

BUILDING A STRATEGY

**TO CONFIDENTLY ADDRESS FACILITY
NEEDS IN AN UNCERTAIN ECONOMY**

PRESENTED BY:

JP CULLEN

BAIRD

SPEAKER INTRODUCTIONS



KEVIN MULLEN

BAIRD

DIRECTOR – PUBLIC
FINANCE



JOSH PEARSON

JP CULLEN

VICE PRESIDENT -
PRECONSTRUCTION

AGENDA

1. DEBT REFERENDUM SUMMARY
2. FEDERAL POLICY CHANGES – IMPACT ON THE MARKET
3. CHANGING INTEREST RATE MARKET – BORROWING
4. CHANGING INTEREST RATE MARKET – INVESTING
5. COST INFLATION
6. SUPPLY CHAIN DISRUPTIONS
7. CAUSES/PREDICTIONS
8. RECOMMENDATIONS
9. QUESTIONS

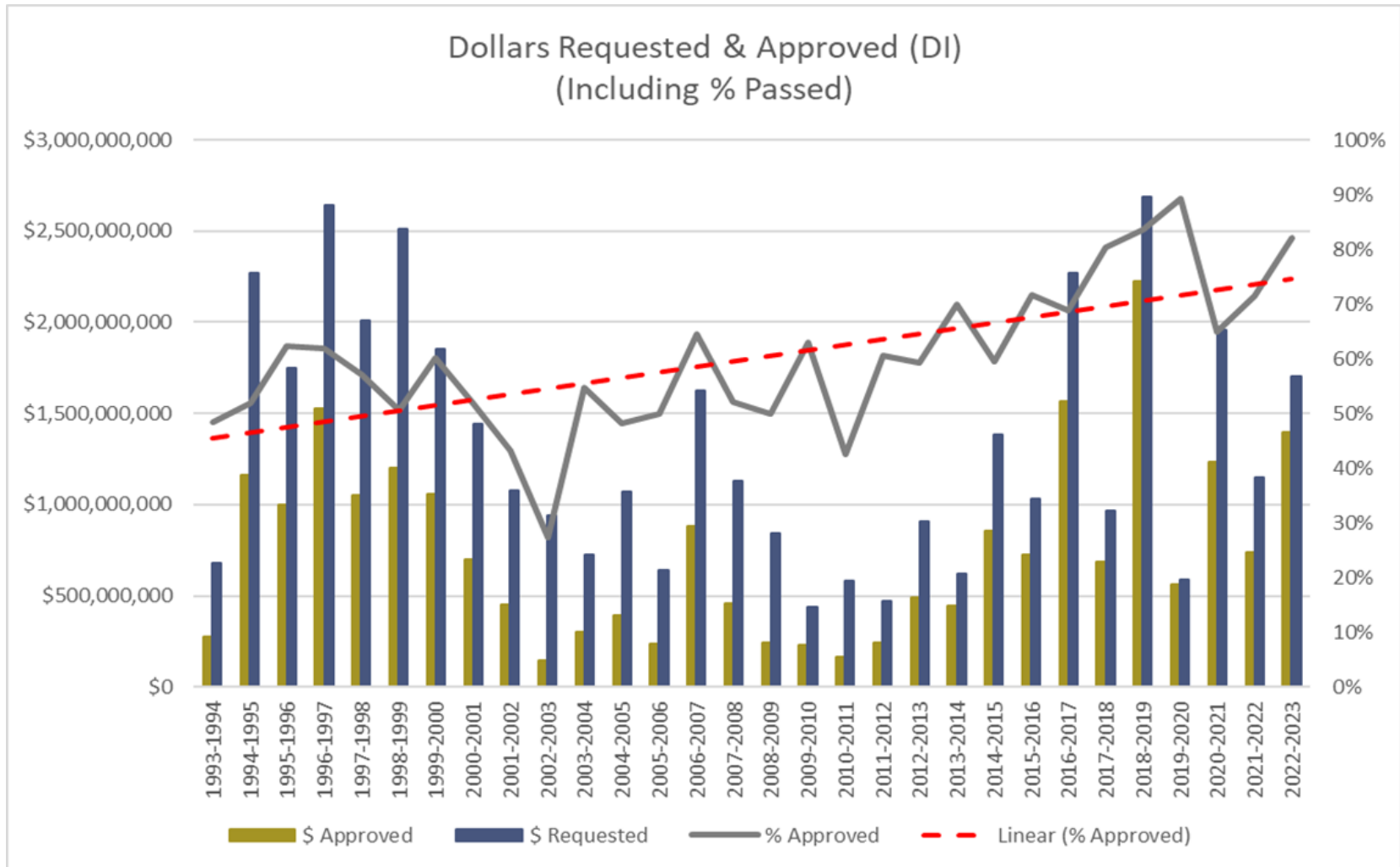
01

DEBT

REFERENDUM SUMMARY

DEBT REFERENDUM HISTORY SINCE 1993-94

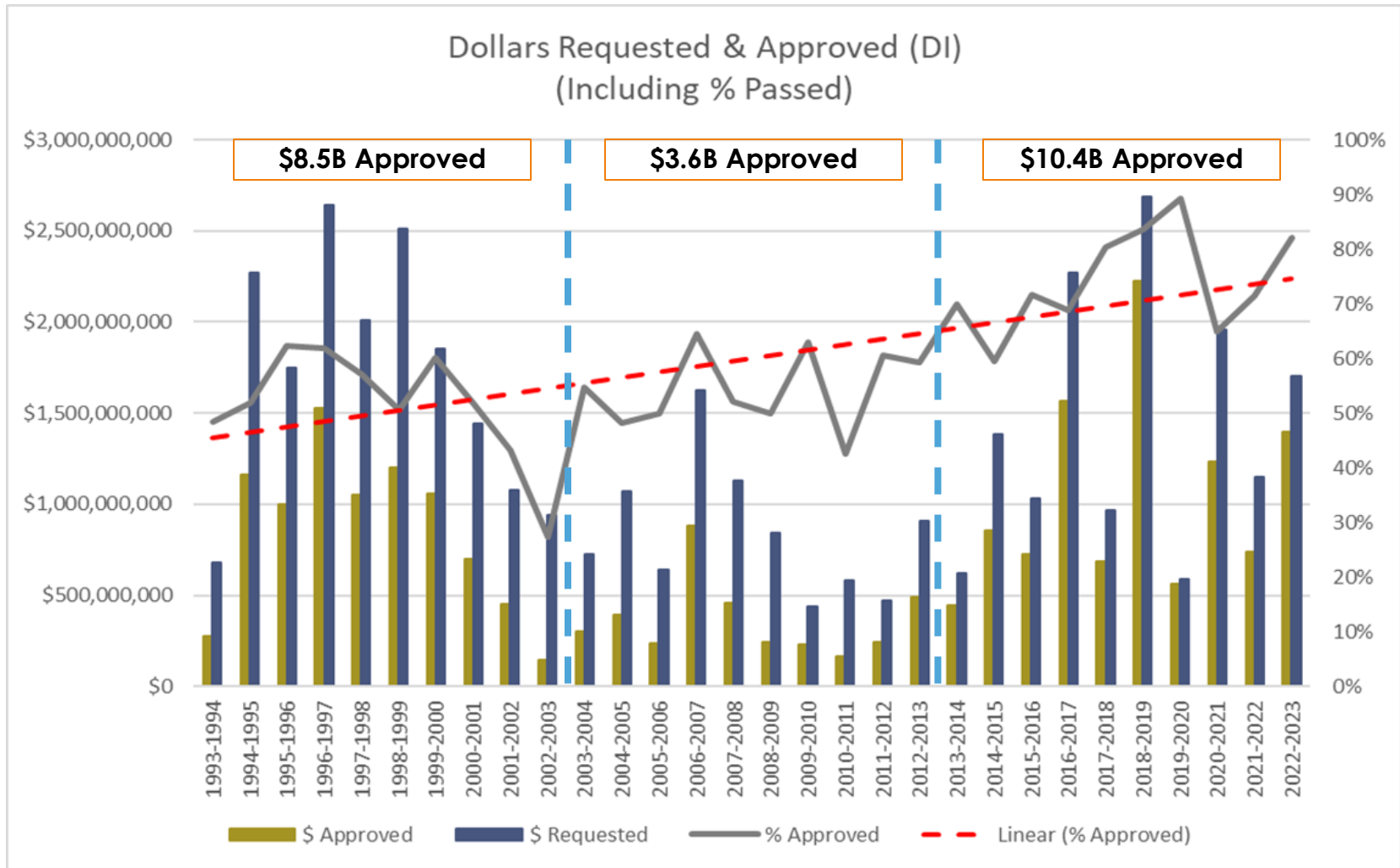
(INFLATION ADJUSTED)



Data and Visual Provided by: Rob Demeuse, School Perceptions
 Inflation adjusted using BLS Inflation calculator 10/2022
 Data Source: DPI Website

DEBT REFERENDUM HISTORY SINCE 1993-94

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DEBT REFERENDUM SUMMARY

SINCE GREAT RECESSION (2008-09)

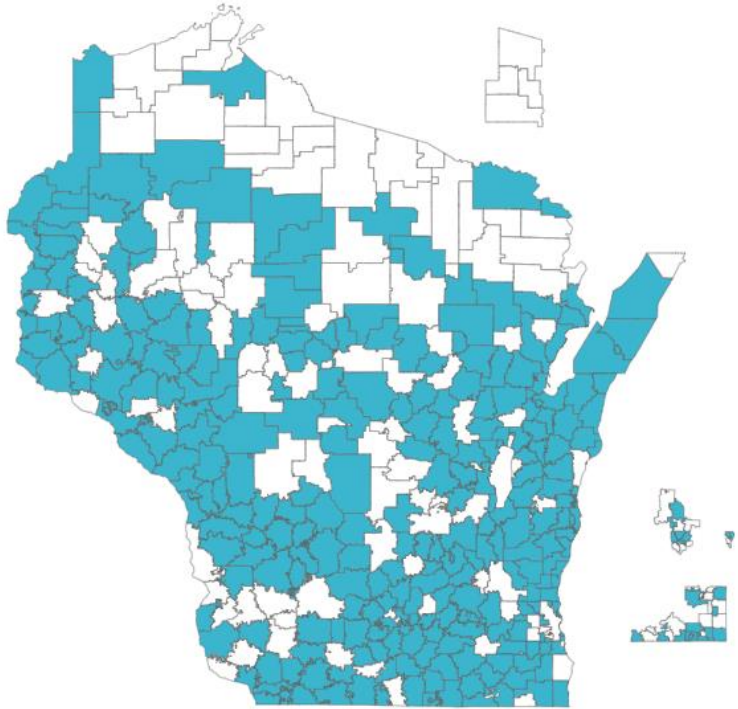
Summary of Debt Authorization totals since 2008-09 (actual amounts, not inflation adjusted):

- 471 approved question since 2008-09
 - Over \$10 billion Authorized in the **past 15 years**
 - This period encompassed two major economic disruptions and many policy changes
 - Provided historically low interest rate environment which allowed rapid debt payoff
 - To begin 2023:
 - \$6.9 BN principal outstanding
 - \$1.9 BN interest outstanding
- Distribution of referendum debt authority varies widely across the state
 - 123 districts (29%) do not have referendum approved debt in 2022-23
 - Table below displays a referendum distribution summary

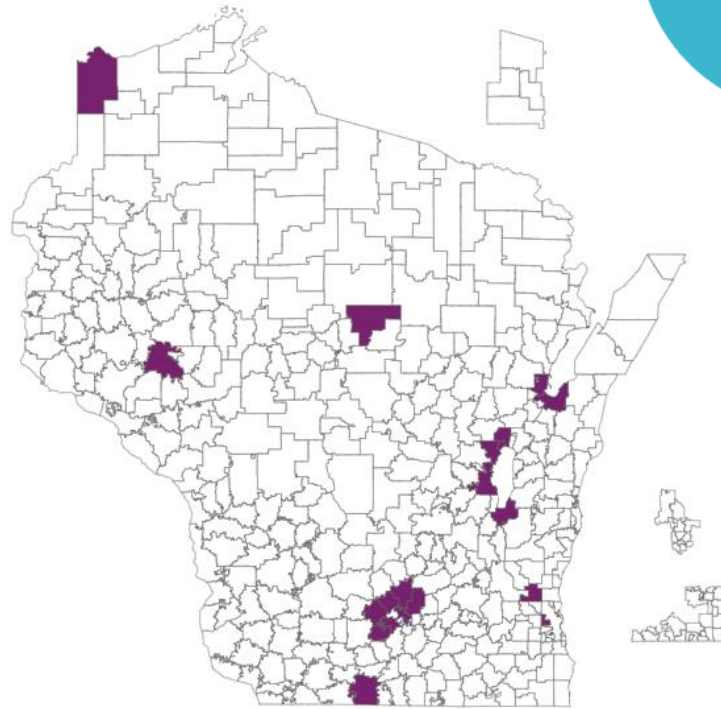
RANGE OF BORROWING AUTHORITY	TOTAL AMOUNT	% OF TOTAL	DISTRICT COUNT IN RANGE	% OF TOTAL COUNT
Over \$300 million	\$ 317MM	3%	1	.21%
\$100MM-\$200MM	\$1,362MM	14%	10	2.12%
\$ 80MM-\$100MM	\$ 834MM	8%	9	1.91%
\$ 50MM-\$ 80MM	\$1,775MM	18%	28	5.94%
\$ 20MM-\$ 50MM	\$3,346MM	33%	109	23.14%
Under \$20 million	\$2,382MM	24%	314	66.67%

DEBT REFERENDUM SUMMARY

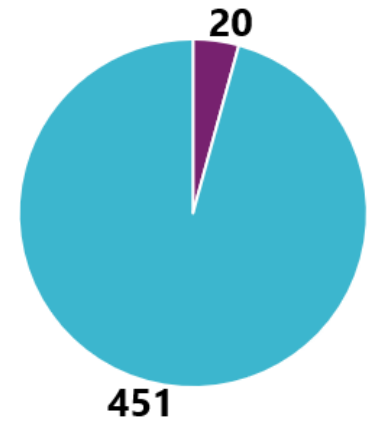
SINCE GREAT RECESSION (2008-09)



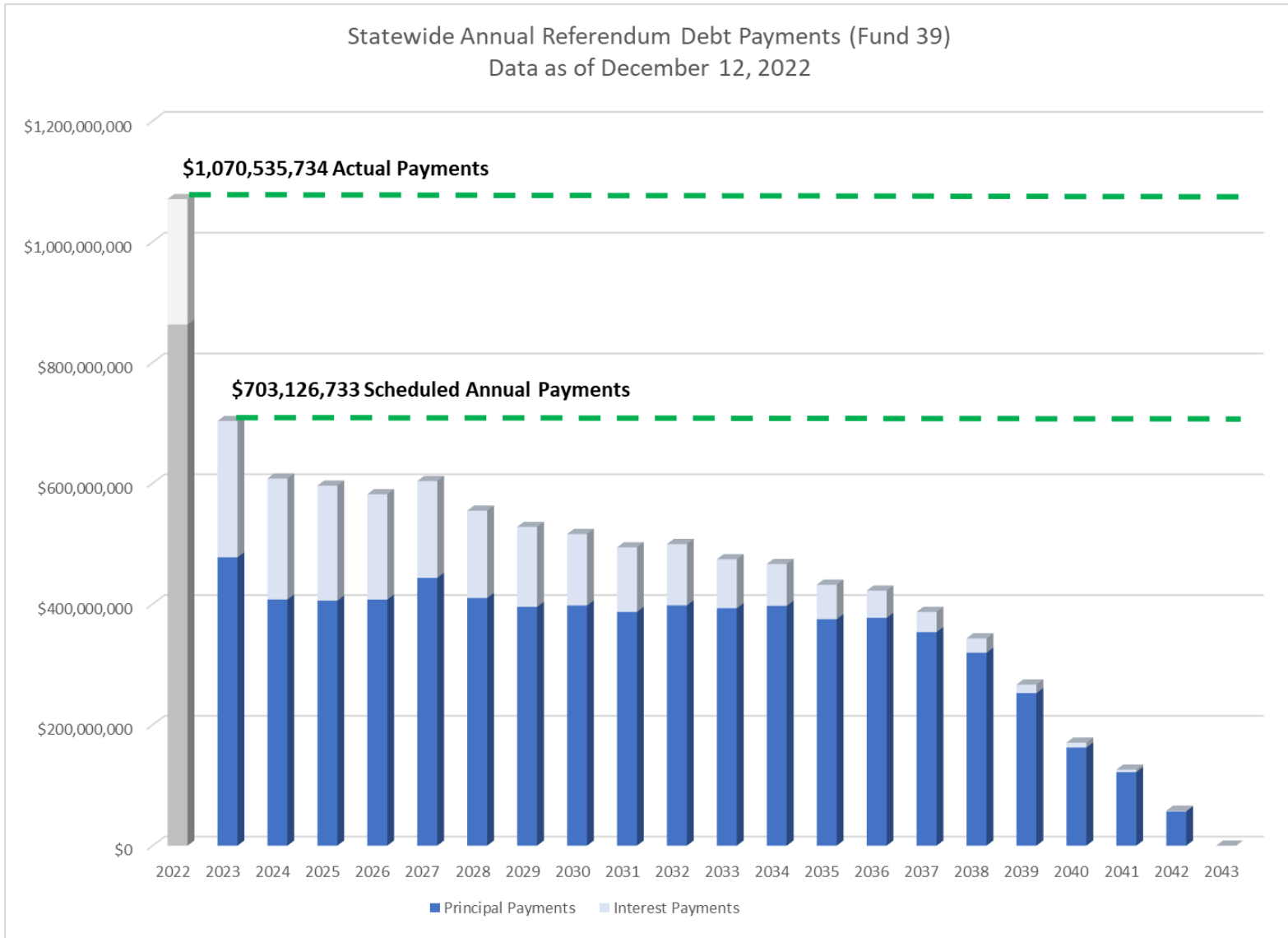
PASSED - UNDER \$80MM



PASSED – OVER \$80MM

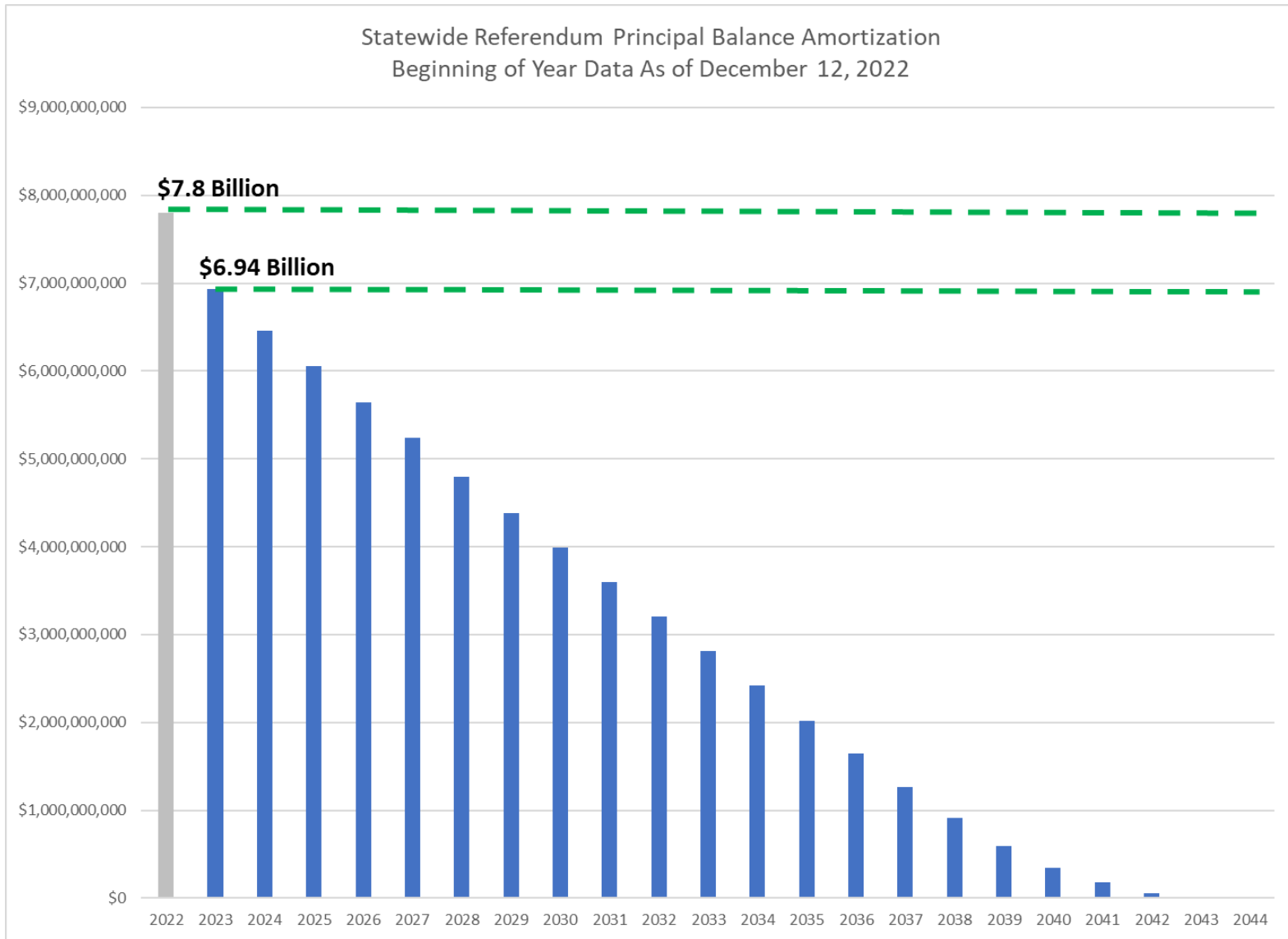


REFERENDUM DEBT SERVICE - STATEWIDE



Data from DPI Website as of 12/12/2022

REFERENDUM PRINCIPAL AMORTIZATION - STATEWIDE



Data from DPI Website as of 12/12/2022

02

FEDERAL

**POLICY CHANGES –
IMPACTS ON THE MARKET**

POLICY AND ECONOMIC CONCEPTS THAT IMPACT INTEREST RATES

**FISCAL POLICY
(CONGRESS)**

TAX & SPENDING
POLICIES

**MONETARY
POLICY
(FEDERAL RESERVE)**

MACROECONOMIC
POLICIES

**RISK-FREE
RATES
(U.S. TREASURY
RATES)**

**ALTERNATIVE
INVESTMENTS
(TAXABLE-EQUIVALENT
YIELDS)**

**SUPPLY &
DEMAND**

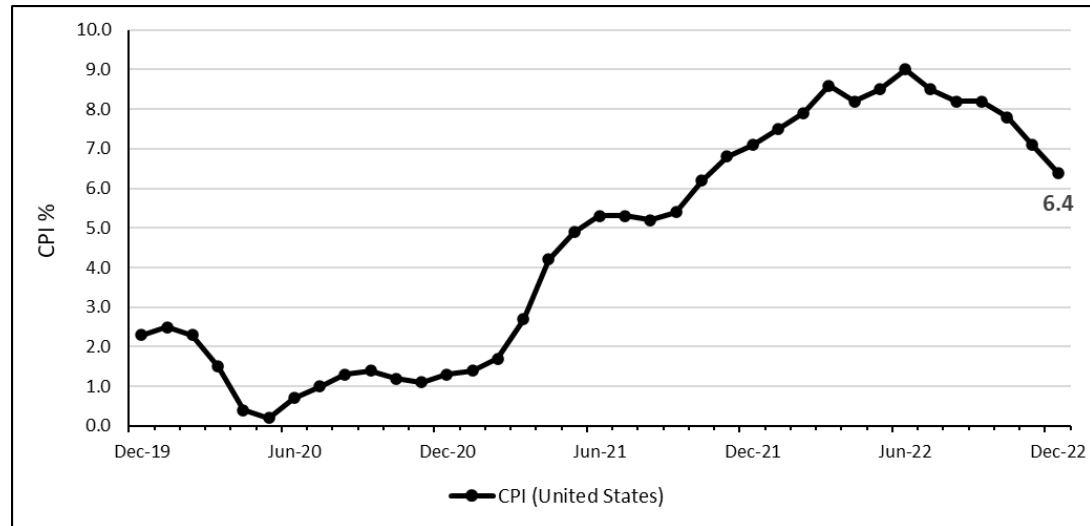
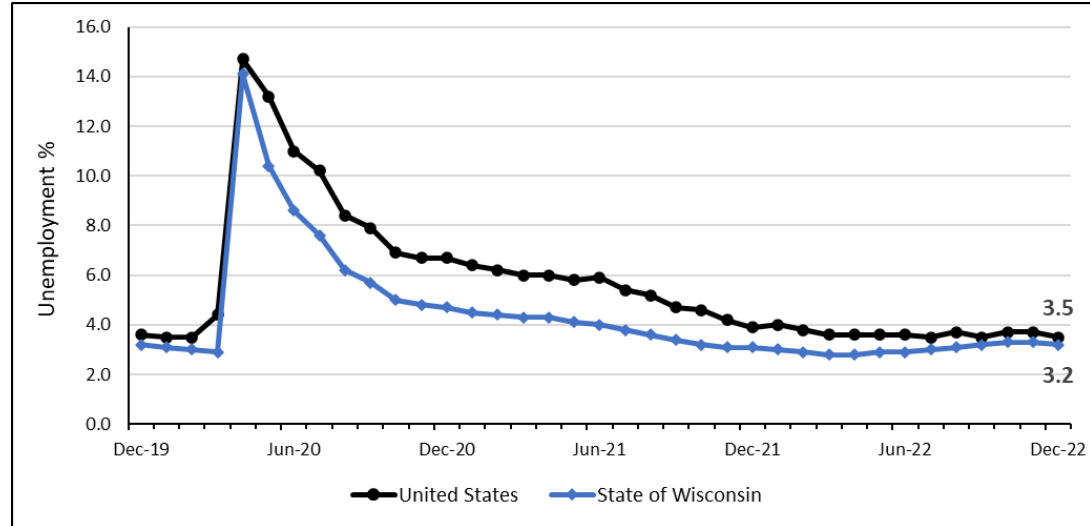
INFLATION

UNEMPLOYMENT & INFLATION

	Unemployment		CPI
	State of Wisconsin	United States	United States
2022 December	3.2	3.5	6.4
2022 November	3.3	3.7	7.1
2022 October	3.3	3.7	7.8
2022 September	3.2	3.5	8.2
2022 August	3.1	3.7	8.2
2022 July	3.0	3.5	8.5
2022 June	2.9	3.6	9.0
2022 May	2.9	3.6	8.5
2022 April	2.8	3.6	8.2
2022 March	2.8	3.6	8.6
2022 February	2.9	3.8	7.9
2022 January	3.0	4.0	7.5
2021 December	3.1	3.9	7.1

Unemployment Data Source: Wisconsin Department of Workforce Development. Data is seasonally adjusted.

CPI Data Source: U.S. Bureau of Labor Statistics. Data is seasonally adjusted.



FEDERAL POLICY EXAMPLES

FISCAL (SET BY CONGRESS)

- Federal income tax exemption
 - Targeted for interest income earned on municipal bonds (i.e. tax-exempt bonds) "TE Bonds" that pay for new capital projects
 - Current Refund "CR" – less than 90 days
 - Advance Refund "AR" – more than 90 days
- Bank Qualified "BQ"
 - Additional tax incentive targeted towards banks to benefit Smaller Municipal Bond Issuers
- American Recovery & Reinvestment Act 2009
 - Qualified Zone Academy Bonds – "QZAB"
 - Qualified School Construction Bonds – "QSCB"
 - Build America Bonds – "BABs"
 - Sequestration
- Tax Cuts & Jobs Act (TCJA) of 2017
 - Eliminated tax-exempt advance refunding
 - Increased use of taxable muni bonds, forward settlement and taxable-to-TE convertible bonds
- CARES, CRRSA, ARPA 2020-2021
 - ESSER funding sources
- Infrastructure Investment & Jobs Act 2021
- Inflation Reduction Act 2022
 - Increased income tax for certain TE bond investors

MONETARY (SET BY FEDERAL RESERVE BOARD)

- Achieve dual mandate from Fiscal Policy:
 - Maximum employment
 - Price stability
- Establish and monitor long-term target for inflation rate to support Fiscal Policy goals
- Establish target range for the **Fed Funds Rate**
 - A key short-term lending rate for banks
 - Current target range 4.25%-4.50%
- Open Market Operations
 - Quantitative easing strategy
 - Use of the Federal Balance Sheet to increase demand in the open market and lower long-term yields
- Provide liquidity to the market allowing banks to borrow short-term from the Federal Reserve's Discount Window

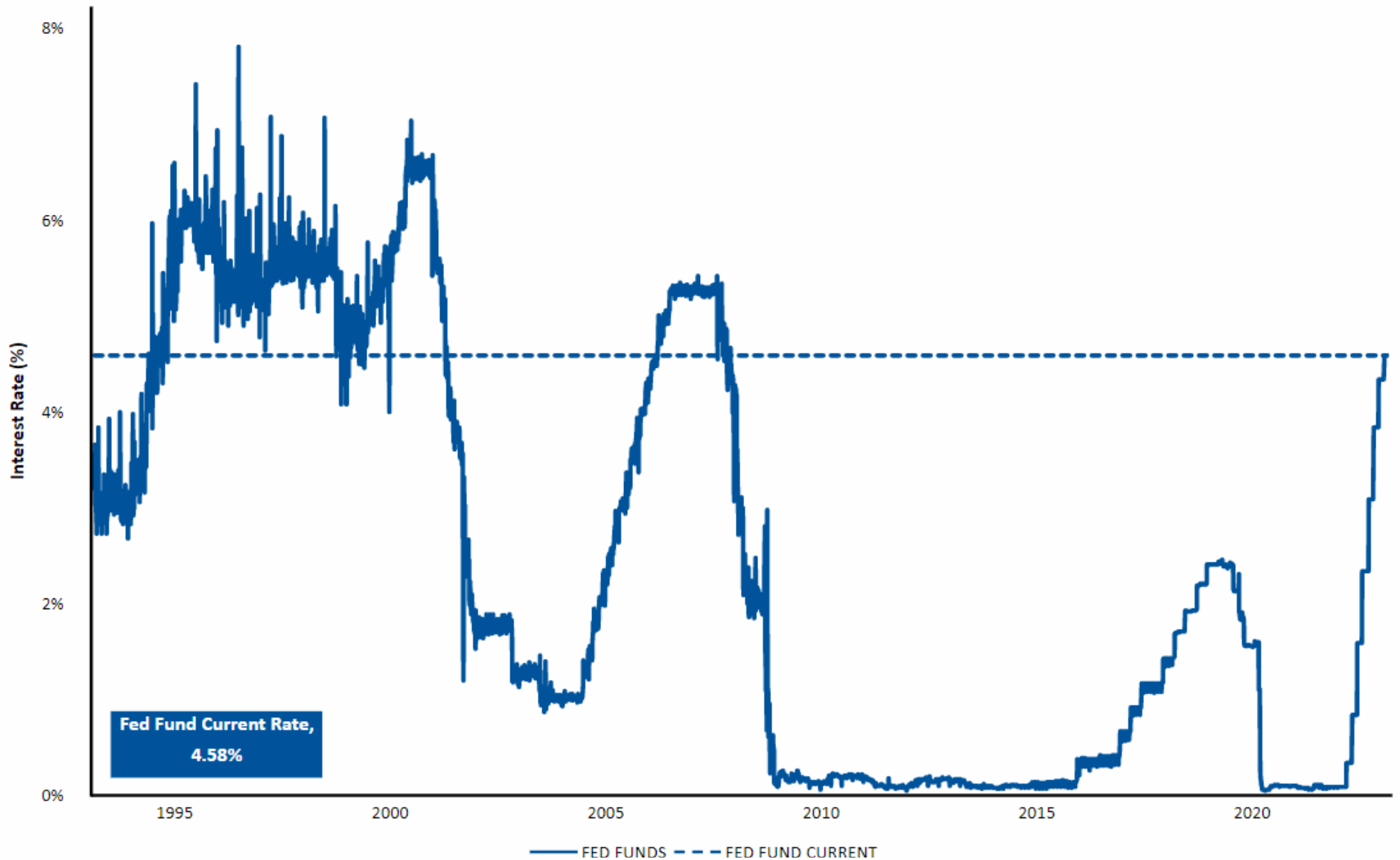
03

CHANGING

**INTEREST RATE MARKET -
BORROWING**

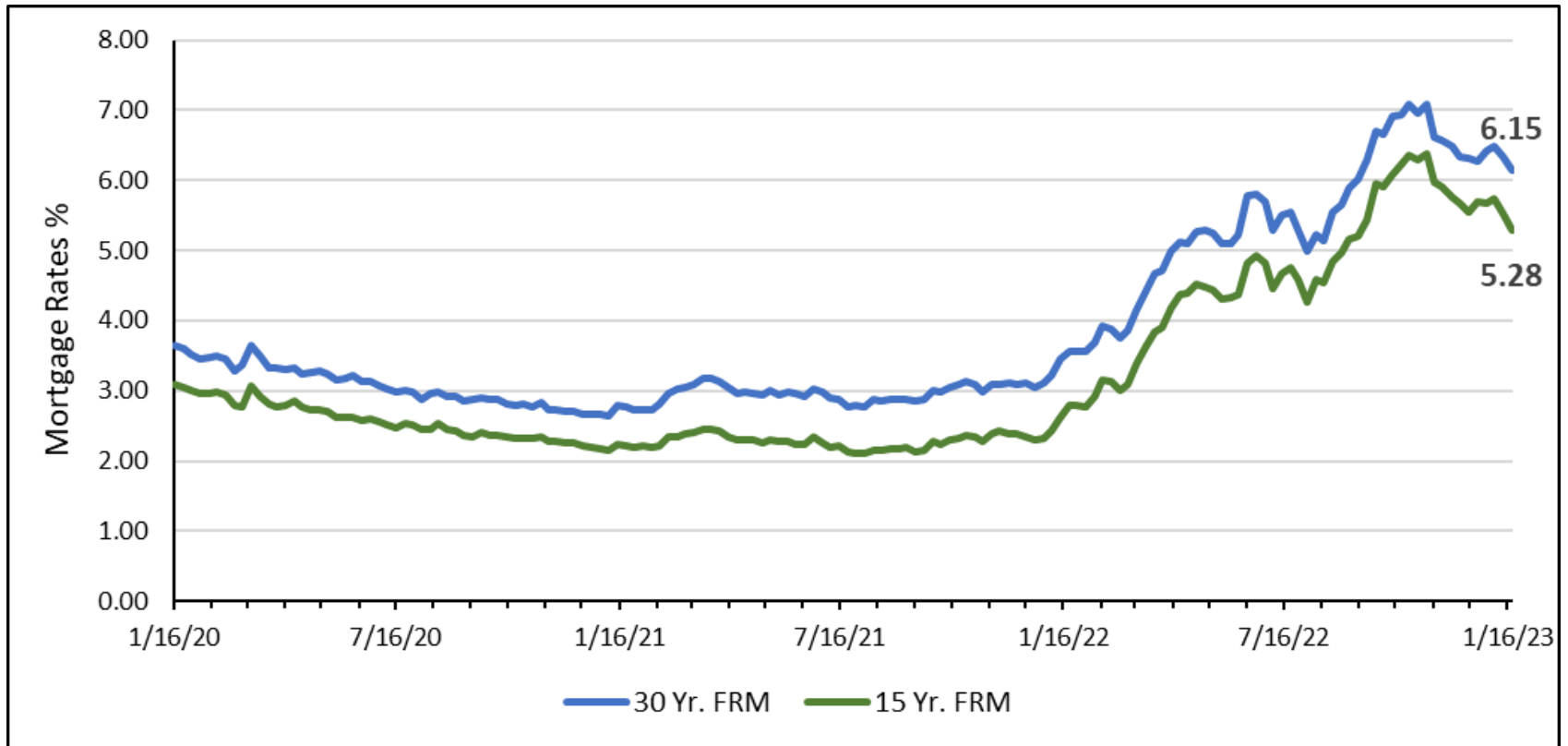
FED EFFECTIVE FUND RATE

PAST 30 YEARS



Source: Refinitiv and Federal Reserve Bank of New York as of February 24, 2023

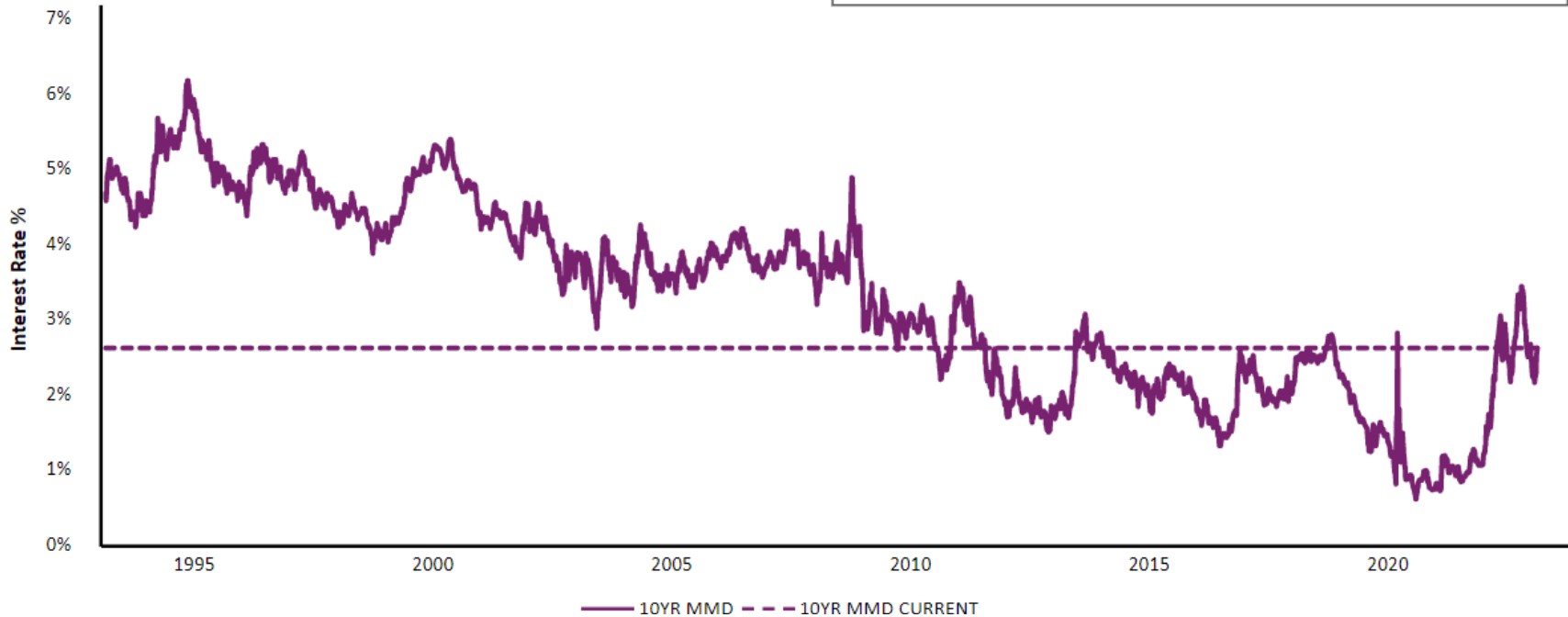
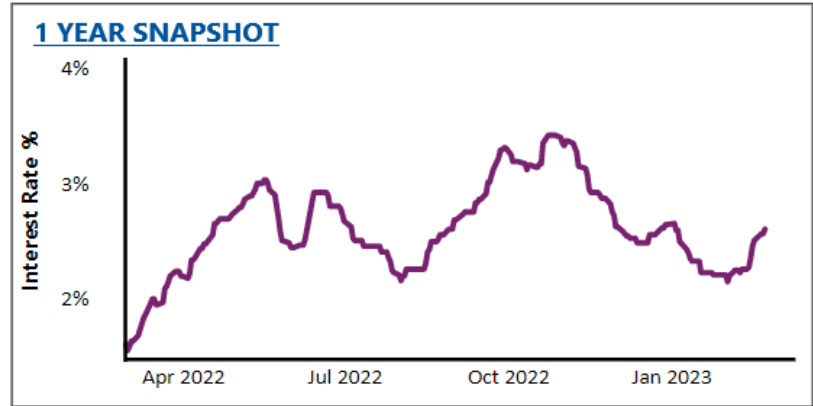
MORTGAGE RATES



Freddie Mac Primary Mortgage Market Survey
Source: Freddie Mac

TAX-EXEMPT INTEREST RATES

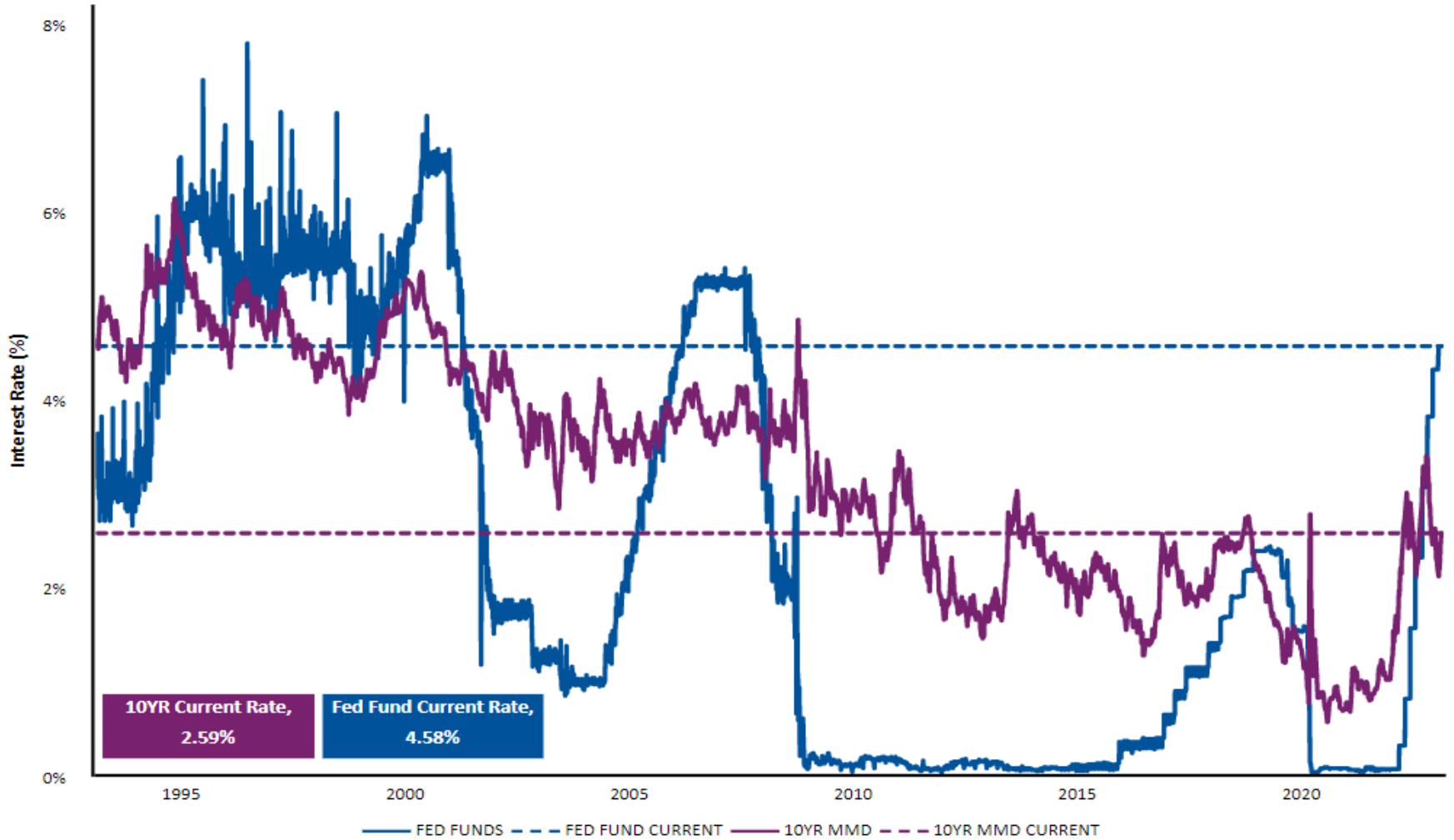
PAST 30 YEARS OF 10-YEAR MATURITY (AAA MMD)



Source: Refinitiv as of February 23, 2023

10 YEAR AAA MMD VS FED EFFECTIVE FUND RATE

PAST 30 YEARS

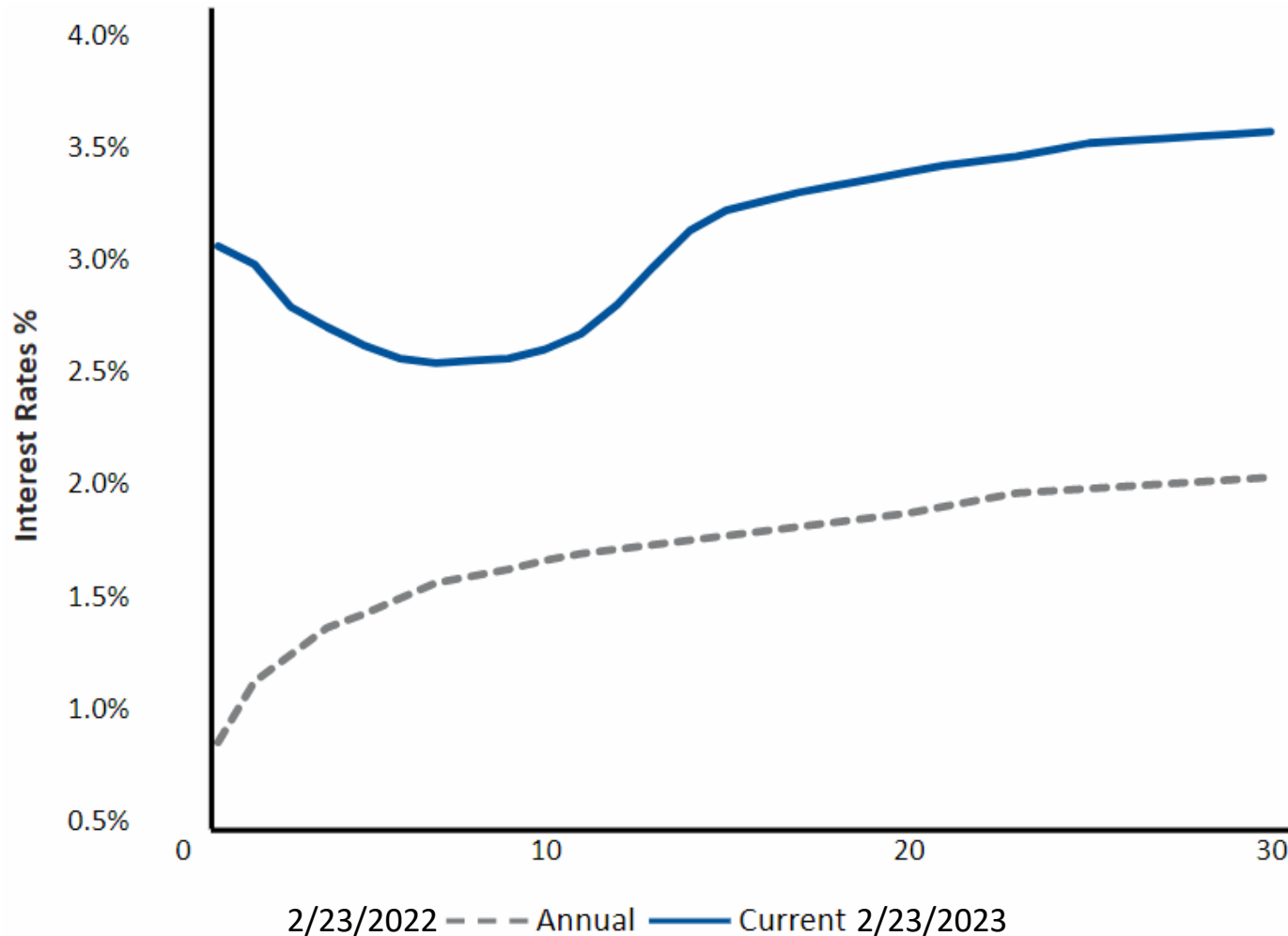


Source: Refinitiv and Federal Reserve Bank of New York as of February 23, 2023

WHERE HAVE TAX-EXEMPT RATES GONE?

INTEREST RATE COMPARISON FOR 1-30 YEAR MATURITIES (“YIELD CURVE”)

TAX-EXEMPT YIELD CURVES



Source: Refinitiv as of February 23, 2023

FINANCING PLAN CONSIDERATIONS

**NO “ONE SIZE FITS
ALL” PLAN**

**FLEXIBILITY TO
ADAPT TO MARKET
CHANGES**

**STABILIZATION LEVY
STRATEGY**

**BOARD
COMMUNICATION IS
KEY!**

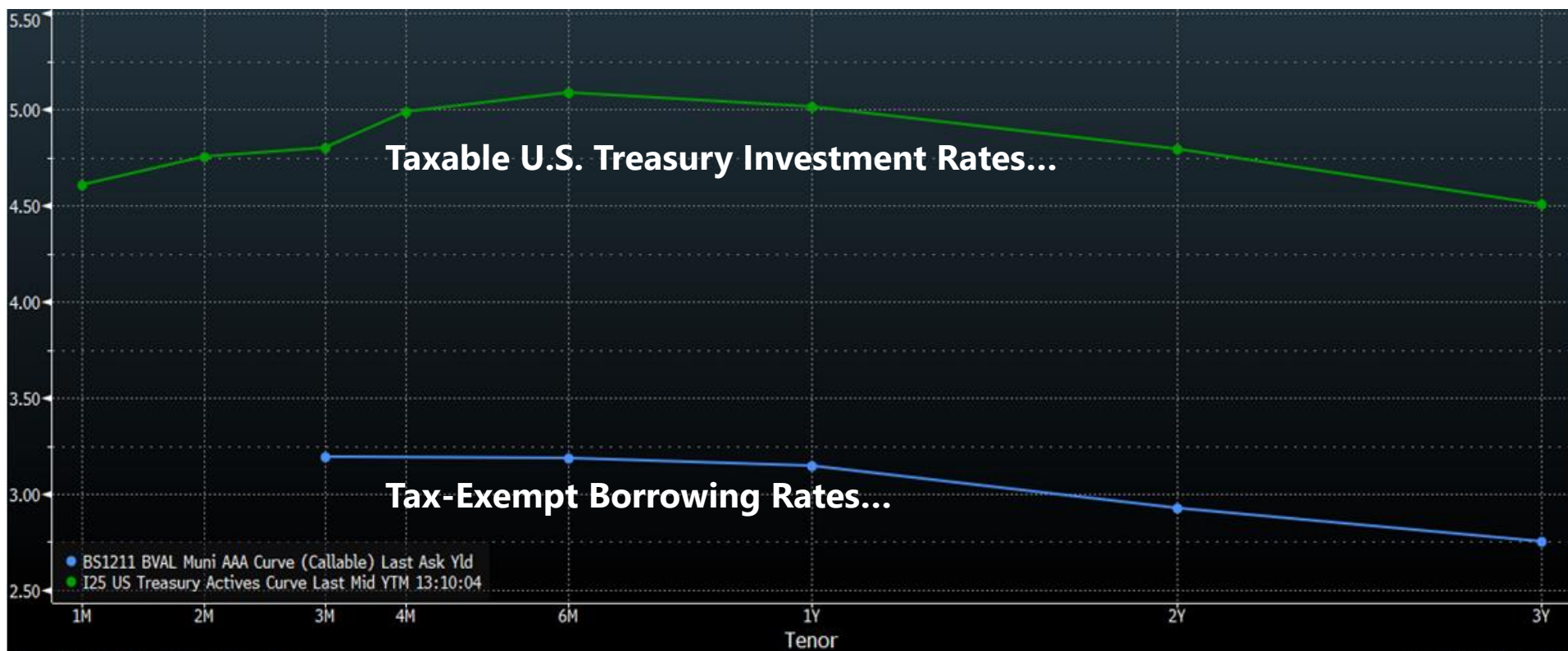
04

CHANGING

**INTEREST RATE MARKET -
INVESTING**

SHORT-TERM INTEREST RATES

US TREASURY INVESTMENT RATES VS. SHORT-TERM TAX-EXEMPT BORROWING RATES



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Curve Id	1M	2M	3M	6M	1Y	2Y	3Y
1) I25	4.612	4.758	4.800	5.087	5.020	4.791	4.510
12) BS1211			3.194	3.189	3.148	2.927	2.756
13) I25 - BS1211			160.6	189.8	187.3	186.4	175.4

Source: Bloomberg as of February 27, 2023

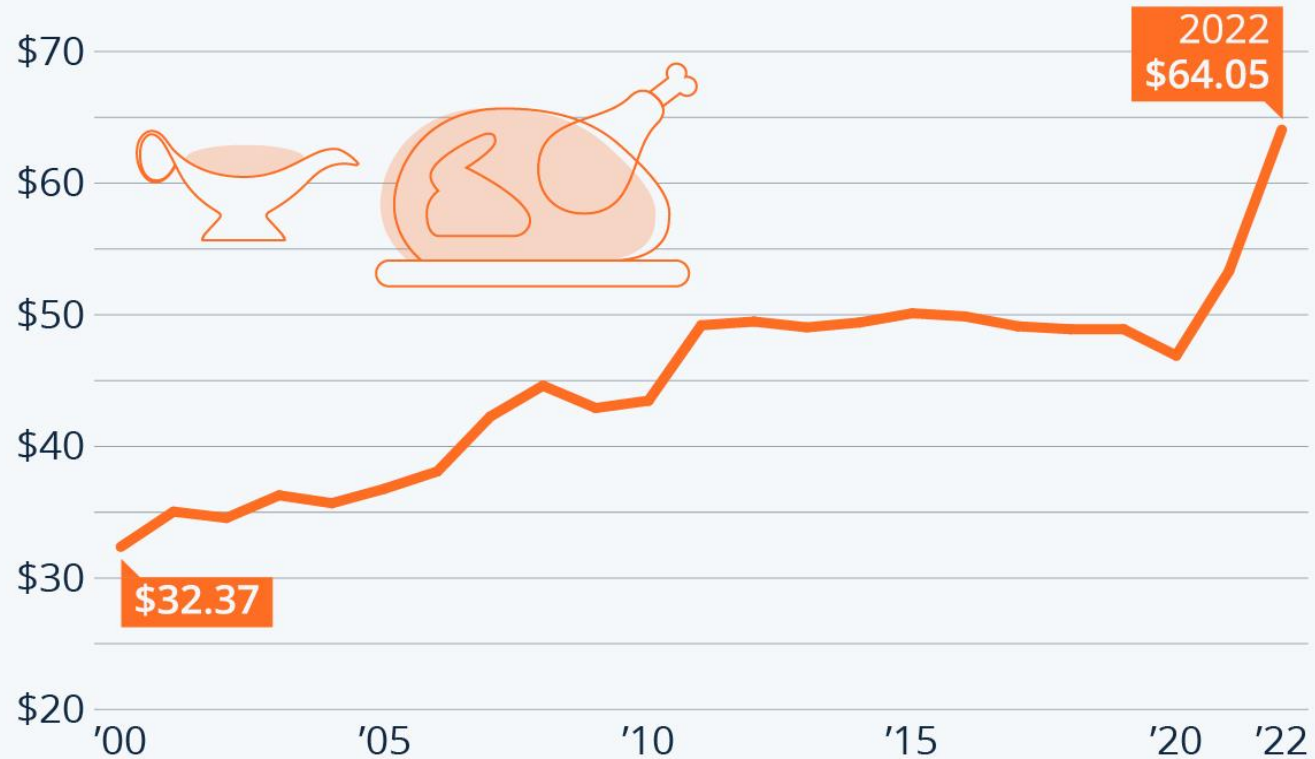
05

INFLATION

INFLATION

Inflation Woes Affect Thanksgiving Dinner

Average price of a ten-person Thanksgiving dinner in the U.S. from 2000 to 2022



Source: American Farm Bureau



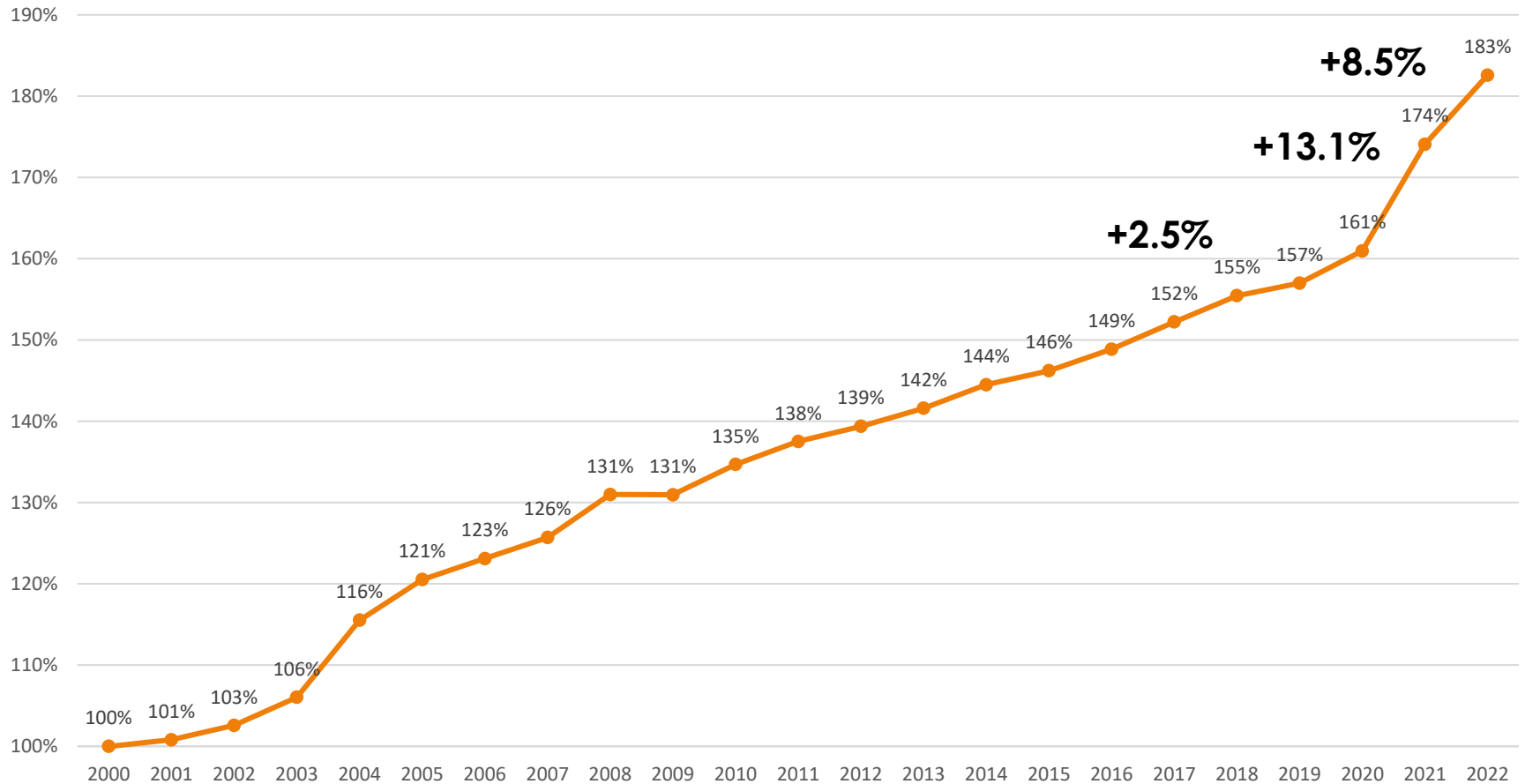
statista

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INDUSTRY RELATED INFLATION TO-DATE

Rate of Inflation - ENR Building Cost Index



INFLATION IMPACT EXAMPLES (2020-2021)

\$5 MIL PROJECT (BUDGETED IN JAN 2020, BID JAN 2021)

NORMAL INFLATION	2.5%	\$125,000	\$5,125,000
CURRENT INFLATION	13.1%	\$655,000	\$5,655,000
DIFFERENCE			\$530,000

\$15 MIL PROJECT

NORMAL INFLATION	2.5%	\$375,000	\$15,375,000
CURRENT INFLATION	13.1%	\$1,965,000	\$16,965,000
DIFFERENCE			\$1,590,000

\$30 MIL PROJECT

NORMAL INFLATION	2.5%	\$750,000	\$30,750,000
CURRENT INFLATION	13.1%	\$3,930,000	\$33,930,000
DIFFERENCE			\$3,180,000

06

SUPPLY CHAIN

SUPPLY CHAIN



CURRENT STATUS OF THE SUPPLY CHAIN

LONGER THAN AVERAGE LEAD TIMES

Material	Lead Time	Material	Lead Time
Electrical Switch Panels	Up to 18 months	Metal Panels (insulated longest lead time)	3-6 months
Electrical Equipment - Major	10-18 months	Specialty Door Hardware	3-6 months
Generators	10-16 months	Electrical Equipment - Small	3-6 months
Curtainwall	6-12 months	Entertainment/Recreation Equipment	3-5 months
Generators	6-10 months	Plumbing Specialties	3-4 months
International Fabricated Millwork	6+ months	Lockers	3-4 months
Steel (joist/acoustic deck longest lead time)	4-8 months	Ceiling Baffles	3-4 months
Fire Pumps	4-7 months	Mechanical Equipment - Small	2-4 months
Elevators	4-6 months		
Food Service Equipment	4-6 months		
Imported Tile and Stone	4-6 months		
Roofing (select materials)	3-8 months		

CONTRACTING INVENTORY

Q2 2022 Building Materials Update	Price	Inventories	Deliveries
Copper	Stabilizing	Contracting	Delayed
Drywall	Increasing	Contracting	Delayed
Electrical Equipment	Increasing	Contracting	Delayed
Glass	Stabilizing	Contracting	Delayed
HVAC Equipment	Increasing	Contracting	Delayed
Plumbing Fixtures	Increasing	Stabilizing	Delayed
PVC	Increasing	Contracting	Delayed
Steel	Stabilizing	Contracting	Delayed
Stainless Steel Pipe & Fittings	Stabilizing	Contracting	Delayed
Transportation/Shipping/Freight	Increasing	Contracting	Delayed

Source: Manufacturing & Services PMI™ Institute for Supply Management Gilbane Supplier Network

WHAT IS CAUSING SUPPLY CHAIN ISSUES & INFLATION IN CONSTRUCTION CURRENTLY?

- **LIMITED PRODUCTION OF ELECTRICAL COMPONENTS (COVID SHUTDOWNS)**
 - LOCKDOWNS IN CHINA CONSTRAIN THE SUPPLY OF COMPONENTS.
- **TRANSPORTATION COSTS**
 - INCREASING FUEL COSTS AND DRIVER SHORTAGES DIRECTLY AFFECT THE SPEED AND COST OF DELIVERED MATERIALS.
- **LABOR SHORTAGES**
 - SHORTAGES OF LABOR ACROSS ALL MARKETS REDUCE SUPPLY AND DRIVE UP COSTS.
- **WORLD EVENTS**
 - THE RUSSIA/UKRAINE CONFLICT DISRUPTS GLOBAL SUPPLY CHAIN FOR OIL, NATURAL GAS, ALUM, PALLADIUM, TITANIUM, AND COPPER.

WHAT IS CAUSING SUPPLY CHAIN ISSUES & INFLATION IN CONSTRUCTION CURRENTLY?

- **CONGESTION AT US PORTS**
 - DRIVER SHORTAGES AND INCREASES IN GLOBAL MANUFACTURING EXACERBATE THE ISSUE OF CONGESTED PORTS.
- **ECONOMIC ADJUSTMENTS TO INFLATION**
 - INCREASED WAGE RATES RESULTING FROM INFLATION.
- **SEVERE WEATHER**
 - WHILE WEATHER EVENTS HAVE HISTORICALLY AFFECTED PRODUCTION, IT HAS WORSENERED AN ALREADY DIFFICULT SITUATION.
- **USE OF ALTERNATIVE MATERIALS**
 - COST/AVAILABILITY OF MATERIALS CAN REQUIRE DESIGNERS TO USE ALTERNATIVE MATERIALS, PUTTING UNEXPECTED PRESSURE ON THOSE MARKETS AS WELL.

07

PREDICTIONS

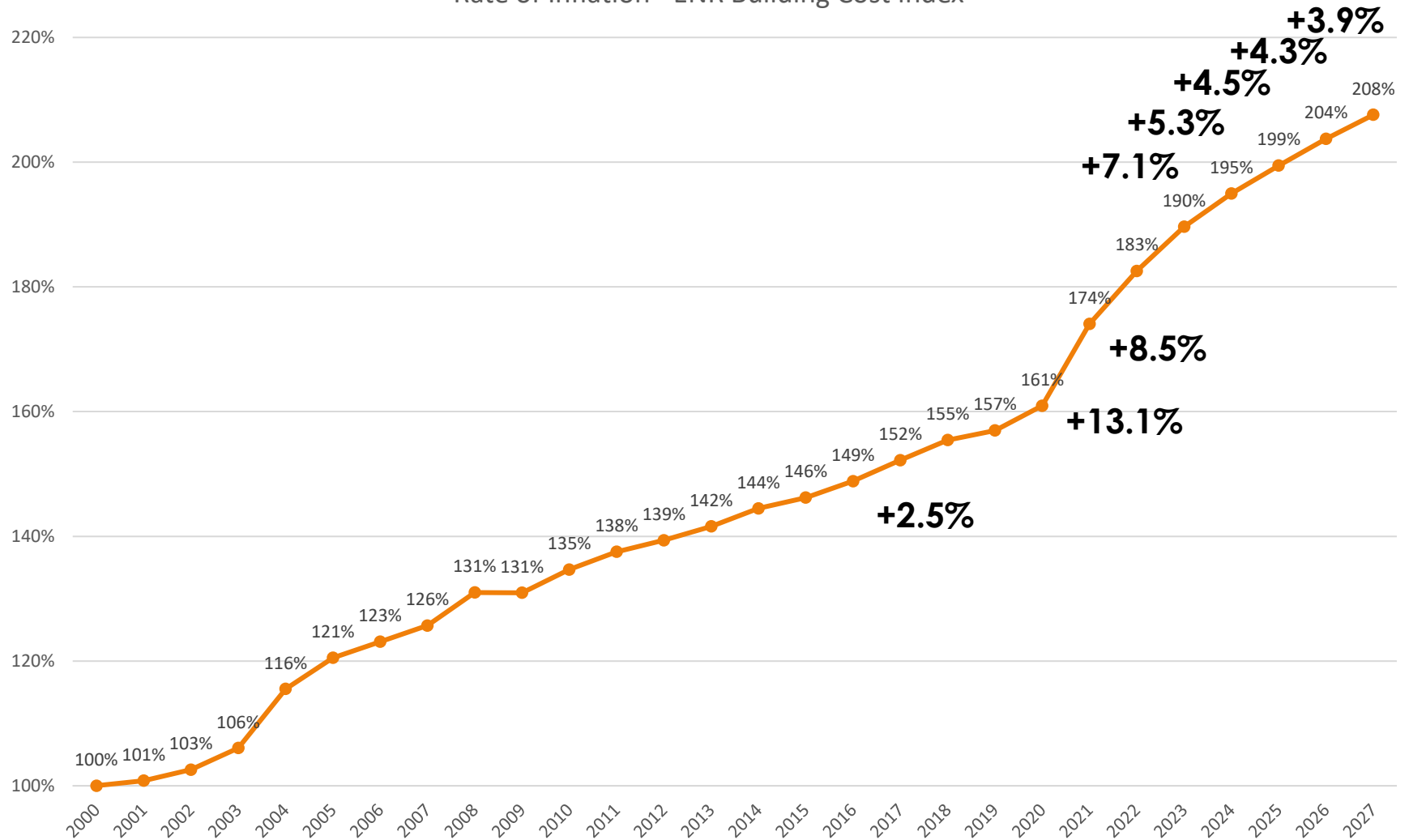
WHEN WILL THIS END?

**PREDICTING INFLATION AND SUPPLY CHAIN IS LIKE
SEEING THROUGH THE FOG.**

**2020-2021 WAS DIFFICULT TO SEE WHAT WAS AHEAD.
THROUGH 2022 AND INTO 2023, VISIBILITY IS INCREASING AND WITH THAT
COMES STABILITY AND PREDICTABILITY.**

INDUSTRY RELATED INFLATION PREDICTION

Rate of Inflation - ENR Building Cost Index



INDUSTRY PREDICTIONS & EXAMPLES (2023)

\$5 MIL PROJECT (BUDGETED IN DEC 2022)

BIDDING IN 6 MONTHS	4%	\$200,000	\$5,200,000
BIDDING IN 12 MONTHS	7.1%	\$355,000	\$5,355,000
BIDDING IN 24 MONTHS	12.8%	\$640,000	\$5,640,000

\$15 MIL PROJECT

BIDDING IN 6 MONTHS	4%	\$600,000	\$15,600,000
BIDDING IN 12 MONTHS	7.1%	\$1,065,000	\$16,065,000
BIDDING IN 24 MONTHS	12.8%	\$1,920,000	\$16,920,000

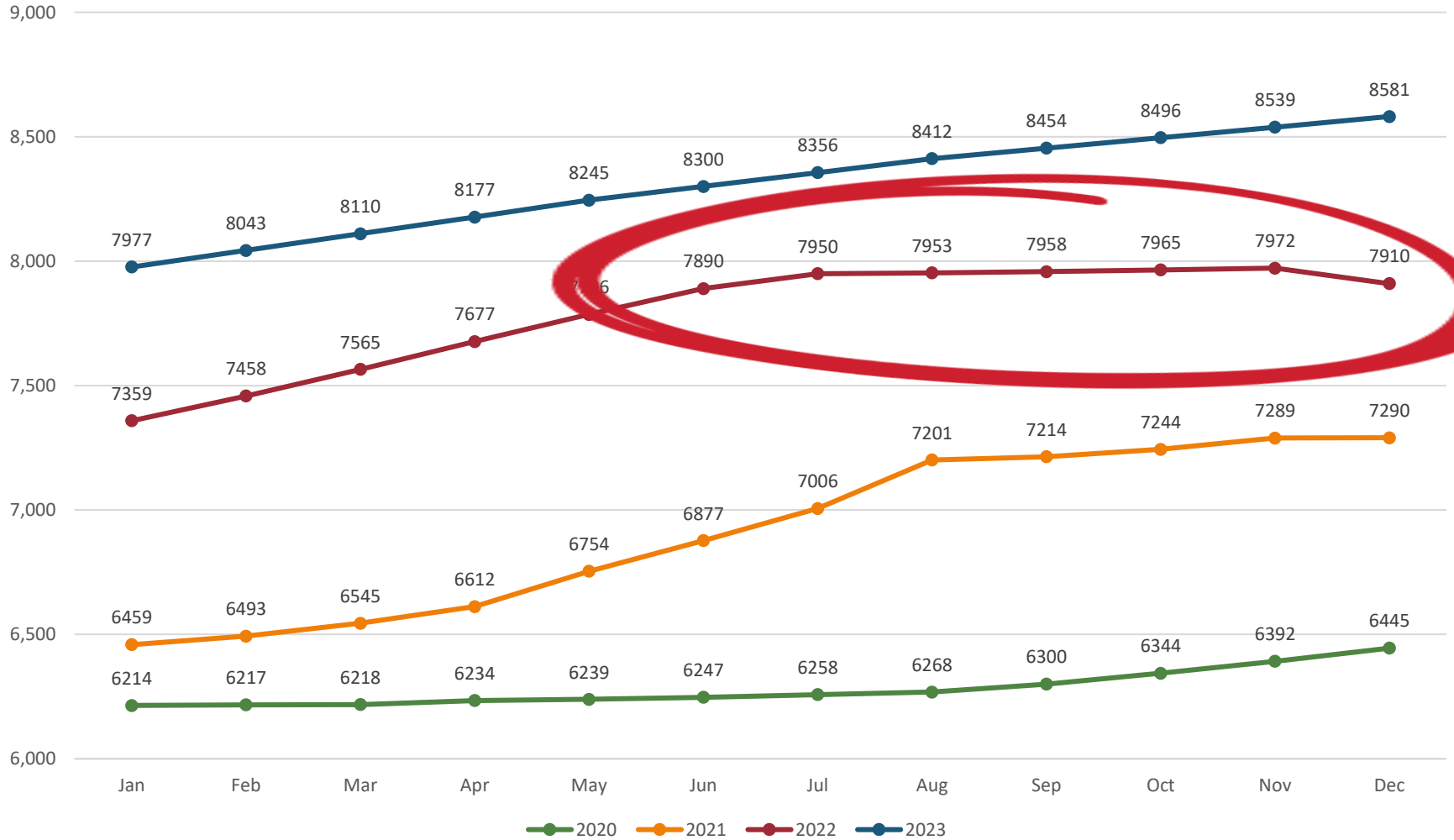
\$30 MIL PROJECT

BIDDING IN 6 MONTHS	4%	\$1,200,000	\$31,200,000
BIDDING IN 12 MONTHS	7.1%	\$2,130,000	\$32,130,000
BIDDING IN 24 MONTHS	12.8%	\$3,840,000	\$33,840,000

**ASSUME 7.1% FOR PROJECTS STARTING IN 1 YEAR,
AND 12.8% FOR PROJECTS STARTING IN 2 YEARS.**

STABILIZING COSTS?

Inflation by Month/Year



08

RECOMMENDATIONS

WHAT IF I WAIT? PRICES HAVE TO COME DOWN, RIGHT?

THE COST OF INDIVIDUAL MATERIALS CAN VARY MONTH-TO-MONTH, BUT ANNUAL COST CHANGES ARE STILL UP OVERALL. THEY WON'T RETURN TO PRE-PANDEMIC LEVELS.

“Concrete is the material that I’m most worried about for 2023 in terms of availability.”

Ken Simonson, chief economist, Associated General Contractors of America

CONSTRUCTION MATERIALS PRICE MOVEMENT IN 2022

		MAY	JUN.	JUL.	AUG.	SEPT.	OCT.	NOV.
AGGREGATES	MONTHLY % CHG.	+0.7	+2.5	+0.7	+0.6	+0.1	+0.1	0.0
	ANNUAL % CHG.	+8.5	+10.8	+11.3	+11.7	+11.7	+11.9	+11.6
ALUMINUM SHEET	MONTHLY % CHG.	-2.9	-5.9	-4.2	-4.6	-1.5	-2.6	-1.9
	ANNUAL % CHG.	+21.5	+9.6	+4.8	-3.7	-7.9	-14.1	-17.5
ASPHALT PAVING	MONTHLY % CHG.	+3.5	+3.0	+2.9	+1.0	-0.1	-0.7	-0.8
	ANNUAL % CHG.	+17.4	+19.1	+21.9	+22.5	+22.1	+20.7	+19.8
CEMENT	MONTHLY % CHG.	0.0	+0.3	+2.8	+1.0	+0.7	+1.5	+0.1
	ANNUAL % CHG.	+7.2	+7.5	+10.1	+10.5	+11.0	+12.6	+13.2
CONCRETE PIPE	MONTHLY % CHG.	-0.4	+2.7	+1.5	+1.0	+2.8	+0.5	0.0
	ANNUAL % CHG.	+18.5	+21.8	+20.9	+20.8	+23.2	+19.6	+18.8
COPPER PIPE	MONTHLY % CHG.	-2.9	-1.4	-8.4	-1.7	-0.1	-3.4	+3.5
	ANNUAL % CHG.	+5.3	+1.4	-6.4	-8.2	-8.1	-11.1	-9.2
DIESEL FUEL	MONTHLY % CHG.	+11.3	+13.2	-14.6	-12.5	+10.3	+10.4	-3.4
	ANNUAL % CHG.	+84.4	+109.5	+73.9	+54.3	+64.2	+61.9	+59.6
FABRICATED STEEL	MONTHLY % CHG.	+1.4	+0.5	-0.4	+0.1	-0.6	-0.5	-0.5
	ANNUAL % CHG.	+32.0	+25.8	+21.3	+17.4	+13.9	+11.4	+7.7
GYPSUM PRODUCTS	MONTHLY % CHG.	+5.4	+0.6	+0.2	+2.6	+0.2	-0.3	+0.3
	ANNUAL % CHG.	+20.9	+18.0	+15.5	+17.9	+18.0	+15.8	+16.1
LUMBER, SOFTWOOD	MONTHLY % CHG.	+2.2	-25.6	+0.1	-3.5	-5.2	-3.0	-0.9
	ANNUAL % CHG.	-22.0	-38.7	-8.7	+13.6	+12.9	+2.8	-3.9
PLYWOOD	MONTHLY % CHG.	-4.0	-2.4	-6.6	-0.8	-0.7	-2.3	-3.1
	ANNUAL % CHG.	-14.8	-26.4	-24.3	-1.8	+22.2	+14.3	+6.5
PVC PRODUCTS	MONTHLY % CHG.	+1.4	+1.0	+1.3	+0.3	-0.4	-0.8	-0.5
	ANNUAL % CHG.	+29.6	+26.6	+22.7	+19.8	+17.9	+13.7	+11.3
READY-MIX CONCRETE	MONTHLY % CHG.	+0.2	+0.9	+2.0	+1.3	+0.9	-0.4	+1.0
	ANNUAL % CHG.	+9.1	+10.1	+11.1	+10.2	+11.3	+12.2	+12.3
SHEET METAL	MONTHLY % CHG.	+1.8	+1.0	+1.1	+0.9	-0.4	-0.4	-1.2
	ANNUAL % CHG.	+25.9	+22.0	+20.6	+17.8	+16.9	+15.3	+11.6
EQUIPMENT	MONTHLY % CHG.	+0.6	+0.4	+0.8	+2.8	+0.3	0.0	+0.4
	ANNUAL % CHG.	+11.4	+10.4	+11.1	+13.8	+13.6	+9.9	+9.8

SOURCE: BUREAU OF LABOR STATISTICS. MONTHLY AND YEAR-TO-YEAR PERCENT CHANGES FOR PRODUCER PRICE INDEXES FOR LATEST EIGHT-MONTH PERIOD.

WHAT IF I WAIT? PRICES HAVE TO COME DOWN, RIGHT?

THE COST OF LABOR IS ADJUSTING TO INFLATION AND WILL CONTINUE TO DO SO FOR SEVERAL YEARS, INCREASING THE OVERALL BUILDING COST YEAR-OVER-YEAR.

2022 OPEN-SHOP WAGE-FRINGE PACKAGE FOR CRAFTWORKERS, BY REGION

LOCATION	BRICKLAYERS		CARPENTERS		CEMENT MASONS		ELECTRICIANS	
	RATE (IN \$)	FRINGE (ADDED %)	RATE (IN \$)	FRINGE (ADDED %)	RATE (IN \$)	FRINGE (ADDED %)	RATE (IN \$)	FRINGE (ADDED %)
NEW ENGLAND ¹	30.64	27.0	27.73	23.0	26.46	25.7	34.90	29.8
NEW YORK AND NEW JERSEY	32.63	26.0	28.82	19.1	27.58	25.5	31.95	28.3
MID-ATLANTIC ²	29.80	24.7	27.26	21.4	26.88	21.8	32.09	24.3
SOUTHEAST ³	27.96	22.5	26.57	21.7	25.77	21.8	29.83	20.2
GREAT LAKES ⁴	34.79	36.0	27.42	23.4	29.74	23.6	32.44	23.4
SOUTH CENTRAL ⁵	30.78	20.6	27.21	21.3	26.44	19.7	31.97	21.0
CENTRAL ⁶	38.10	38.0	27.43	24.2	27.54	23.0	32.04	23.0
CENTRAL MOUNTAIN ⁷	29.40	23.5	28.07	21.4	27.95	20.9	32.12	22.86
WESTERN ⁸	***	***	27.52	20.9	28.91	22.1	32.08	19.9
NORTHWEST ⁹	***	***	27.86	20.5	30.00	21.8	32.37	15.6
2021 U.S. AVERAGE	30.26	25.8	27.23	22.5	27.34	22.9	31.62	22.24
ANNUAL PERCENT CHANGE	+3.39	—	+4.36	—	+4.38	—	+4.50	—

UNION CRAFT WAGE-FRINGE TRENDS

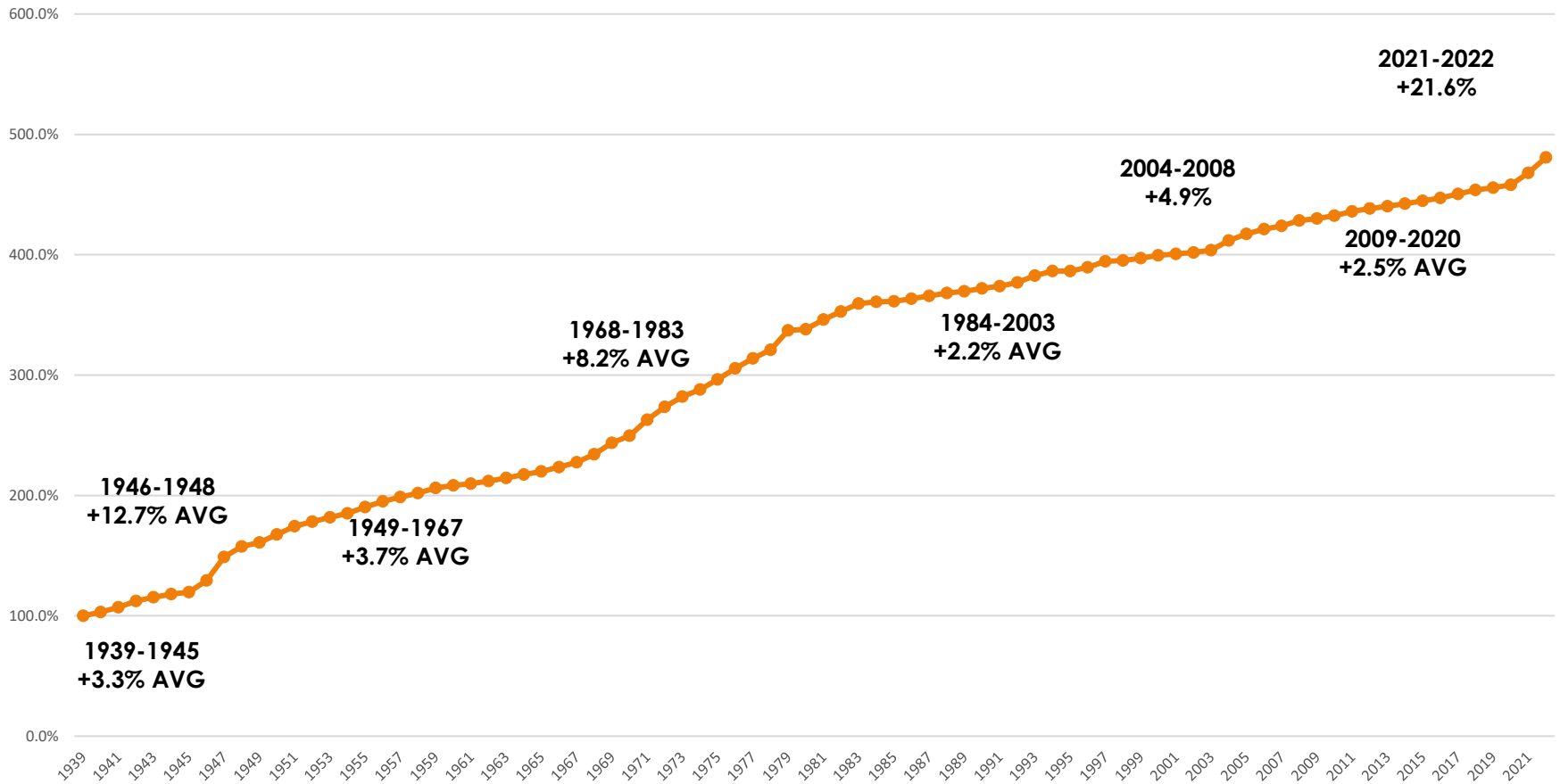
ENR 20-CITY AVERAGES, SEPT. 2021-SEPT. 2022

	2022		2021	
	RATE	% CHG.	RATE	% CHG.
BRICKLAYERS	58.06	+2.0	56.92	+1.4
CARPENTERS	60.38	+2.4	58.97	+2.1
CEMENT MASONS	55.60	+2.4	54.28	+1.0
ELECTRICIANS	72.68	+2.6	70.86	+2.1
ELEVATOR CONSTRUCTORS	91.03	+3.5	87.94	+3.1
GLAZIERS	57.87	+2.7	56.38	+1.6
INSULATION WORKERS	66.61	+2.9	64.75	+2.1
IRONWORKERS				
REINFORCING	68.50	+5.1	65.15	+1.8
STRUCTURAL	68.69	+4.3	65.87	+3.4
LABORERS				
BUILDING	47.39	+1.2	46.85	+1.1
HEAVY AND HIGHWAY	47.33	+1.2	46.76	+1.5
MILLWRIGHTS	60.69	+3.6	58.61	+1.6
OPERATING ENGINEERS				
CRANE OPERATORS	65.77	+3.3	63.69	+0.9
HEAVY EQUIPMENT	63.71	+3.5	61.53	+1.4
SMALL EQUIPMENT	60.66	+3.4	58.65	+1.1

SOURCE: ENR CONSTRUCTION ECONOMICS DEPT. RATE PER HOUR INCLUDES BASE RATE PLUS FRINGE BENEFITS; PERCENT CHANGE ANNUAL.

INFLATION OVER TIME

Rate of Inflation - ENR Building Cost Index



HISTORICALLY PRICES HAVE NEVER COME DOWN AFTER HYPERINFLATION – THEY STABILIZE.

WHAT CAN WE DO NOW?

PLANNING

Good planning and coordination with a trusted construction team (Owner, A/E, and Contractor) can be key to identifying pitfalls and reducing costs and schedule.

EARLY DESIGN PACKAGES

Accelerate design of critical elements and long-lead items.

Early bid packages for:

- Long lead materials
- Precast
- Steel
- HVAC/Elec equipment
- Doors and hardware

ADEQUATE CONTINGENCIES

Build in contingencies for cost escalation early in the budgeting phase.

Consider contingencies for escalation based on specific materials and the published material indexes.

SUB & SUPPLIER COORDINATION

Subcontractors can make up more than 65% of the value of a project

Bring subs into the planning process earlier to identify long lead items and materials with costly escalations.

Prequalify subcontractors, if necessary to ensure stability and performance.

Take early delivery, if possible.

ALTERNATIVE DESIGN OPTIONS

Be nimble in the design process and open the door to alternative design options using materials that are more readily available.

USE INDUSTRY DATA AND ANALYTICS

Engineering News Record (ENR)

RS Means

Association of General Contractors (AGC)

US Bureau of Labor Stats - PPI

Nationwide CM Analytics

Mortenson

Gilbane

Turner

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SESSION EVALUATIONS

All sessions will have an evaluation link in the WASBO Go App. Be sure to give us your feedback on anything you learned or how to improve for future presentations.

THANKS

QUESTIONS?

Kevin Mullen – Baird
Director – Public Finance
kmullen@rwbaird.com

Josh Pearson – JP Cullen
Vice President – Preconstruction
josh.pearson@jpcullen.com

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