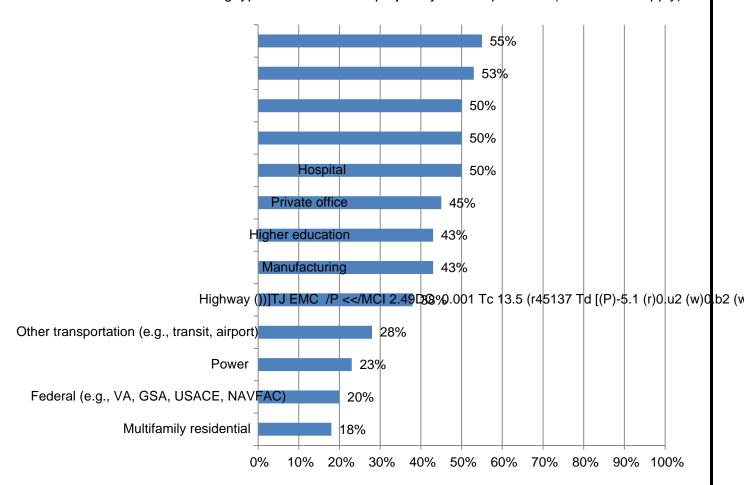


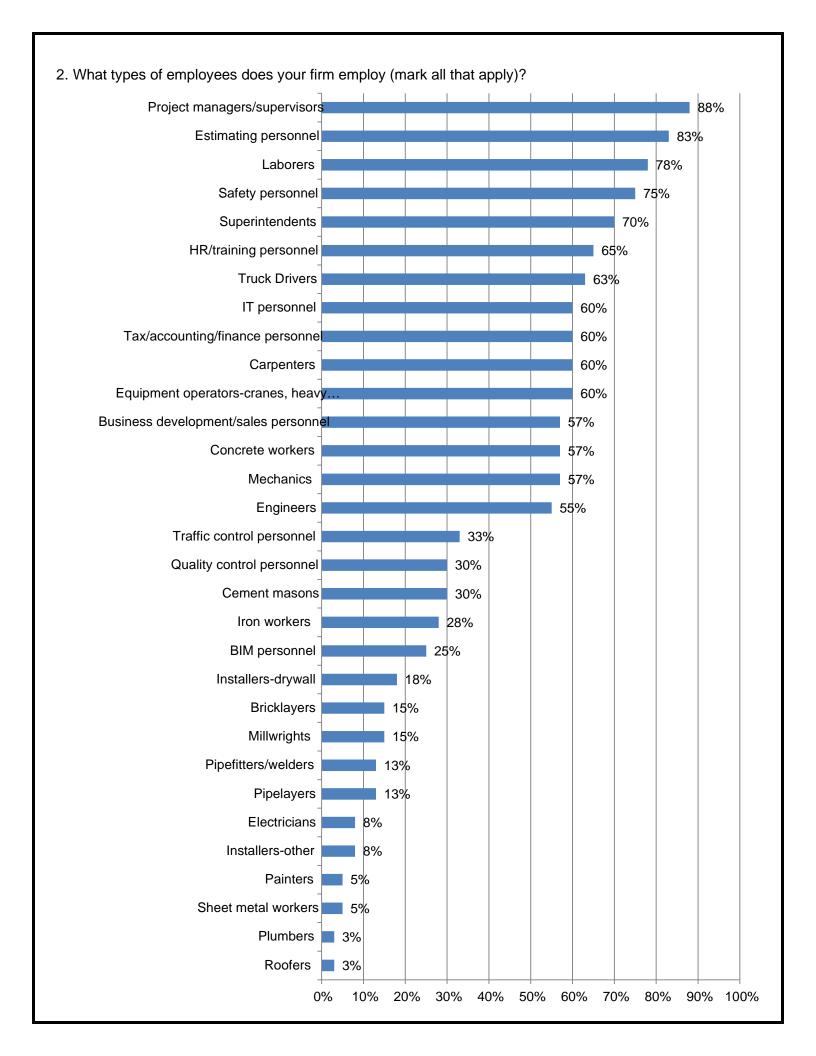
2017Workforce Survey Results

Ohio Results

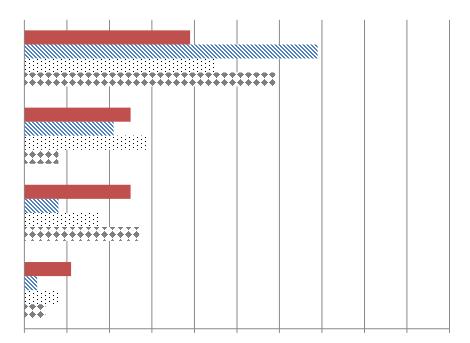
Total responses: 4 Responses varied for some questions.

1. Please indicate which the following types of construction projects your firm performs (mark all that apply)



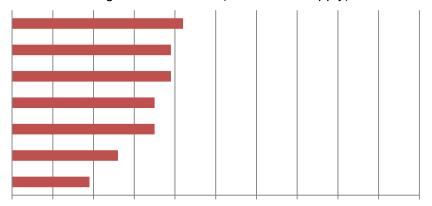


3. In the next 12 months, do you expect your firm will hire additional or replacement:



4. How would you describe yourcurrent recruitment situation?

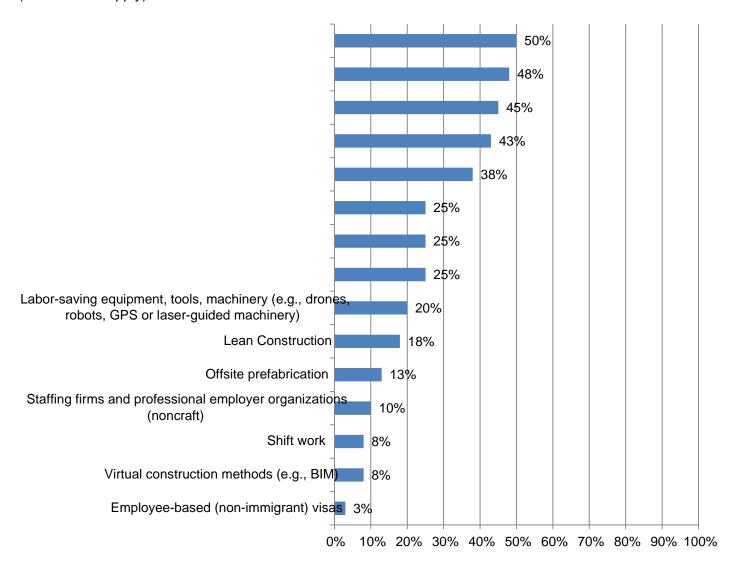
12. What methods des your firm use to retain these categories of workers (mark all that apply)?



13. Is your firm losinghourly craft or salaried personnel to other employers (mark all that apply?)

14. Has your firm increased pay and/or benefits **fbo**urly craft orsalariedpersonnel in the last year because of difficulty in filling positions (mark all that apply?)

15. Haveyou increased your use of of the following during the past year because of difficulty in filling positions (mark all that apply)?

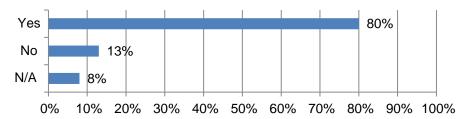


16. If your firm is experiencing staffing challenges, how would you describe ith pact on your company's safety and health program or performance?

17. When you selfperform construction work, do you operatesaa union contractor or an opeshop? We always operate as a union contractor. We primarily operate as a union contractor, but not always We primarily operate as an open-shop contractor, but not always We always operate as an open-shop contractor. We do not self-perform or directly hire craft personnel.

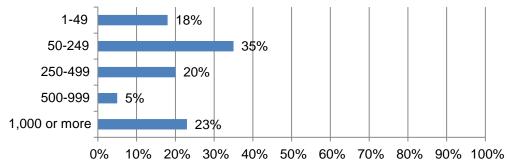
0%

18. Would/ do you encourage your children to pursue careers in construction?



10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

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



20. Estimate the total dollar amount of work your firm pedfrmed during the past 12 months.

