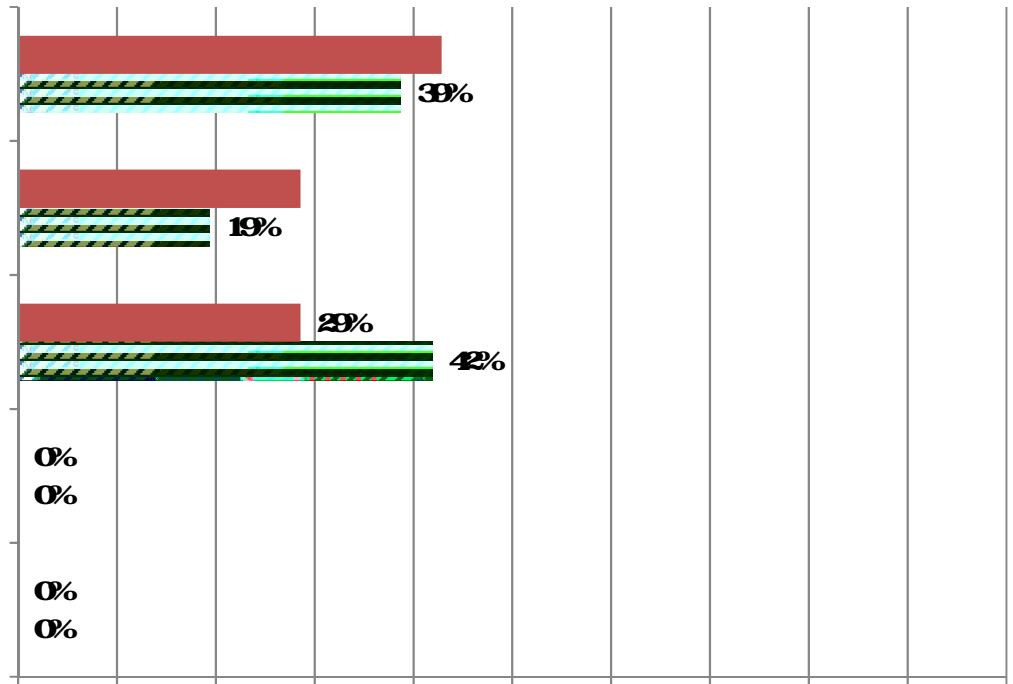






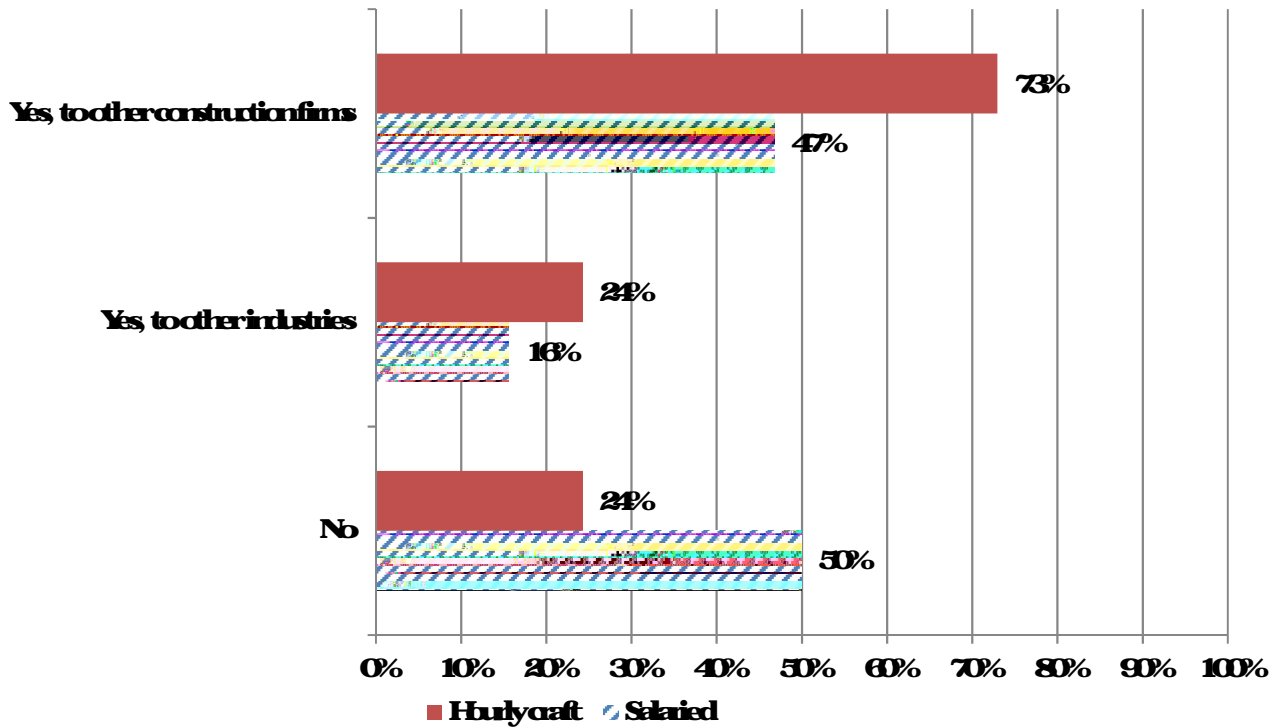


**5. Do you expect any changes in the availability of hourly craft or skilled personnel over the coming 12 months?**

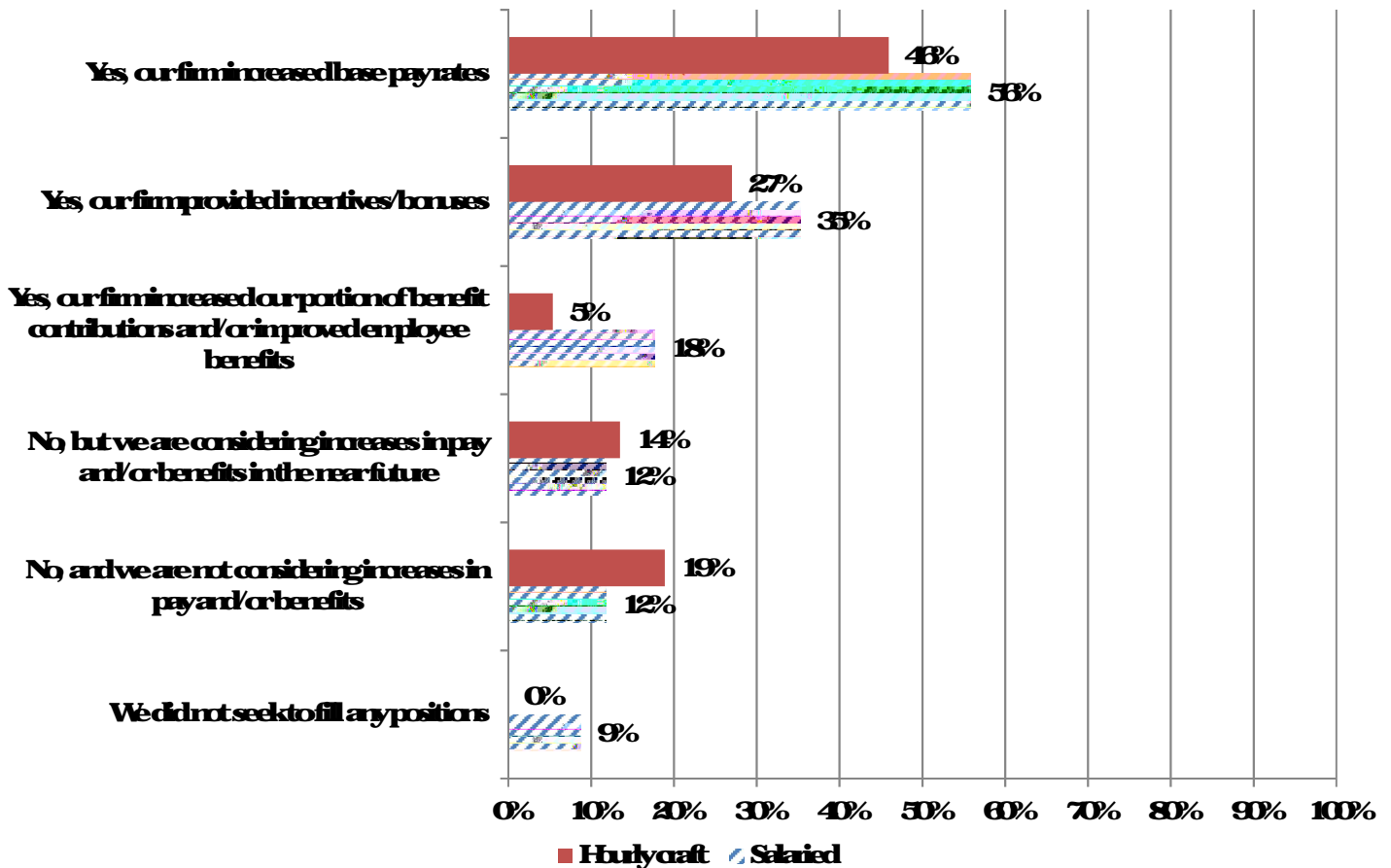


**6. How would you rate the adequacy of the local pipeline for supplying craft personnel who are**

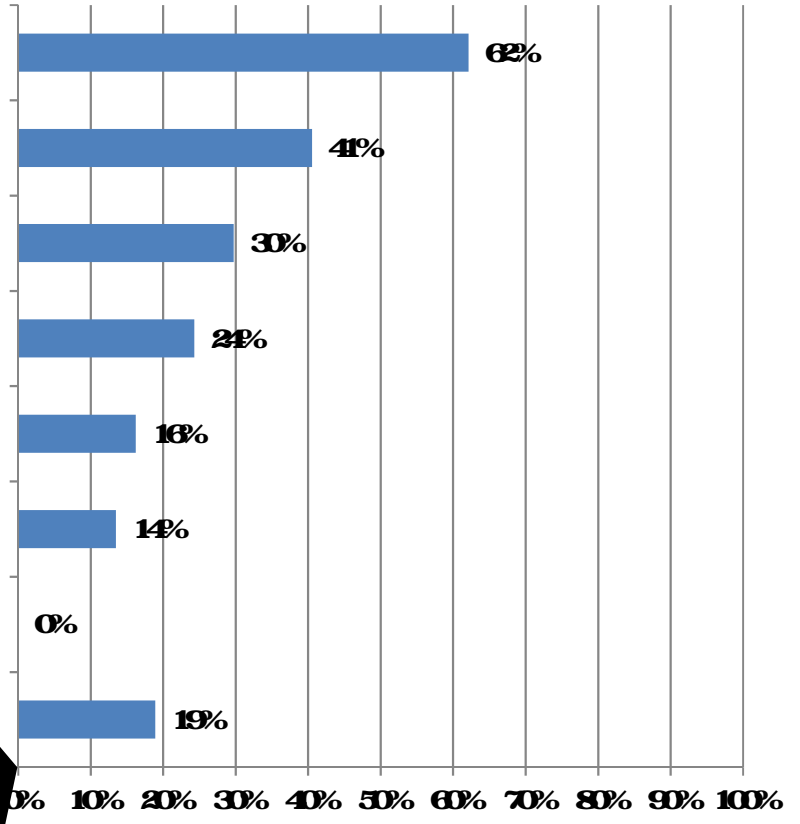
**7. Is your firm losing hourly craft or salaried personnel to other employees? (Totals may add to more than 100% as respondents could mark more than one answer.)**



**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.)**

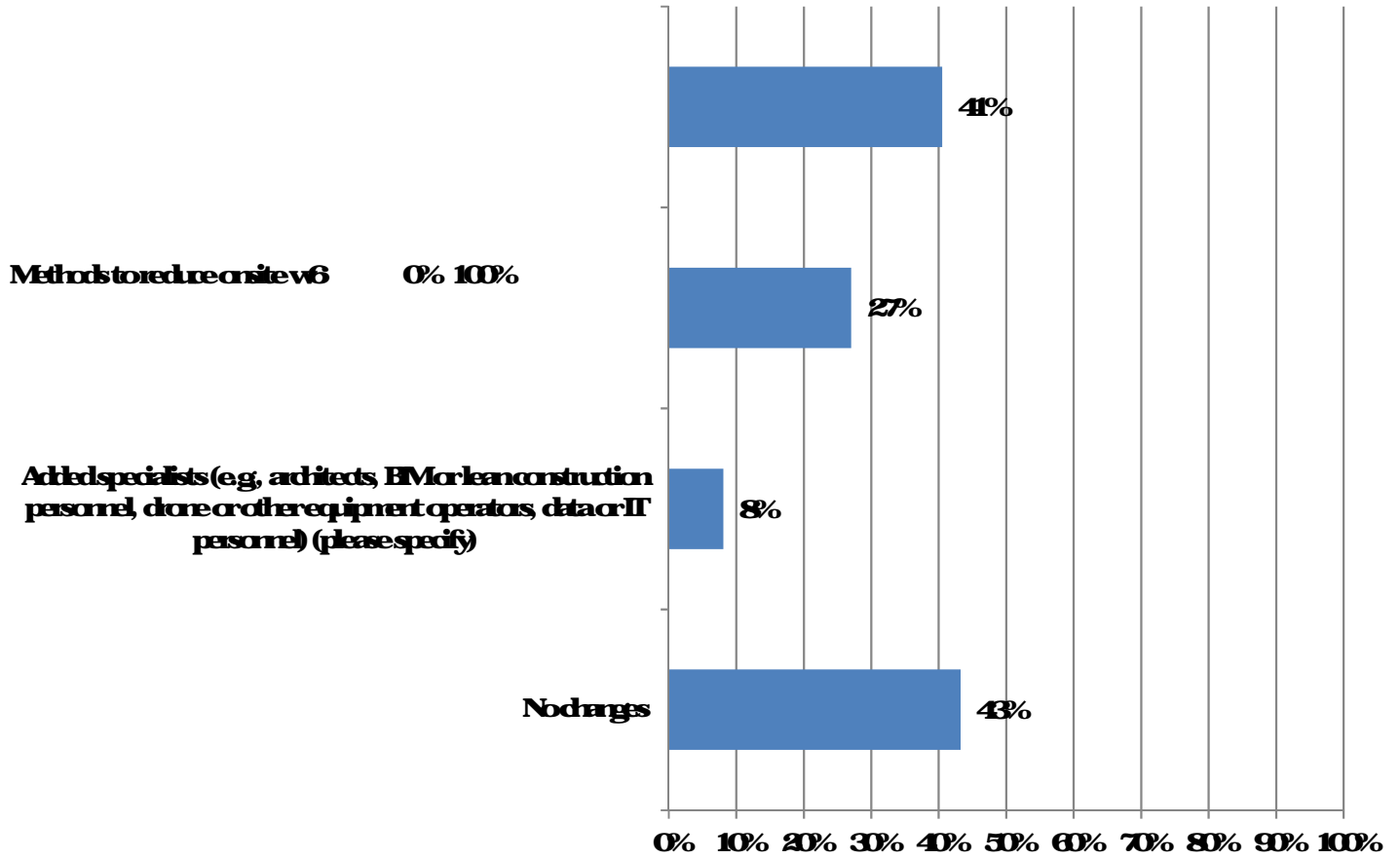


9. Has your firm added or increased use of the following to provide workers in the past year? (Totals may add to more than 100% as respondents could make more than one answer.)



10. Has your firm added or increased use of the following to address worker or skill shortages in the past year? (Totals may add to more than 100% as respondents could make more than one answer.)

**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.)**





**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?**

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

