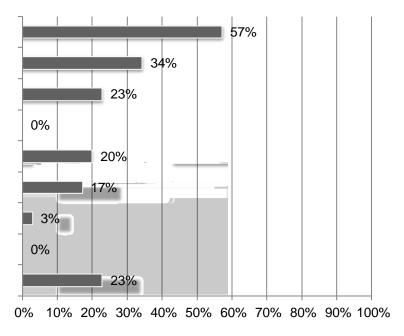
Montana 2023 Construction Outlook SurveyResults

Total Responses: 3 Besponses varied for some questions. Percentages are based on responses to each question and may not sum to 100 due to rounding.

1. Compared to 2022, do you expect the available dollar value of projects you compete for in 2023 to be higher/lower/about the same? (answer for all market areasniwhich your business operates)

2. What percent changedo you expect in youheadcount in 202? Responses35



3. How would you describe your current situation in filling salaried and hourly craft positions? Responses35

4. Do you expect any changes in the availability of hourly craft or salaried personnel over the coming 12 months?Responses35

5. What changes did your firm make in pay or benefits in 2022? (mark all that apply)ponses34

6.

7. Do you anticipate purchasing/leasing new work vehicles or equipment in 20283ponses35

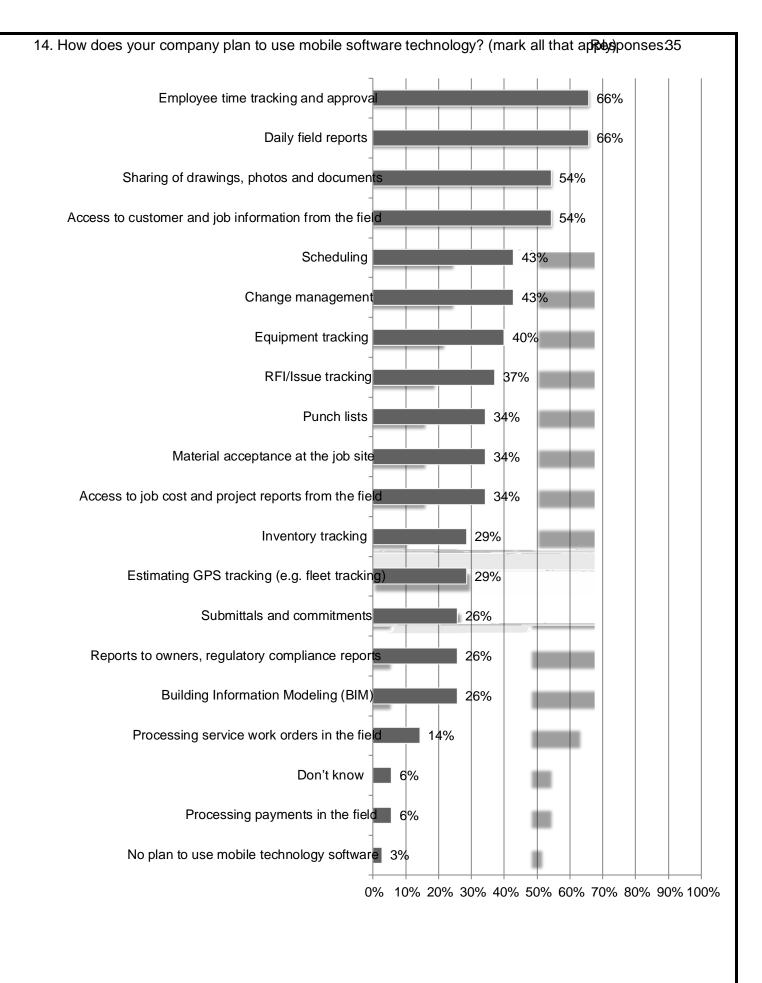
8. What difference, if any, has the Infrastructure Investment and Jobs Act of 2021 (the "Bipartisan Infrastructure Law") made to your business Responses 35

9. Did an owner postpone or cancel any projects that were scheduled to start in 2022 or 2023? (mark all that apply)

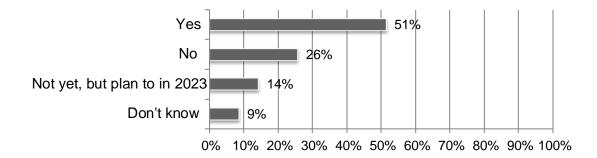
10. If projects were postponed or canceled, what was the main reas & esponses 30

11. What are your biggest concerns for 2023? (mark all

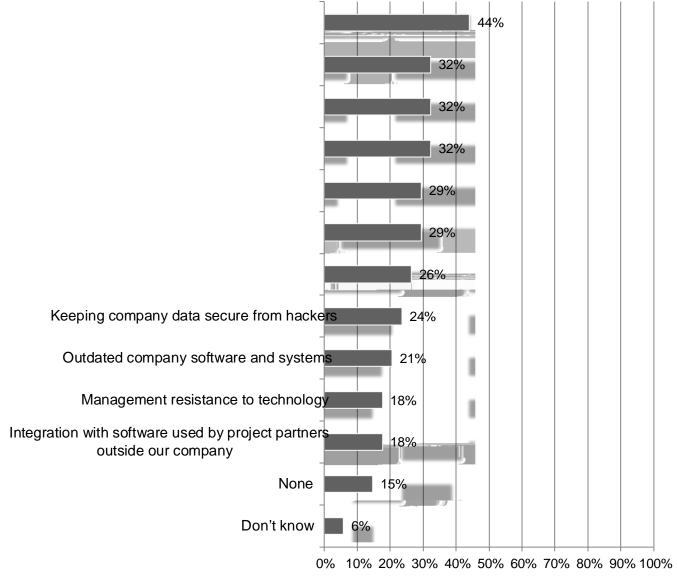
12. What challenges, if any, do you see regarding the safety and health of your firm's workers? (mark all that apply) Responses30

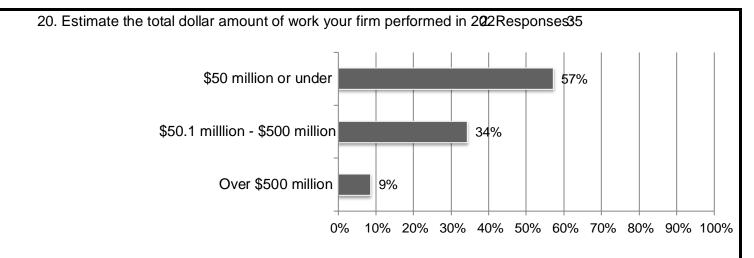


15. Does your firm currently have a formal IT plan to support yoursiness objectives Responses35



16. What are your biggest IT challengesmark all that applyResponses34





21. How many total employees does your firm employ at all of its locations? Respon36s:

