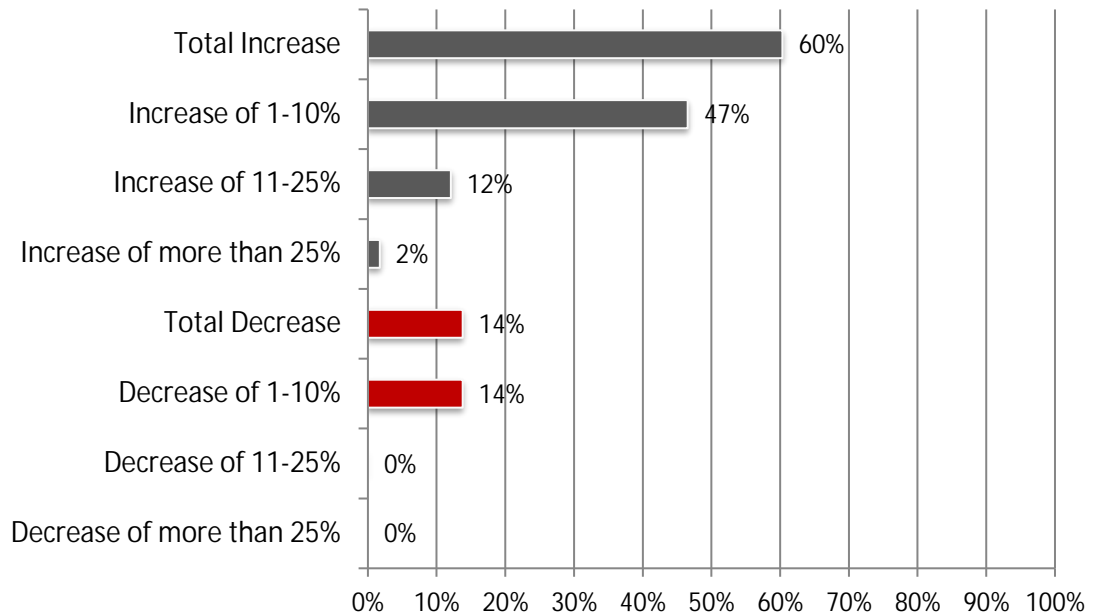
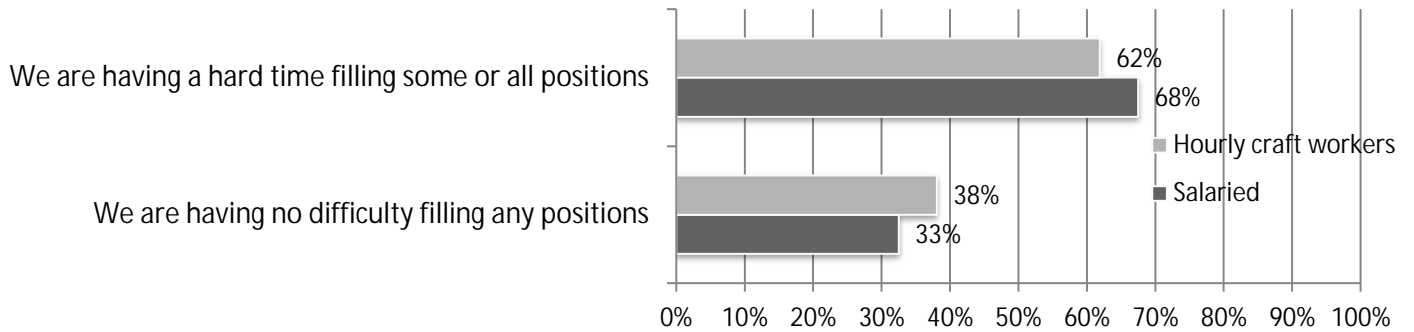


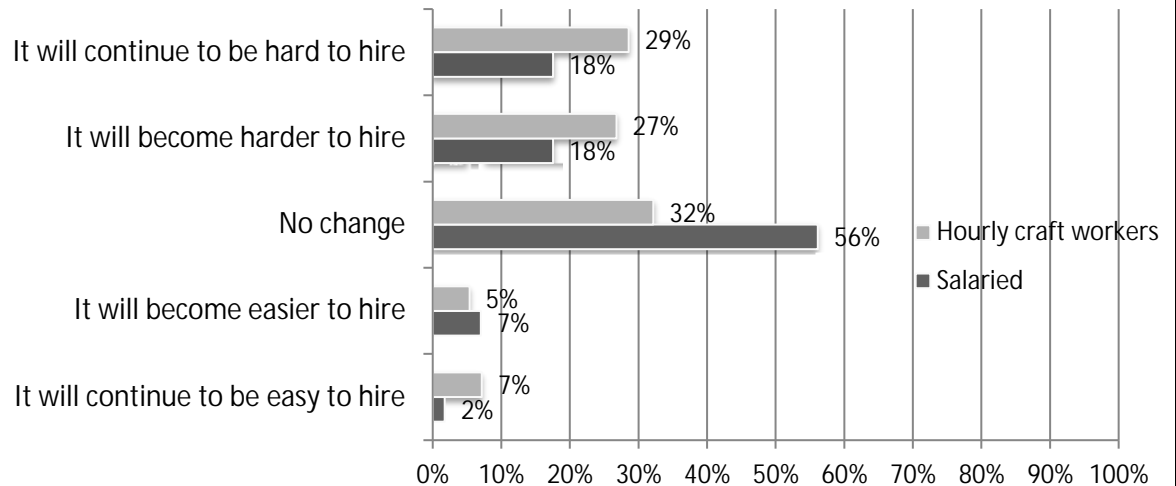
2. What percentage change do you expect in your headcount in 2025? Responses: 58



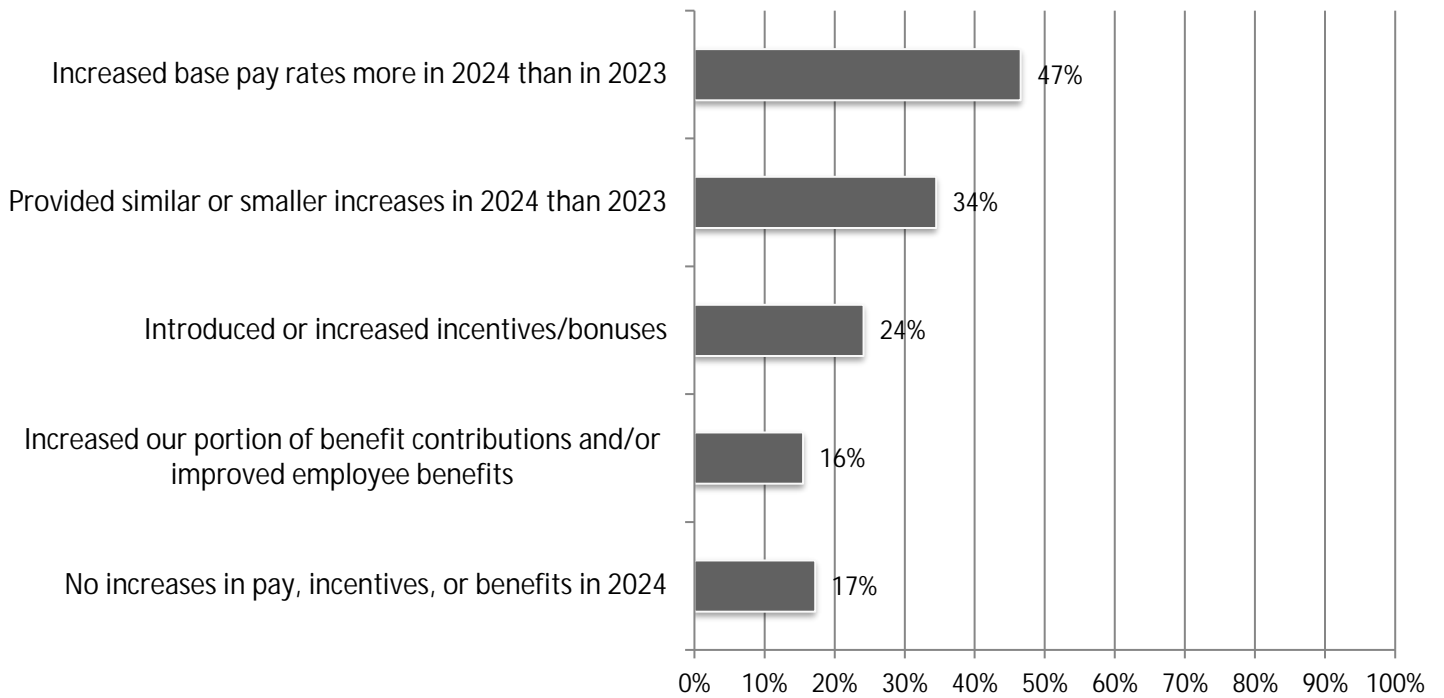
3. Describe your difficulty in filling open positions: Responses: 57



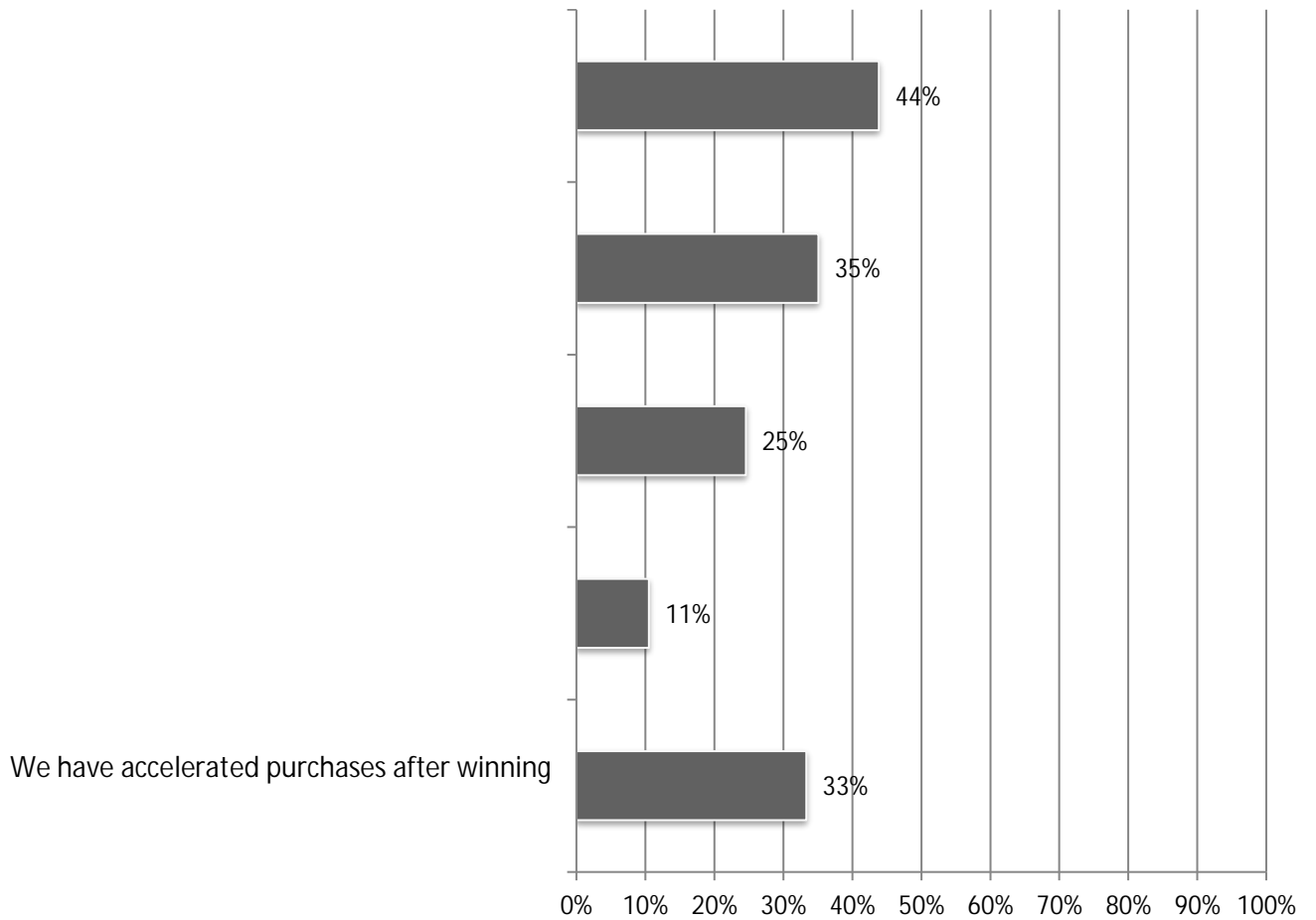
4. Do you expect any changes in the availability of hourly craft or salaried personnel over the coming 12 months? Responses: 58



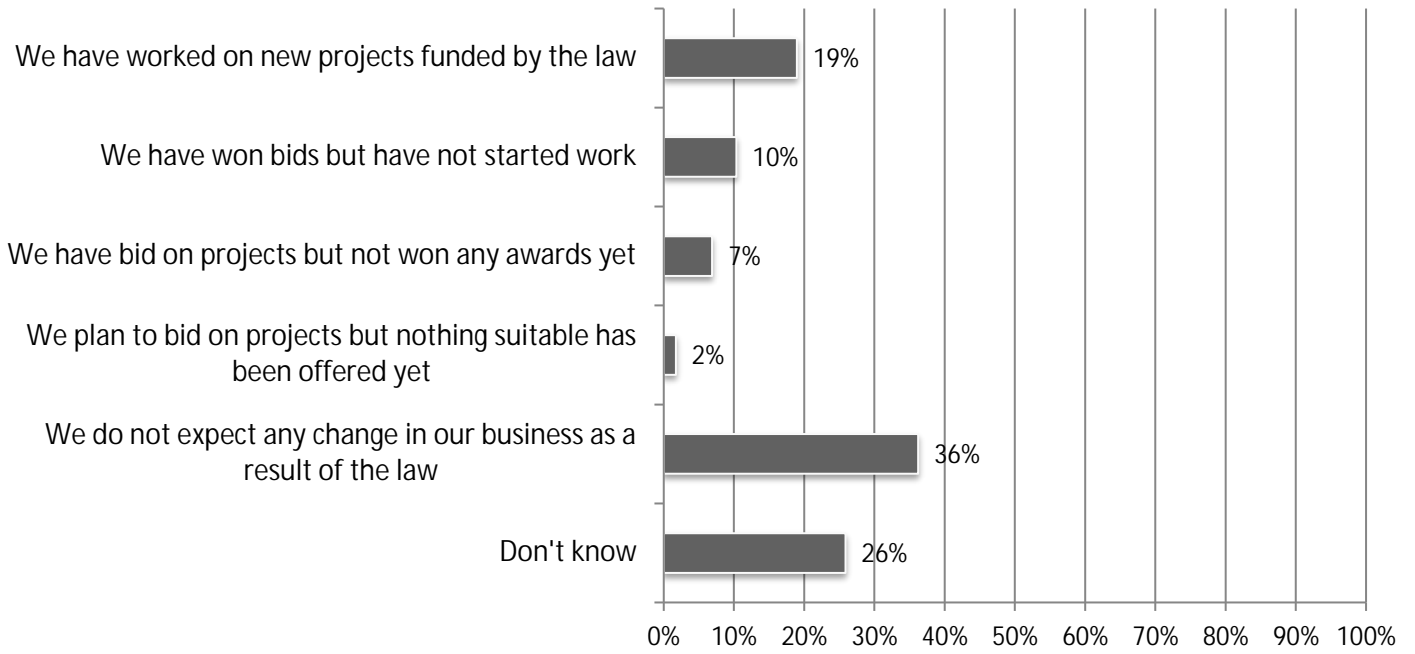
5. What changes did your firm make in pay or benefits in 2024? (mark all that apply) Responses: 58



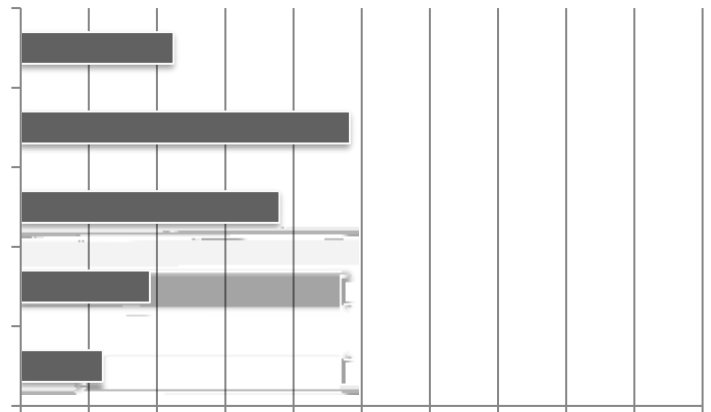
6. How has your firm responded to supply-chain issues in 2024, if any? (mark all that apply) Responses: 57



7. What difference, if any, has the Infrastructure Investment and Jobs Act (also known as the Bipartisan Infrastructure Law), made to your business? Responses: 58



8. Did an owner postpone or cancel any projects that were scheduled to start in 2024 or 2025? (mark all that apply) Responses: 58



9. If projects were postponed or canceled, what was the main reason? (mark all that apply) Responses: 56

10. What are your biggest concerns for 2025? (mark all

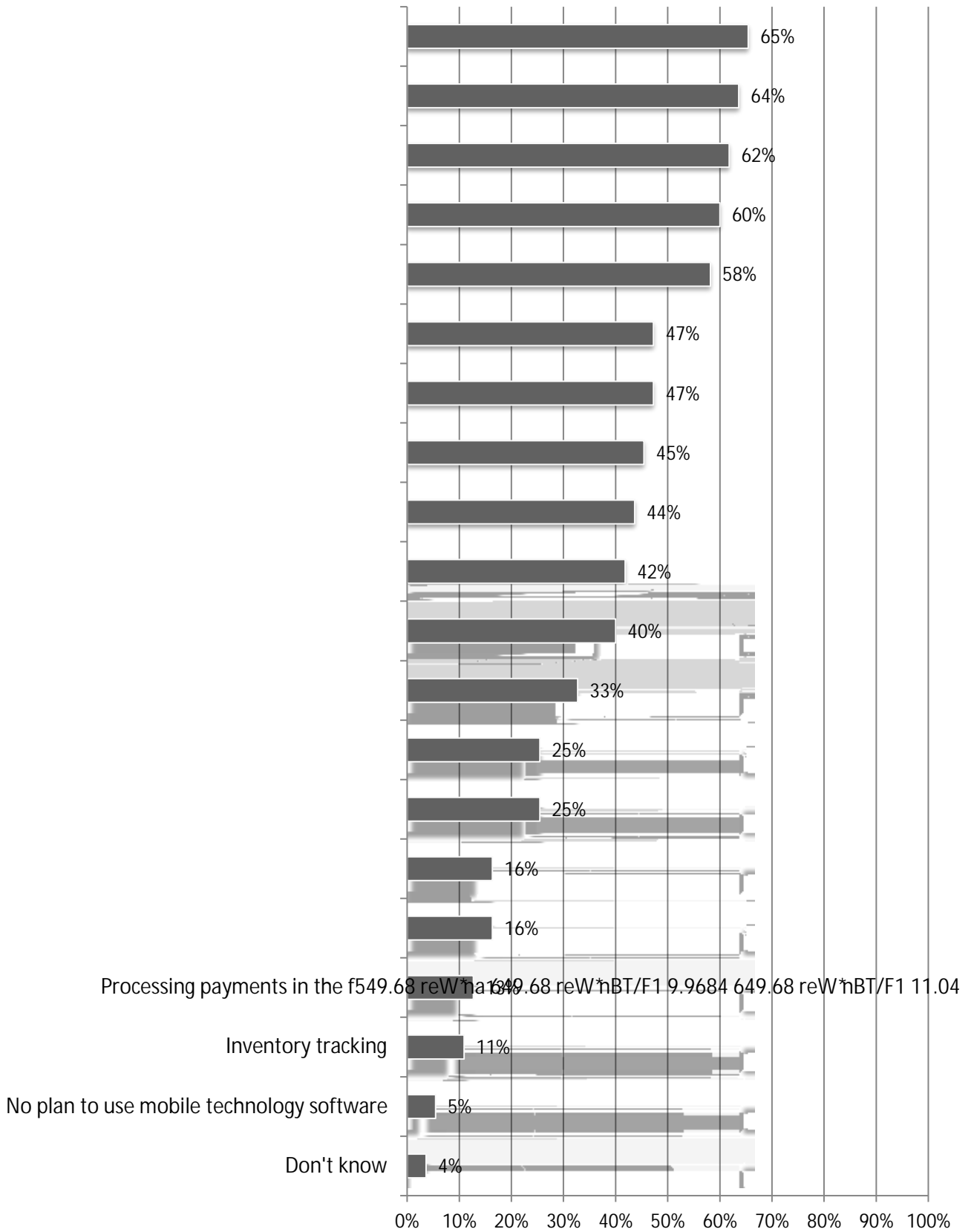
11. What challenges, if any, do you see regarding the safety and health of your firm's workers? (mark all that apply) Responses: 54

12. Compared to 2024, will your firm's 2025 investment in the following technologies change? (mark all that apply) Responses: 57

Artificial intelligence	49%	0%	51%
Accounting software	48%	0%	52%
Document management software	43%	2%	55%
Project management software	41%	0%	59%
Human resources (HR) software	36%	0%	64%
Client relationship management (CRM) software	35%	4%	61%

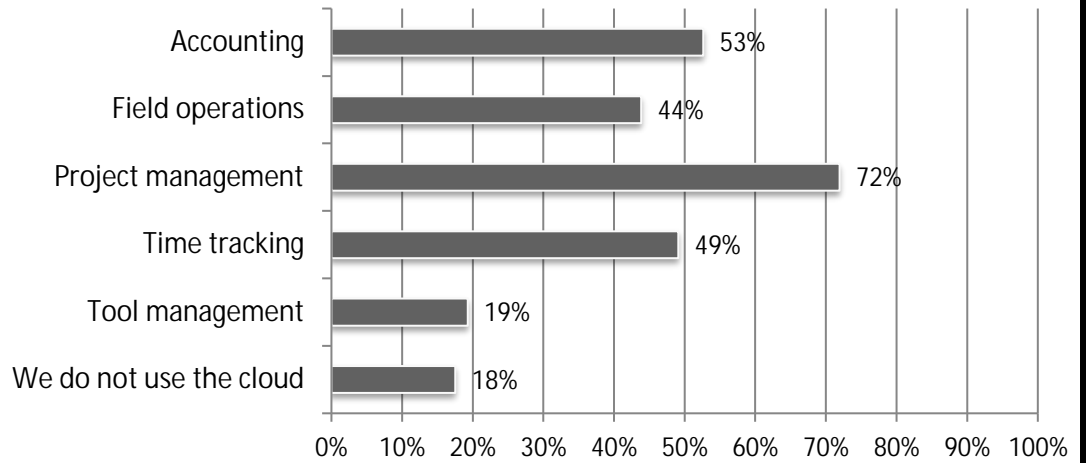
Building Information BT/F7 996 Tf1 0 0 1 47374 35105 Tr

15. How does your company plan to use mobile software technology? (mark all that apply) Responses: 55

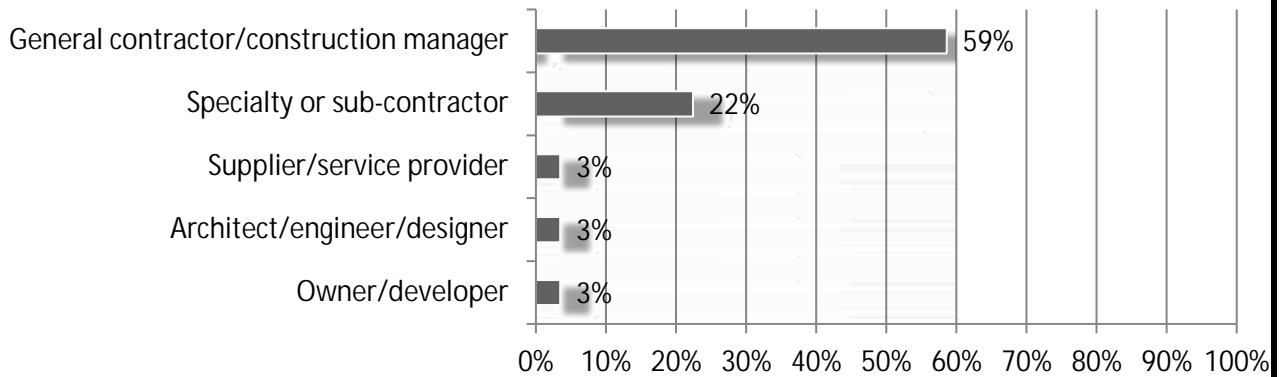


16. Does your firm use cloud-hosted technology in any of the following ways (mark all that apply)?

Responses: 57

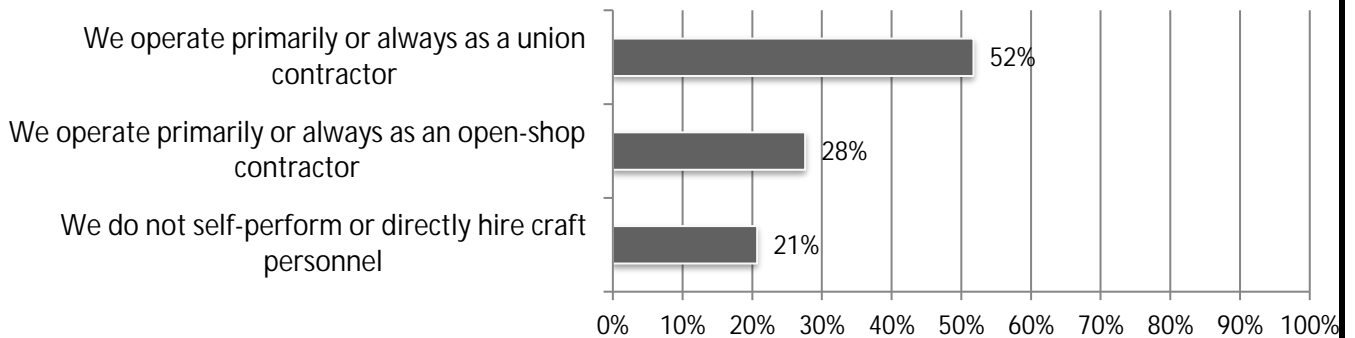


17. What best describes your firm? Responses: 58

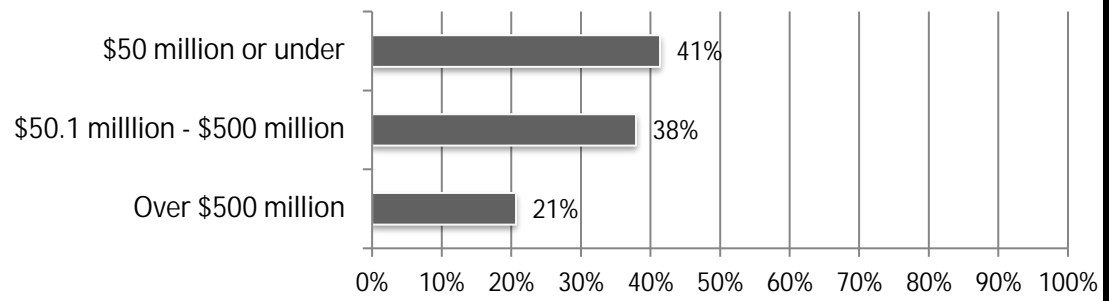


18. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor?

Responses: 58



19. Estimate the total dollar amount of work your firm performed in 2024. Responses: 58



20. How many total employees does your firm employ at all of its locations? Responses: 58

