

Hiring Plans for 2011

When we asked panelists about their expectation for hiring in 2009, we were not too surprised to learn most expected to downsize at the height of the recession. Nonetheless, the amount of staff reduction was alarming. In 2010 we saw more of the same, as industry employment dropped by 20% or more since the beginning of the recession. In 2011 we can expect some pockets of downsizing to continue, but the downward trend for employment is beginning to show definite signs of reversal, as 54% of panelists expect to increase full-time, salaried staff by up to 5% in 2011, and 17% expect to add up to 10% more salaried staff.

The signs that the industry is hiring more than firing bode well for the turnaround. However, new hiring is by no means a move just to increase the number of warm bodies on staff, as it seemed to be back in the boom times. It also does not mean all those let go will just return to work; some may have found work elsewhere or stopped looking for work by now. Of planned new hires, only 17% are expected to be rehires. Even if business does not pick up as fast as some expect, 29% of our panelists said there is always room for exceptional individuals. New hiring will be for very specific positions, adding staff due to plans to enter new markets (24%), and only when the current staff is consistently at or above 100% capacity, according to (18%) of panelists, or assuring the right people are in place for management succession plans (12%).

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Infrastructure Job Creation and Economic Activity

Construction Industry Round Table

Introduction

Contentions regarding the job creation and economic activity stimulated from infrastructure expenditures have been studied for some time by a number of independent and even government entities over the years. And while the findings are not always 100% consistent, they are all in agreement that some level of job creation and economic activity is "supported" by infrastructure expenditures.

Red Tape's Impact on Jobs

Applying the cost findings in Attachment A to the FHwA federal government study on the number of construction workers that are directly affected or "supported" by \$1.0 billion in spending results in a rough approximation of the dilatory impact red tape has on jobs.

11,921 jobs per \$1.0 billion in spending = <u>941,759 jobs</u>

affected (or are lacking support) due to regulatory "red tape." [That is: 10% of \$790 billion dollars in overall Jan.'11 construction spending, or 79 x 11,921].

Even if one assumes a very conservative estimate as to the exact number of jobs <u>not</u> being supported (or possibly created) it still amounts to potentially 100s of thousands of positions that could have been sustained in a more efficient atmosphere.

Unfortunately, the costs due to regulatory inefficiencies are <u>not</u> isolated to only public sector projects – but, have spread into even *private* sector work that has been burdened with similar "red tape" in order to meet the requirements of government. [See, Exhibit 6, Attachment A for details].

USDOT/FHwA Study

"Employment Impacts of Highway Infrastructure Investment" (Updated 4/2008) is a recent study in which the USDOT/FHwA revised earlier reports by using new computer simulation results from their internal 1997, 2005 and 2007 figures. The new release indicates that the latest estimate of job impacts is **34,779 per billion dollars** (not the earlier USDOT study's 47,500 figure).

| Impacts of \$1,000,000,000 Federal Expenditure with 20% State Share 1997, 2005 and 2007 (2007 dollars) | | | | |
|---|---------------|---------------|---------------|--|
| | 1997 | 2005 | 2007 <u>*</u> | |
| Construction Oriented Employment Income | \$736,704,000 | \$536,053,016 | \$493,517,797 | |
| Construction Oriented Employment Person- Years | 19,584 | 12,572 | 11,921 | |
| Supporting Industries Employment Income | \$278,221,000 | \$240,940,000 | \$218,834,879 | |
| Supporting Industries Employment Person- years | 6,939 | 5,604 | 5,405 | |

| Induced Employment Income | \$681,478,000 | \$685,193,000 | \$615,113,374 |
|------------------------------------|-----------------|-----------------|-----------------|
| Induced Employment Person-years | 21,052 | 18,311 | 17,453 |
| Total Employment Income | \$1,696,406,000 | \$1,462,188,000 | \$1,327,466,049 |
| Total Person-years | 47,500 | 36,488 | 34,779 |

⁻ Preliminary

About the use of the job employment and income figures:

- > The FHWA analysis refers to jobs *supported* by highway investments, not jobs *created*;
- The distinction needs to be made between jobs directly related to highway construction -about one-third of the total jobs – and the supporting industries' and induced employment jobs.









{counter clockwise} I-275 Sunshine Skyway Bridge, FL Blue Ridge Parkway Viaduct, NC Natchez Trace Parkway Arches, TN

LINDA FIGG President/CEO

Figg Engineering Group 424 North Calhoun Street Tallahassee, Florida 32301 Telephone: 850.224.7400 Facsimile: 850.224.7414 LFigg@figgbridge.com

Linda Figg is President/CEO of Figg Engineering Group (FIGG), a family of companies that specializes in creating world-class bridges by blending an engineer's passion with the sensitivity of an artist.

FIGG customers have received 324 design awards for their bridges, including three Presidential Awards through the National Endowment for the Arts: the Sunshine Skyway Bridge, Florida; the Blue Ridge Parkway Viaduct, North Carolina; and the Natchez Trace Parkway Arches, Tennessee. These bridges are pictured on this page. (This national honor has been awarded to only five bridges.)

Linda's father, Gene Figg, founded the firm in 1978. Sharing her father's passion for beautiful bridges, she joined the firm four years after its formation. In March 2002, Linda became President and owner of FIGG, taking over the reins from her father.

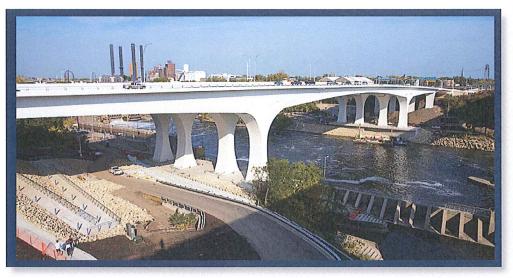
With construction values totaling \$10 billion, FIGG bridges have been completed, are under construction or being designed in 38 states. Many of these extraordinary bridges have set new industry standards in design, technology, materials, constructibility and efficiency. FIGG-designed bridges have been heralded on the covers of over 200 publications, most notably on 13 covers of the prestigious *Engineering News-Record*. FIGG bridges have also been featured on the front page of *USA Today*, and in seven documentaries on The History Channel series (five Modern Marvels shows since 1999) and PBS Nova.

Linda, a Civil Engineering graduate of Auburn University, has over 29 years of experience in leadership and management of bridges from concept through construction on first-of-a-kind bridges. She is experienced in all aspects of bridge development, including design, project management, innovative financing, construction engineering and public involvement. She pioneered the FIGG Bridge Design Charette[™] process for unique community involvement and has facilitated over 200 public workshops for the development of world-class bridges.

Engineering News-Record honored her as one of the 22 Newsmakers of 1998 who served the best interests of the construction industry. ENR described Linda as "a relentlessly energetic diplomat...she also devised an innovative approach that allows local citizens to vote on a preferred bridge design, promoting seldom seen enthusiasm among officials and residents."

CREATING BRIDGES AS ART®

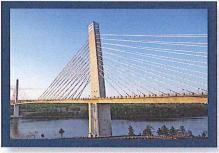


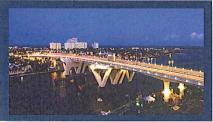












I-35W Bridge, MN Broadway Bridge, FL Mid-Bay Bridge, FL Penobscot Narrows Bridge & Observatory, ME 17th Street Bridge, FL

Innovative financing of bridges that have no money is a specialty of Linda's and the firm. An example is the 3.6 mile long Mid-Bay Bridge in Destin, Florida, that was accomplished without local, state or federal funding or backing. \$81 million was financed solely on the support of tolls for this new corridor projecting 5,000 vehicles per day. Bridge opened in June 1993.

The Broadway Bridge in Daytona Beach, Florida is an example of FIGG's community involvement process for creating an award-winning bridge design. As Project Director, Linda facilitated community design charettes that resulted in signature aesthetic features, leading the *Orlando Sentinel* to describe the bridge as "Daytona Beach's Newest Permanent Art Exhibit". This beautiful, popular work of art has received eight design awards, including the 2002 Gustav Lindenthal Medal at the International Bridge Conference.

Linda's leadership during the community involvement process also helped the Maine Department of Transportation arrive at a unique design for the Penobscot Narrows Bridge & Observatory for this emergency replacement. The multi-story public observatory on top of one 420' tall pylon is the tallest public observatory in the world. The project has received 20 design awards for innovation and aesthetics.

Linda was the Visual Quality Manager for the design of the new I-35W Bridge in Minneapolis. She was responsible for all the visual aspects of the bridge and entire project. The new bridge was designed and built in 11 months. It is a modern concrete bridge that serves as an example for the future of American Bridges. To stimulate interest in bridge design and promote engineering among young people, Linda produced an educational DVD titled *"Big Cable Bridges – How did they do that?"* The video and companion teacher's guide have won five awards for their contribution to the education of children.

Linda served as Chairman of the **Construction Industry Round Table** (CIRT), an advocacy group comprised of 100 CEOs of America's leading engineering, architectural and construction companies; former board member of the American **Road & Transportation Builders** Association; and the Vice-Chairman of the American Segmental Bridge Institute. She received Auburn University's Engineering Achievement Award in recognition of exemplary achievements (2006) and was named in Concrete Construction magazine's list of the most influential people in the concrete industry in 2007.In 2010 Linda was inducted in to the Alabama Engineering Hall of Fame. Linda authored the chapter on bridge aesthetics for the new edition of the **Concrete Construction Handbook** and was the keynote speaker for the Vecellio Distinguished Lecture at Virginia Tech on "Creating Bridges as Art®".

Linda's community service includes Children's Miracle Network Community Board (former president), the Tallahassee Memorial Hospital Foundation Board and the American Heart Association Tallahassee Chapter Board. She is an active volunteer, along with many other FIGG team members, in Habitat for Humanity. The firm has funded and built five homes through the Habitat program.

Committee on Oversight and Government Reform Witness Disclosure Requirement – "Truth in Testimony" Required by House Rule XI, Clause 2(g)(5)

Name: Linda Figg

1. Please list any federal grants or contracts (including subgrants or subcontracts) you have received since October 1, 2008. Include the source and amount of each grant or contract.

None directly with the Federal Government.

Our contracts are with State and Local Governments and Authorities who sometimes use Federal Funding.

2. Please list any entity you are testifying on behalf of and briefly describe your relationship with these entities.

Linda is testifying on behalf of Construction Industry Round Table (CIRT) [IRC 501c(6)] as its elected Chairperson.

3. Please list any federal grants or contracts (including subgrants or subcontracts) received since October 1, 2008, by the entity(ies) you listed above. Include the source and amount of each grant or contract.

See response to 1. above.

l certify that the above information is true and correct.

Signature: Linda Figg

President / CEO Figg Bridge Engineers Date:

March 14, 2011