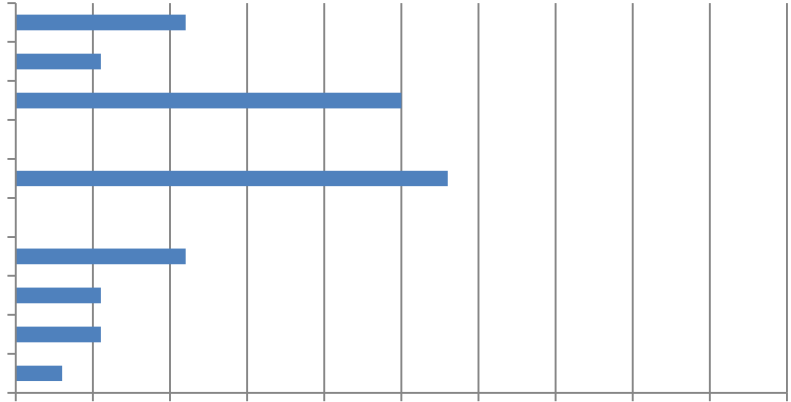


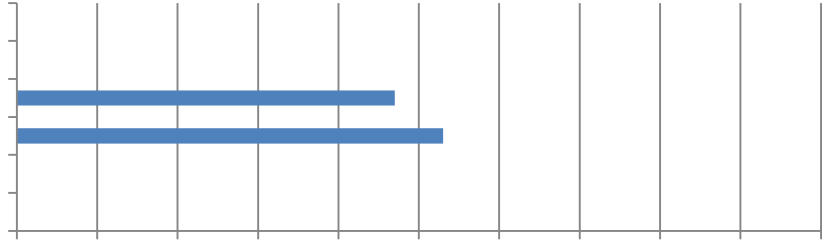
4. If you are having trouble filling key professional positions, please indicate all the position types you are having trouble filling.



5. If you are having trouble filling key craft worker positions, please indicate all the position types you are having trouble filling.

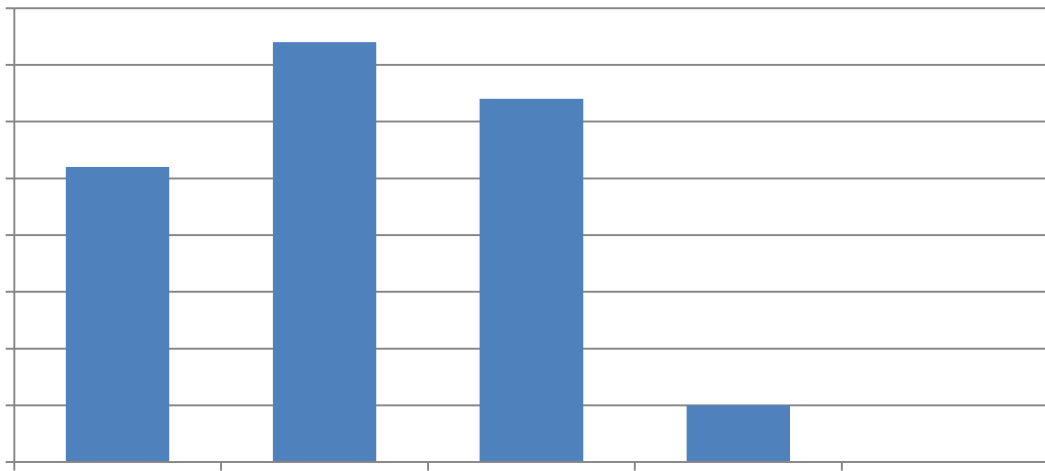
6. What changes, if any, in the availability of construction professionals do you expect over the coming 12 months?

7. What changes, if any, in the availability of skilled craft workers do you expect over the coming 12 months?

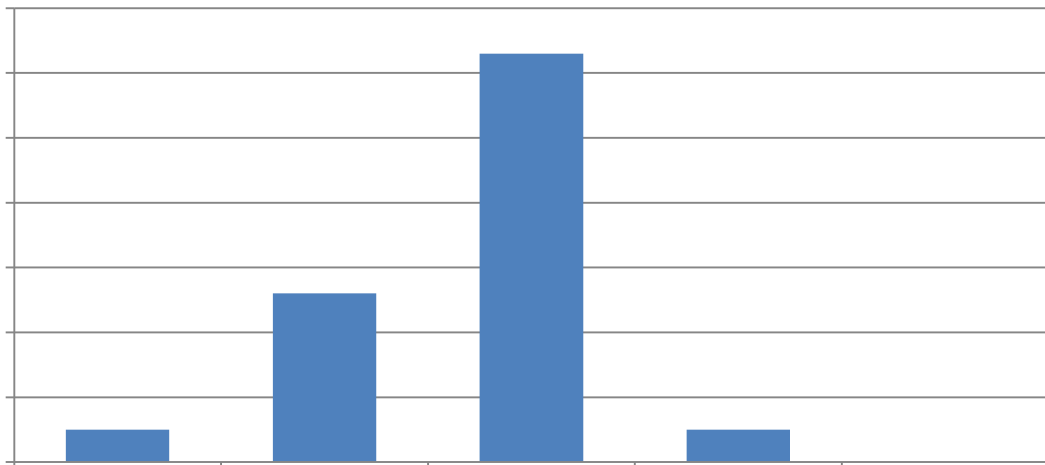


8. How would you rate the following:

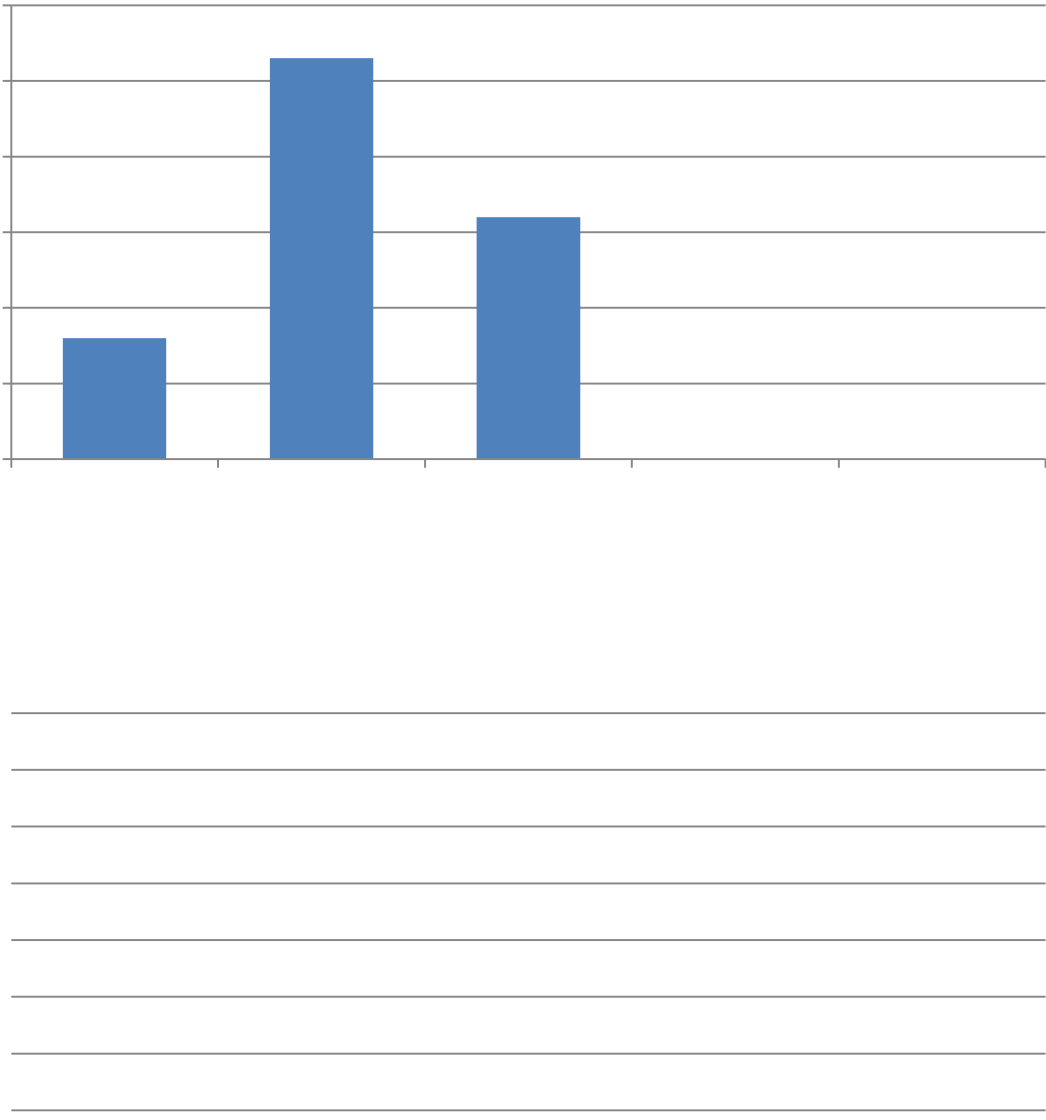
Overall quality of local pipeline for preparing new construction craft workers



Overall quality of the local pipeline for preparing new construction professionals

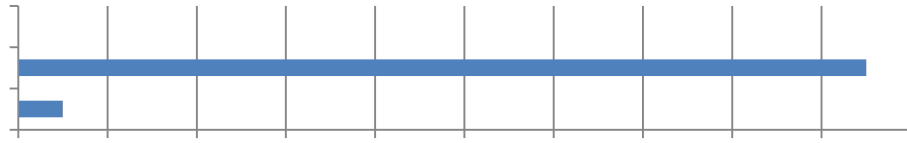


Quantity and quality of local high school skills and technical-based training programs

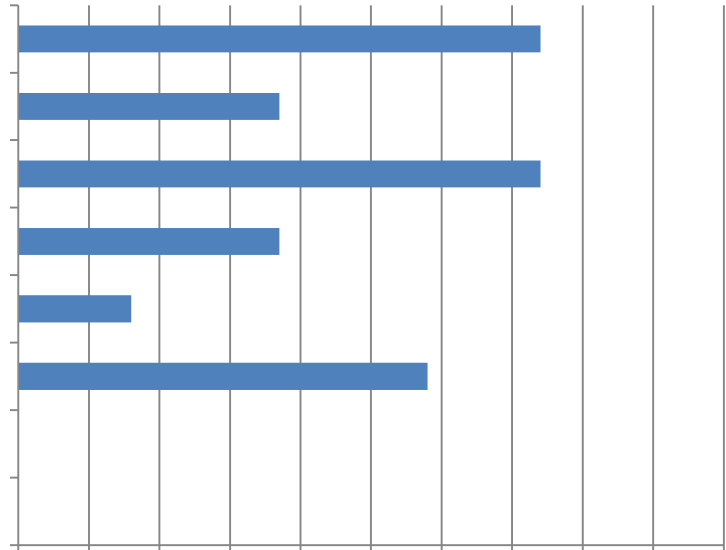


9. Do you believe the pool of available qualified construction professionals in your local area is sufficient to meet significant increases in construction demand in the next 12 months?

10. Do you believe the pool of available skilled construction craft workers in your local area is sufficient to meet significant increases in construction demand in the next 12 months?



11. What steps, if any, is your firm taking to encourage or prepare future craft workers for careers in construction?



12. What steps, if any, is your firm taking to encourage or prepare future construction professionals?

13. Is your firm losing construction professionals to other, higher-paying jobs?

14. Is your firm losing construction craft workers to other, higher-paying jobs?

16. Is your firm having