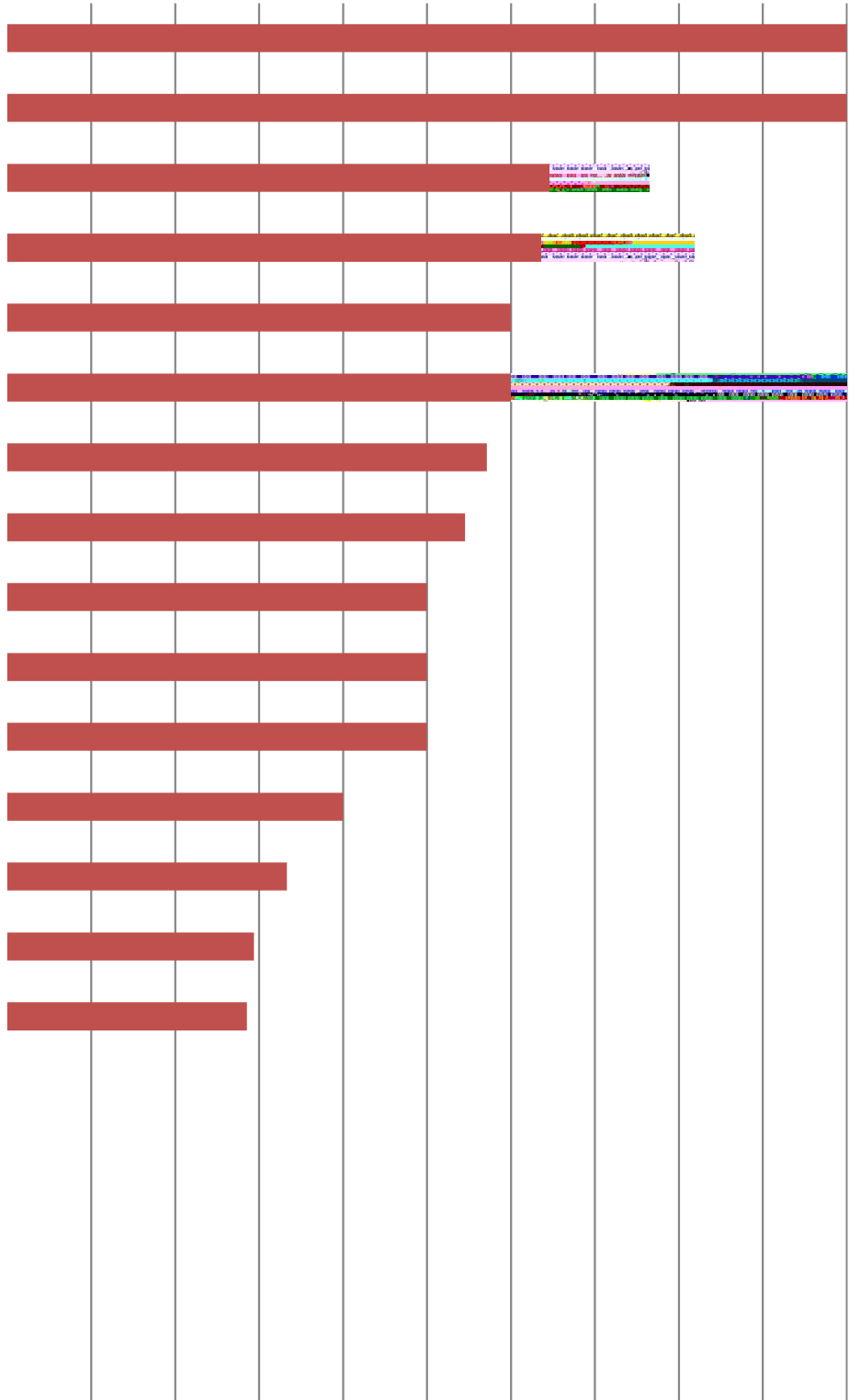


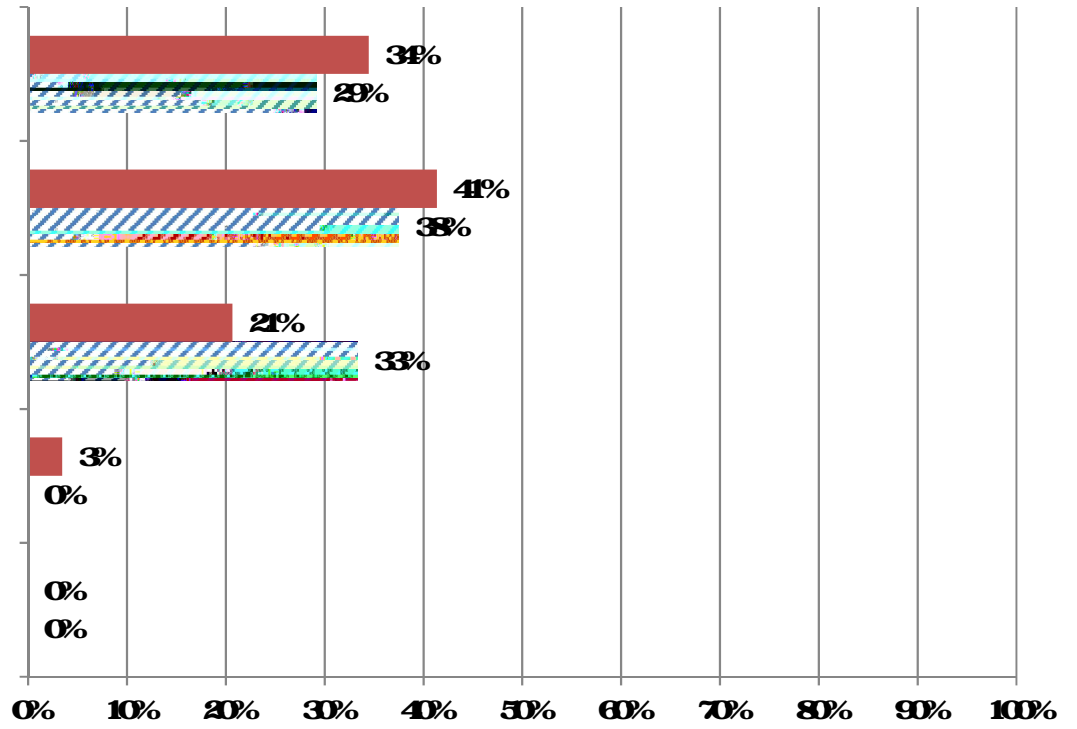




**4. What has been your firm's experience this year in filling the following types of hourly craft positions?**

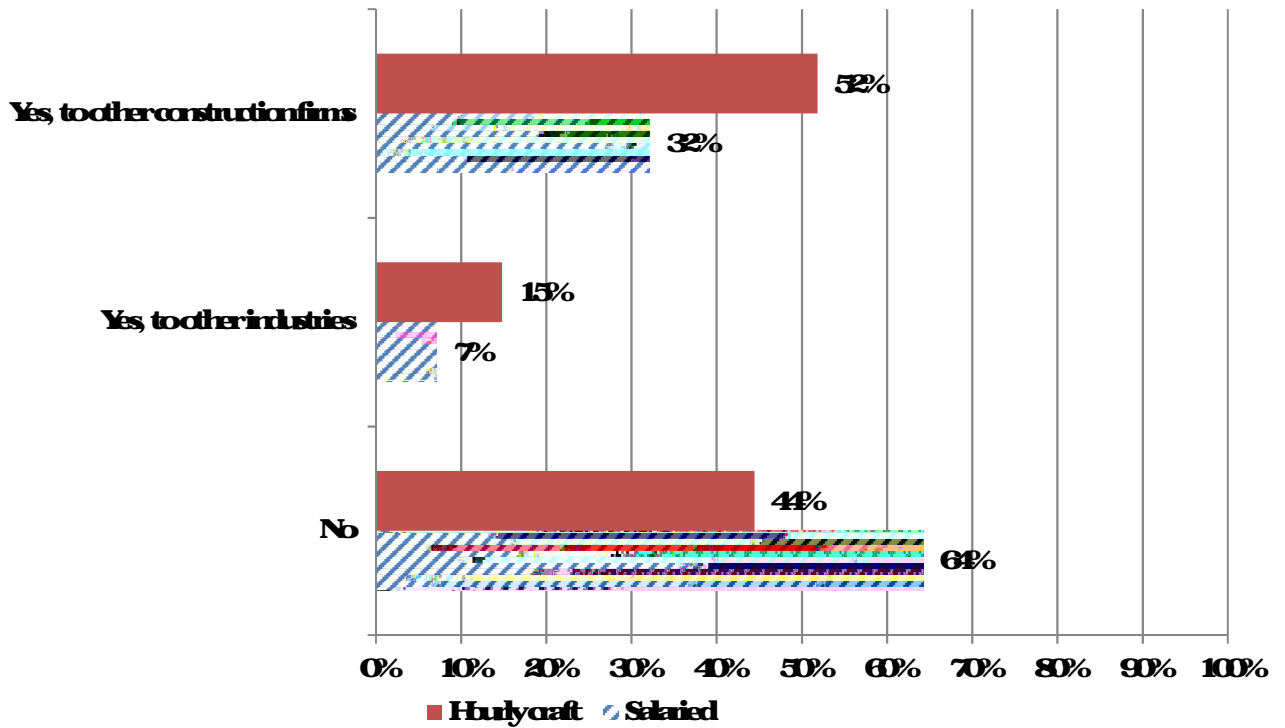


**5. Do you expect any changes in the availability of hourly craft or salaried personnel over the coming 12 months?**

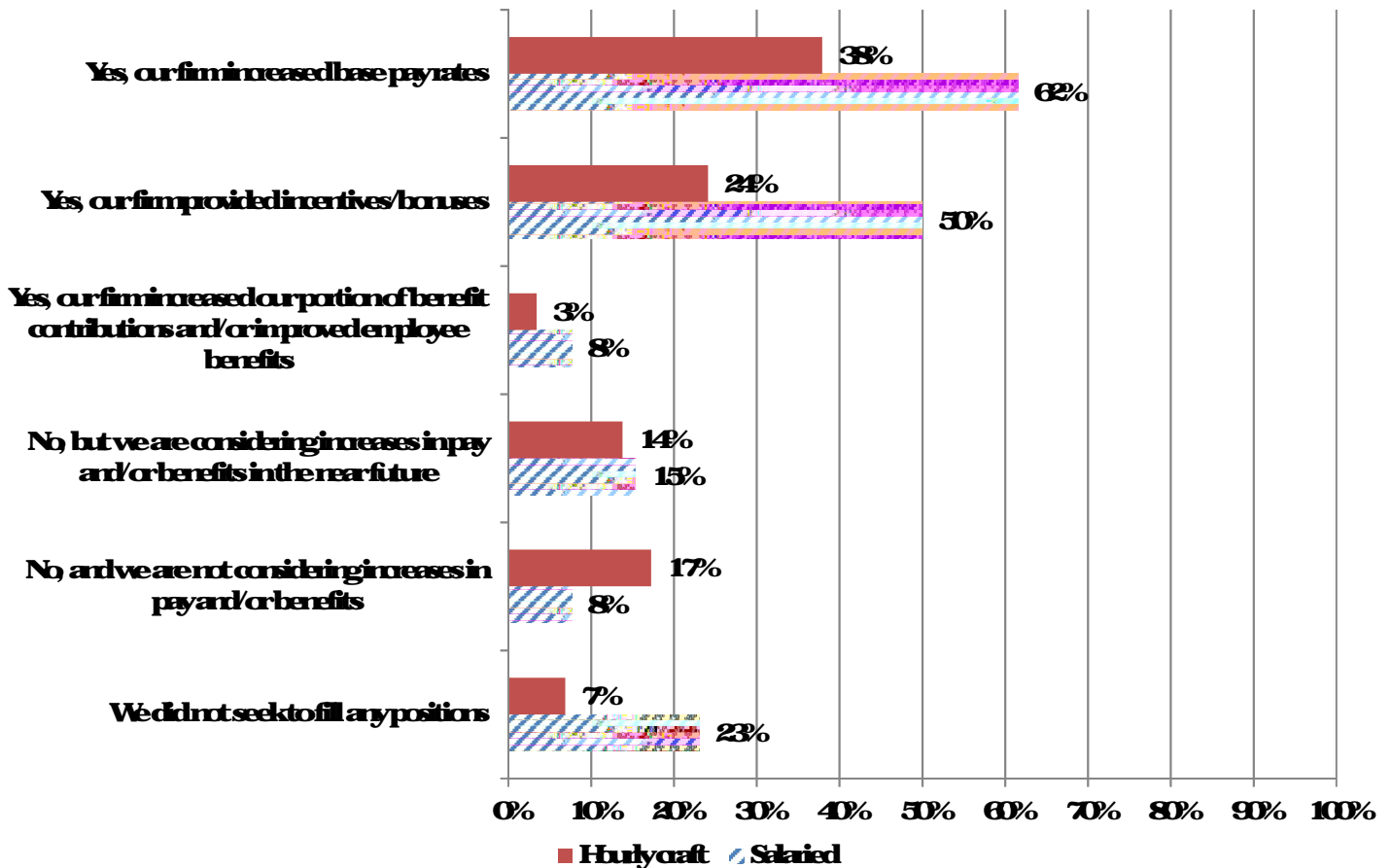


**6. How would you rate the adequacy of the local pipeline for supplying craft personnel who are**

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



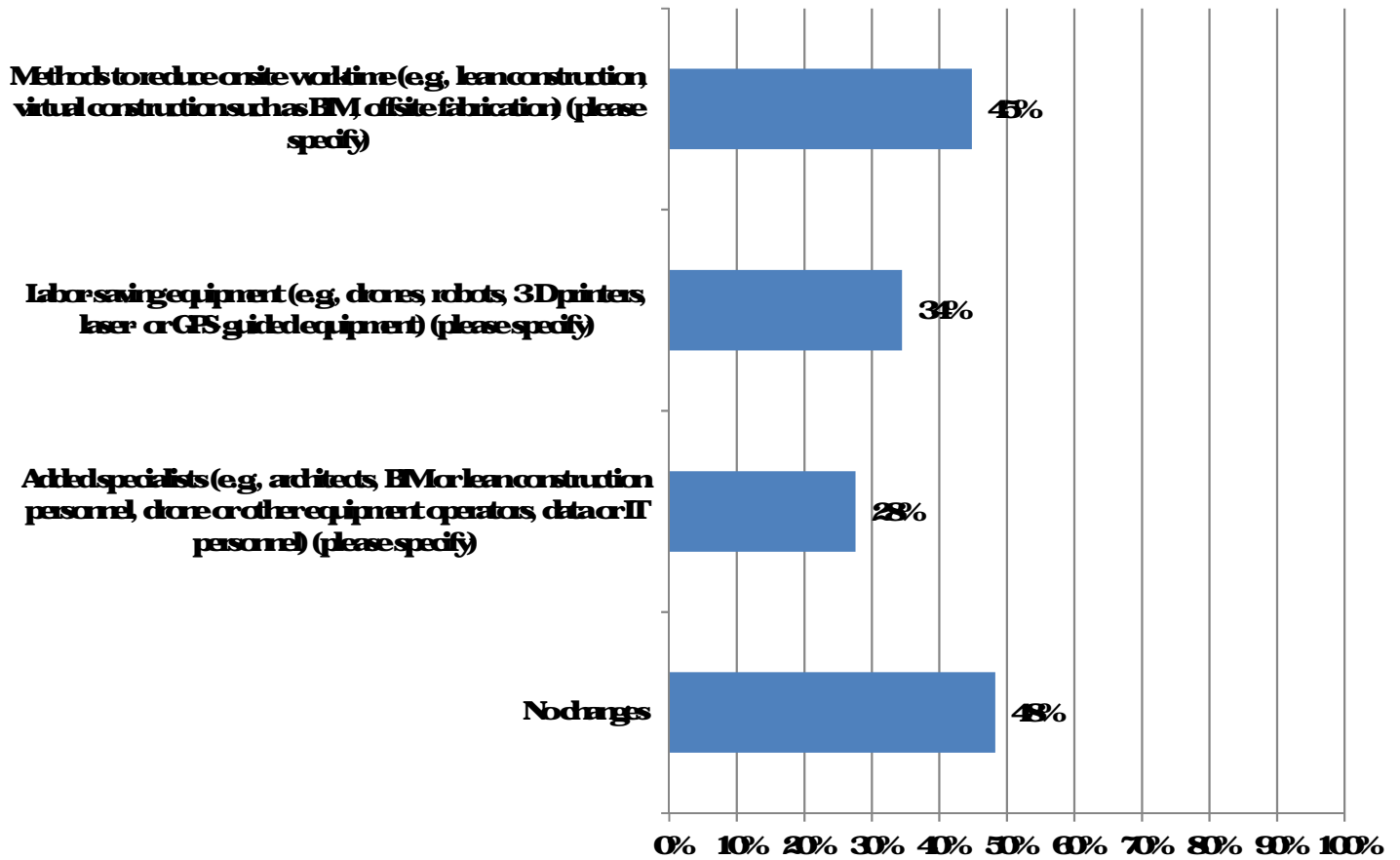
**8. Has your firm increased pay and/or benefits for hourly craft or salaried personnel in the last year because of difficulty in filling positions? (Totals may add to more than 100% as respondents could mark more than one answer.)**



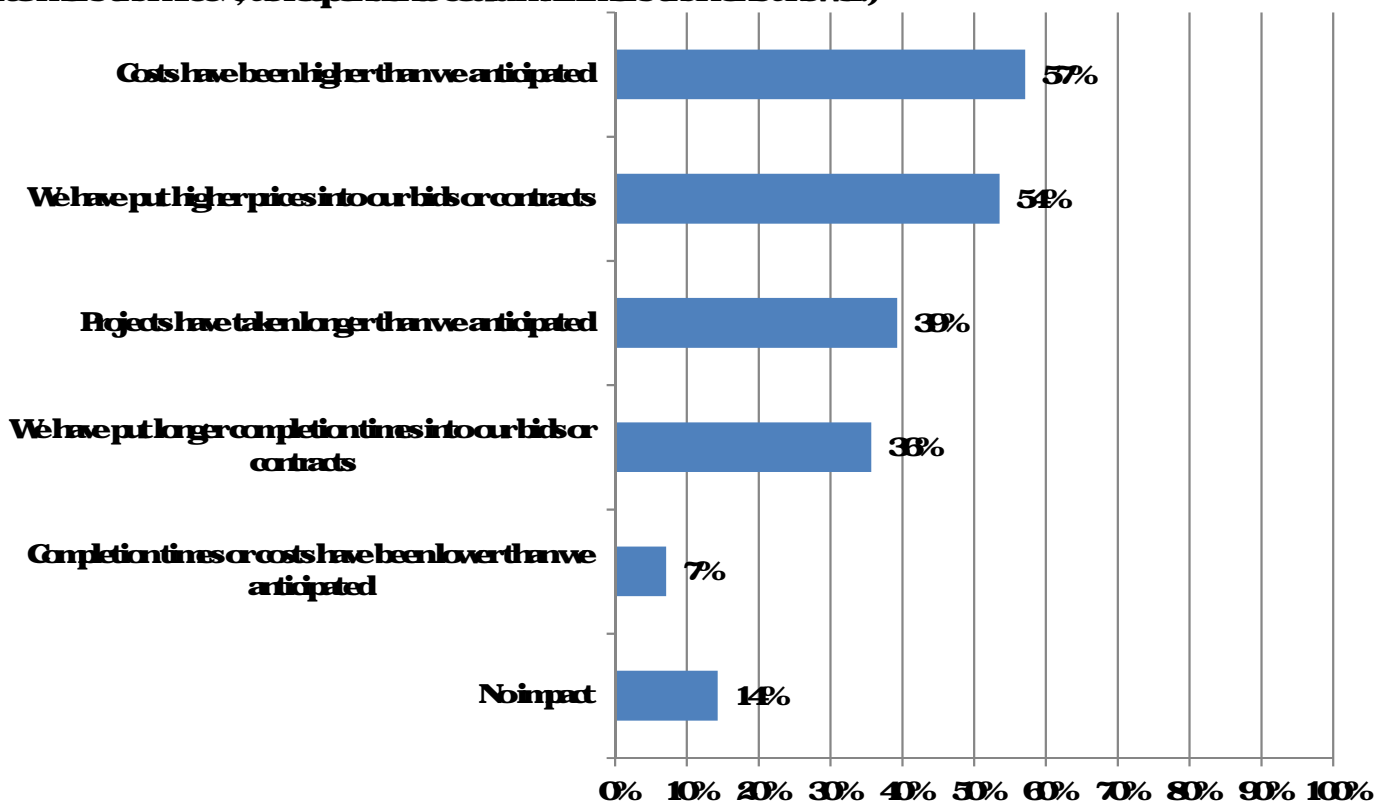
**9. Has your firm made or increased use of the following to provide workers in the past year? (Totals may add to more than 100% as respondents could mark more than one answer.)**

**10. Has your firm made changes in hiring training or scheduling to address worker or skill shortages in the past year?**

**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 mark 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 mark more than one answer.)**



**13. If your firm is experiencing staffing challenges, how would you describe the impact on your company's safety and health program or performance? (Totals may add to more than 100% as respondents could make more than one answer.)**

**14. Please indicate which of the following types of construction projects your firm performs. (Totals may add to more than 100% as respondents could make more than one answer.)**





