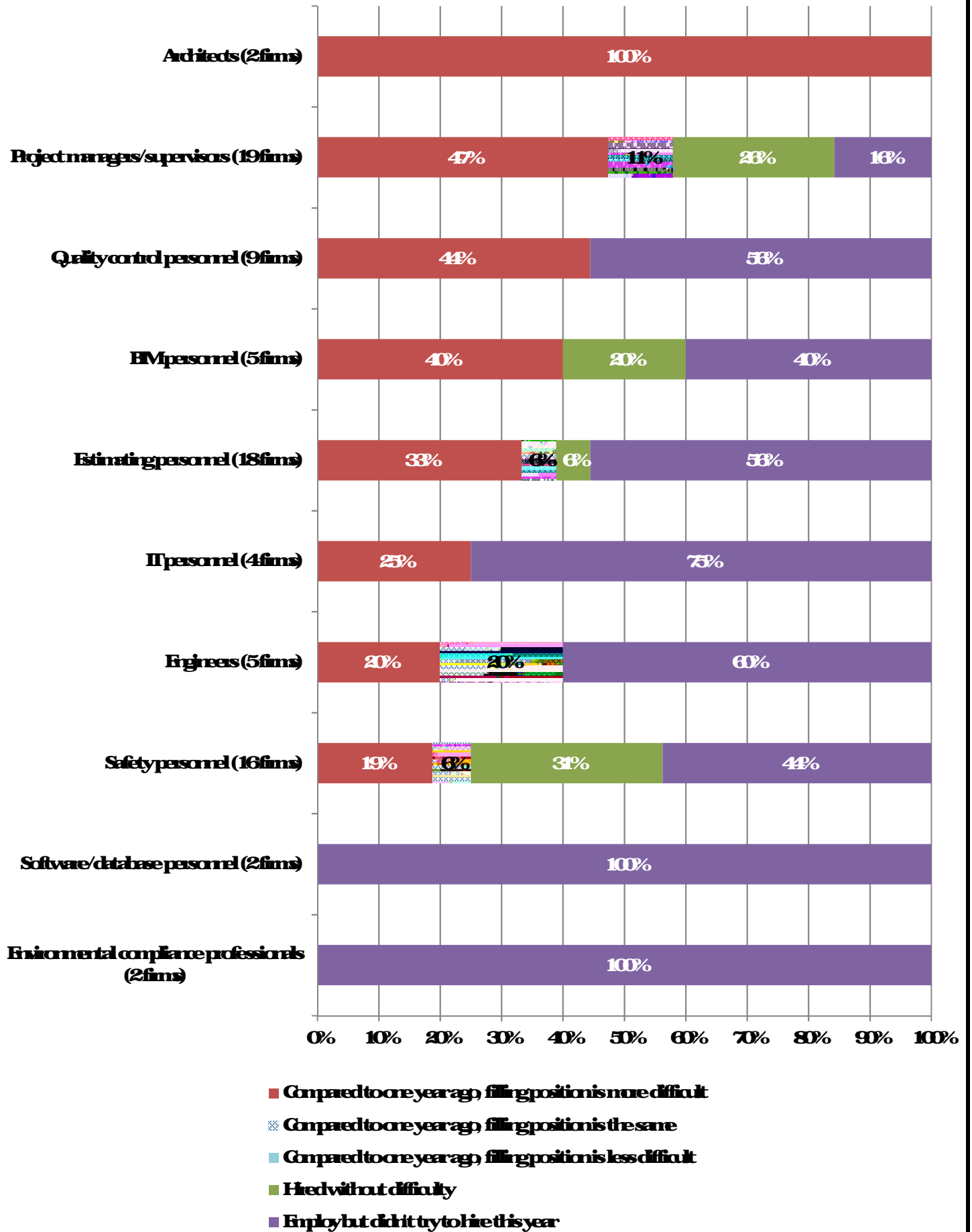
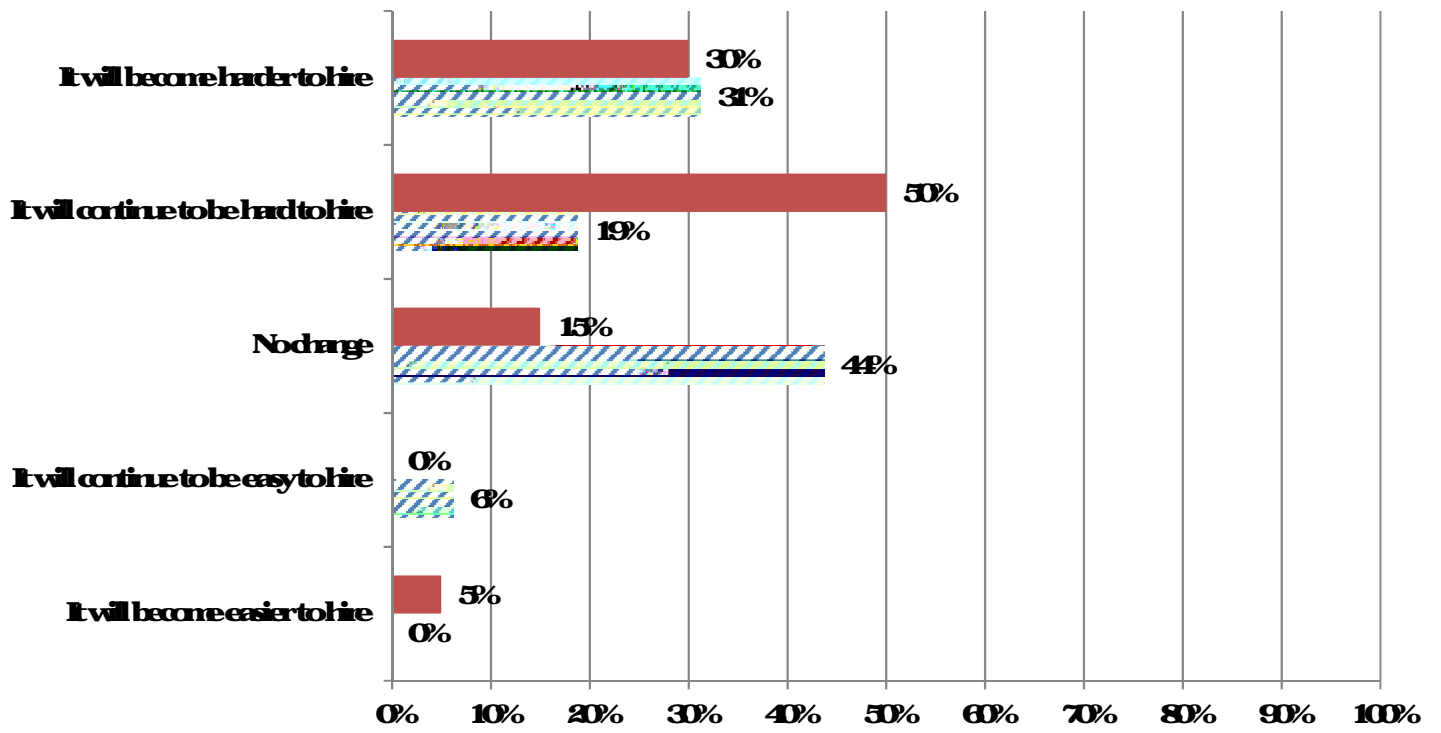


3. What has been your firm's experience this year in filling the following types of salaried positions?



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



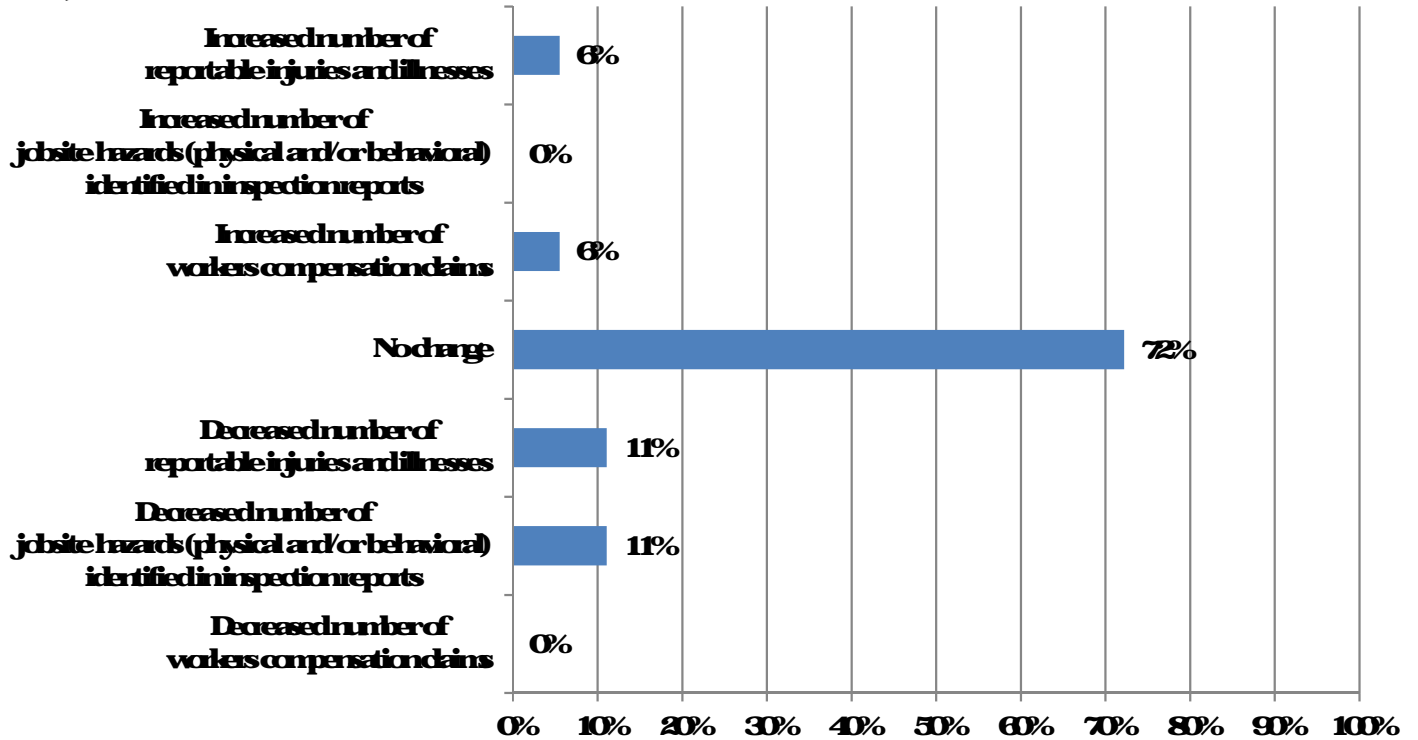
6. How would you rate the adequacy of the local pipeline for supplying craft personnel who are

9. Has your firm made or increased use of the following to provide workers in the past year? (

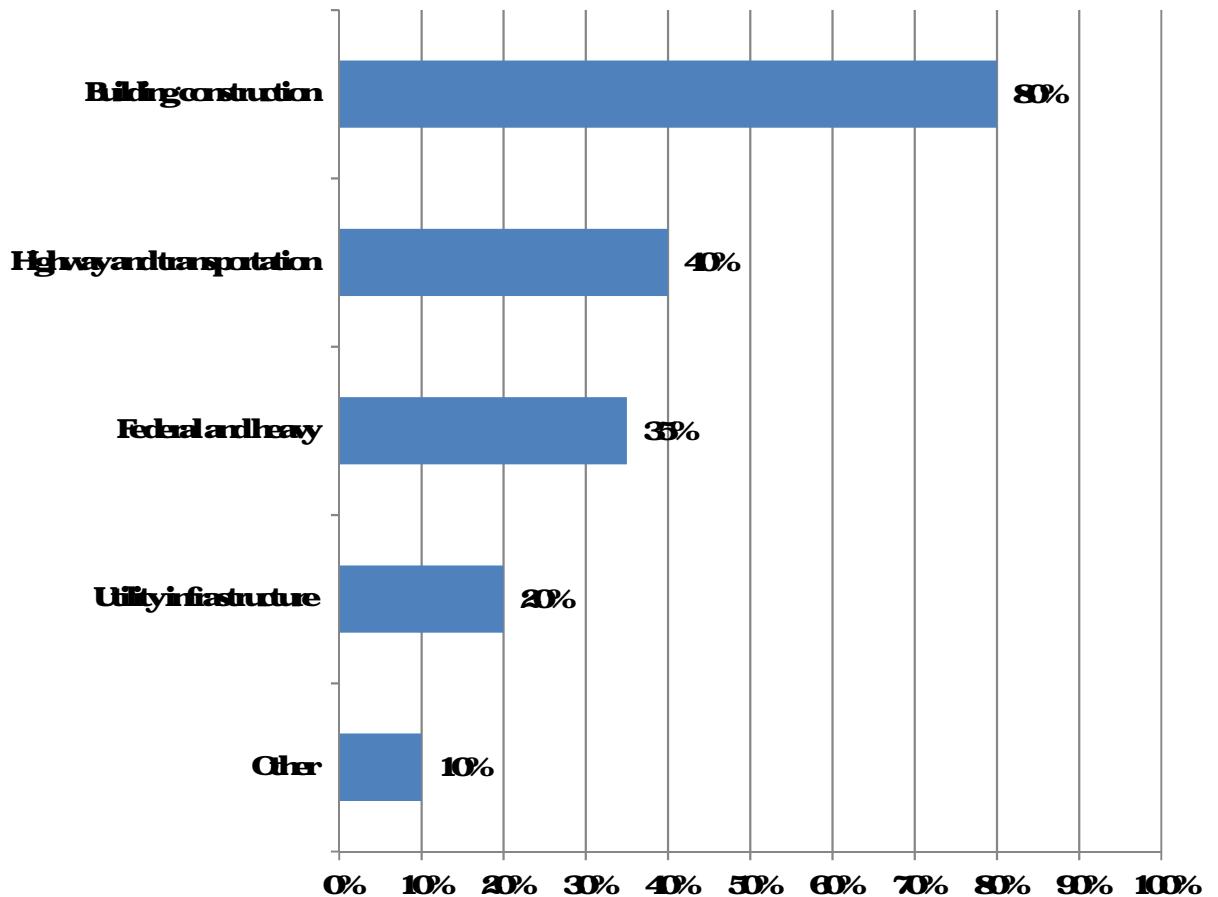
11. Has your firm adopted or increased use of the following to replace workers or skills? (Totals may add to more than 100% as respondents could mark more than one answer.)

12. If your firm is experiencing staffing challenges, how would you describe the impact on your projects? (Totals may

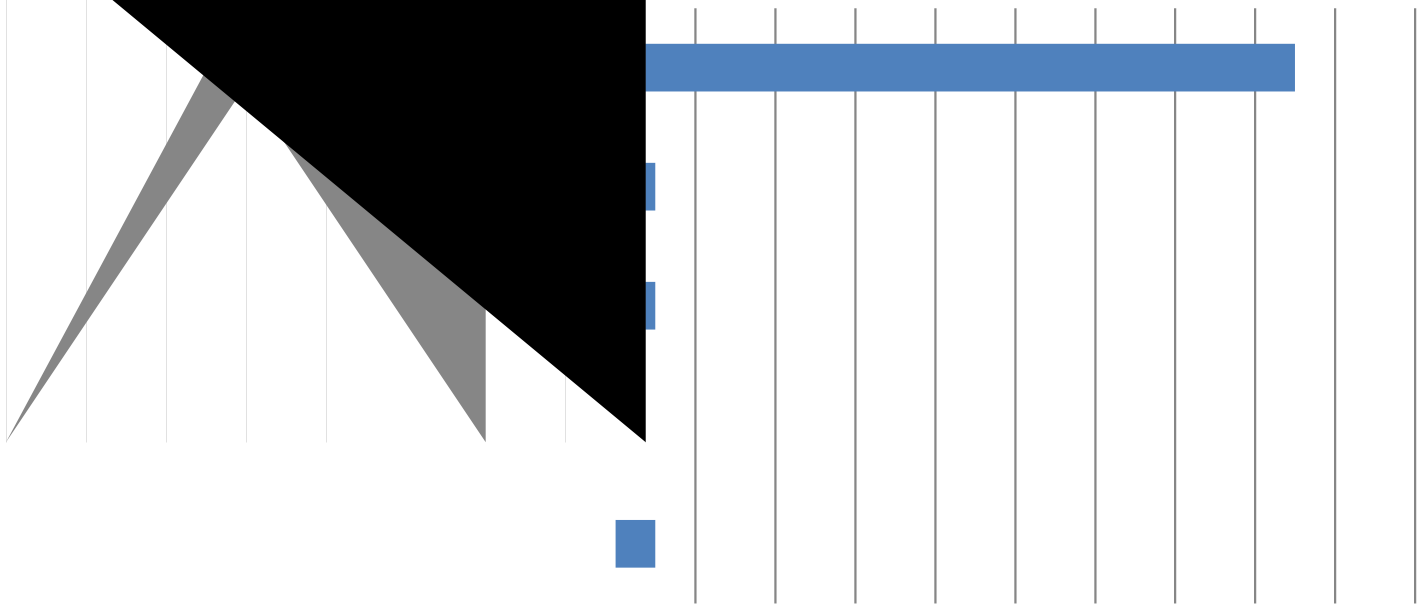
13. If your firm is experiencing staffing challenges, how would you describe the impact on your company's safety and health program or performance? (Totals may add to more than 100% as respondents could make more than one answer.)



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.)



15 How 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?

