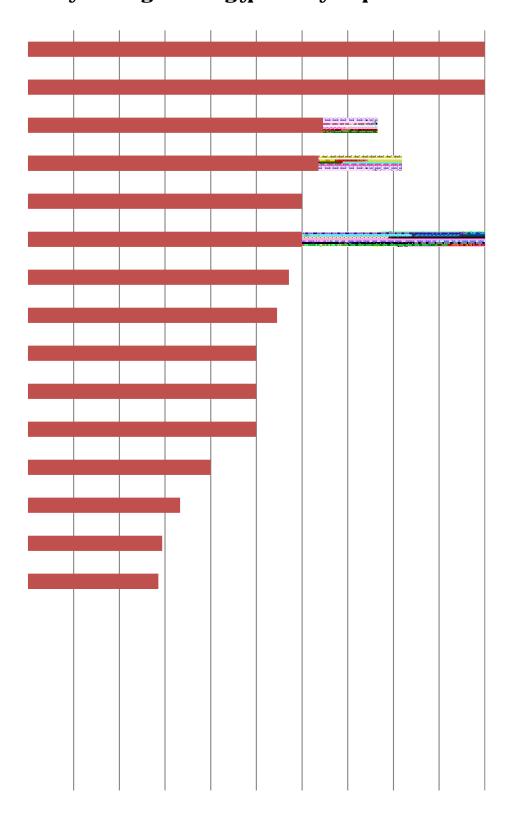
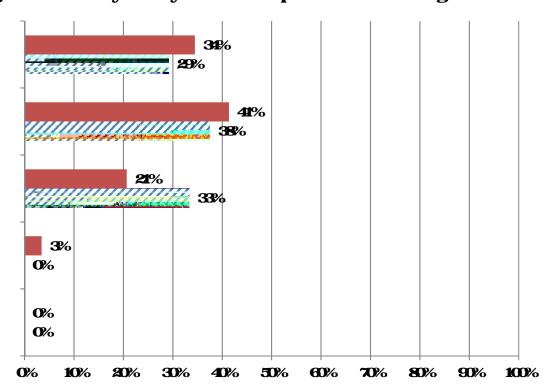
3. What has been your firm is experience this year in filling the following types of salaried positions?								

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

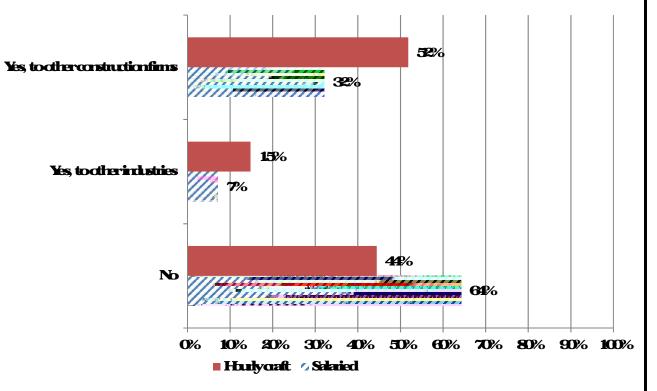


$5. \ Doyouc pectary danges in the availability of houly oalt or salaried personnel over the coning 12 months?$

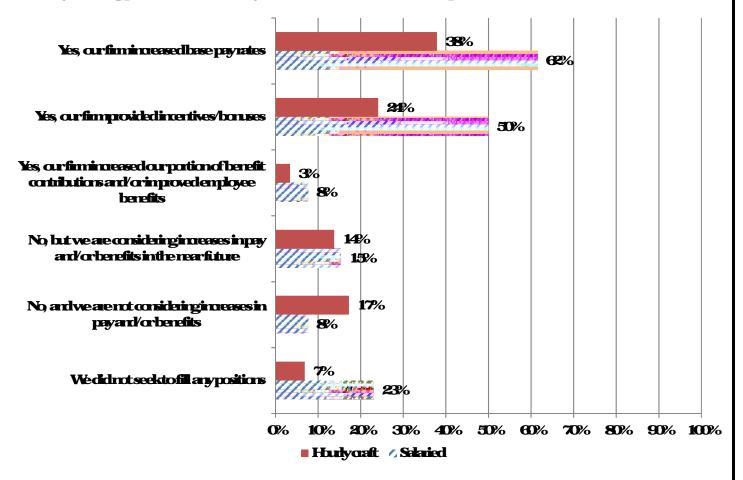


6. Hwwaldyouatetheadequeyof the local pipeline for supplying oalt personnel who are

7. Is your firm losing hourly of attack and the contraction of the

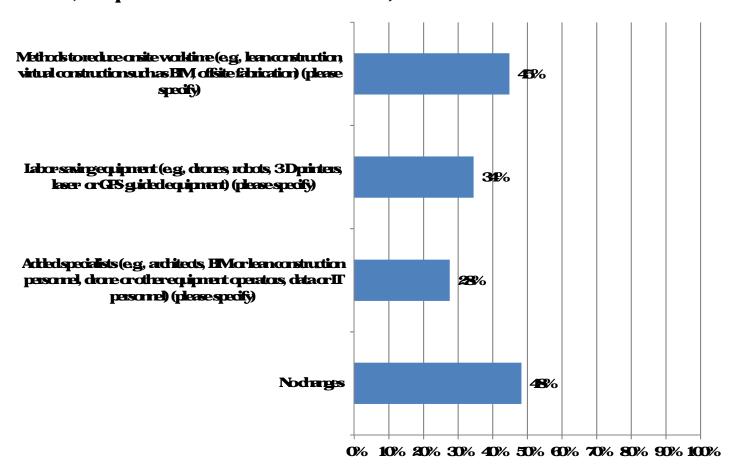


8 Hisyarfiminaeaedpayan/orberefits for houly oaft or salaried personnel in the last year because of difficulty in filling positions? (Rotals may add to more than 100% as respondents could mark more than one answer.)



9. His 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.)
16 Heaverfirmmed dames in him training are had limited these water red il drottens in the next year?
1C. His your firm made dranges in hiring training or scheduling to address worker or skill shortages in the past year?
16. His your firm made dranges in hiring training or scheduling to address worker or skill shortages in the past year?
16. His your firm made danges in hiring training or scheduling to address worker or skill shortages in the past year?
1C. His your firm made charges in hiring training are scheduling to achies worker are skill short ages in the past year?
K. Hisyarfimmade dangs in hing training arstred ling to address water arshill shortages in the past year?
K. Hsyarfimmæledargsinlining tæiringarsdæklingtoæklæsvakerarskillshatægsinthepætyær?
K. Hisyourfimmade drangs in hing training creded ling to achies worker credit shortages in the past year?
K. Hisyarfimmaledargs inhing training as deching to athess water as his stateges in the past year?

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



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

