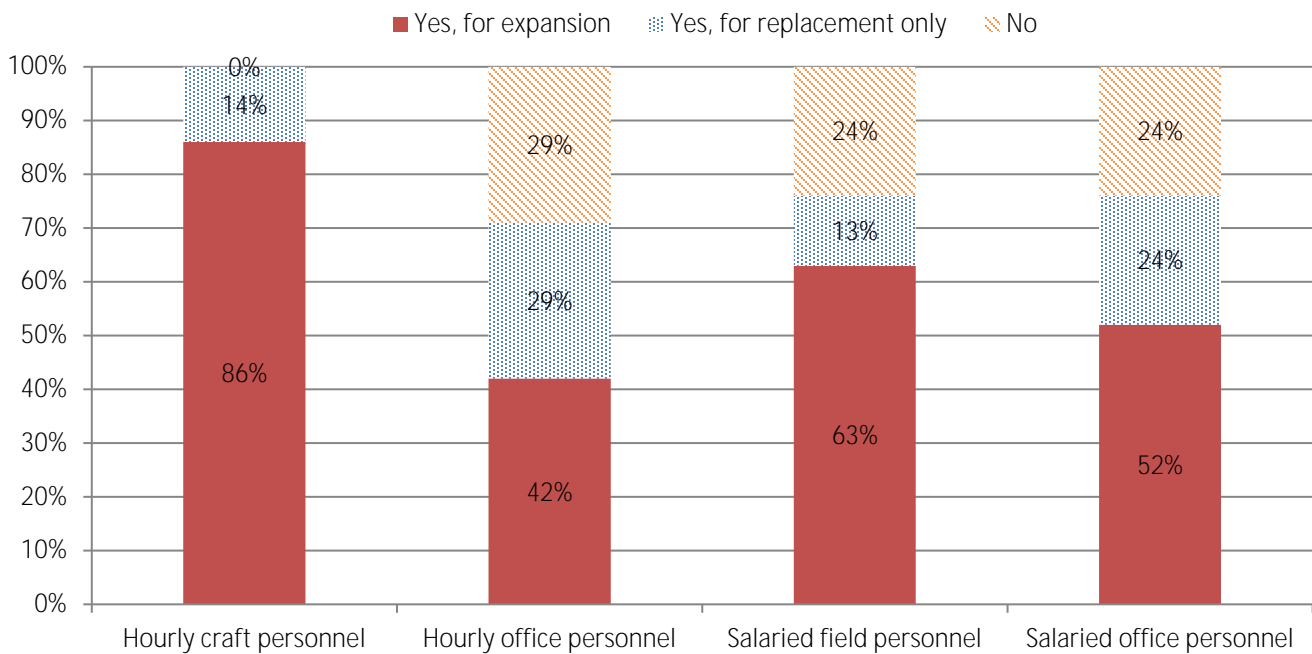
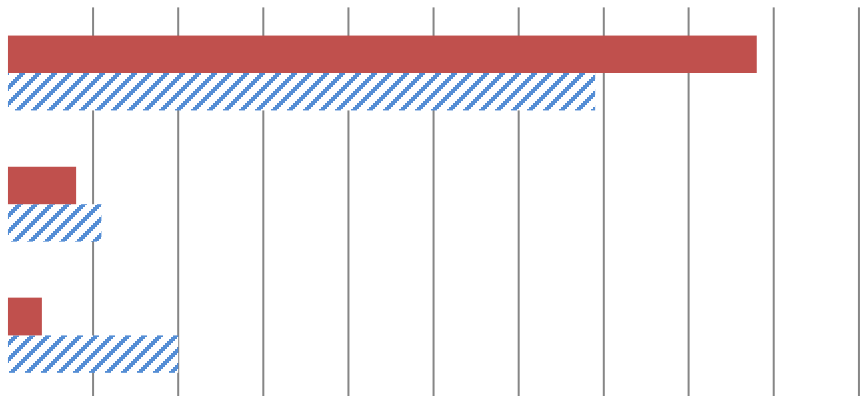


## 2019 Workforce Survey Results

1. In the next 12 months, do you expect your firm will hire additional or replacement:



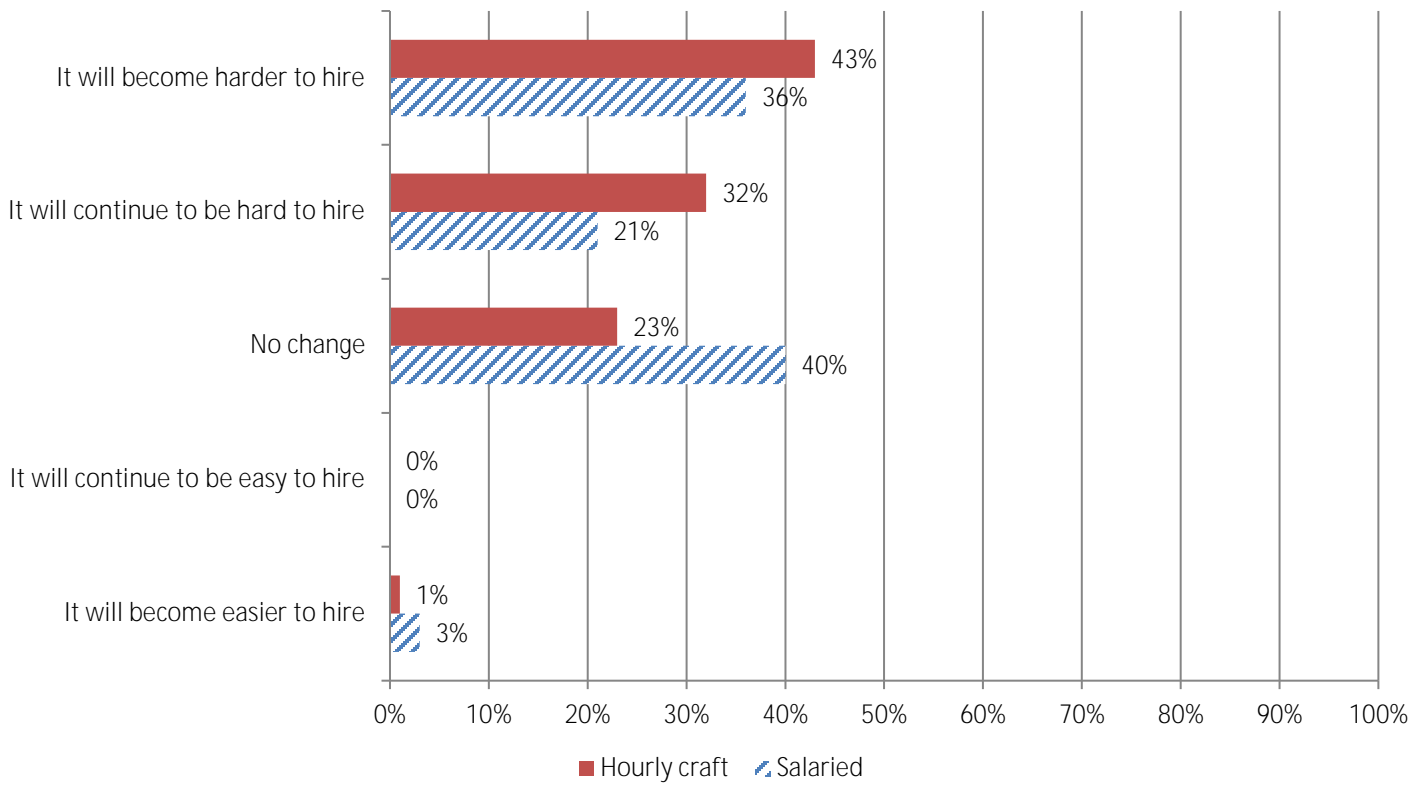
2. How would you describe your current situation in filling salaried and hourly craft positions?



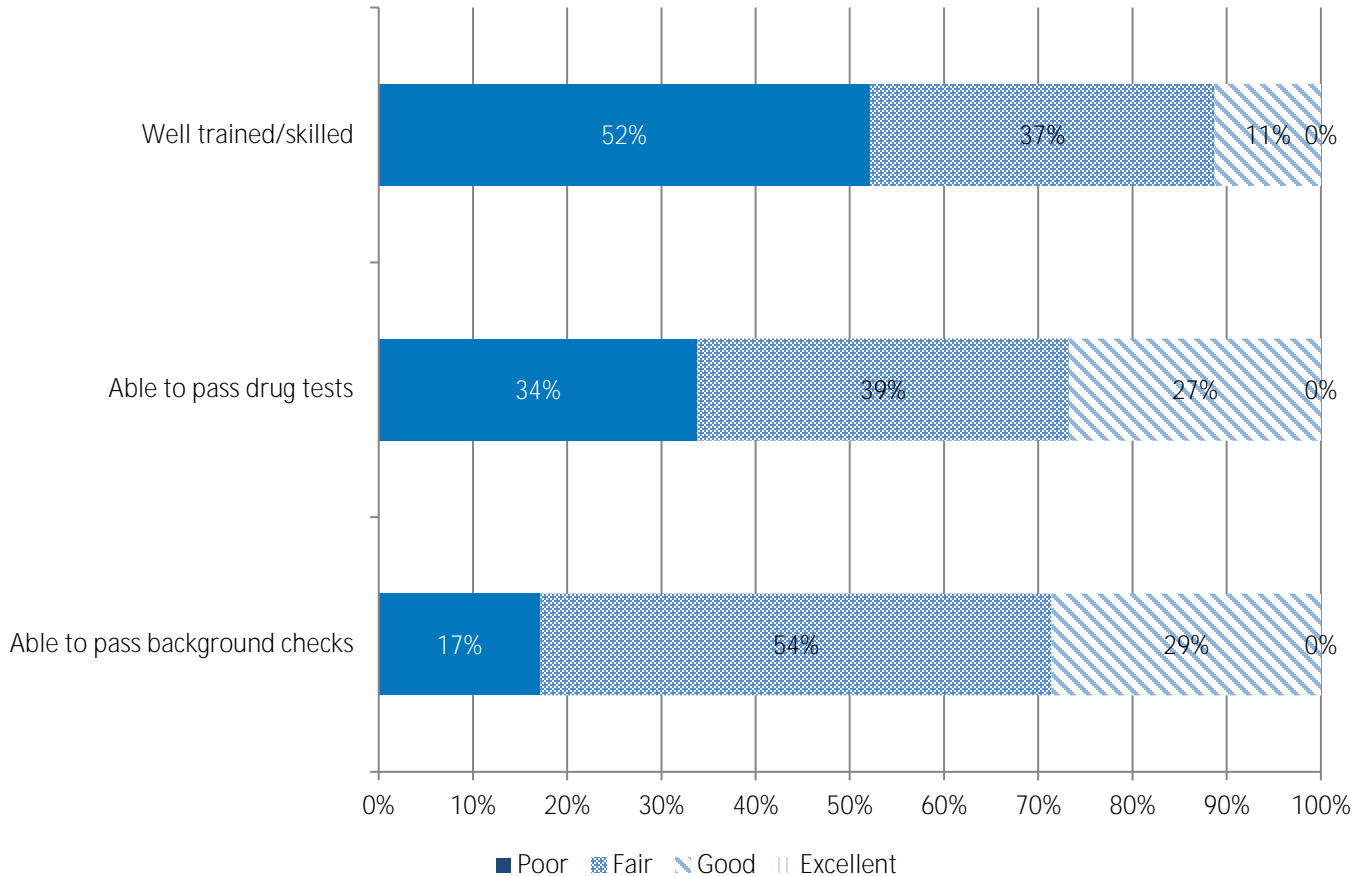




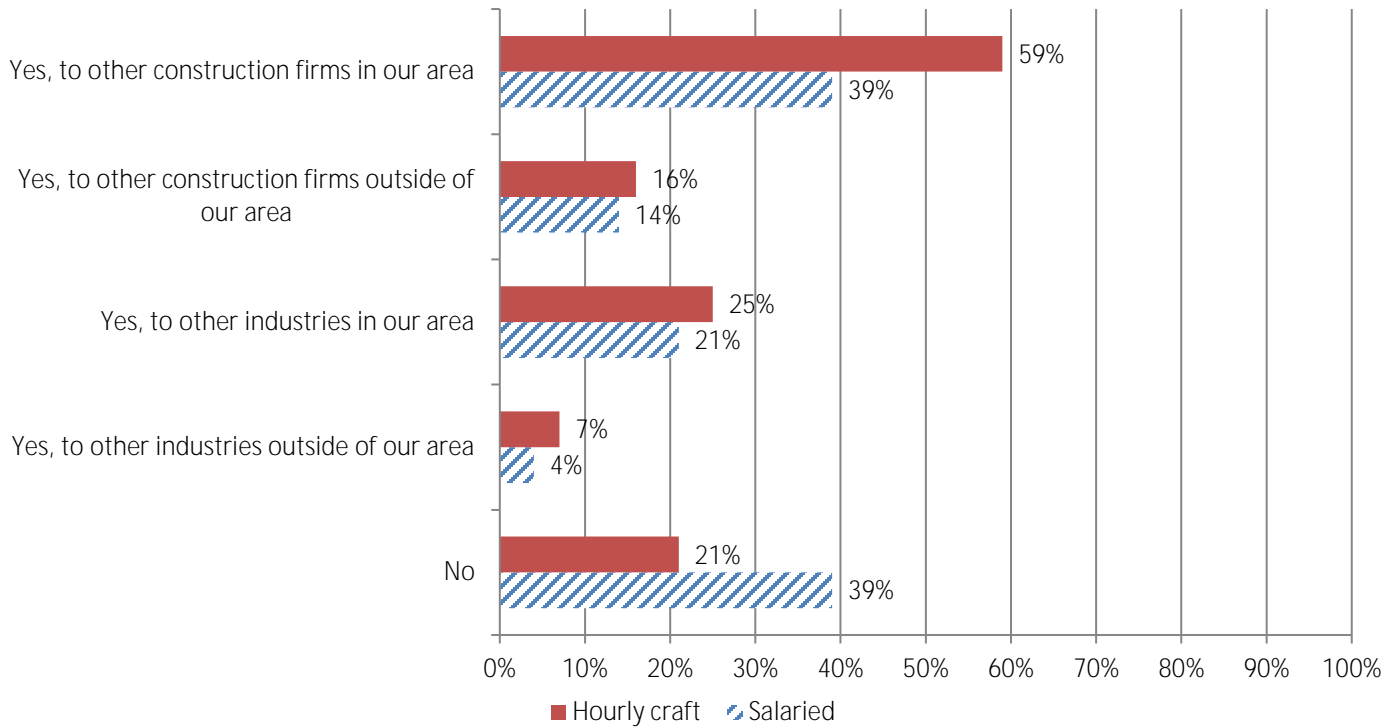
5. Do you expect any changes in the availability of hourly craft or salaried personnel over the coming 12 months?



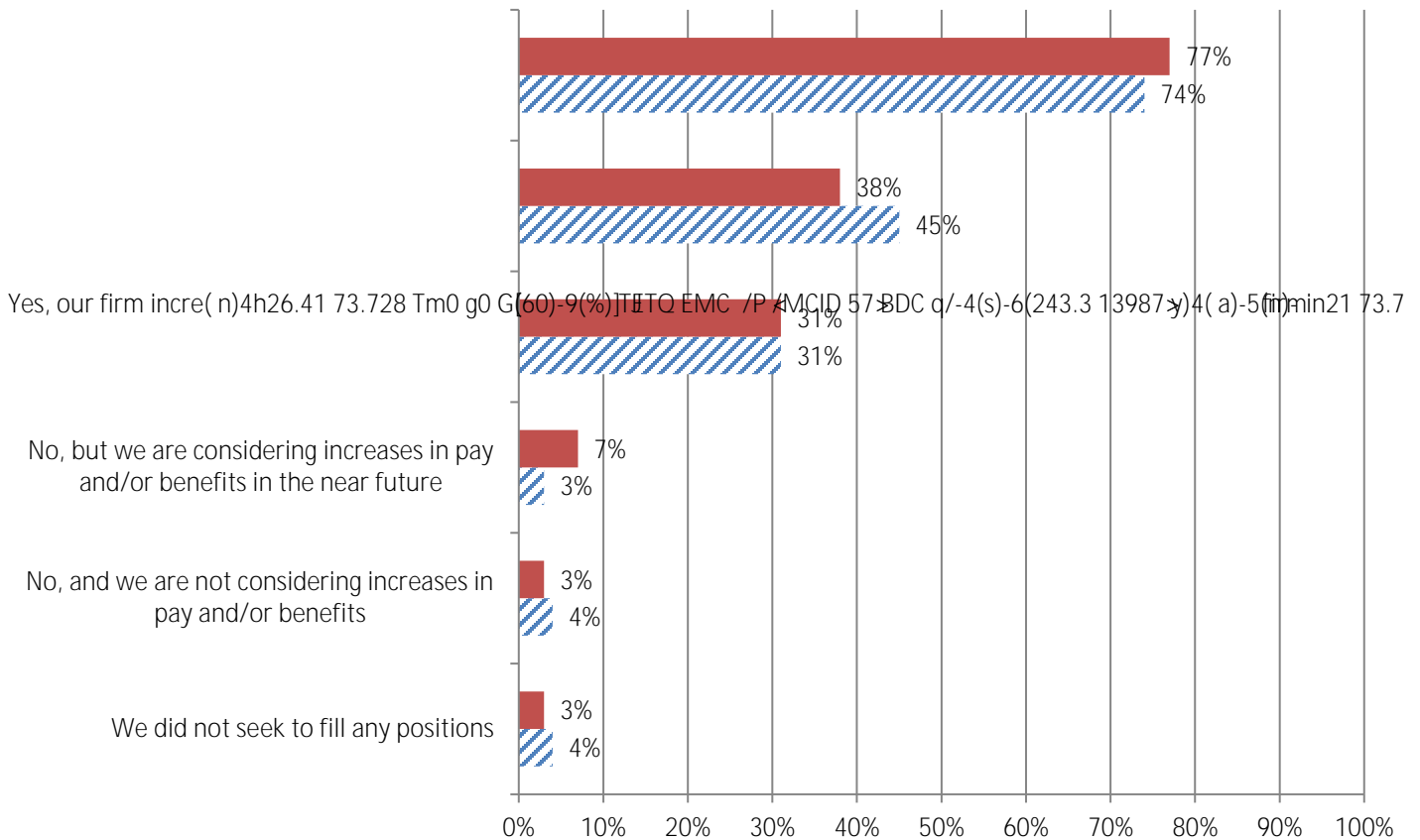
6. How would you rate the adequacy of the local pipeline for supplying craft personnel who are:



7. Is your firm losing hourly craft or salaried personnel to other employers? (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.)











15. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor?

16. How many total employees does your firm