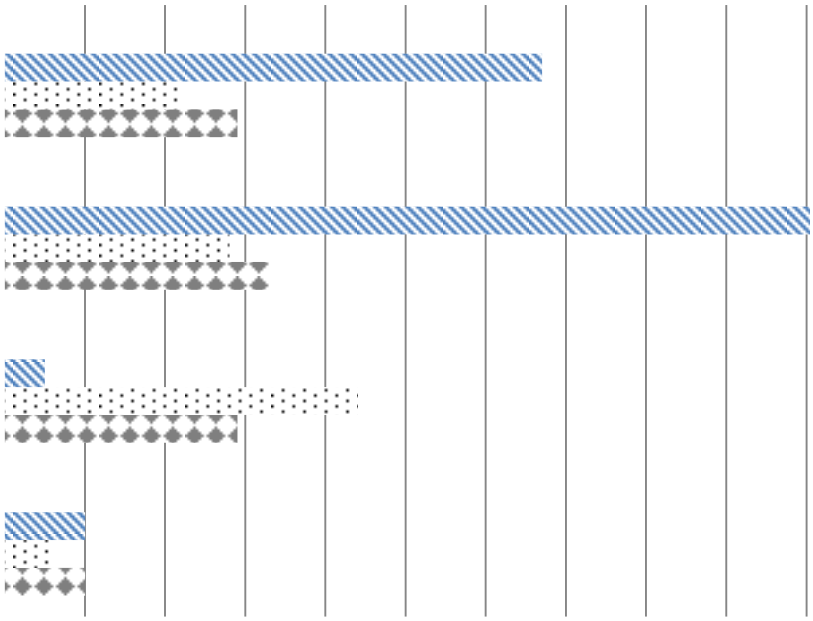
3. In the next 12 months, do you expect your firm will hire additional or replacement:



4. How would you describe your current recruitment challenges?

5. If your firm is having trouble filling salaried positions, please indicate the position types you are having trouble filling:

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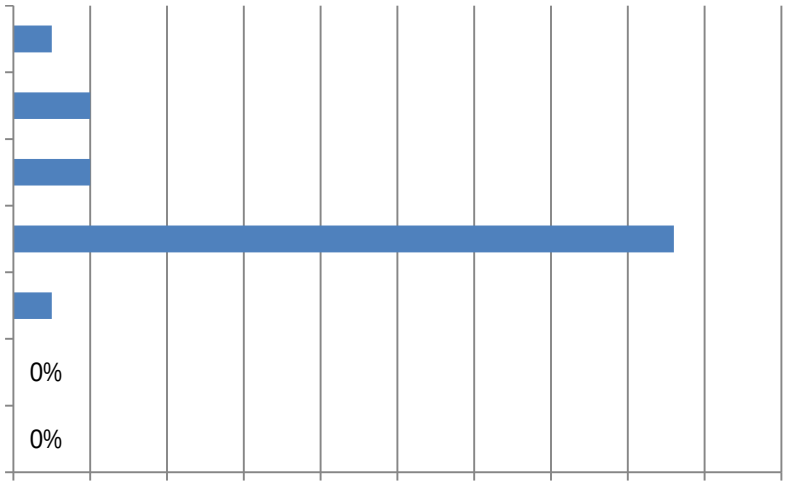
6. If your firm is having trouble filling craft professional positions, please indicate the position types you are having trouble filling:

10. Has your firm increased pay and/or benefits for hourly craft or salaried personnel in the last year because of difficulty in filling positions (mark all that apply)?

11. Have you increased your use of any of the following during the past year because of difficulty in filling positions (mark all that apply)?

12. If your firm is experiencing staffing challenges, how would you describe the impact on your company's safety and health program or performance?



13. When you self-perform construction work, do you operate as a union contractor or an open shop?

14. Would/ do you encourage your children to pursue careers in construction?

15. How many total employees does your firm employ at all of its locations?

16. Estimate the total dollar amount of work your firm performed during the past 12 months.