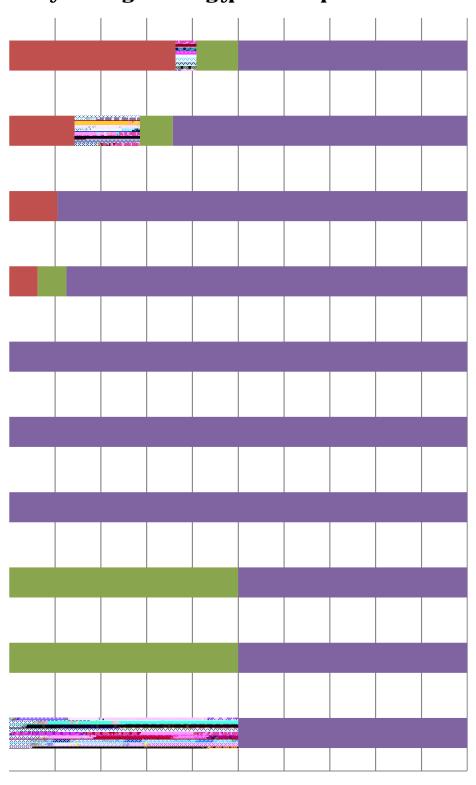
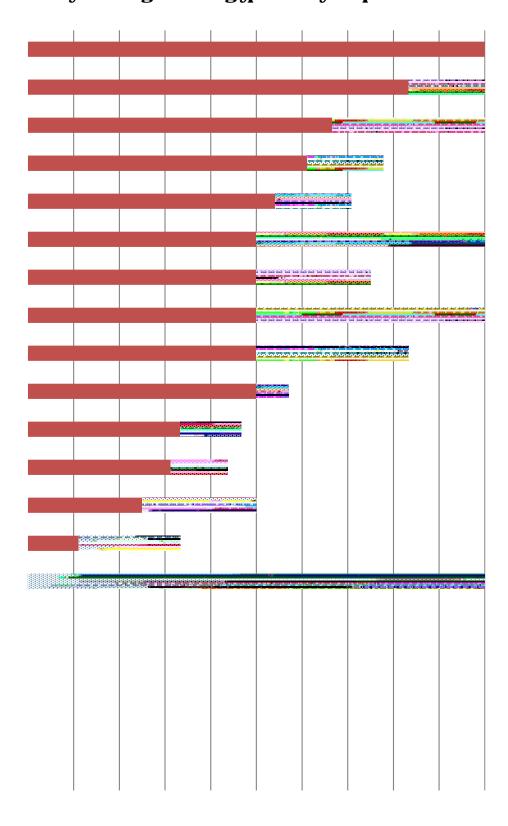
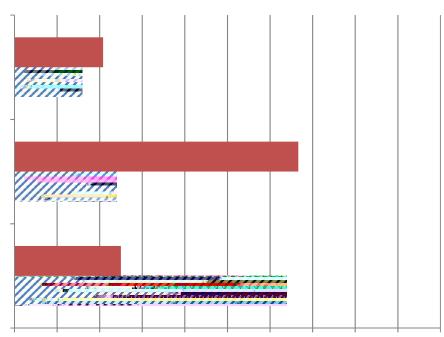
${\tt 3. What has been your firm is {\it experience} this year in filling the following types of {\it salaried positions?}$



${\it 4. What has been your firm is {\it experience this year in filling the following types of hourly or although th$

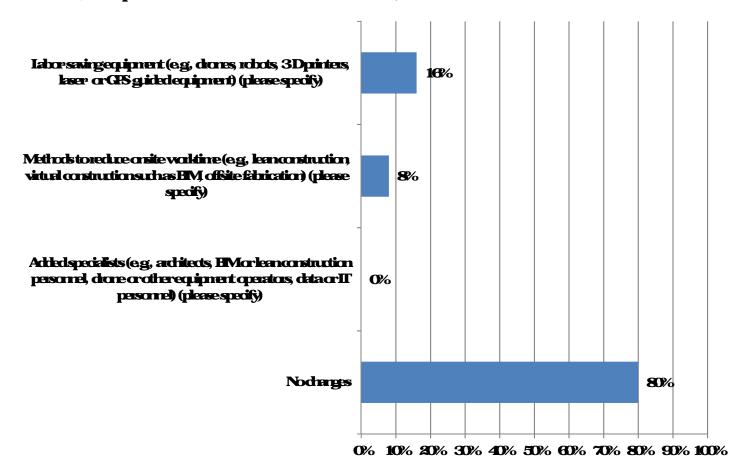


% is your firm losing hourly of attack and the contraction of the c



8 His your firm in ceased pay and/or benefits for hourly or after salaried personnel in the last year because of difficulty in filling positions? (Totals may add to more than 100% as respondents could mark more than one answer.)

11. His your firmad pted or increased use of the following to replace workers crakills? (Totals may add to more than 100% as respondents could mark more than one answer.)



12 Fyourfinnisesperientingstaffingdrallengs, howwould you describe the impact on your projects? (Totals may addition methan 100% as respondents could mark more than one answer.)

15. If your firm is experiencing staffing of health program or performance? (Totals answer.)	hallenges, howwould youdeso may add to note than 100% a	ibeth inpat anyaraanp sæparlensaaldnækna	an /ssafetyand ethanore