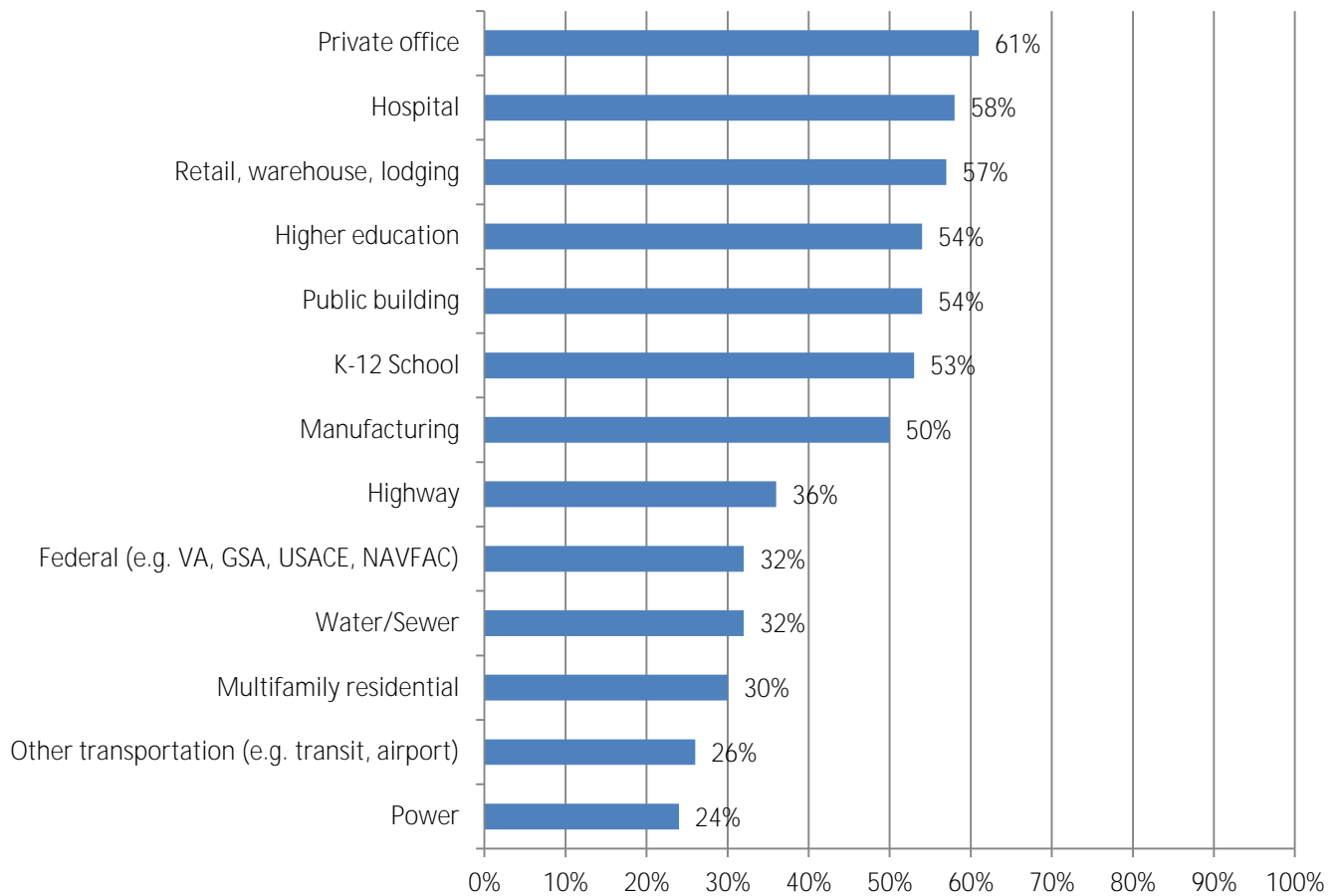


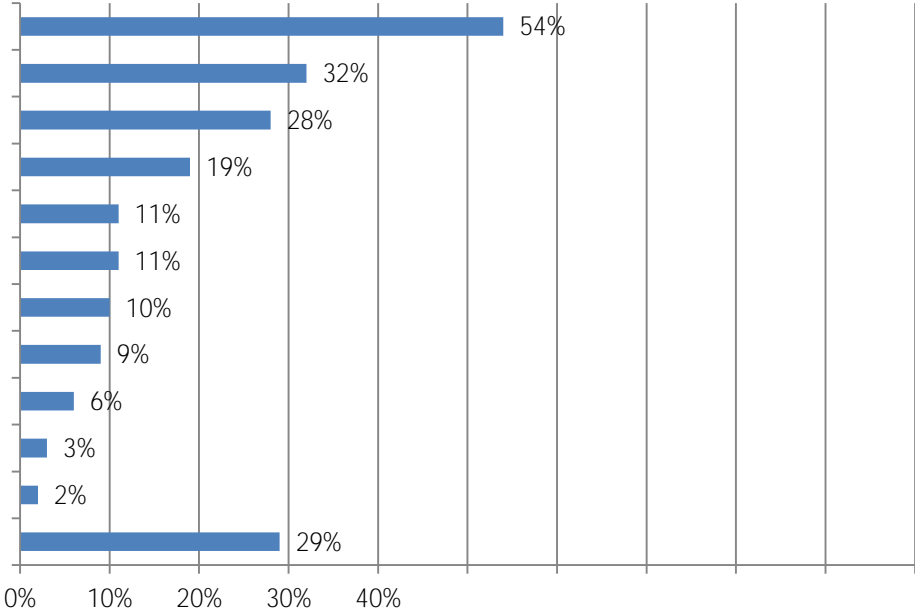
2016 Workforce Survey Results

1. Please indicate which of the following types of construction projects your firm performs (mark all that apply)?



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

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



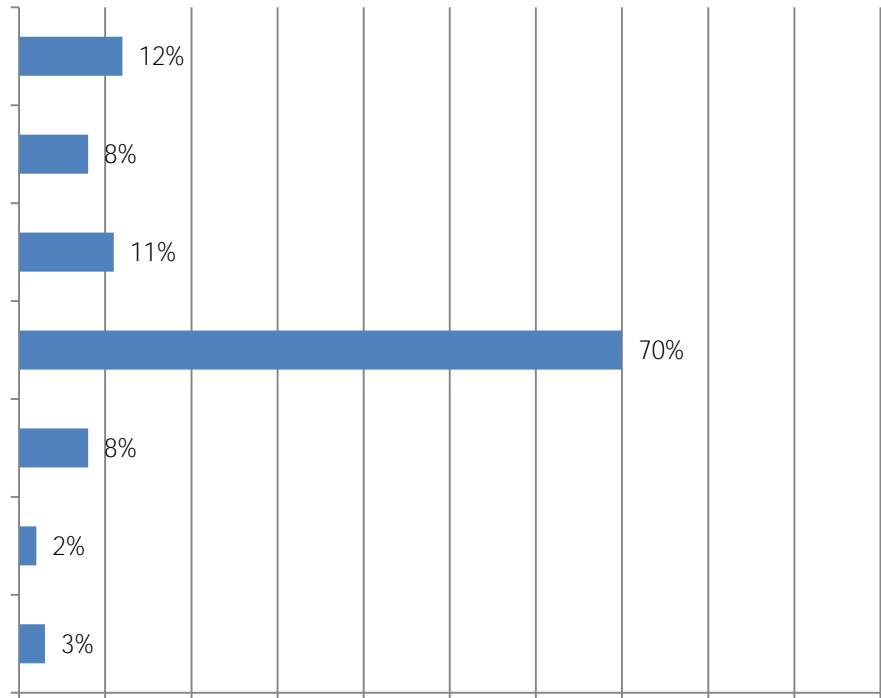
6. If your firm is having trouble filling craft professional positions, please indicate the position types you are having trouble filling:

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

8. How would you rate the adequacy of the I8.

10. Has your firm increased pay and/or benefits for hourly craft or salaried

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?

