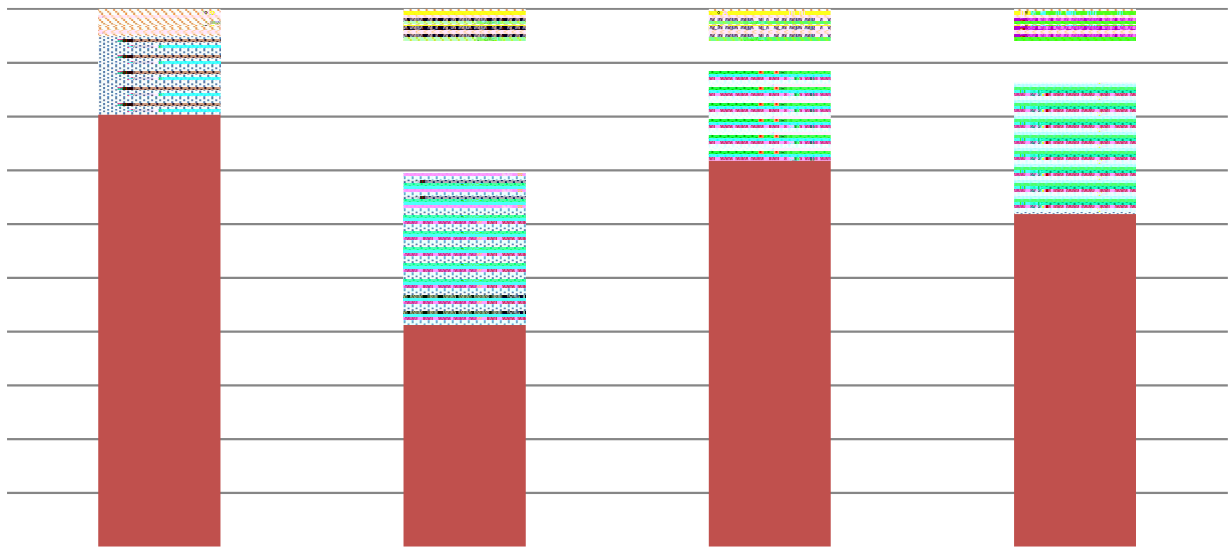


## 2018 Workforce Survey Results

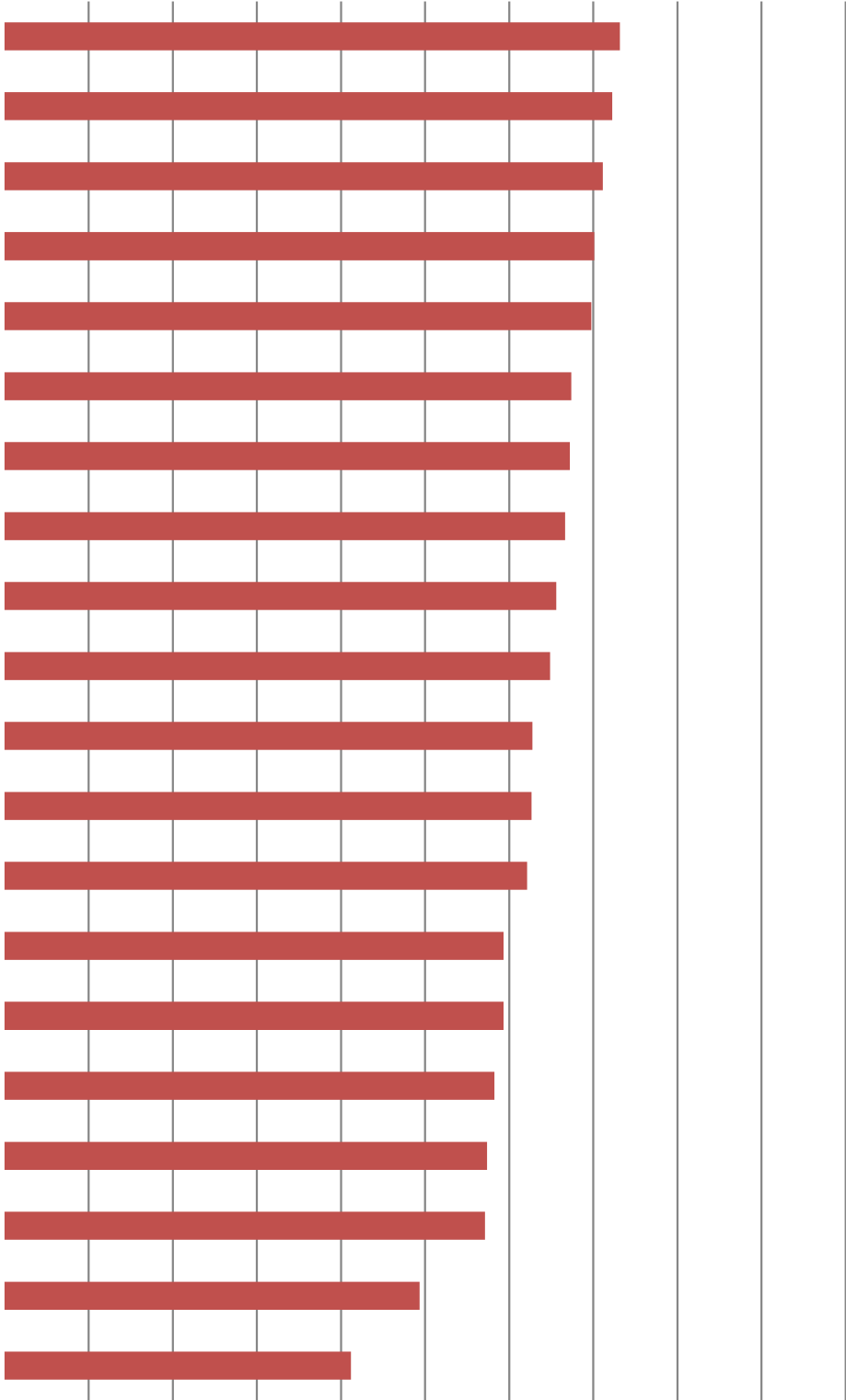
### 1. In the next 12 months, do you expect your firm will hire additional or replacement:



### 2. How would you describe your current situation in fillings skilled and hourly craft positions?



4. What has been your firm's experience this year in filling the following types of hourly craft positions?





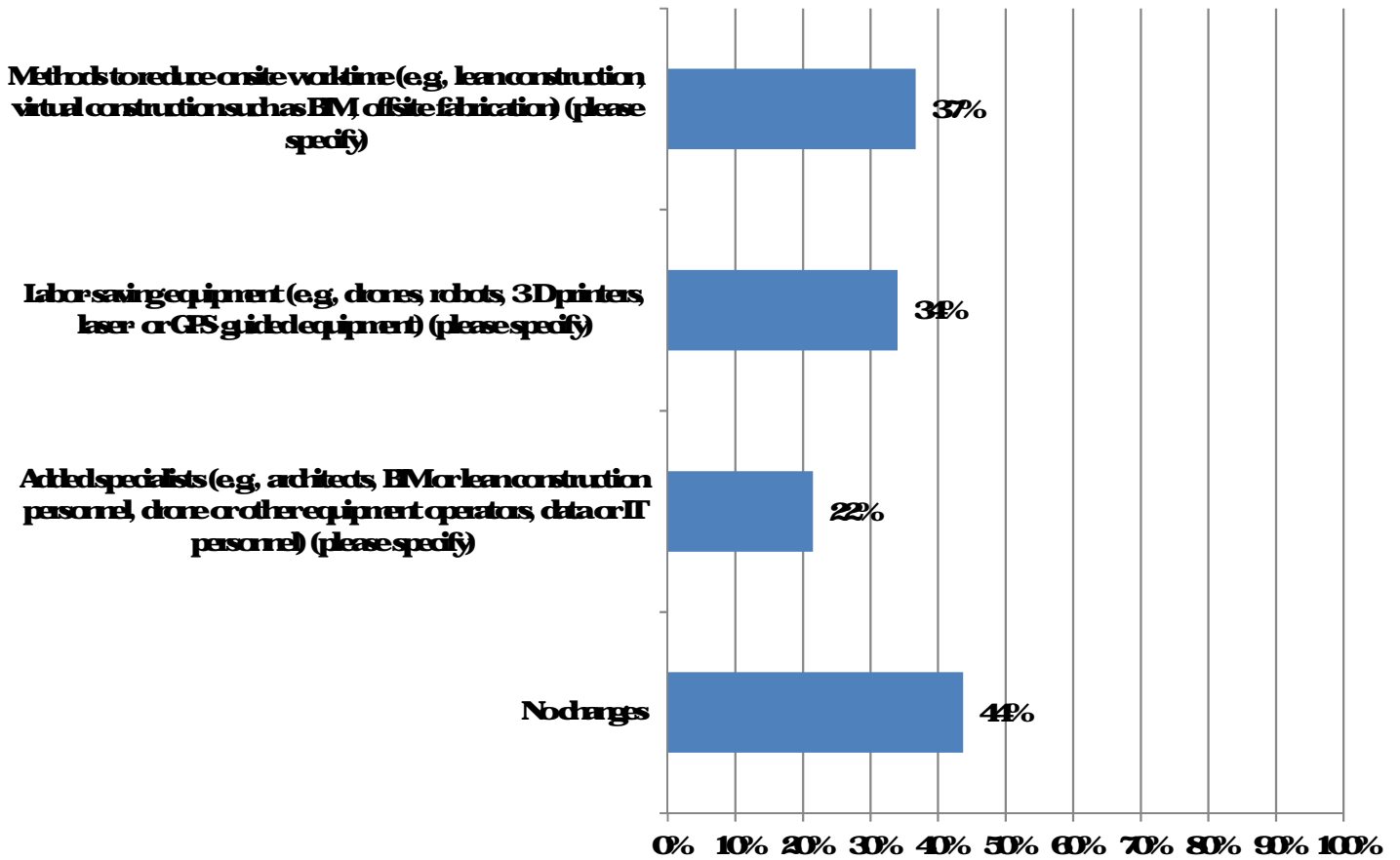
**7. Is your firm losing hourly craft or salaried personnel to other employers? (Totals may add to more than 100% as respondents could mark more than one answer.)**

**8 Has your firm increased pay and/or benefits for hourly craft or salaried personnel in the last year because of**

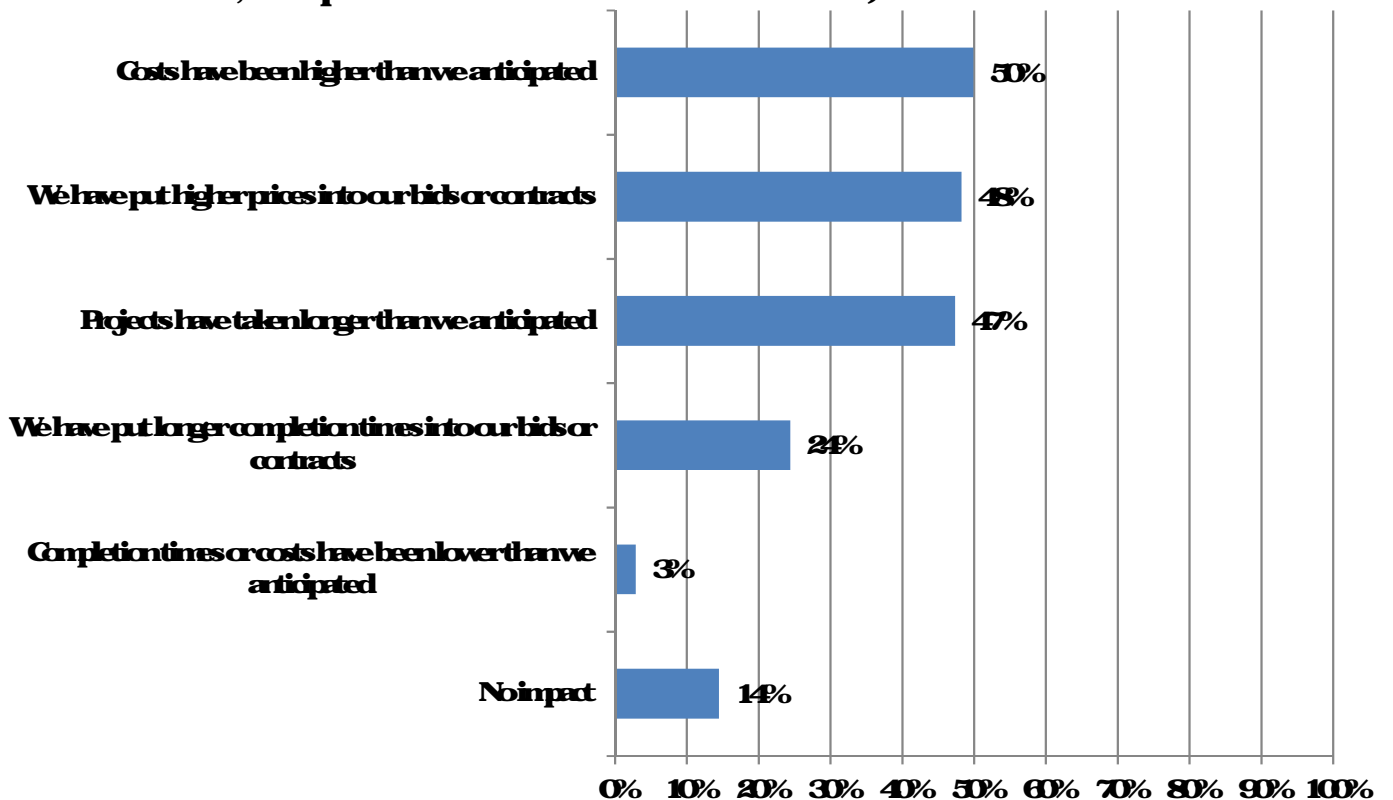
**9. Has your firm added or increased use of the following to provide workers in the past year? (Totals may add to more than 100% as respondents could mark more than one answer.)**

**10.**

**11. Has your firm adopted or increased use of the following to replace workers or skills? (Totals may add to more than 100% as respondents could make more than one answer.)**



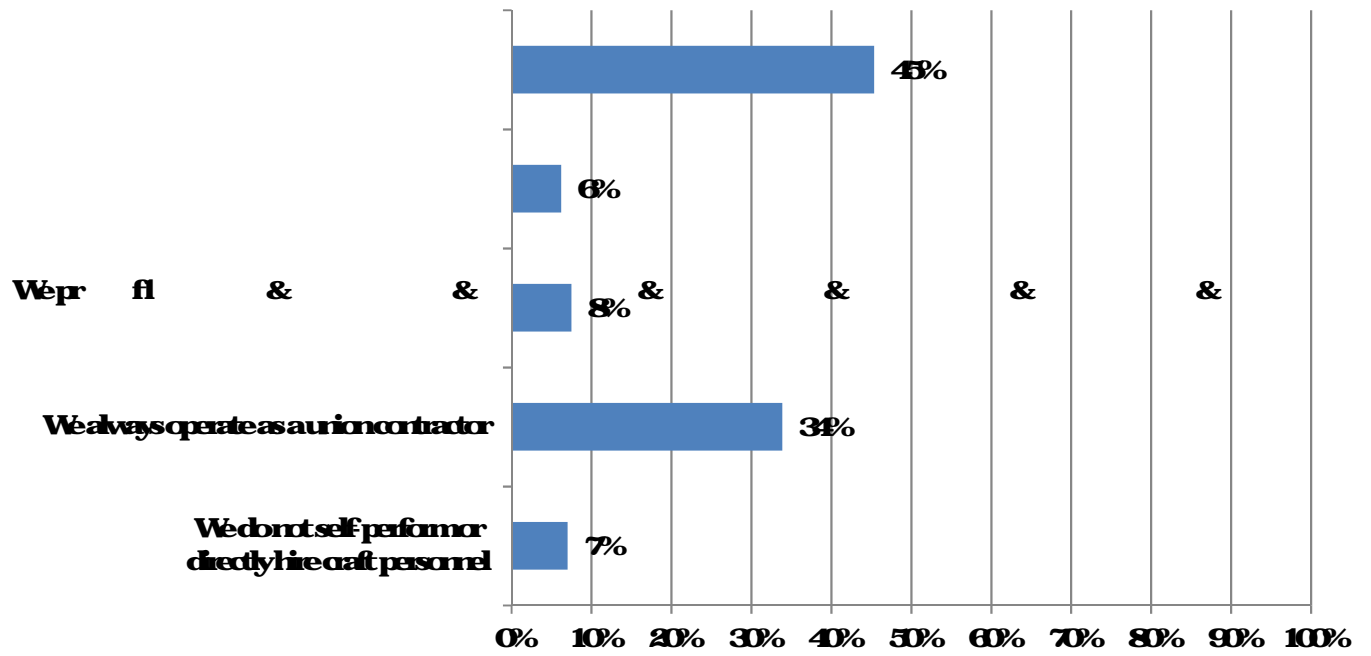
**12. If your firm is experiencing staffing challenges, how would you describe the impact on your projects? (Totals may add to more than 100% as respondents could make more than one answer.)**



**13. If your firm is experiencing staffing challenges, how would you describe the impact on your company's safety and**



**15. When you self-perform construction work, do you operate as a union contractor or a non-union contractor?**



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

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

**18 What percent of your employees are in each of these categories?**

