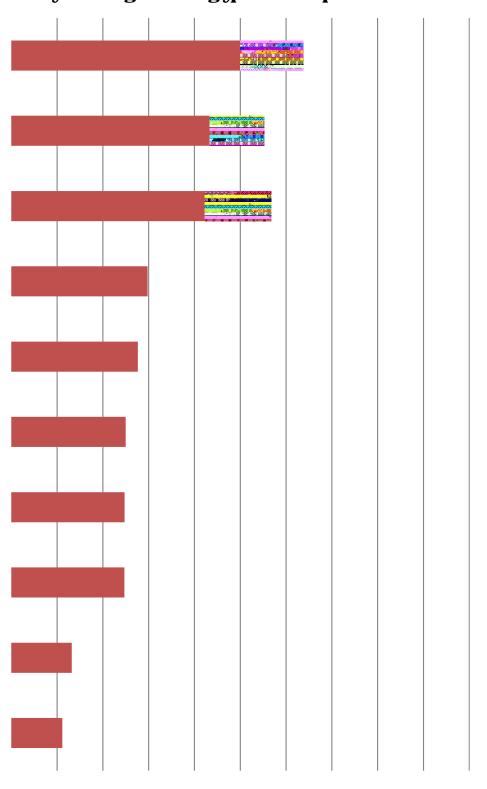
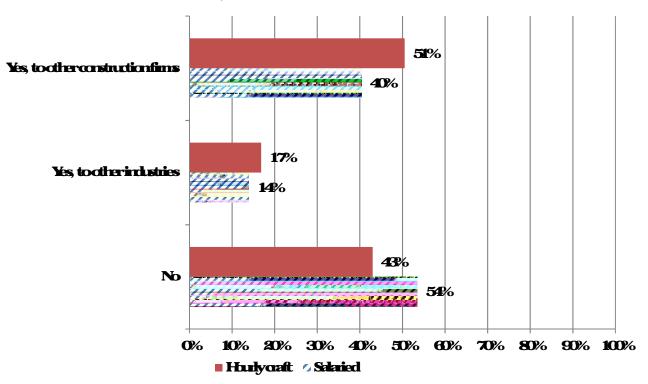
## 2018WaldaceSurveyResults

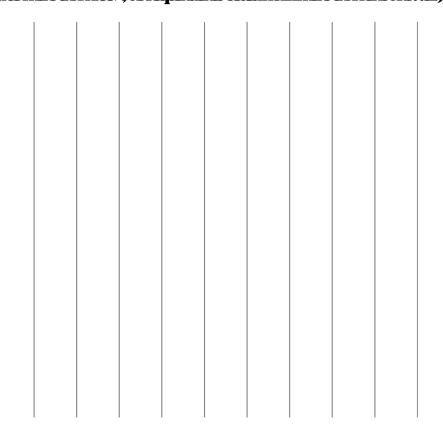
## ${\tt 3. What has been your firm is {\it experience} this year in filling the following types of {\it salaried positions?}$



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

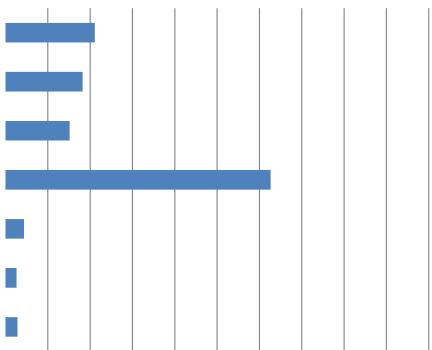


8 His your firm in a cased pay and/or benefits for hourly a after salaried personnel in the last year because of difficulty in filling positions? (Totals may add to more than 100% as respondents and dimensional term are answer)



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 Heaverfirmmeladames inhiring tesiring gredad limeta address valenced ill drotages inthemat var?
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 danges in hiring training or scheduling to address worker or skill shortages in the past year?
K. Hisyarfimmaded args inhiring training or scheduling to address worker or skill shortages in the past year?
1C. His your firm made charges in hiring training or scheduling to achies worker or skill shortages in the past year?
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K. Hisyourfimmaded args in hing training credited ling to address worker or skill shortages in the past year?
K. Hisyaurfimmaded angsinhing training and ething to at the source shill shat again the past year?

15. If your firm is experienting staffing drallenges, 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 Hease indicate which of the following types of construction projects your firm performs: (Totals may add to more than 100% as respondents could mark more than one answer)