4. How would you describe your current situation in filling salaried and hourly craft positions?

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

6.

7. If your firm is experiencing staffing challenges, how would you describe the impact on your projects? (mark all that apply)
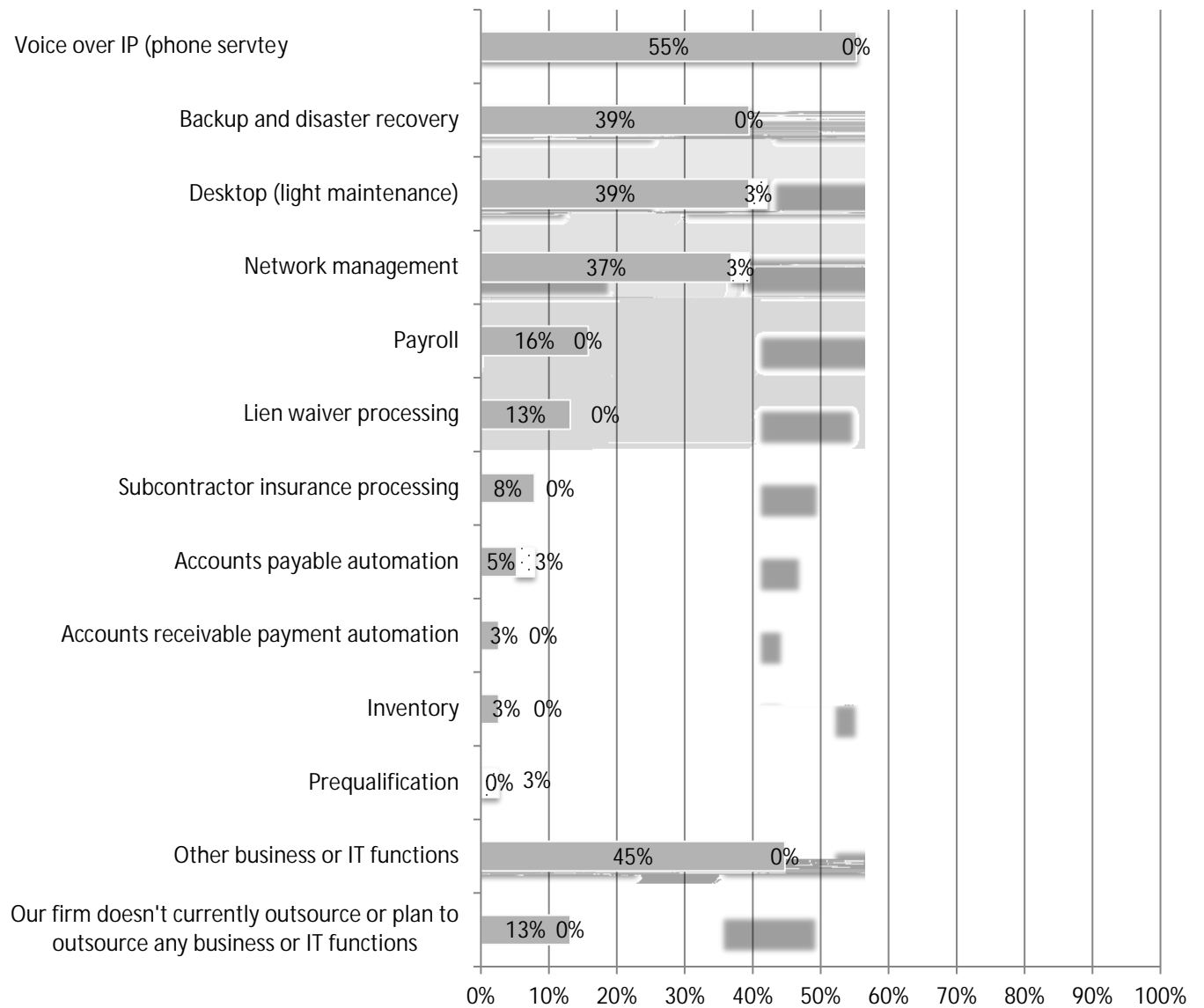
8. In the last year, what has your firm done to invest in the training and development of skilled labor/qualified

10. What are your biggest concerns for 2020 (mark all that apply)?

11. What challenges, if any, do you see regarding the

12. What change do you expect in 2020 in the number of your firm's projects that involve Building Information Modeling (BIM)?

15. What business оIT functions does your firm outsource or plan to outsource to a technology provider? (mark all that apply)

Function	Value 1	Value 2
Voice over IP (phone servtey	55%	0%
Backup and disaster recovery	39%	0%
Desktop (light maintenance)	39%	3%
Network management	37%	3%
Payroll	16%	0%
Lien waiver processing	13%	0%
Subcontractor insurance processing	8%	0%
Accounts payable automation	5%	3%
Accounts receivable payment automation	3%	0%
Inventory	3%	0%
Prequalification	0%	3%
Other business or IT functions	45%	0%
Our firm doesn't currently outsource or plan to outsource any business or IT functions	13%	0%

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

16. Approximately what percent of your firm's gross annual revenue is spent on IT?

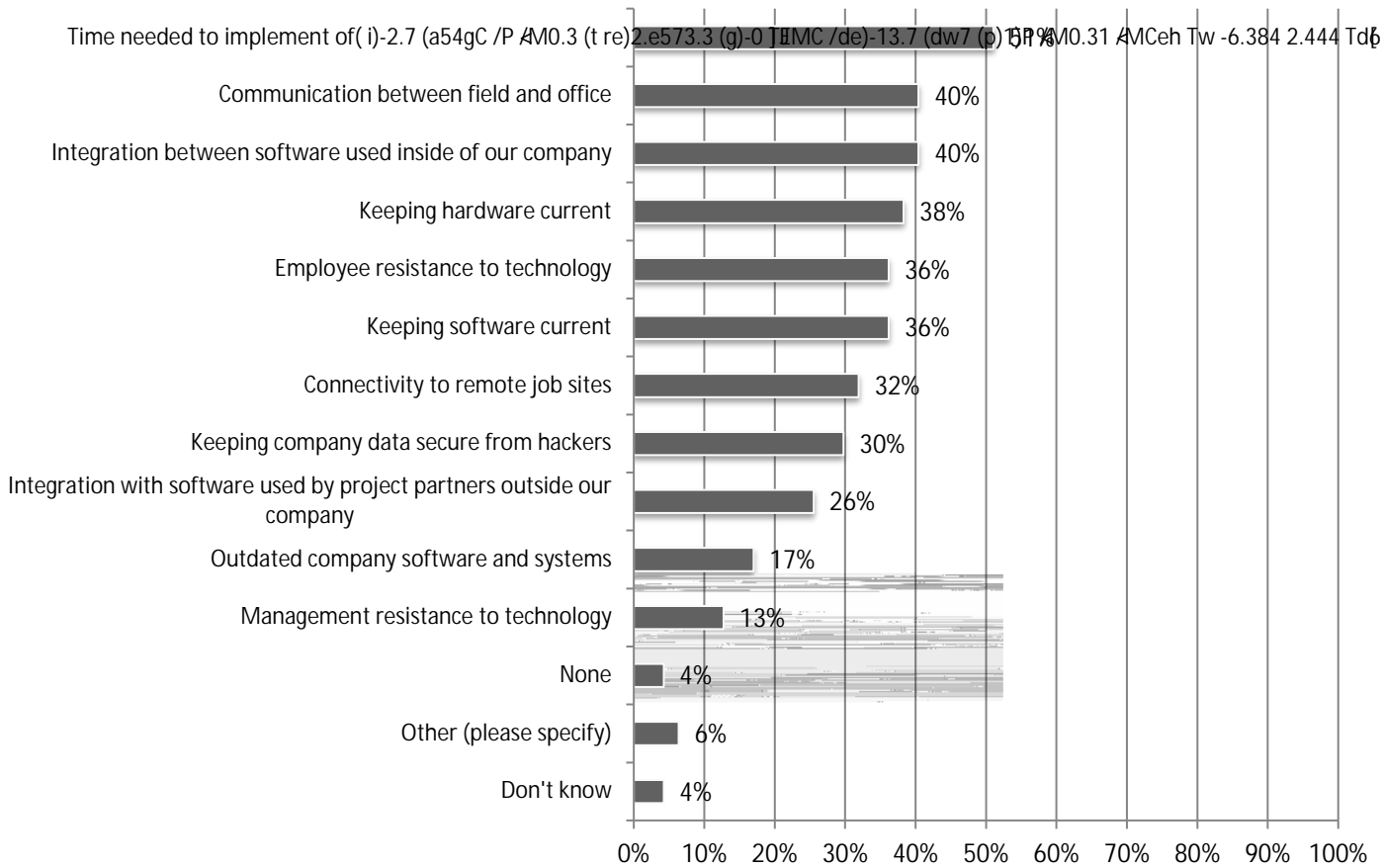17. Compared to 2019, how will your firm's 2020 investment in IT change?

18. Compared to 2019, how will your firm's 2020 investment in the following technologies change? (mark all that apply)

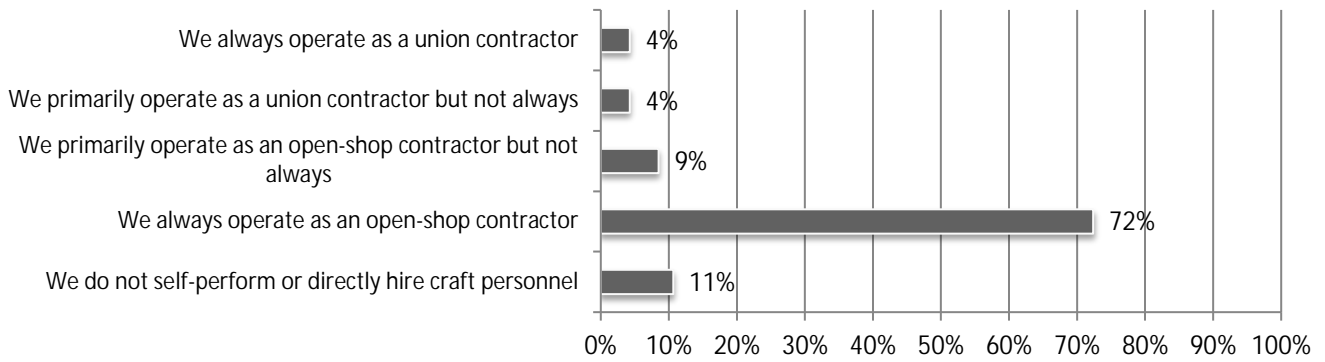| Technologies	Increase	Stay the same	Decrease	Don't know
Project management software	34%			

19.

22. What are your biggest IT challenges? (mark all that apply)

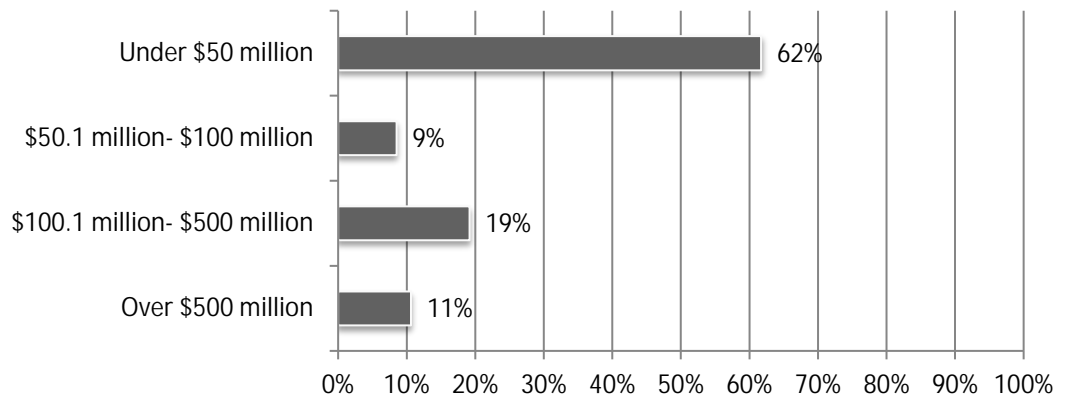| Challenge	Percentage
Time needed to implement	51%
Communication between field and office	40%
Integration between software used inside of our company	40%
Keeping hardware current	38%
Employee resistance to technology	36%
Keeping software current	36%
Connectivity to remote job sites	32%
Keeping company data secure from hackers	30%
Integration with software used by project partners outside our company	26%
Outdated company software and systems	17%
Management resistance to technology	13%
None	4%
Other (please specify)	6%
Don't know	4%

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

24. What best describes your firm?

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

Response	Percentage
We always operate as a union contractor	4%
We primarily operate as a union contractor but not always	4%
We primarily operate as an open-shop contractor but not always	9%
We always operate as an open-shop contractor	72%
We do not self-perform or directly hire craft personnel	11%

26. Estimate the total dollar amount of work your firm performed in 2019:

Response	Percentage
Under $50 million	62%
$50.1 million- $100 million	9%
$100.1 million- $500 million	19%
Over $500 million	11%

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

Percentage
19%
40%
30%
11%