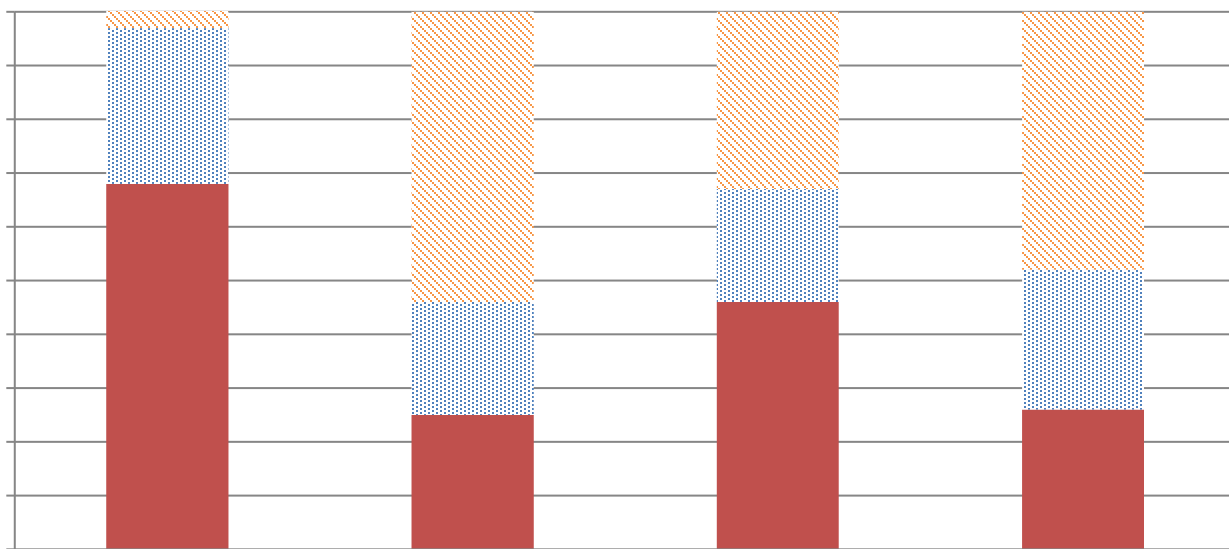


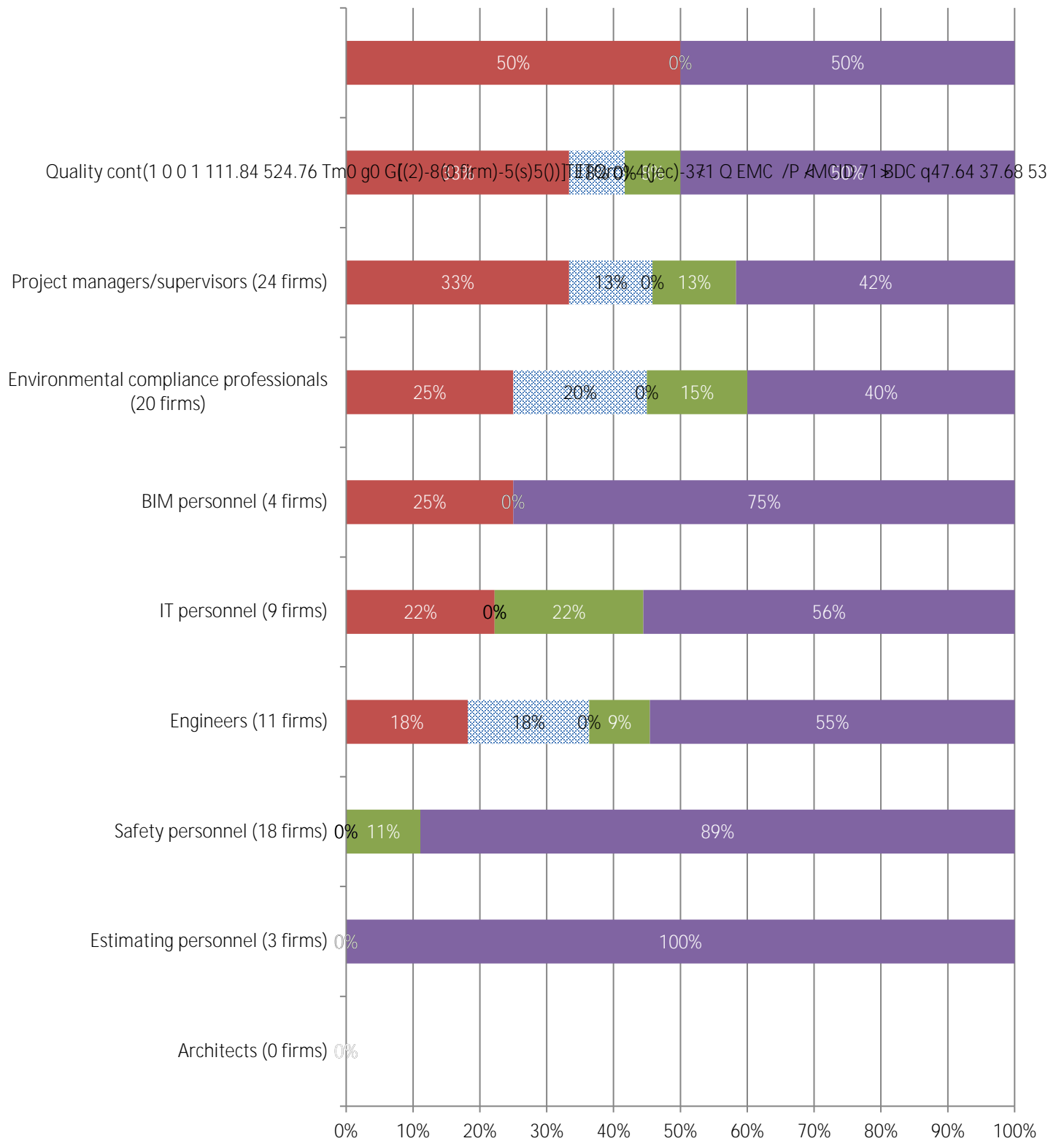
## 2019 Workforce Survey Results South Dakota Results

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

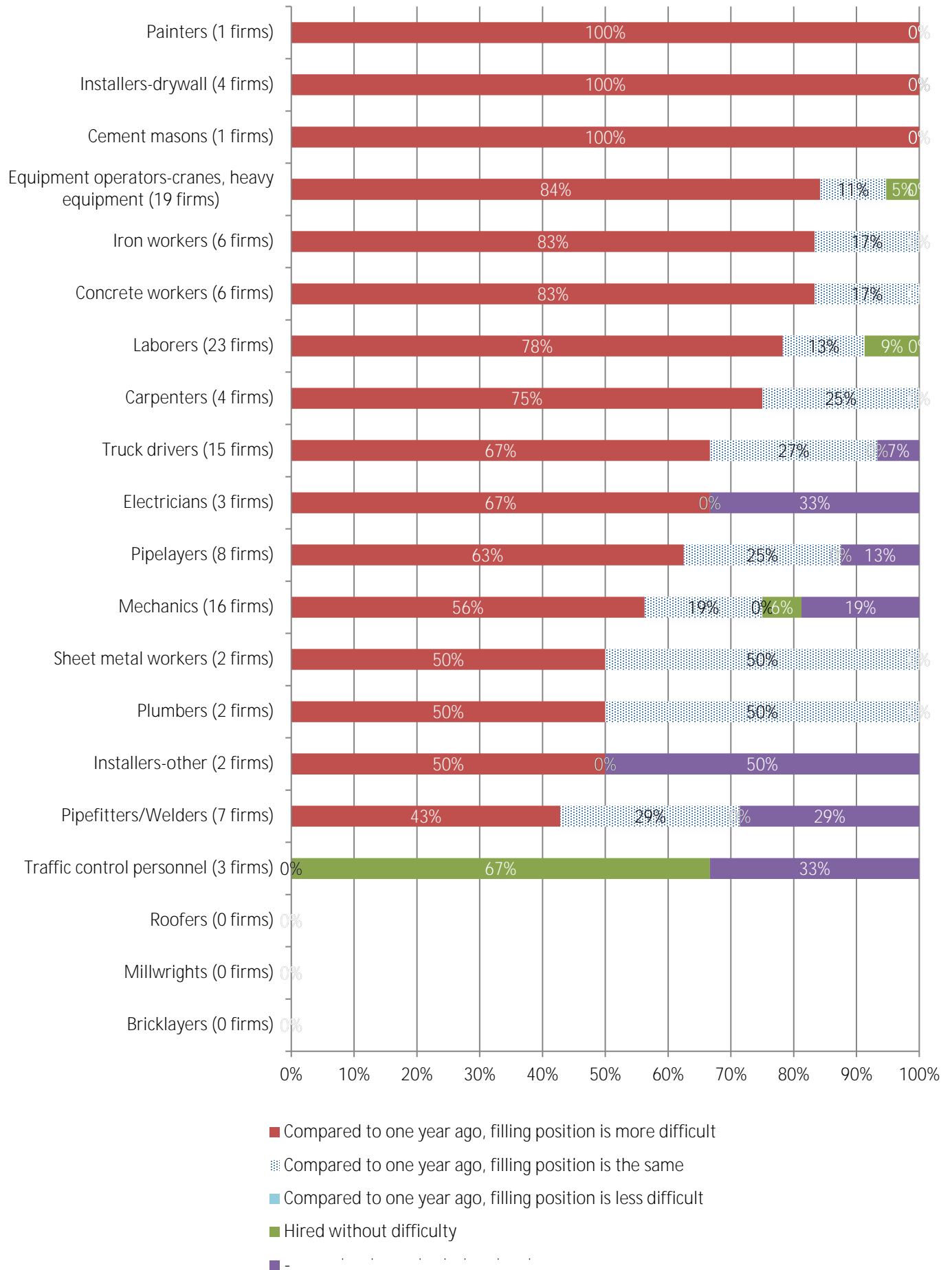


2. How would you describe your current situation in filling salaried and hourly craft positions?

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



4. What has been your firm's experience this year in filling the following types of hourly craft positions?



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

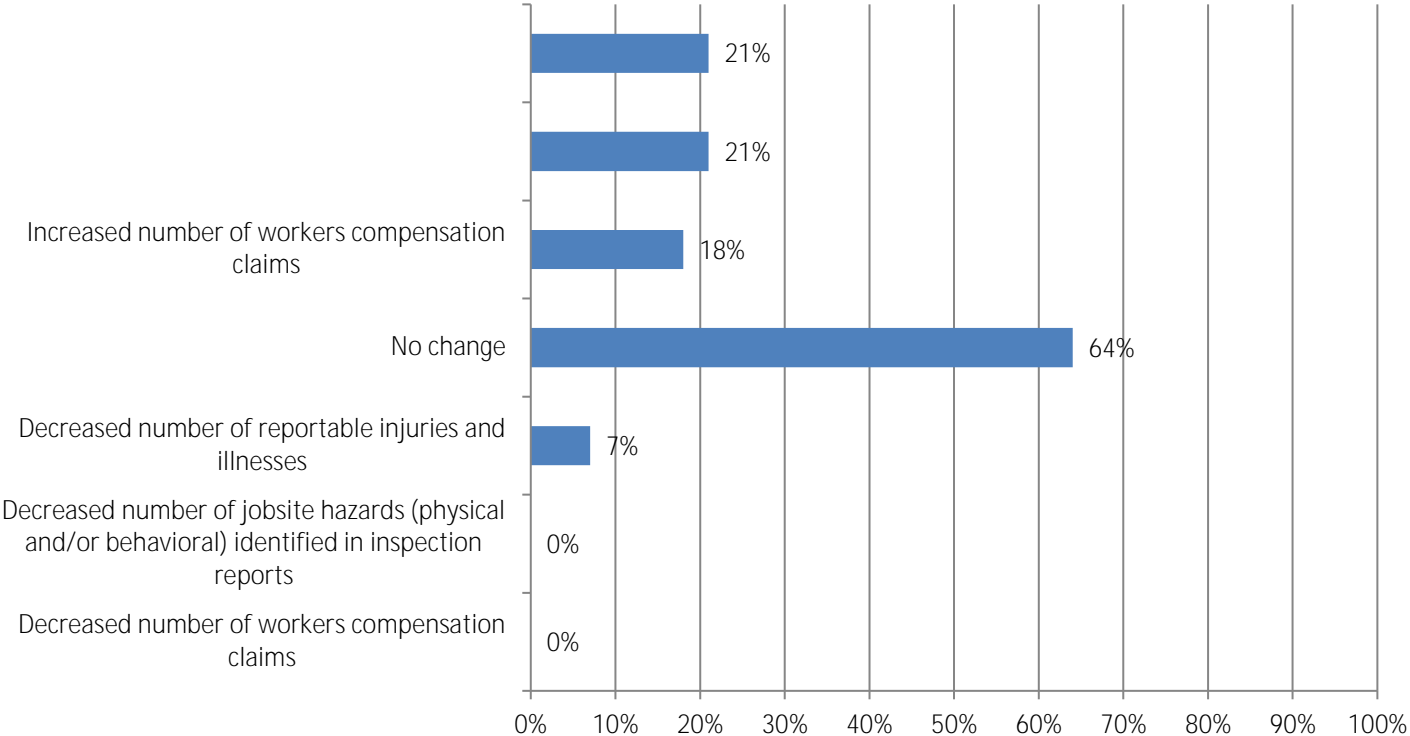
7. Is your firm losing hourly craft or salaried personnel to other employers? (Totals may add to more than 100%, as respondents could mark more than one answer.)

8. Has your firm increased pay and/or benefits for hourly craft or salaried personnel in the last year 0%, as





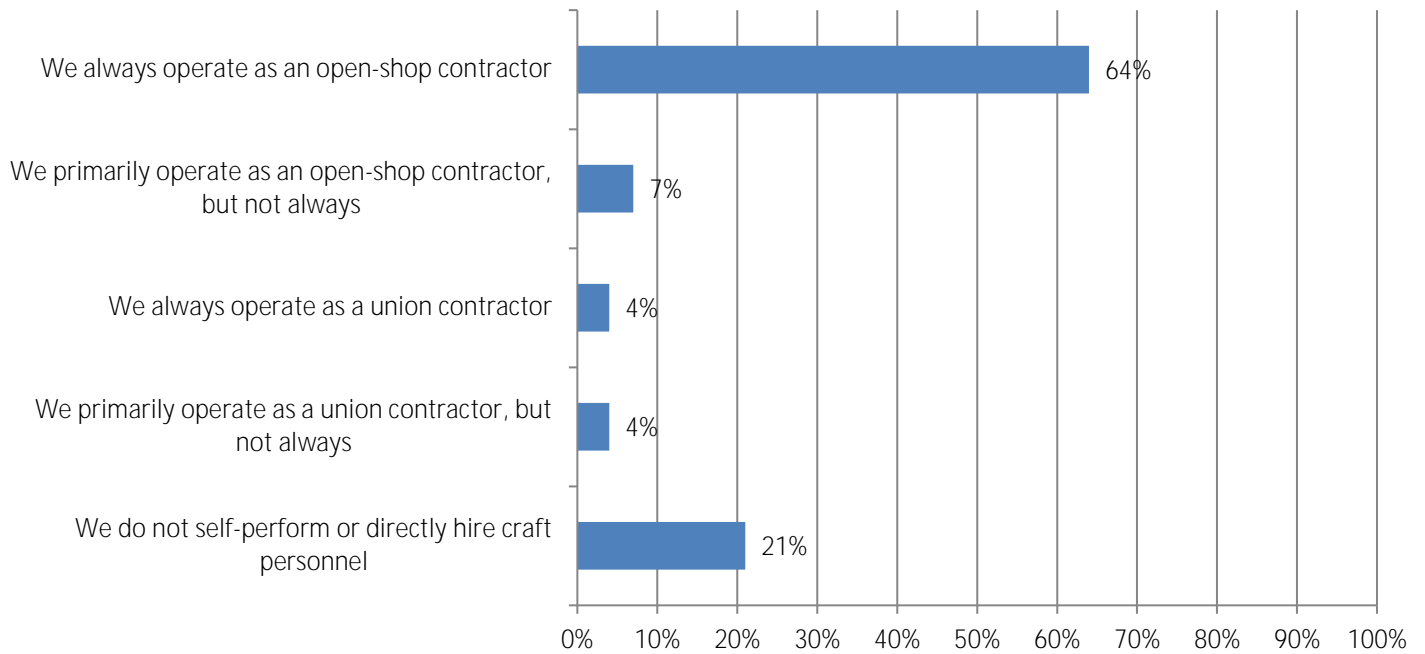
13. If your firm is experiencing staffing challenges, how would you describe the impact on your company's safety and health program or performance? (Totals may add to more than 100%, as respondents could mark more than one answer.)



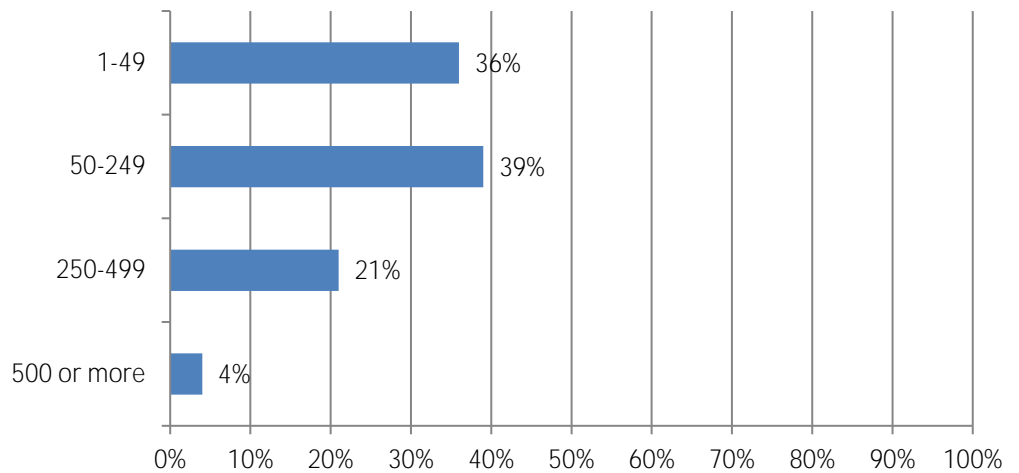
14. Please indicate which of the following types of construction projects your firm performs: (Totals may add to more than 100%, as respondents could mark more than one answer.)



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 employ at all of its locations?



17. Estimate the total dollar amount of work your firm performed during the past 12 months.

