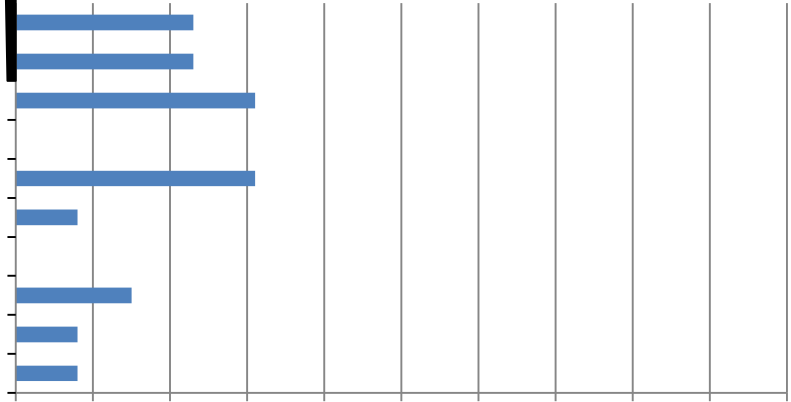


2013 Worker Shortage Survey Results

1. What changes have you made to the size of your professional staff during the past 12 months? Note: In this survey,

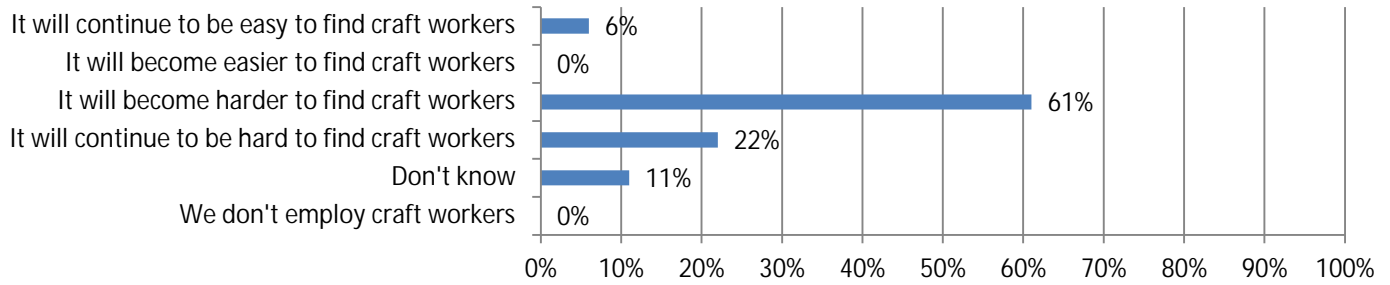
4. If you are having trouble filling key professional positions, please indicate all the position types you are having trouble filling.



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

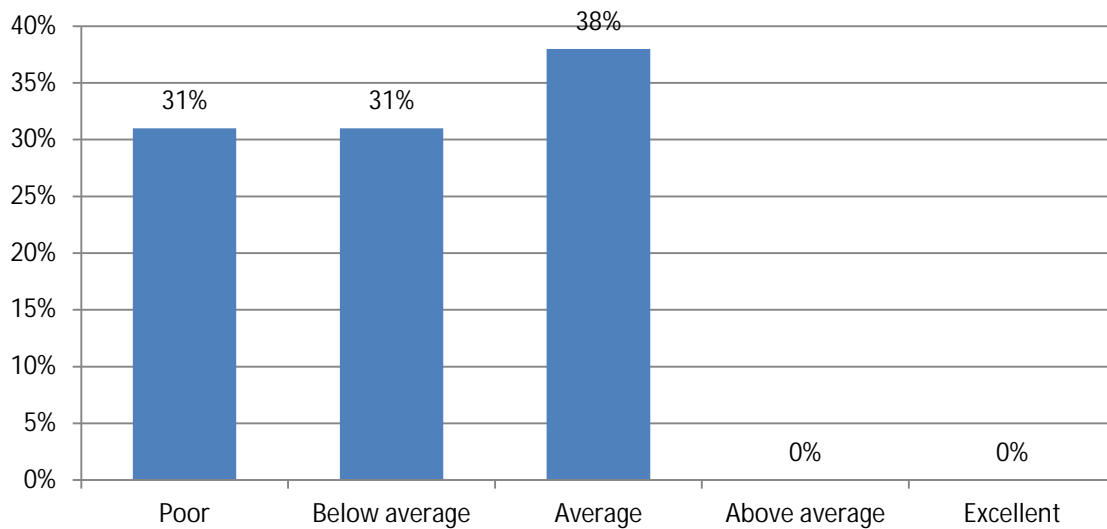
6. What changes, if any, in the availability of construction professionals do you expect over the coming 12 months?

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

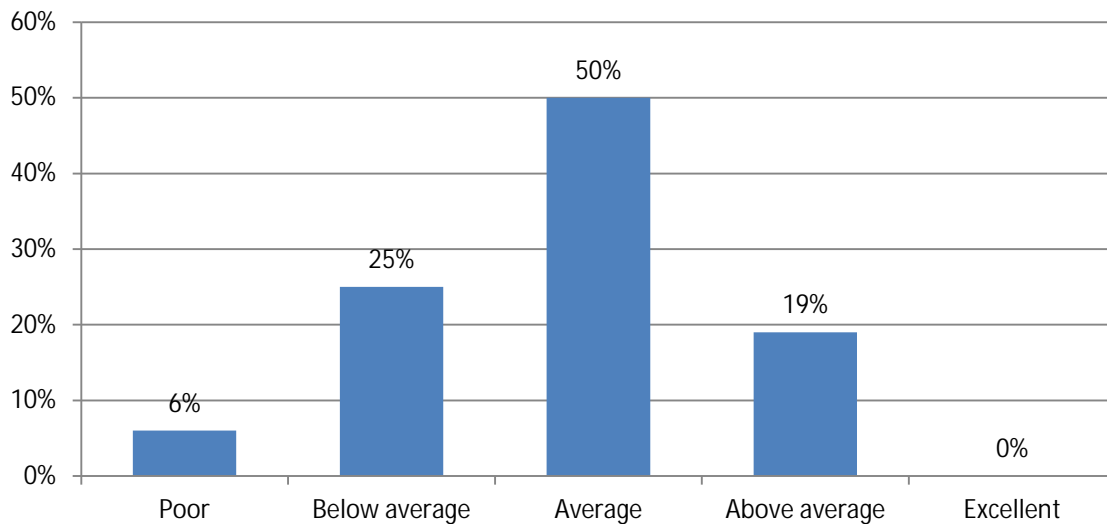


8. How would you rate the following:

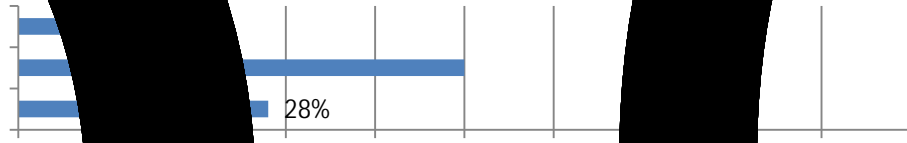
Overall quality of local pipeline for preparing new construction craft workers



Overall quality of the local pipeline for preparing new construction professionals



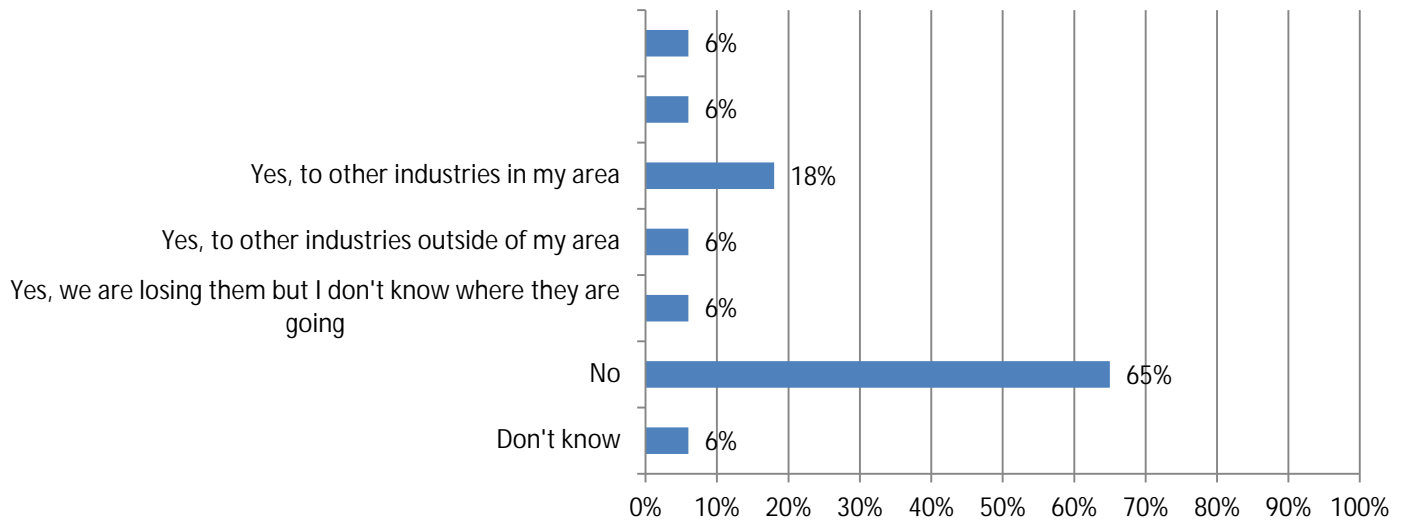
10. Do you believe the present supply of skilled construction craft workers in your area is sufficient to meet significant increases in construction demand in the next 12 months?



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

15. Is your firm having to increase wages and/or benefits to retain construction professionals?

16. Is your firm having to increase wages and/or benefits to retain construction craft workers?

17. My firm is best described as a: