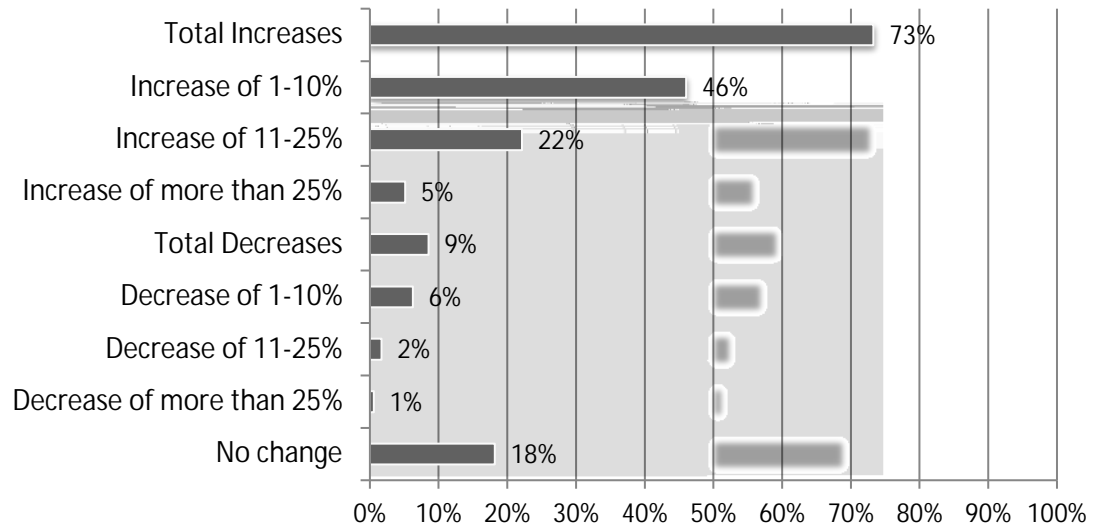
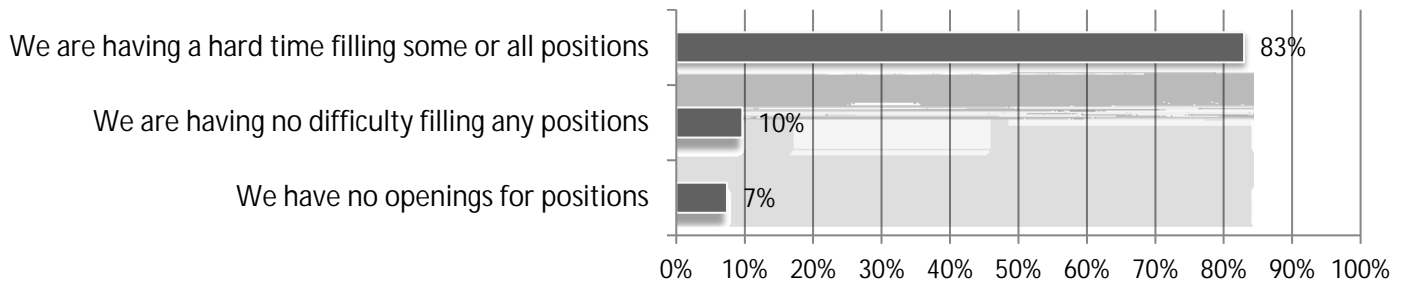


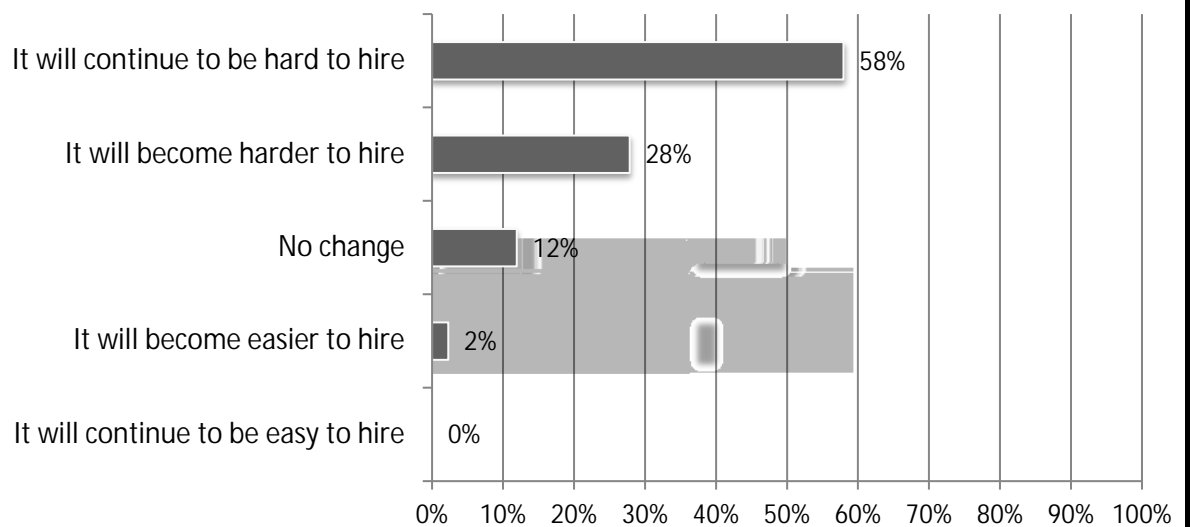
2. What percent change do you expect in your headcount in 2022? Responses: 176



3. How would you describe your current situation in filling salaried and hourly craft positions? Responses: 176



4. Do you expect any changes in the availability of hourly craft or salaried personnel over the coming 12 months? Responses: 176

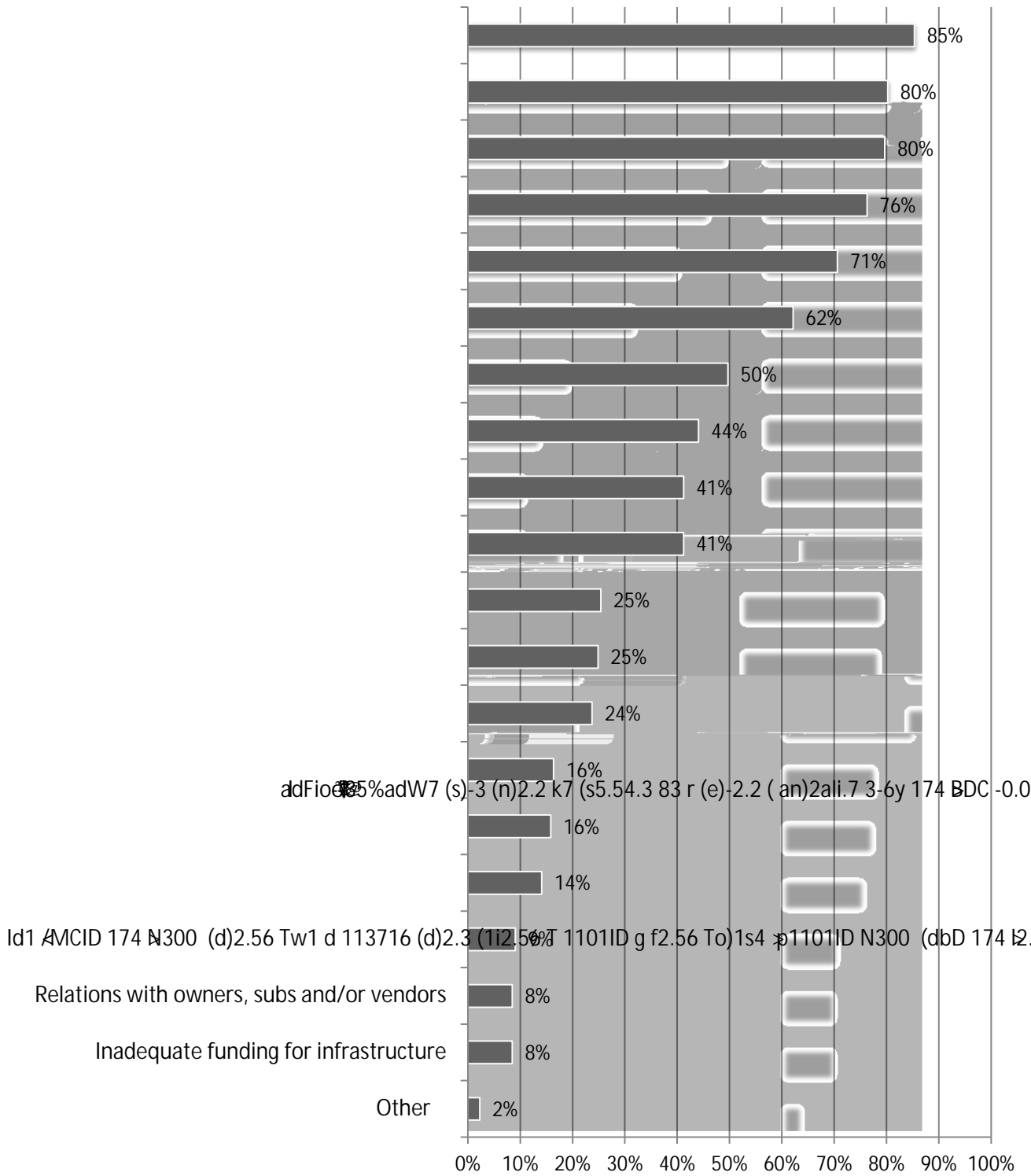


5. Did your firm increase or decrease pay or benefits in 2021? (mark all that apply) Responses: 175

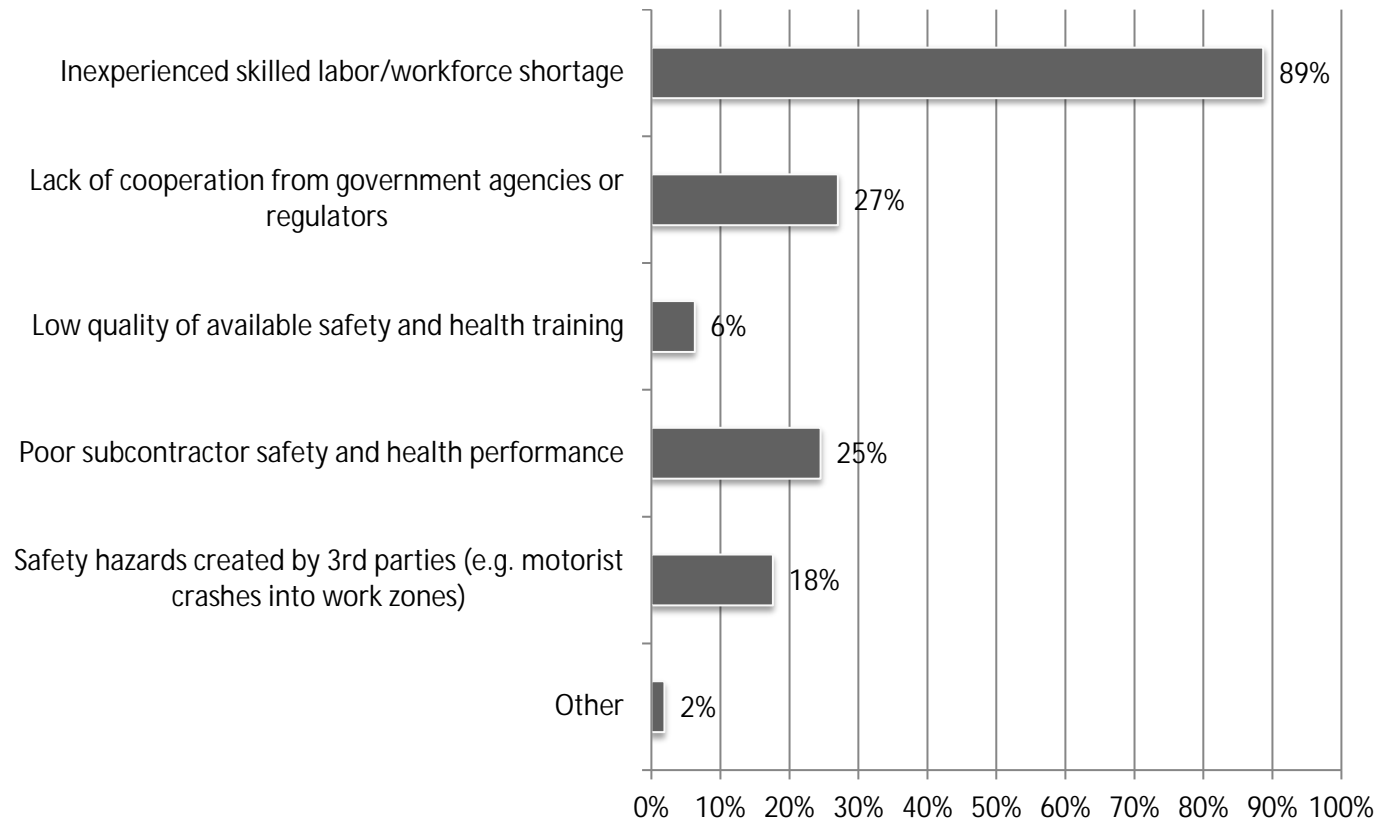
7. How has your firm responded to supply-chain issues, if any? (mark all that apply) Responses: 172

8. Did an owner postpone or cancel any projects that were scheduled to start in 2021 or 2022? (mark all that apply) Responses: 173

11. What are your biggest concerns for 2022? (mark all that apply) Responses: 177



12. What challenges, if any, do you see regarding the safety and health of your firm's workers (mark all that apply)? Responses: 159

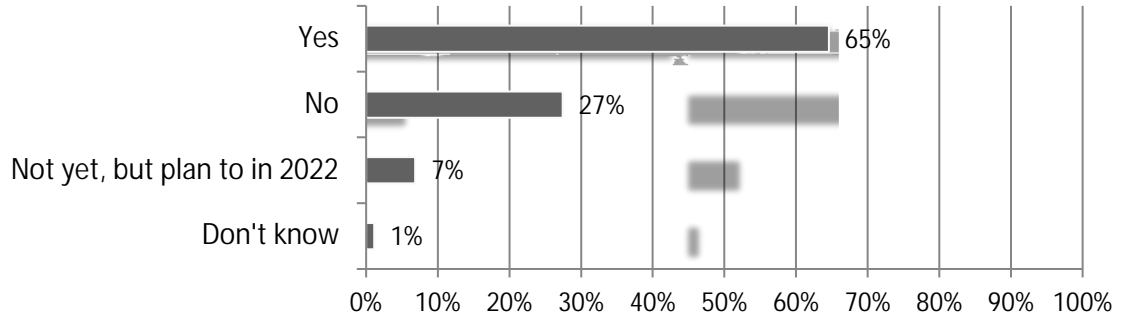


13. Compared to 2021, will your firm's 2022 investment in the following technologies change? (mark all that apply) Responses: 171

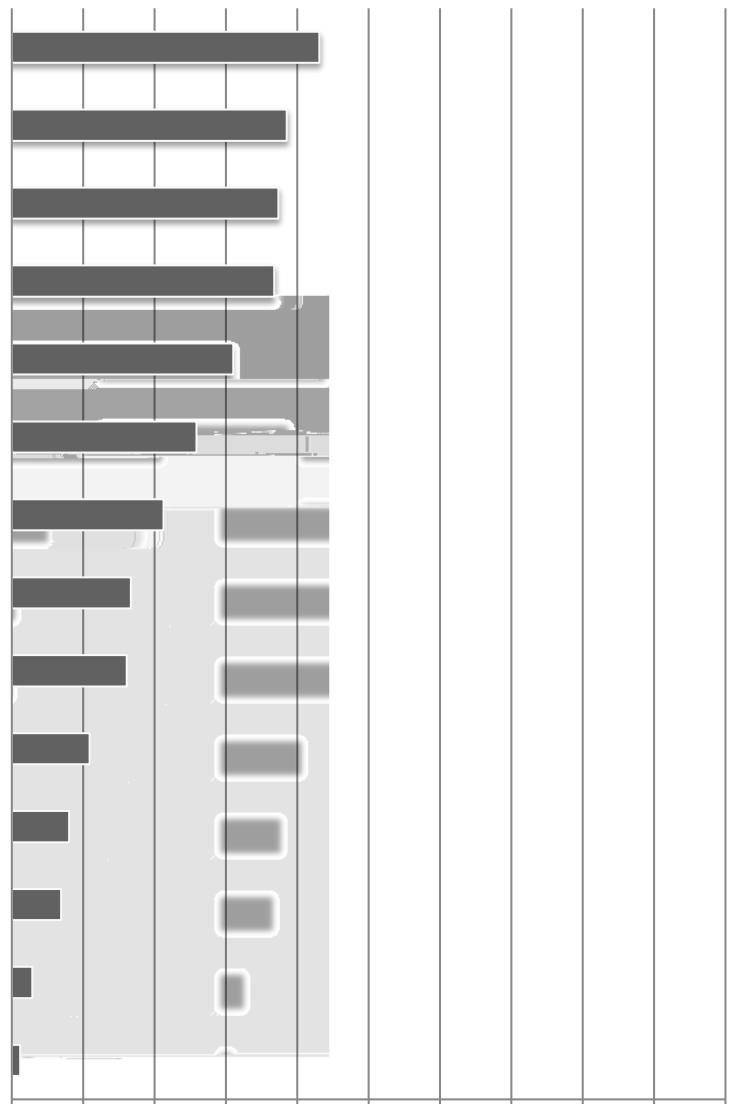
| | Increase | Decrease | No change |
|---|----------|----------|-----------|
| Document management software | 35% | 1% | 63% |
| Estimating software | 31% | 1% | 68% |
| Fleet tracking/management software | 29% | 2% | 69% |
| Project management software | 28% | 2% | 70% |
| Tool/asset management/tracking | 28% | 1% | 72% |
| Accounting software | 24% | 1% | 75% |
| Human resources (HR) software | 23% | 1% | 76% |
| Client relationship management (CRM) software | 22% | 1% | 77% |
| Payroll software | 22% | 2% | 76% |
| Project collaboration software | 18% | 1% | 81% |
| Scheduling software | 17% | 1% | 81% |
| Building Information Modeling (BIM) | 16% | 1% | 83% |
| Subcontractor bid management/ITB software | 11% | 1% | 89% |
| Prequalification software | 10% | 0% | 90% |
| Service management software | 8% | 2% | 91% |

14. How does your company plan to use mobile software

15. Does your firm currently have a formal IT plan to support your business objectives? Responses: 175



16. What are your biggest IT challenges (mark all that apply)? Responses: 174



17. Does your firm use cloud-hosted technology in any of the following ways (mark all that apply)?
Responses: 162

18.

