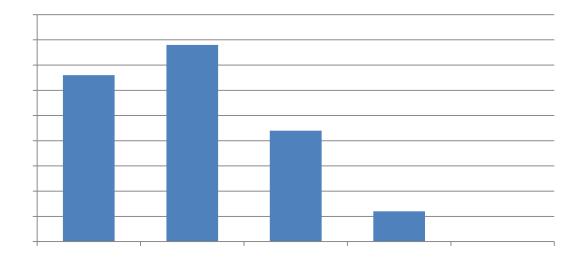
2013 Worker Shortage Survey Results

| 1. What changes have you made to the size of your p we will use the term "professional staff" to refer to a executives, managers, office professionals and field smanager, engineer). | all types of er | nployees o | ther than c | raft workers | s. This in | cludes |
|---|-----------------|------------|-------------|--------------|------------|--------|
| | | | | | | |
| 2. What changes have you made to the size of your c | raft workers | during the | past 12 mo | nths? | | |
| | | | | | | |
| 3. How would you describe your current workforce c | hallenges? | | | | | |

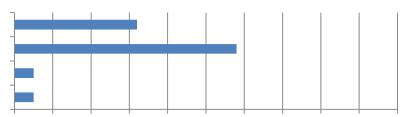
| What changes, if any, in the availability of skilled craft workers do you expect over the coming 12 mon | ths? |
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| How would you rate the following: | |
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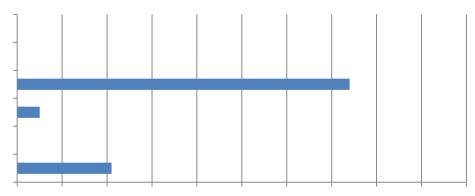
9. Do you believe the pool of available qualified construction professionals in your local area is sufficient to meet significant increases in construction demand in the next 12 months?

| 10. Do you believe the pool of available skilled construction craft workers in your local area is sufficient to meet significa5(r)7(s3(ti(g)-3(n)19(c)-5(r)-3(e)5(a5(s)-3(e)17(s)-2(i)-5(n)4()9(c)-4(o)5(1a5(s)-8(tw)-u(n)19(c)-5(ti)-4(o)5(n)4d(local field) |
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16. Is your firm having to increase wages and/or benefits to retain construction craft workers?



17. My firm is best described as a:



18. My firm operates primarily in the following sector(s) of the construction industry:

19. How many total employees does your organization employ at all of its locations?