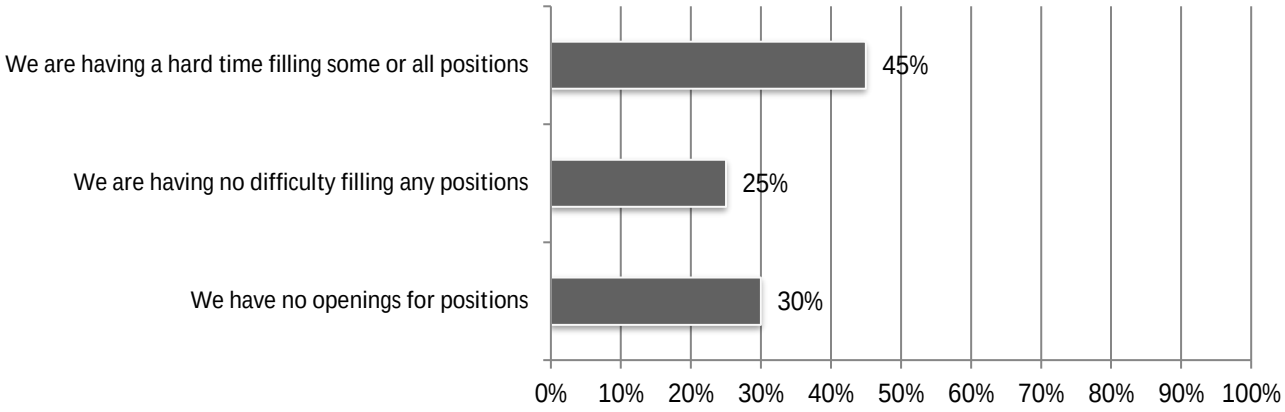
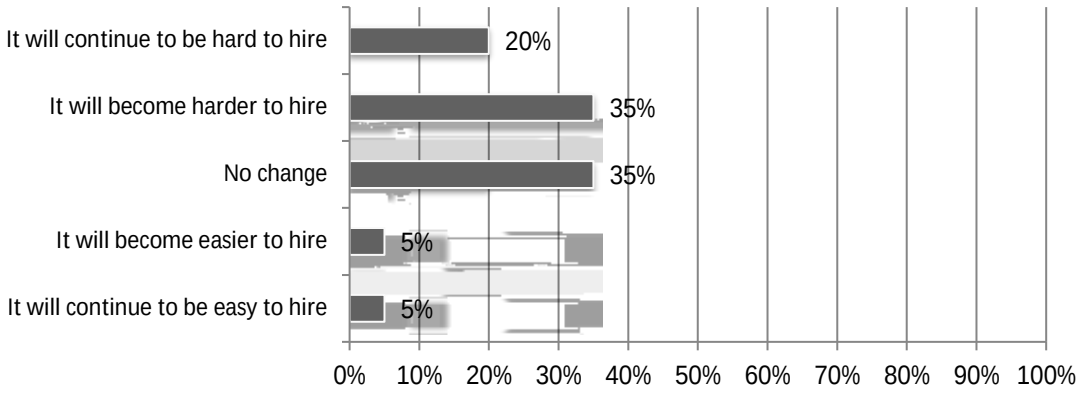
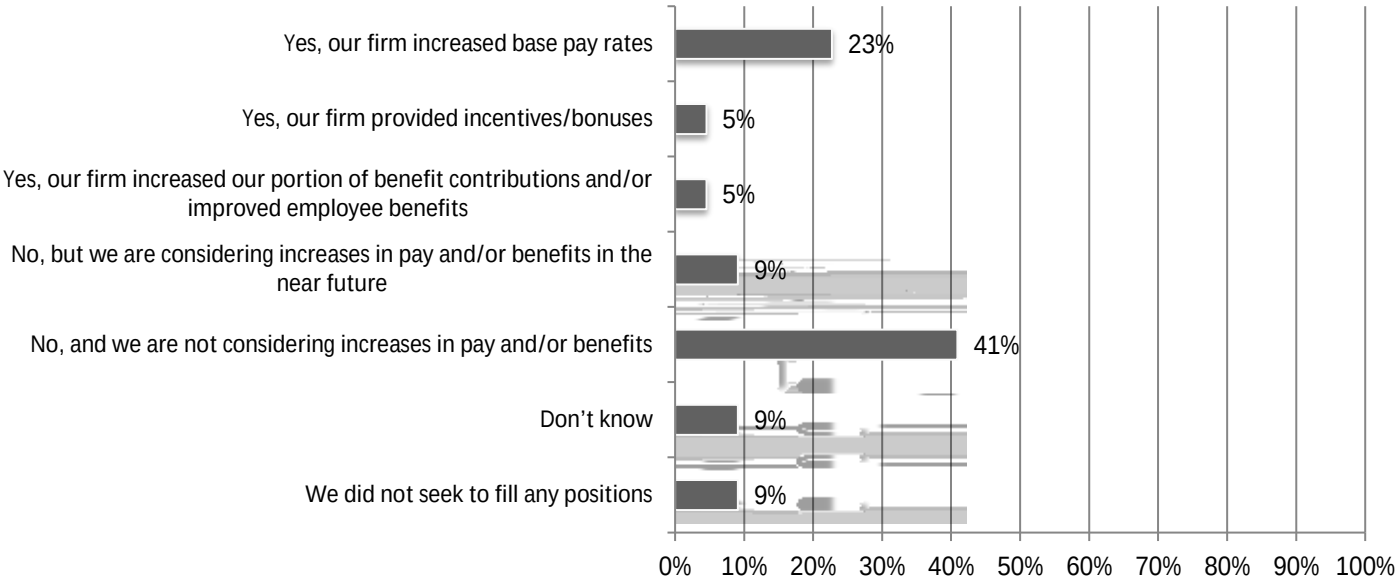
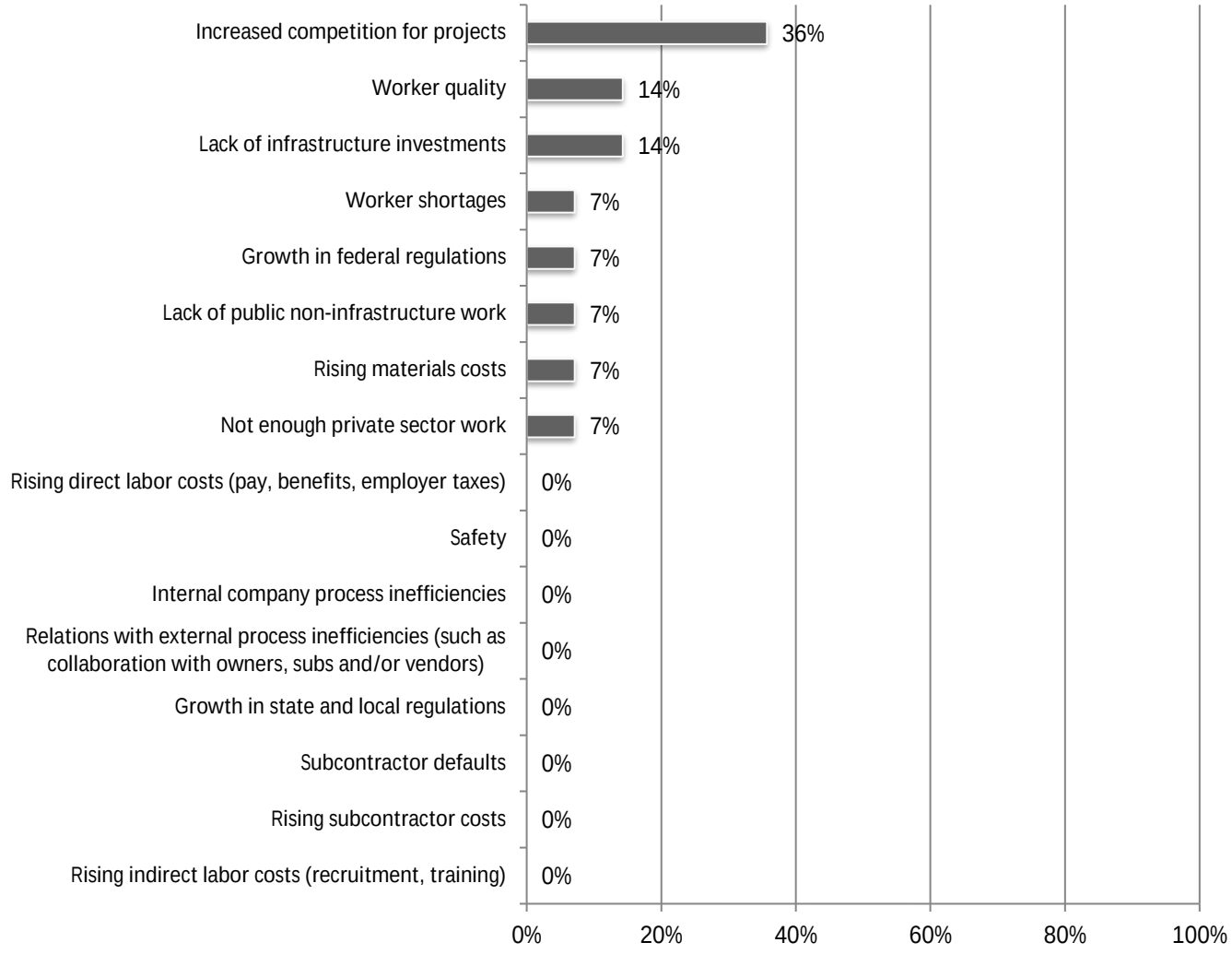
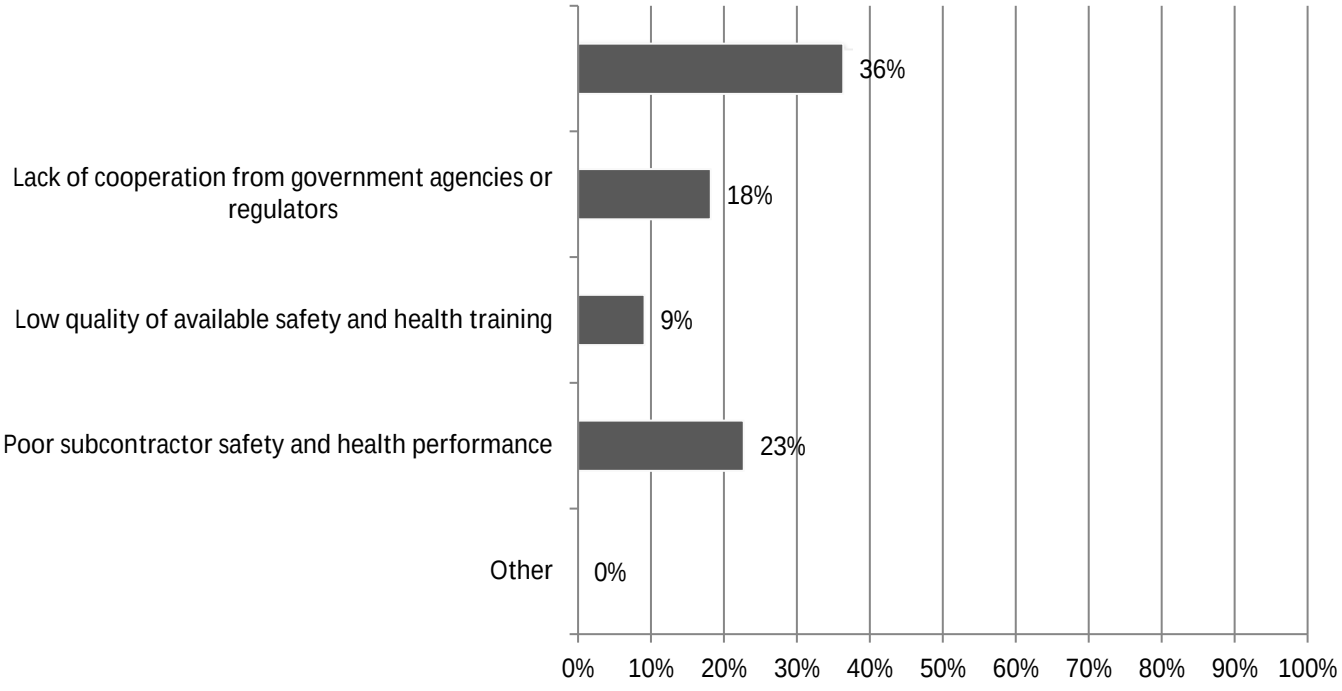
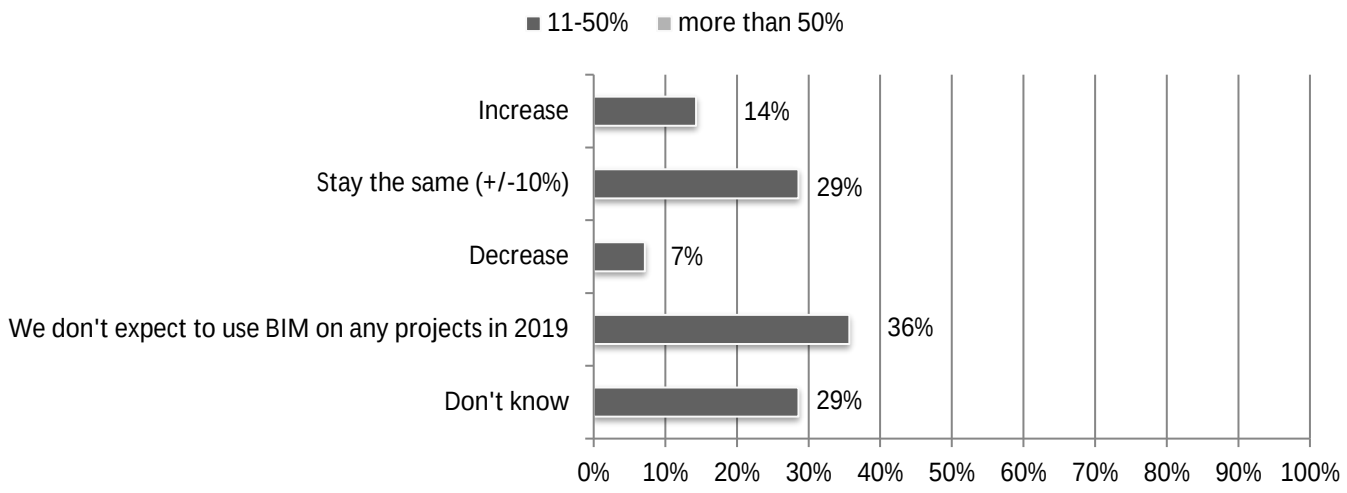
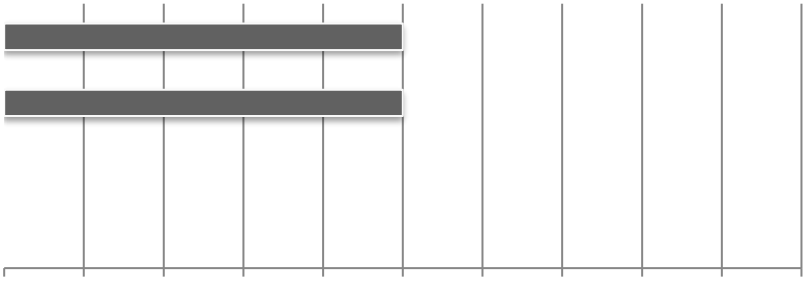

We are having a hard time filling some or all positions
45%
We are having no difficulty filling any positions
25%
We have no openings for positions
30%
0%
10%
20%
30%
40%
50%
60%
70%
80%
90%
100%


It will continue to be hard to hire
20%
It will become harder to hire
35%
No change
35%
It will become easier to hire
5%
It will continue to be easy to hire
5%
0%
10%
20%
30%
40%
50%
60%
70%
80%
90%
100%


Yes, our firm increased base pay rates
23%
Yes, our firm provided incentives/bonuses
5%
Yes, our firm increased our portion of benefit contributions and/or improved employee benefits
5%
No, but we are considering increases in pay and/or benefits in the near future
9%
No, and we are not considering increases in pay and/or benefits
41%
Don’t know
9%
We did not seek to fill any positions
9%
0%
10%
20%
30%
40%
50%
60%
70%
80%
90%
100%


Increased competition for projects
36%
Worker quality
14%
Lack of infrastructure investments
14%
Worker shortages
7%
Growth in federal regulations
7%
Lack of public non-infrastructure work
7%
Rising materials costs
7%
Not enough private sector work
7%
Rising direct labor costs (pay, benefits, employer taxes)
0%
Safety
0%
Internal company process inefficiencies
0%
Relations with external process inefficiencies (such as collaboration with owners, subs and/or vendors)
0%
Growth in state and local regulations
0%
Subcontractor defaults
0%
Rising subcontractor costs
0%
Rising indirect labor costs (recruitment, training)
0%
0%
20%
40%
60%
80%
100%


36%
Lack of cooperation from government agencies or regulators
18%
Low quality of available safety and health training
9%
Poor subcontractor safety and health performance
23%
Other
0%
0%
10%
20%
30%
40%
50%
60%
70%
80%
90%
100%


11-50%
more than 50%
Increase
14%
Stay the same (+/-10%)
29%
Decrease
7%
We don't expect to use BIM on any projects in 2019
36%
Don't know
29%
0%
10%
20%
30%
40%
50%
60%
70%
80%
90%
100%