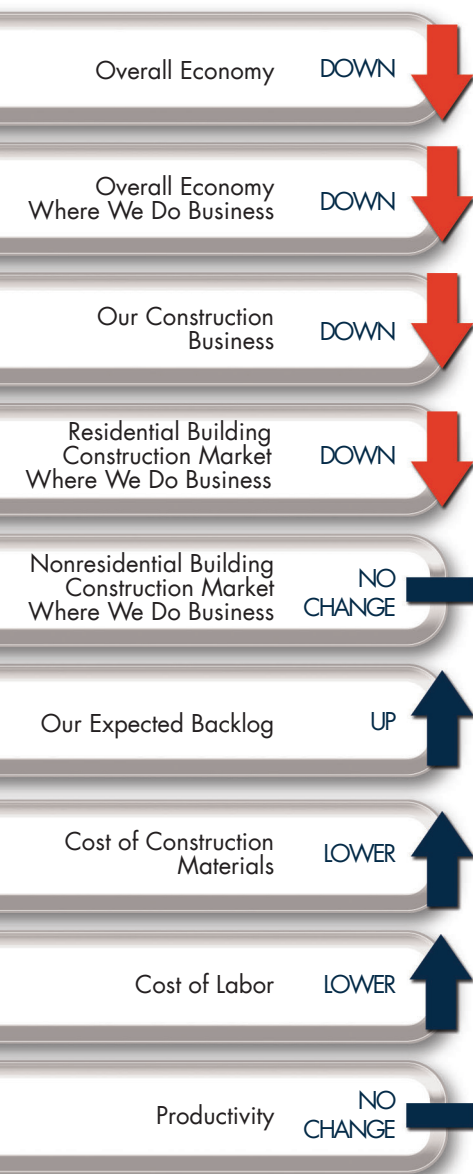


## CURRENT CIRT SUMMARY



● Positive ● Negative

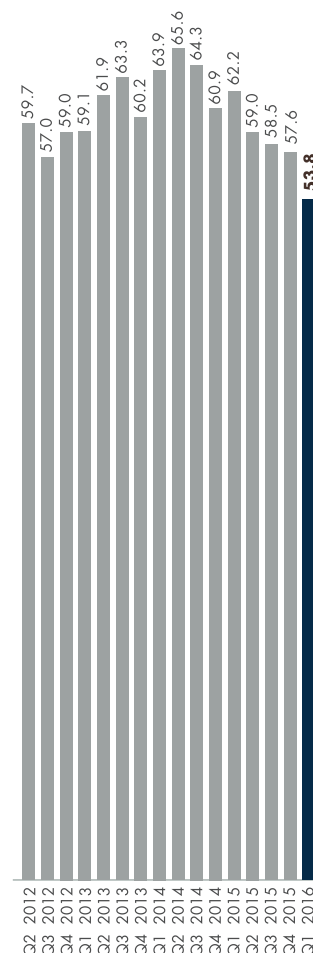
**NOTE:** Higher cost of materials and labor reduces the CIRT score.

## CIRT SENTIMENT INDEX FIRST QUARTER 2016 EXECUTIVE SUMMARY

We have been described as living on a “Goldilocks planet” (just the right distance from the sun so as to be neither too hot nor too cold for life to flourish). Applying this same concept to our markets, it would be safe to say if they became overly bullish or overheated beyond our member firms’ capacity to meet demand, it would be of concern. Likewise, if they cooled and became sluggish or even stalled in a deep freeze, this would also set off alarm bells. Enter the results of the first quarter 2016 CIRT Sentiment Index survey, which seem to present us with some apparent contradictions. On one hand, many construction markets are performing well (even hot, if you will), while on the other hand, opinions about the economy are cooling. Few see the conditions as “just right.”

The CIRT Sentiment Index for the first quarter 2016 dropped 3.8 points to 53.8. That is the fourth consecutive quarter that the index has dropped since reaching 62.2 in the first quarter of 2015. An index number of 53.8 by itself is still an indication of growth, albeit slow growth. What we are concerned about is not the single-quarter results but the recent trend. In other words, there appears to be a very clear signal flashing: After being over 60.0 from the second quarter of 2013 through the first quarter of 2015, we have had a steady drop from 62.2 to 53.8. According to our Goldilocks principle, the market conditions give the impression of getting a bit too cool. That begs the question of how would we know if we are in the “perfect zone” where the markets are just right. Given we don’t get to “test out” different market models, but rather are along for the ride, the CIRT Sentiment Index at least provides us with the collective wisdom, experience, insights and views of peers all trying to understand what the temperature of our markets will be going forward.

Often we think of the “just right” part of the story, not too hot, not too cold, like our planet compared to its neighbors. But, of course, that is not only relative – but also complicated by where you stand. In other words, different firms see the market in different ways (some looking for expansive opportunities in a “hot” sector, others finding the workload already challenging and not seeking



CURRENT CIRT SENTIMENT INDEX READING Q1 2016	53.8
CURRENT CIRT DESIGN INDEX READING Q1 2016	61.3

PREVIOUS SENTIMENT INDEX READING: **57.6**

### EXHIBIT 1

CIRT Sentiment Index Scores: Q2 2012 to Q1 2016

(Scores above 50 indicate expansion, below 50 indicate contraction)

# ABOUT THE CONSTRUCTION INDUSTRY ROUND TABLE (CIRT)

The Construction Industry Round Table (CIRT) is composed exclusively of approximately 115 CEOs from the leading architectural, engineering and construction firms doing business in the United States.

CIRT is the only organization that is uniquely situated as a single voice representing the richly diverse and dynamic design/construction community. First organized in 1987 as the Construction Industry Presidents' Forum, the Forum has since been incorporated as a not-for-profit association with the mission "to be a leading force for positive change in the design/construction industry while helping members improve the overall performance of their individual companies."

The Round Table strives to create one voice to meet the interests and needs of the design/construction community. CIRT supports its members by actively representing the industry on public policy issues, by improving the image and presence of its leading members, and by providing a forum for enhancing and developing strong management approaches through networking and peer interaction.

The Round Table's member CEOs serve as prime sources of information, news and background on the design/construction industry and its activities. If you are interested in obtaining more information about the Construction Industry Round Table, please call 202-466-6777 or contact us by email at [cirt@cirt.org](mailto:cirt@cirt.org).

## CIRT SENTIMENT INDEX

The CIRT Sentiment Index is a survey of members of the Construction Industry Round Table conducted quarterly by FMI Research, Raleigh, North Carolina. For press contact or questions about the CIRT Sentiment Index, contact Mark Casso at [mcasso@cirt.org](mailto:mcasso@cirt.org) and/or Phil Warner, research consultant with FMI Corporation, at [pwarnar@fminet.com](mailto:pwarnar@fminet.com) or call 919-785-9357.



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## CONFIDENTIALITY

All individual responses to this survey will be confidential and shared outside of FMI only in the aggregate.  
All names of individuals responding to this survey will remain confidential to FMI.

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## Executive Summary ... continued

to overwhelm their resources/abilities which may lead to quality, budget and timely delivery issues). In the case of the markets, it appears that many right now would be happy to find the situation to their liking, that is to say, just right, albeit uncertain and extremely unclear – as to whether it is getting cooler or hotter. But we are after all in real life here!

In sum, we can glean from this: (1) “Just right” is impossible to achieve in a dynamic global economy; (2) Despite the understandable desire that arises from time to time to “get back to normal,” the economy never was and never will be truly normal; and (3) As in other industries, the diverse construction industry market may be experiencing all three levels of activity – from hot to cold to just right, at the same time. Since CIRT’s members are the largest players, its firms often find themselves serving many markets and/or highly integrated in more targeted ones. Thus, these larger firms are more likely to work in multiple markets while, at the same time, may still feel the effects of individual segments or locales.

Not surprisingly, in the results of our survey this quarter, we find both hot and cold responses. It is at first a puzzle to understand why so many executives have downgraded their views of the economy and design and construction markets when most who wrote comments also said they are busier than ever and hiring plans are nearly the same as last year. The immediate problem common to most respondents is that they cannot find the people they need to hire in order to increase productivity, work off backlogs and take advantage of market opportunities while conditions are hot. Then there is the uncertainty hanging over the economy that causes concerns that the situation is likely to cool. There is a sense of climate change on the Goldilocks planet, or as one executive put it:

Craft and rising interest rates would surely be on the list, but currently we are more concerned about what is going on in other countries and how that will affect our economy.

It would be nice to end this story on a “happily ever after” note, but the saga continues. There are bears out there, and next quarter we will see if they awaken from hibernation to a pleasant spring or wake up in a grouchy mood, complaining about the temperature.

## Current Issues:

### Employment Outlook for 2016:

Expectations for adding salaried staff are much the same as we saw in 2015 at this time of year. Specific considerations for hiring have changed slightly, but the most noticeable increase is the need to assure that there are people in place for management succession plans.

### Top Business Challenges for 2016:

It comes as no surprise that the top business challenge for 2016 continues to be hiring talented people. In fact, hiring talented people is closely related to three other top challenges for 2016: the rising cost of labor, increasing productivity and finding profitable work.

### Growth Outlook for 2016:

CIRT members reporting this quarter are predicting slower growth for 2016 than they had for 2015. However, the growth for the construction industry is likely to outpace GDP again and then some. According to one respondent: “The overall economy seems to be slowing; however, construction spending always lags the economy one to three years.”

### Proposed Changes to the Fair Labor Standards Act (“FLSA”):

Looking at an issue that could affect labor costs in the coming year, we asked CIRT members to weigh in on the Department of Labor’s proposed rule on the amount of pay/threshold an “exempt” worker must be paid to be considered a “salaried” employee. If these changes take place, the salary threshold for employees exempt from overtime will increase. According to our results, 70% of respondents said they were aware of the potential new DOL rule, and 49% of those expect it will affect the employees in their firm, while 35% expected no changes in their firms.

# CIRT Sentiment Index, First Quarter 2016 Highlights

## Overall Economy:

Component results for the overall economy dropped sharply this quarter, losing 11.5 points to 49.1. This is the lowest score we have seen for this index component since the third quarter of 2012. While most CIRT Sentiment Index components are lower this quarter, the sharp drop in the overall economy component reflects a high level of uncertainty and concern for the health of the global economy as well as the U.S. economy in a hotly conducted start to the election year.

## Overall Economy Where Respondents Do Business:

The component for the overall economy where CIRT member companies do business lost 6.8 points this quarter to 52.7. Although better than the overall economy, this component has lost 11.7 points since reaching 64.4 in the third quarter of 2015.

## CIRT Design Index Components

### Consulting Planning:

The consulting component of the CIRT Design Index lost 11.6 points to 58.0 this quarter. As a future indicator for design and construction work, this component, along with the sharp drop in the overall economy component, may indicate considerably lower levels of work by the end of 2016.

### Pre-design work:

Another early indicator of the long-range design and construction outlook, the component for pre-design work lost 12.5 points to 58.9 this quarter. This is a significant change, as this component has been ranging in the high 60s to mid-70s for the last couple of years.

### Residential:

After a long-running, post-recession rebound, this component has dropped from 63.6 in the fourth quarter 2015 to just 50.0 this quarter.

### Commercial:

Design work for commercial construction held up well again this quarter, losing just 0.4 points, or essentially unchanged.

### Education:

After losing nearly 10 points last quarter, the Design Index component for education regained 6.7 points to reach 59.1.

## Health Care:

On the rebound for several quarters, health care design projects slowed 8.4 points to a still strong 64.3 mark.

## Industrial:

After a long climb starting around the second quarter of 2012, industrial design work has slowed to a low point of just 50.0 this quarter. While some of the sharp slowdown may be cyclical, continued low oil prices have drastically cut capital expansion plans in the oil and gas sector.

## Transportation:

Transportation design registered the strongest gain this quarter, adding 22.1 points to reach 84.1.

## Heavy/Civil:

Like transportation design, heavy/civil design work improved 19.4 points this quarter. The new FAST Act is adding some certainty for long-range project funding and allowing projects to move forward.

## International:

Design work for international construction dropped below the midline score of 50 this quarter to just 47.5, reflecting the great uncertainty in the global economy.

## Construction

### Construction Business:

Panelists' outlook for their construction businesses lost 8.4 points to 62.3 this quarter. This is still a growth number, and backlogs are expected to rise somewhat while current backlogs maintain a median of 12 months.

### Private Sector Construction Business:

The lodging construction outlook exhibited the largest drop this quarter following a post-recession bounce. The commercial construction markets outlook has cooled but should continue at a slower pace over the next year. Health care construction is also expected to lose some of its momentum over the next one to three years. Education construction looks to be in a growth mode for the next year or more. Office construction trends bear watching, as executives answering the survey this quarter anticipate that the current growth trend will drop sharply, looking three years out.

## Cost of Construction Materials and Labor:

While the component for the cost of construction materials still appears to be on the rise, according to this quarter's results, the increase has slowed considerably compared to the last three quarters. The increased cost of labor is less sharp this quarter, but it is still increasing. Rising costs of production affect the overall Index negatively.

## Productivity:

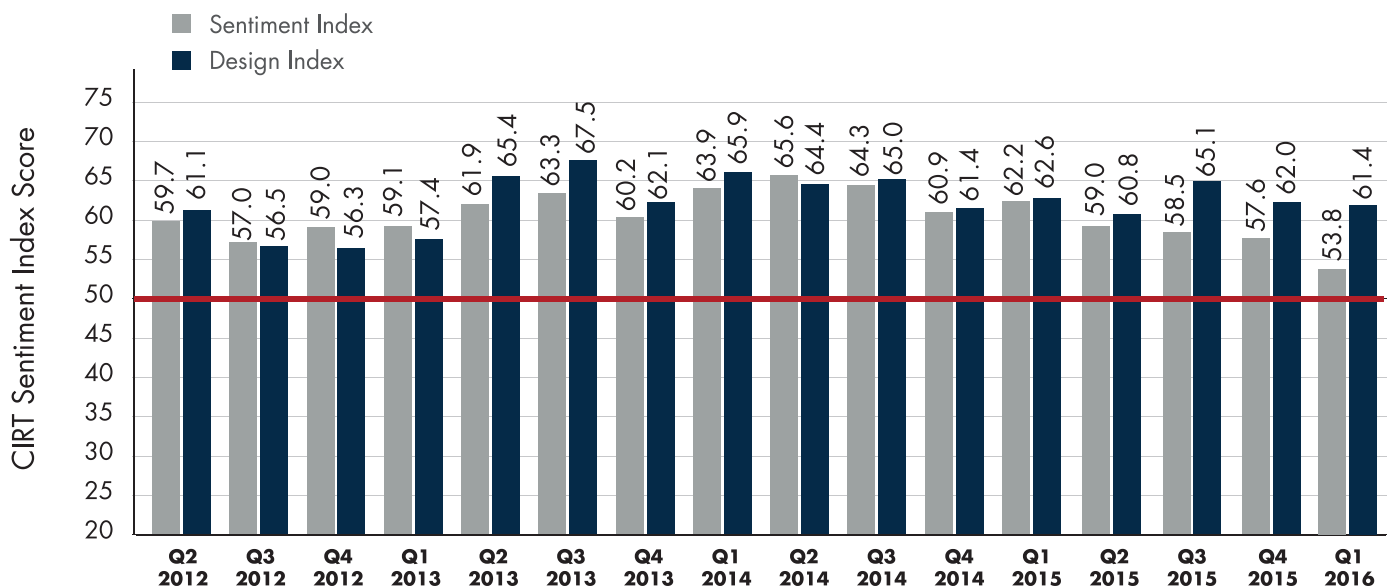
Overall, productivity improvement appears to be intractable. While we have seen some small gains, the index component continues to hover just below a score that would indicate improvement. Currently, the challenge to improve productivity is exacerbated by the problem of hiring experienced, talented people while those with the experience approach retirement age.

## Results of the First Quarter 2016 CIRT Sentiment Index

### EXHIBIT 2

CIRT Sentiment Index Scores:  
Q2 2012 to Q1 2016

(Scores based on a 100-point scale, above 50 indicate expansion, below 50 indicate contraction.)



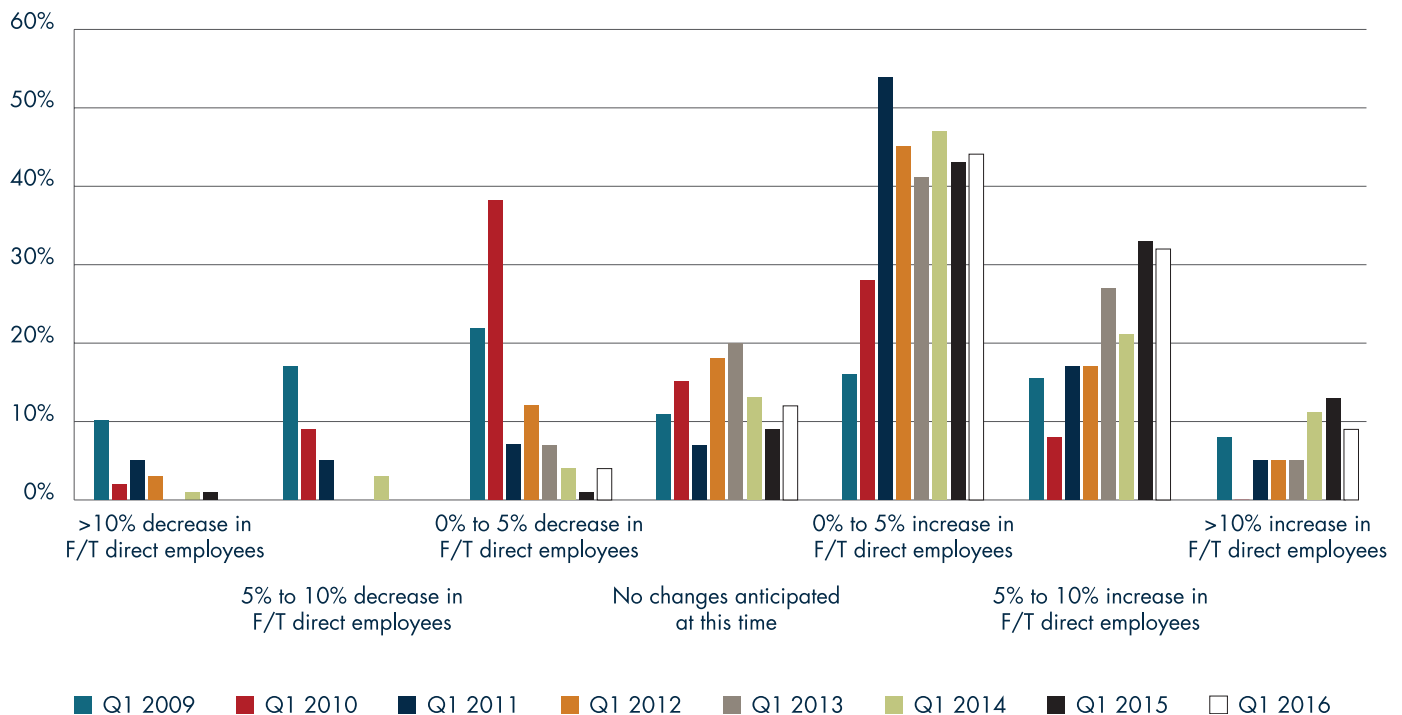
## Current Issues: Employment Outlook for 2016

As we have seen for the past few years, design and construction firms are seeking to hire skilled employees as well as younger people with a desire to learn. In some areas of the country or for particular skills, the need is bordering on desperate. In fact, the lack of skilled workers is a limiting factor for many firms in two important ways. Firms are reluctant to take on new work, because they do not have the people to perform the project in a timely fashion. At the same time, increasing wage levels restrain profitability.

One of the most important considerations for hiring in the past six years has been hiring when “current staff begins to be consistently over full work capacity.” Those who bucked this trend and hired in anticipation of growth now find their workforce in better shape for current business levels. However, considering that labor is one of the highest costs in construction, it is not hard to see why contractors were reluctant to add people with the recession still in recent memory. Overall plans aside, those with exceptional construction industry skills are always welcome. Also notable this quarter is the growing concern to have people in place for management succession plans, as many top executives who tabled succession plans during the recession now have growing concerns for the future management of their companies.

### EXHIBIT 3

What changes do you foresee in the number of salaried employees in your organization for 2016?  
(Excluding natural attrition, retirements, etc.)

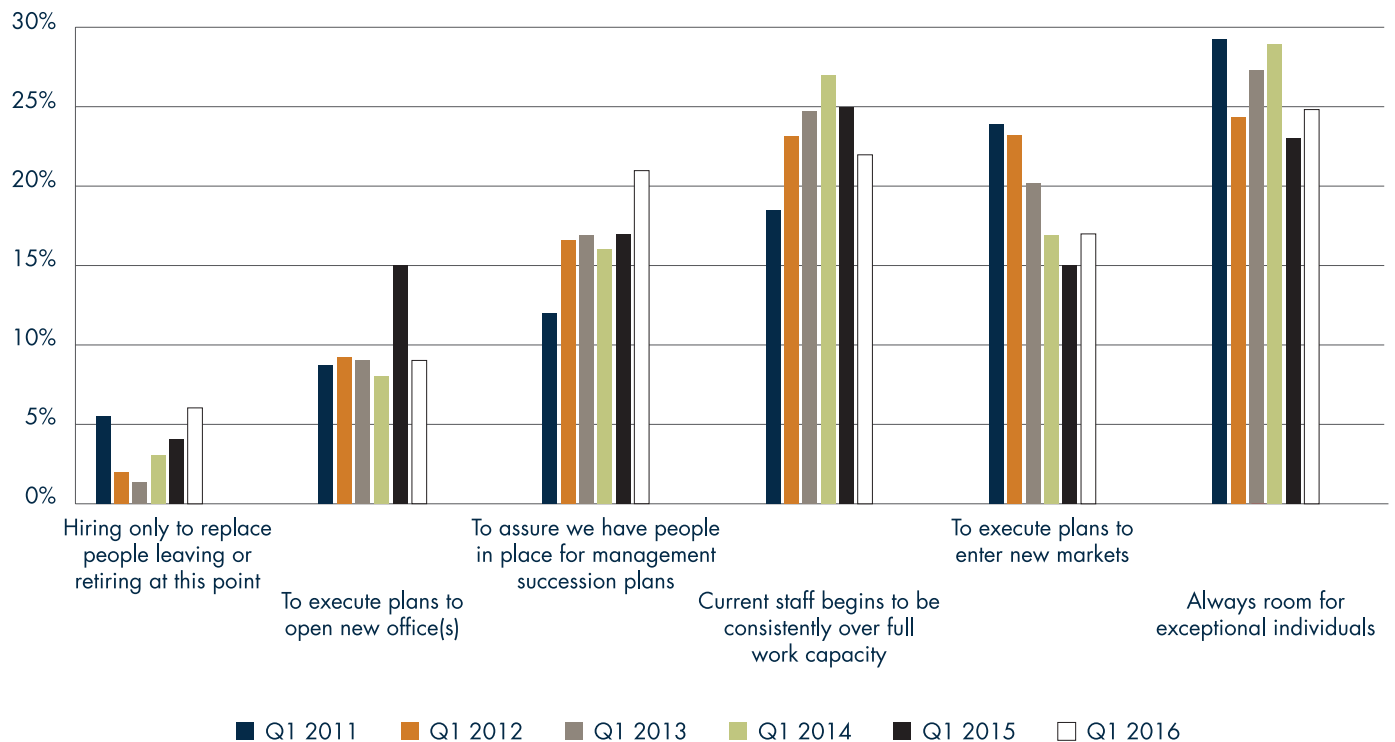


## Comments on planned staff changes for 2016:

- Any slowdown in market opportunities would have a relatively immediate impact on hiring activity.
- At full staff and no change anticipated.
- Design business is growing, leading to staff additions. Expanding business in certain markets like Southern California and New England will require certain staff and field-level positions to be filled.
- Intense competition for mid- and senior-level talent in A/E markets.
- Keep up with our growth plans and projections. We will have real needs in both craft and professional staff.
- Major adjustments will be required to react to the drop in oil prices and commodities, all of which significantly negatively impact our industrial and heavy civil sector.
- Some natural growth and some M&A growth.
- We are a growth-from-within firm, so we are consistently hiring new people.

### EXHIBIT 4

What are your key considerations or criteria for hiring for salaried employees in the coming year?



## Current Issues:

### Top Business Challenges for 2016

It comes as no surprise that the top business challenge for 2016 continues to be hiring talented people. In fact, hiring talented people is closely related to three other top challenges for 2016: the rising cost of labor, increasing productivity and finding profitable work. Of course, these are constant challenges in the industry, but the degree of difficulty has gone up in recent years.

Another growing top concern for construction executives that appears to be intractable these days is the uncertainty in the direction of government, especially involving issues that directly affect the economy. Federal government gridlock, questions about immigration, government spending levels, regulatory burdens and decisions about how to reduce deficits are among the many uncertainties in the direction of government. In addition, those are just the concerns in our own government. What is going on in China, Japan, Russia, Brazil and a whole league of national economies, like the EU, affects U.S. construction plans. If you like challenges and risk, you won't have to look hard to find them in the construction industry this year.

#### EXHIBIT 5

What do you expect to be the biggest challenges for your business in 2016?

	1= Lowest challenge	2	3	4	5= Highest Challenge
Hiring talented people	2%	4%	17%	43%	34%
Finding profitable work in your market(s)	0%	15%	35%	37%	13%
Dealing with changes in health care insurance coverage	24%	39%	29%	8%	0%
Increasing productivity	4%	11%	43%	33%	9%
Rising cost of labor	12%	22%	43%	22%	2%
Rising cost of materials	21%	40%	33%	6%	0%
Potential for inflation	22%	44%	26%	8%	0%
Foreign competition entering your market(s)	22%	38%	24%	16%	0%
Domestic competition entering your market(s)	12%	29%	35%	25%	0%
Reduced construction/engineering budgets for federal, state and local municipalities	12%	35%	22%	24%	8%
Uncertainty of the direction of government, especially regarding decisions directly affecting the economy	4%	24%	33%	26%	13%
Entering new markets	4%	32%	32%	26%	6%

#### Comments on biggest challenges for 2016:

- Craft and rising interest rates would surely be on the list, but currently more concerned about what is going on in other countries and how that will affect our economy.
- Longer-term, succession plans for keeping the company private and independent.
- Low oil prices and the impact on endowed funded projects.
- Sales are not the problem. Making adequate margin on projects and mitigating risks/avoiding litigation are increasingly challenging.
- The talent shortage is causing some extreme salary requests.



## Current Issues: Growth Outlook for 2016

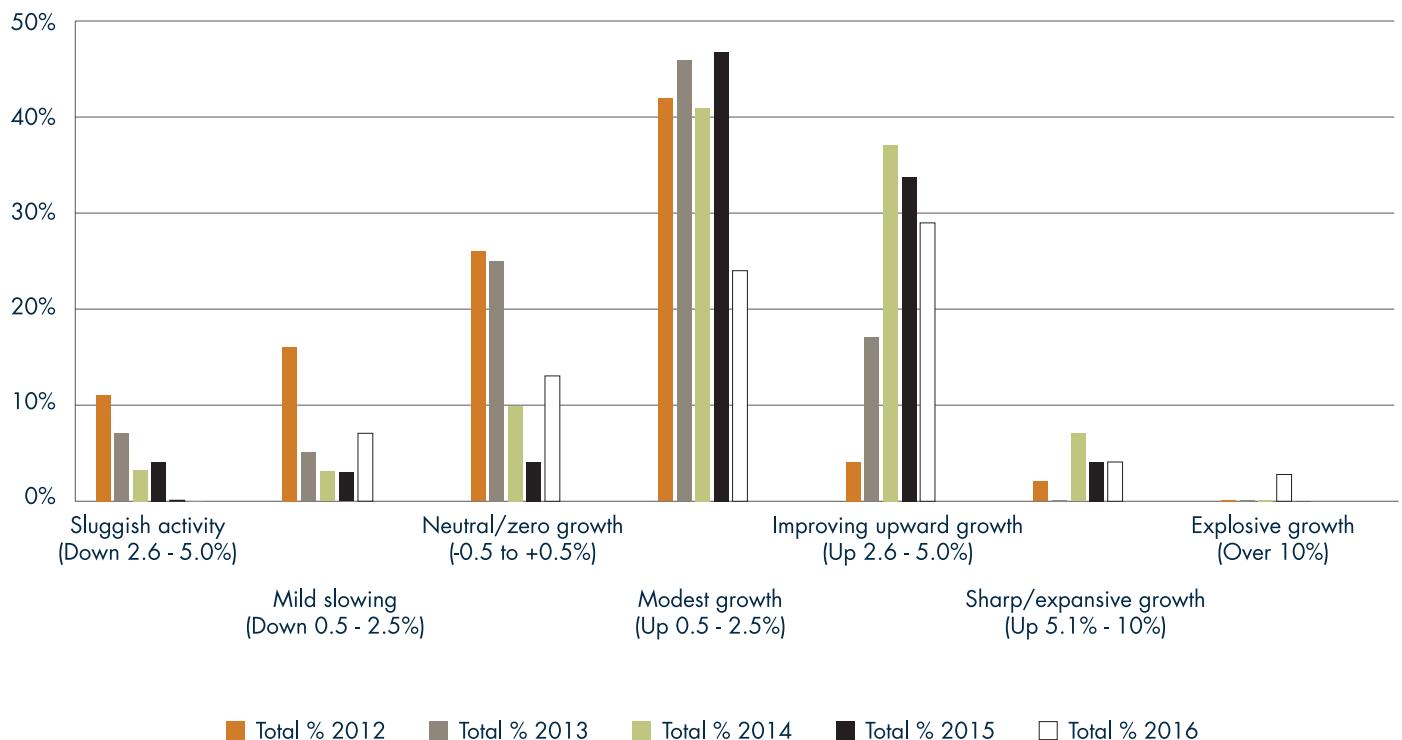
Since 2012, we have asked respondents to estimate growth for the construction industry in the coming year. Compared to the FMI's construction forecast results and outlook, each year construction executives have largely proven to be conservative in their estimates. We hope that they are again conservative in their outlook, but as they say, past performance does not guarantee future results. With that disclaimer, we find that the CIRT members answering our survey this quarter are predicting slower growth for 2016 than they had for 2015. Although the growth for the construction industry is likely to outpace GDP again in 2016, the economic horizon is still a bit foggy:

Booked backlog supports another record in revenue, but sustaining the backlog to continue supporting the over-a-billion-dollars-in-revenue world may get more challenging with the combination of any slowdown in commercial, technical and academic expansion and continued arrival of new local, national and international competitors into our robust market in the California.

For several respondents, the concern is not just how much growth to expect, but whether their companies will be able to perform the new work profitably in what is still a highly competitive market. "Plenty of opportunities, we are controlled by capacity as our biggest constraint." That there is a wide range of projections is symptomatic of an industry that serves many markets and geographies. For instance, those companies working in the "oil patch" are looking for business, while those who work in major metropolitan areas like New York City or San Francisco have growing backlogs.

### EXHIBIT 6

Construction activity for 2015 will finish around 10% higher than 2014. What do you predict in terms of overall construction for put in place levels in 2016?



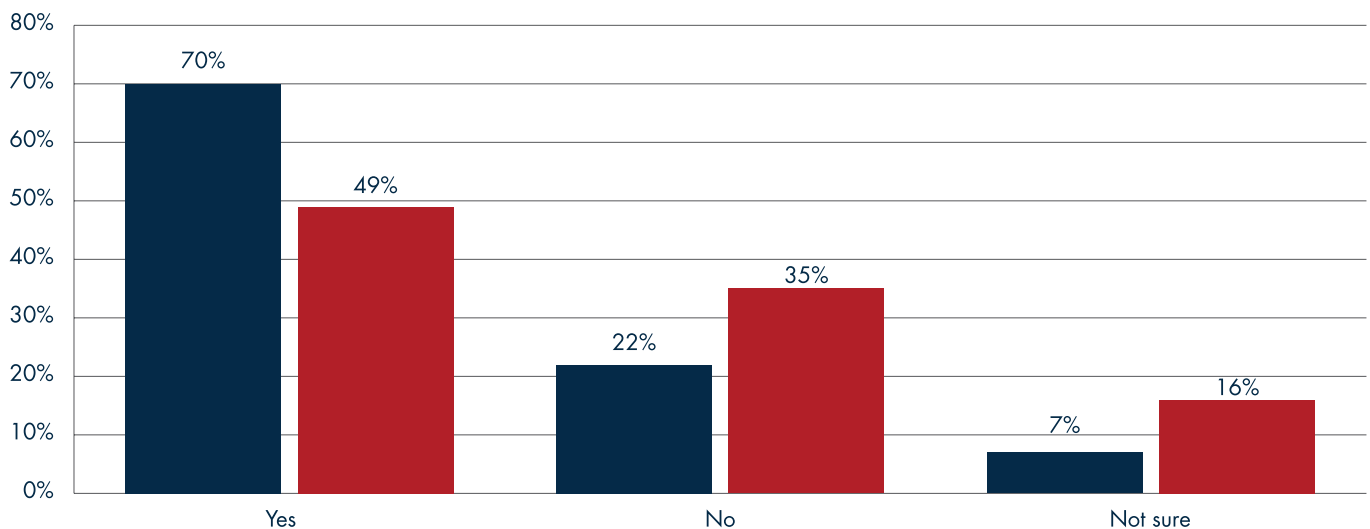
## Current Issues:

### Proposed Changes to the Fair Labor Standards Act ("FLSA"):

Looking at an issue that could affect labor costs in the coming year, we asked panelists to weigh in on the Department of Labor's proposed rule on the amount of pay/threshold an "exempt" worker must be paid to be considered a "salaried" employee. If these changes take place, the salary threshold for employees exempt from overtime will increase. According to our results, 70% of respondents said they were aware of the new DOL rule, and 49% of those expect it will affect the employees in their firm, while 35% expected no changes in their firms. Perhaps those that might most benefit from these results are the firms that have not been much aware of the potential new rules or changes. Nonetheless, of those who are somewhat aware of the potential changes, the overwhelming majority (85%+) expect less than 5 percent of their employees will be affected by it [with over half (51.1%) falling between 1 and 5 percent.] Similarly, 44% don't expect the new rule to significantly change their labor concerns; however, a significantly large 26% do expect it to increase the cost of labor. Maybe the most disheartening result is the belief that more than 1 in 8 (some 13%) of the young professionals in our firms will have their morale and/or professional growth "reduced" by the arbitrary DOL rule. The bottom line for this inquiry is that it is better to be aware of the potential changes and their outcomes than to be surprised at new rules when enacted.

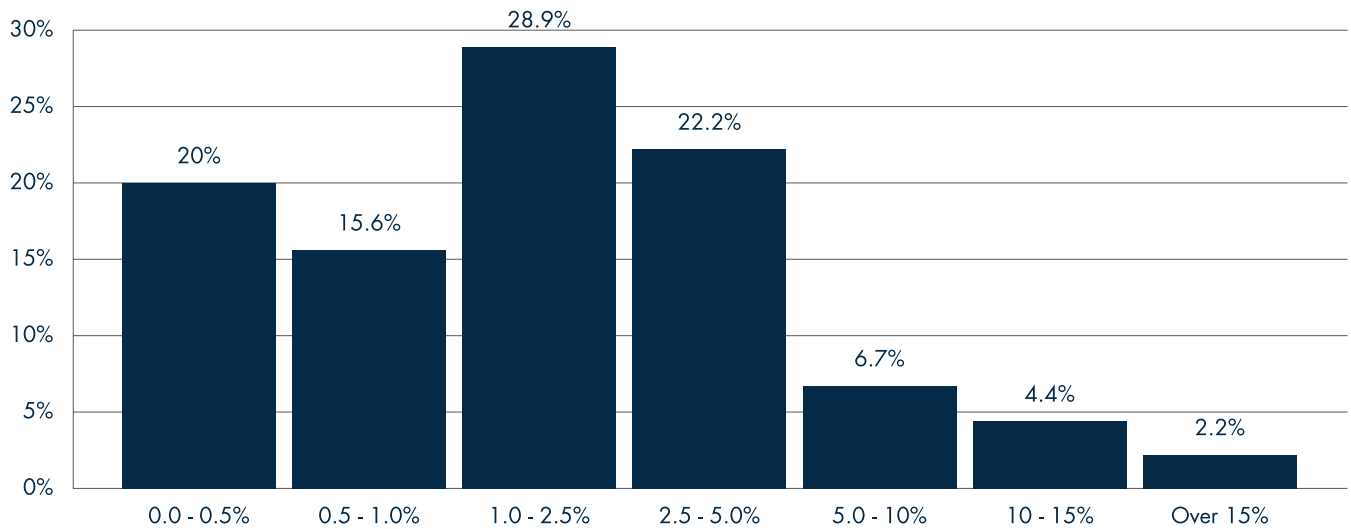
#### EXHIBIT 7

Concerning the Department of Labor's new rule on the amount of pay/threshold an "exempt" worker must be paid to be considered a "salaried" employee.



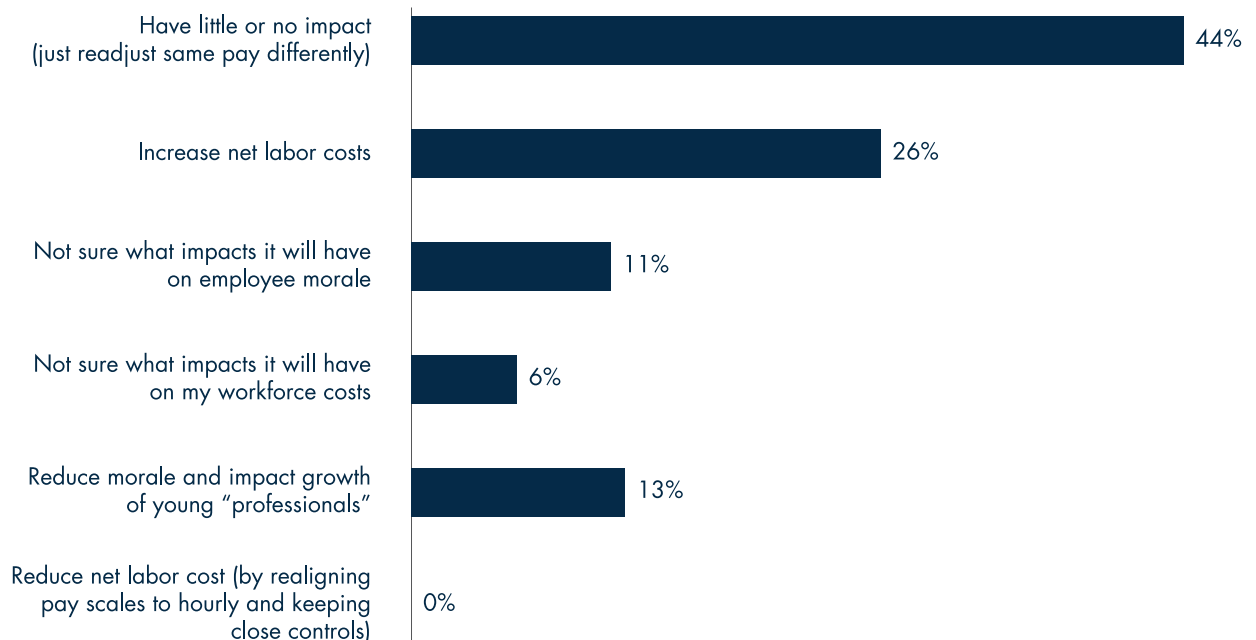
## EXHIBIT 8

Considering your current understanding of the proposed rule, approximately what percentage of your workforce may be impacted?



## EXHIBIT 9

What changes do you expect the Department of Labor's proposed pay/threshold rule to have in your firm?



## EXHIBIT 10

### CIRT Sentiment Index Components Detail by Market Sector

	Overall Quarter 4 for 2015				Overall Quarter 1 for 2016			
	Improving Over Last Quarter	Remains the Same as Last Quarter	Worse Compared with Last Quarter	CIRT Sentiment Index Component Results for Q4 2015	Improving Over Last Quarter	Remains the Same as Last Quarter	Worse Compared with Last Quarter	CIRT Sentiment Index Component Results for Q1 2016
<i>Business Outlook/Three Months</i>								
Commercial	25.9%	70.4%	3.7%	61.1	20.8%	62.5%	16.7%	52.1
Education	19.4%	75.0%	5.6%	56.9	31.0%	69.0%	0.0%	65.5
Health Care	33.3%	66.7%	0.0%	66.7	27.6%	72.4%	0.0%	63.8
Lodging	32.3%	61.3%	6.5%	62.9	13.0%	65.2%	21.7%	45.7
Manufacturing	36.0%	60.0%	4.0%	66.0	14.3%	66.7%	19.0%	47.6
Office	25.7%	62.9%	11.4%	57.1	20.0%	66.7%	13.3%	53.3
Industrial / Petrochemical	22.2%	55.6%	22.2%	50.0	19.0%	42.9%	38.1%	40.5
Transportation-Related	16.1%	74.2%	9.7%	53.2	29.0%	61.3%	9.7%	59.7
Public Works / Heavy/Civil	10.7%	78.6%	10.7%	50.0	25.0%	64.3%	10.7%	57.1
Other	60.0%	30.0%	10.0%	75.0	25.0%	75.0%	0.0%	62.5
<i>Business Outlook/One Year</i>								
Commercial	25.9%	74.1%	0.0%	63.0	29.2%	45.8%	25.0%	52.1
Education	27.8%	69.4%	2.8%	62.5	41.4%	58.6%	0.0%	70.7
Health Care	41.7%	55.6%	2.8%	69.4	31.0%	62.1%	6.9%	62.1
Lodging	38.7%	58.1%	3.2%	67.7	21.7%	60.9%	17.4%	52.2
Manufacturing	32.0%	64.0%	4.0%	64.0	20.0%	55.0%	25.0%	47.5
Office	28.6%	57.1%	14.3%	57.1	23.3%	60.0%	16.7%	53.3
Industrial / Petrochemical	38.9%	44.4%	16.7%	61.1	15.8%	42.1%	42.1%	36.8
Transportation-Related	35.5%	54.8%	9.7%	62.9	48.4%	48.4%	3.2%	72.6
Public Works / Heavy/Civil	35.7%	53.6%	10.7%	62.5	42.9%	50.0%	7.1%	67.9
Other	70.0%	10.0%	20.0%	75.0	25.0%	75.0%	0.0%	62.5
<i>Business Outlook/Three Years</i>								
Commercial	25.9%	66.7%	7.4%	59.3	22.7%	50.0%	27.3%	47.7
Education	36.1%	47.2%	16.7%	59.7	25.9%	55.6%	18.5%	53.7
Health Care	45.7%	40.0%	14.3%	65.7	25.0%	60.7%	14.3%	55.4
Lodging	22.6%	58.1%	19.4%	51.6	40.9%	22.7%	36.4%	52.3
Manufacturing	24.0%	68.0%	8.0%	58.0	16.7%	50.0%	33.3%	41.7
Office	25.7%	65.7%	8.6%	58.6	14.3%	46.4%	39.3%	37.5
Industrial / Petrochemical	55.6%	33.3%	11.1%	72.2	38.9%	38.9%	22.2%	58.3
Transportation-Related	58.1%	32.3%	9.7%	74.2	70.0%	30.0%	0.0%	85.0
Public Works / Heavy/Civil	60.7%	21.4%	17.9%	71.4	60.7%	39.3%	0.0%	80.4
Other	40.0%	30.0%	30.0%	55.0	25.0%	75.0%	0.0%	62.5

#### CIRT Index Scores

> 50 indicate growth (better)  
< 50 indicate slowing (worse)

\* A note on the use of the diffusion index: Do not interpret diffusion index values in the same manner as averages, because a simple increase or decrease in a diffusion index does not necessarily imply an improving or declining result. For example, if a diffusion index moves from 31 last quarter to 35 this quarter, it does not imply the market has improved. A reading greater than 50 indicates improving or expansion, 50 indicates remaining the same, and lower than 50 indicates worse or contracting. Therefore, if a reading goes from 31 to 35, then the result still implies a decline from the previous quarter, because 35 is lower than 50; but the decline is not as great as the previous decline, because 35 is greater than 31. As another example, if the diffusion index changes from 31 to 65, it implies improvement over the previous quarter, not because 65 is greater than 31, but because 65 is greater than 50.

**EXHIBIT 11****CIRT Sentiment Design Index Components — Business Outlook Summary**

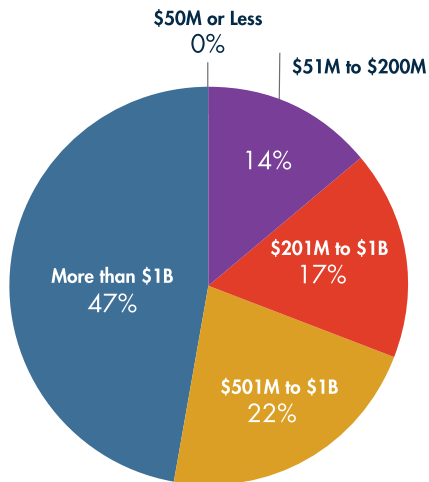
	Quarter 4 for 2015				Quarter 1 for 2016			
	Improving Over Last Quarter	Remains the Same as Last Quarter	Worse than Last Quarter	Overall Component Score Q4 2015	Improving Over Last Quarter	Remains the Same as Last Quarter	Worse than Last Quarter	Overall Component Score Q1 2016
Consulting Planning	46.4%	46.4%	7.1%	69.6	24.0%	68.0%	8.0%	58.0
Pre-design Work	46.4%	50.0%	3.6%	71.4	35.7%	46.4%	17.9%	58.9
Commercial	40.0%	48.0%	12.0%	64.0	31.8%	63.6%	4.5%	63.6
Residential	36.4%	54.5%	9.1%	63.6	12.5%	75.0%	12.5%	50.0
Education	19.0%	66.7%	14.3%	52.4	18.2%	81.8%	0.0%	59.1
Health Care	45.5%	54.5%	0.0%	72.7	28.6%	71.4%	0.0%	64.3
Industrial	12.0%	84.0%	4.0%	54.0	17.4%	65.2%	17.4%	50.0
Transportation	36.0%	52.0%	12.0%	62.0	72.7%	22.7%	4.5%	84.1
Heavy/Civil	29.2%	58.3%	12.5%	58.3	55.6%	44.4%	0.0%	77.8
International	17.4%	69.6%	13.0%	52.2	20.0%	55.0%	25.0%	47.5
Design Firms Index				62.0				61.3

**EXHIBIT 12****CIRT Sentiment Index Components — Comparison of Results: Q2 of 2015 to Q1 of 2016****CIRT Scores**

> 50 indicate growth (better)  
 < 50 indicate slowing (worse)

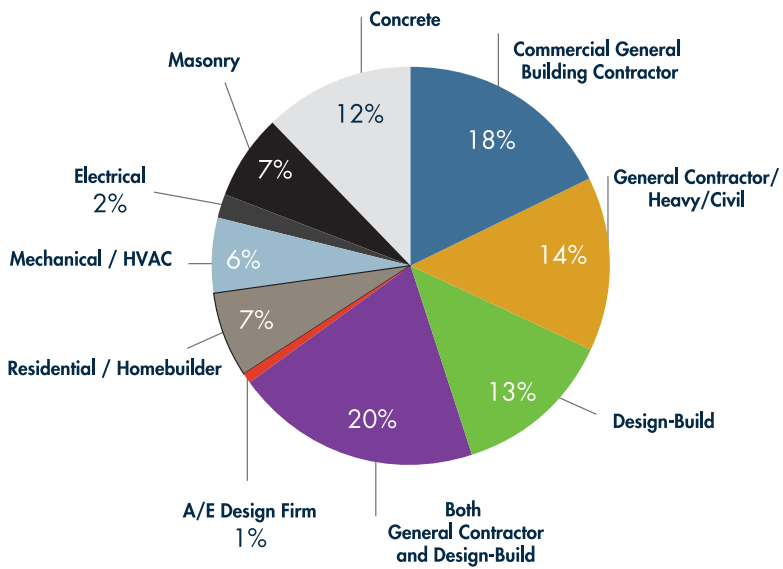
**CIRT Sentiment Index Components — Comparisons of Results:  
Q2 2015 to Q1 2016**

	CIRT Sentiment Index Components Q2 2015	CIRT Sentiment Index Components Q3 2015	CIRT Sentiment Index Components Q4 2015	CIRT Sentiment Index Components Q1 2016
Overall Economy	63.9	65.3	60.7	49.1
Overall Economy Where Panelists Do Business	63.6	64.4	59.5	52.7
Panelists' Construction Business	68.5	66.9	70.6	62.3
Residential Building Construction Market Where Panelists Do Business	65.9	68.3	59.2	56.1
Nonresidential Building Construction Market Where Panelists Do Business	64.4	68.8	60.5	60.5
Cost of Construction Materials	23.0	28.2	29.1	41.2
Cost of Labor	15.3	14.3	16.7	19.8
Productivity	54.9	49.1	49.1	49.0
Expected Change in Backlog	61.1	64.0	61.1	62.5
Approximate Current Signed Backlog in Months	12.0	13.0	12.0	12.0



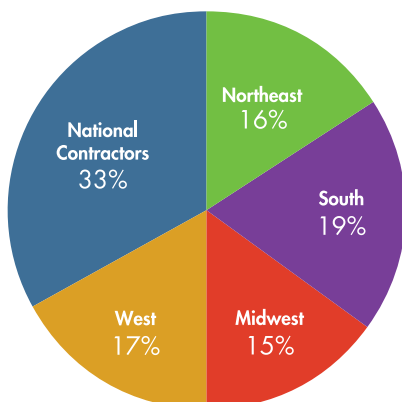
### EXHIBIT 13

Size of the Organization in Annual Revenue



### EXHIBIT 14

Type of Contracting Business



### EXHIBIT 15

Primary Region in Which Panelists Work

## EXHIBIT 16

### CIRT Sentiment Index Results: Q4 2015 and Q1 2016

	CIRT Sentiment Index, Quarter 4 2015				CIRT Sentiment Index, Quarter 1 2016			
	Improving Over Last Quarter	Staying the Same as Last Quarter	Worse Compared with Last Quarter	CIRT Q4 2015	Improving Over Last Quarter	Staying the Same as Last Quarter	Worse Compared with Last Quarter	CIRT Q1 2016
Overall Economy	21.3%	78.7%	0.0%	60.7	15.8%	66.7%	17.5%	49.1
Overall Economy Where Panelists Do Business	22.2%	74.6%	3.2%	59.5	16.1%	73.2%	10.7%	52.7
Panelists' Construction Business	42.9%	55.6%	1.6%	70.6	29.8%	64.9%	5.3%	62.3
Residential Building Construction Market Where Panelists Do Business	26.5%	65.3%	8.2%	59.2	26.8%	58.5%	14.6%	56.1
Nonresidential Building Construction Market Where Panelists Do Business	27.4%	66.1%	6.5%	60.5	26.3%	68.4%	5.3%	60.5
Backlog in Months	High	Median	Low		High	Median	Low	
Approximate Current Signed Backlog	36.0	12.0	6.0		36.0	12.0	4.0	
	Grow faster than last quarter	Stay about the same as last quarter	Shrink compared to last quarter		Grow faster than last quarter	Stay about the same as last quarter	Shrink compared to last quarter	
Expected Change in Backlog	30%	62%	8%	61.1	32%	61%	7%	62.5
	Higher than last quarter	Same as last quarter	Lower than last quarter		Higher than last quarter	Same as last quarter	Lower than last quarter	
Cost of Construction Materials	44%	55%	2%	29.1	29%	59%	12%	41.2
Cost of Labor	67%	33%	0%	16.7	60%	40%	0%	19.8
	Improving over last quarter	Same as last quarter	Declining compared to last quarter		Improving over last quarter	Same as last quarter	Declining compared to last quarter	
Productivity	9%	81%	10%	49.1	4%	90%	6%	49.0

#### CIRT Scores

> 50 indicate growth (better)  
< 50 indicate slowing (worse)

## EXHIBIT 17

### CIRT Sentiment Index Components: Q2 2015 to Q1 2016 Business Outlook Summary by Market Sector

Sector	Results Q2 2015			Results Q3 2015			Results Q4 2015			Results Q1 2016		
	3 Months	1 Year	3 Years	3 Months	1 Year	3 Years	3 Months	1 Year	3 Years	3 Months	1 Year	3 Years
Commercial	68.3	67.2	60.7	63.8	60.3	58.6	61.1	63.0	59.3	52.1	52.1	47.7
Education	57.4	65.7	62.1	62.5	67.7	62.9	56.9	62.5	59.7	65.5	70.7	53.7
Health Care	55.9	66.7	65.6	61.3	66.1	69.4	66.7	69.4	65.7	63.8	62.1	55.4
Lodging	71.0	71.7	60.3	60.3	62.1	60.3	62.9	67.7	51.6	45.7	52.2	52.3
Manufacturing	63.0	67.3	59.6	56.8	61.4	61.4	66.0	64.0	58.0	47.6	47.5	41.7
Office	68.6	64.7	56.1	70.6	65.2	53.0	57.1	57.1	58.6	53.3	53.3	37.5
Industrial / Petrochemical	50.0	64.3	76.2	50.0	55.8	71.2	50.0	61.1	72.2	40.5	36.8	58.3
Transportation-Related	53.4	60.7	70.4	57.6	63.6	69.7	53.2	62.9	74.2	59.7	72.6	85.0
Public Works / Heavy/Civil	54.2	56.5	65.2	57.1	55.9	66.2	50.0	62.5	71.4	57.1	67.9	80.4
Other	50.0	75.0	100.0	60.0	58.3	75.0	75.0	75.0	55.0	62.5	62.5	62.5





# About FMI

Founded in 1953 by Dr. Emol A. Fails, FMI is the leading management consulting, investment banking<sup>†</sup> and people development firm dedicated exclusively to the engineering and construction industry. FMI professionals serve all sectors of the industry and combine more than 60-plus years of industry context and leading insights to achieve transformational outcomes for our clients. We have subject matter experts in the following practice areas and serve clients throughout the U.S., Canada and internationally:

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