

2022

2. What percent change do you expect in your headcount in 2022? Responses: 282

3. How would you describe your current situation in filling salaried and hourly craft positions?
Responses: 282

4. Do you expect any changes in the availability of hourly craft or salaried personnel over the coming 12 months? Responses: 282

5. Did your firm increase or decrease pay or benefits in 2021? (mark all that apply) Responses: 281

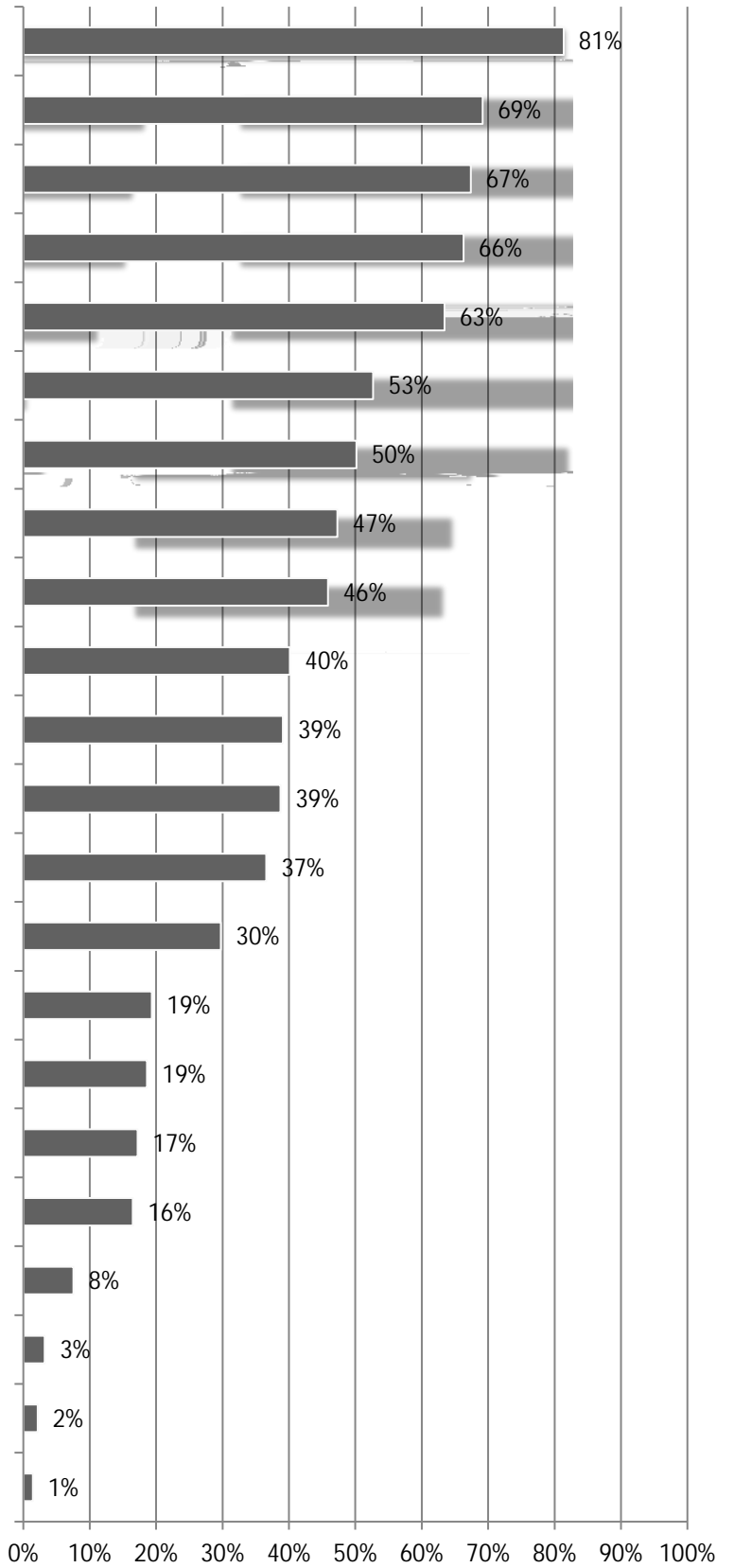
7. How has your firm responded to supply-chain issues, if any? (mark all that apply)

12. What challenges, if any, do you see regarding the safety and health of your firm's workers (mark all that apply)? Responses: 267

13. Compared to 2021, will your firm's 2022 investment in the following technologies change? (mark all that apply) Responses: 281

	Increase	Decrease	No change
	35%	2%	63%
Document management software	35%	0.4%	64%
Human resources (HR) software	32%	1%	67%
Accounting software	30%	1%	68%
	28%	0%	72%
	26%	0.4%	73%
	26%	1%	73%
	23%	2%	75%
Client relationship management (CRM) software	22%	2%	76%
Project collaboration softwar	22%	2%	77%
	22%	1%	77%
	17%	2%	81%
	12%	2%	86%
	10%	2%	88%
Service management software	8%	2%	90%

14. How does your company plan to use mobile software technology? (Mark all that apply) Responses: 279



15. Does your firm currently have a formal IT plan to support your business objectives? Responses: 281

16.

17. Does your firm use cloud-

20. Estimate the total dollar amount of work your firm performed in 2021. Responses: 284

21.

