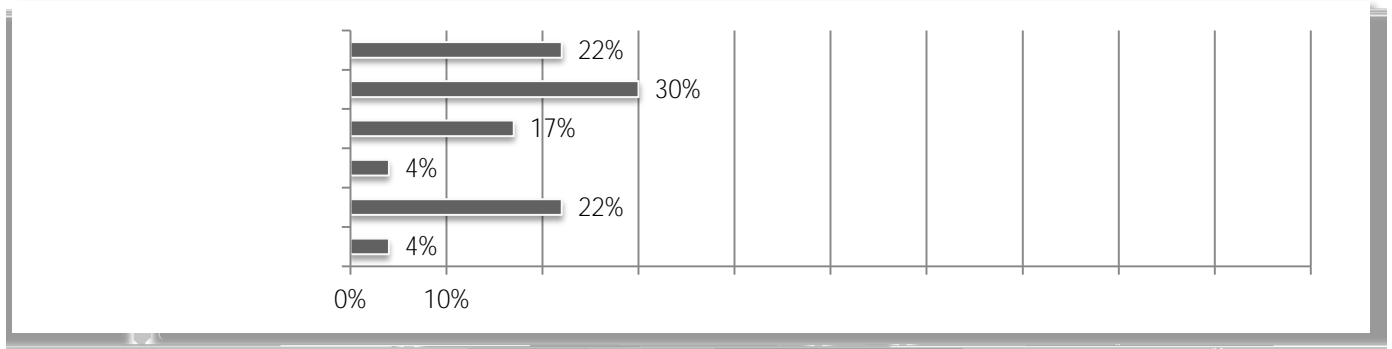


22. Which proposed or newly enacted federal regulations are you worried will negatively impact your business operations in 2015?



23. Which of the following legislative issues are important to you and your business?

28. Estimate the total dollar amount of work your firm performed in 2014.



29. How many total employees does your organization employ at all of its locations?