



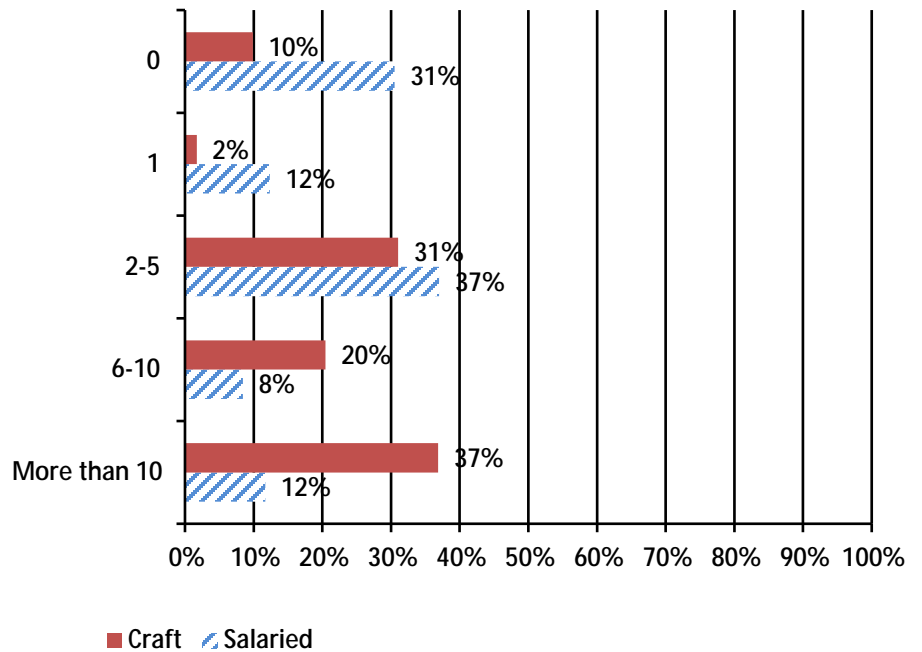
1. By what percentage has your firm's headcount changed in the past 12 months? Responses: 310

Reduced headcount

Increased headcount

Change

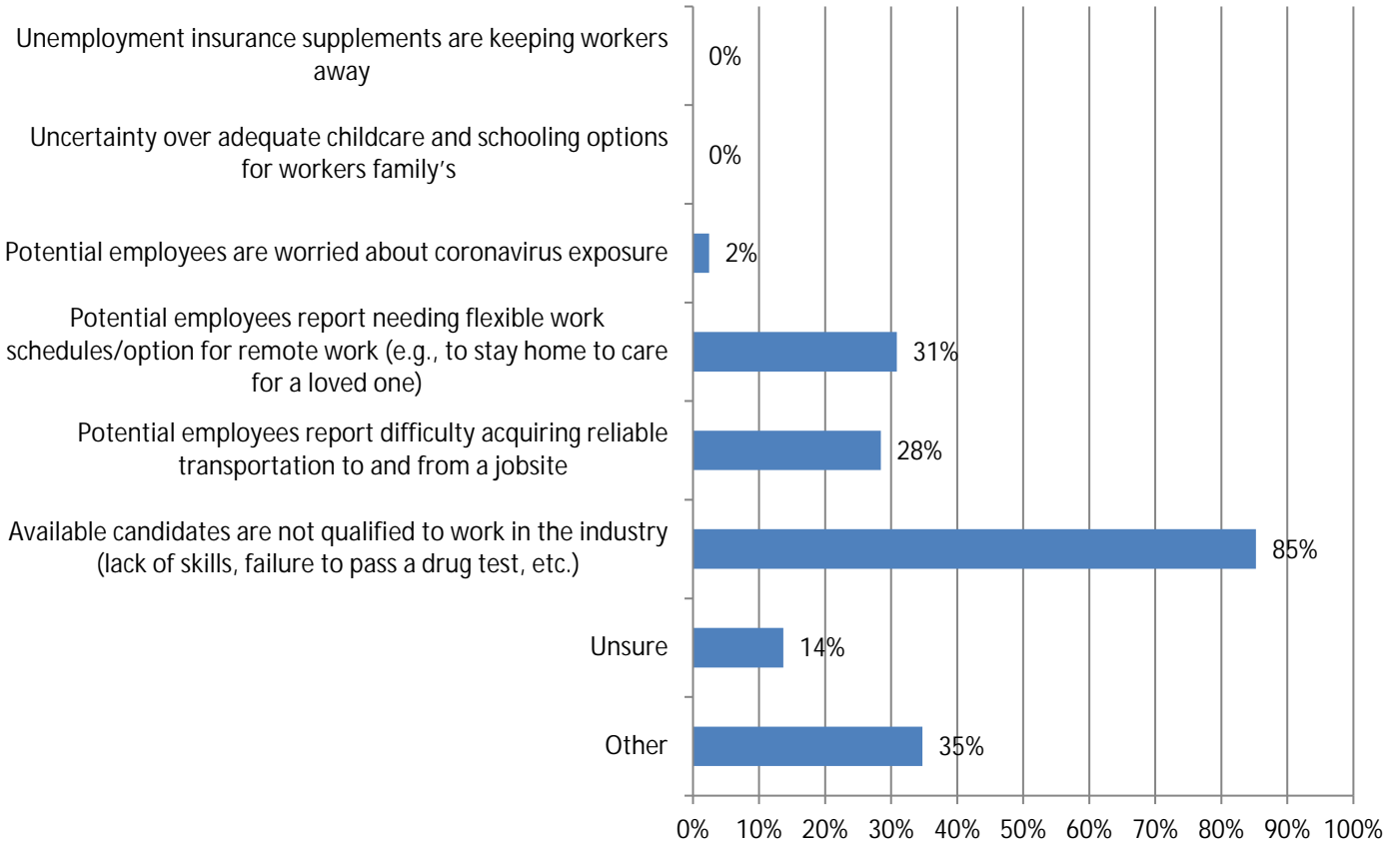
2. How many hourly craft or salaried employees



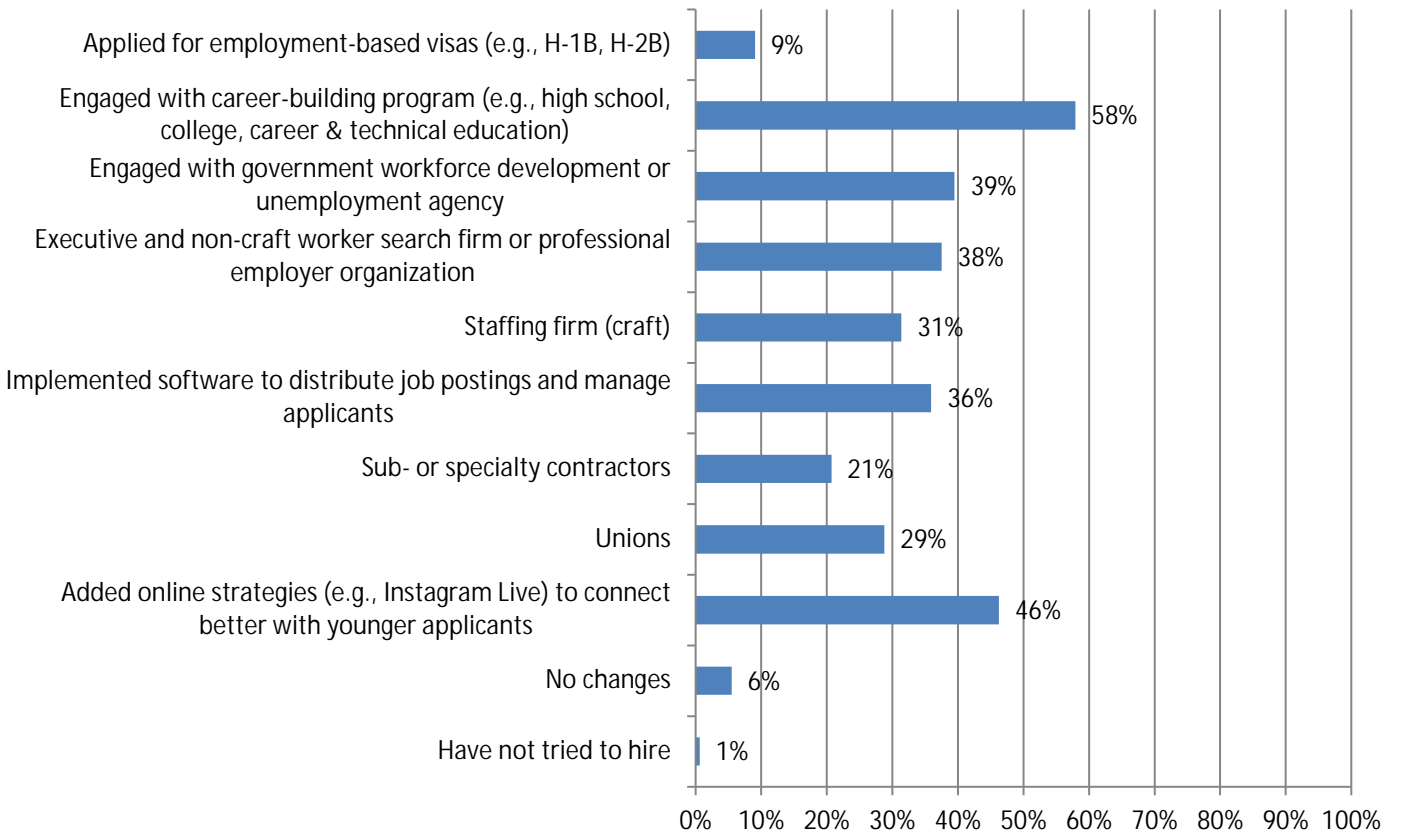
3. How would you describe your current

6. If you are having a hard time filling available positions, what are the reason(s)? (Mark all that apply)

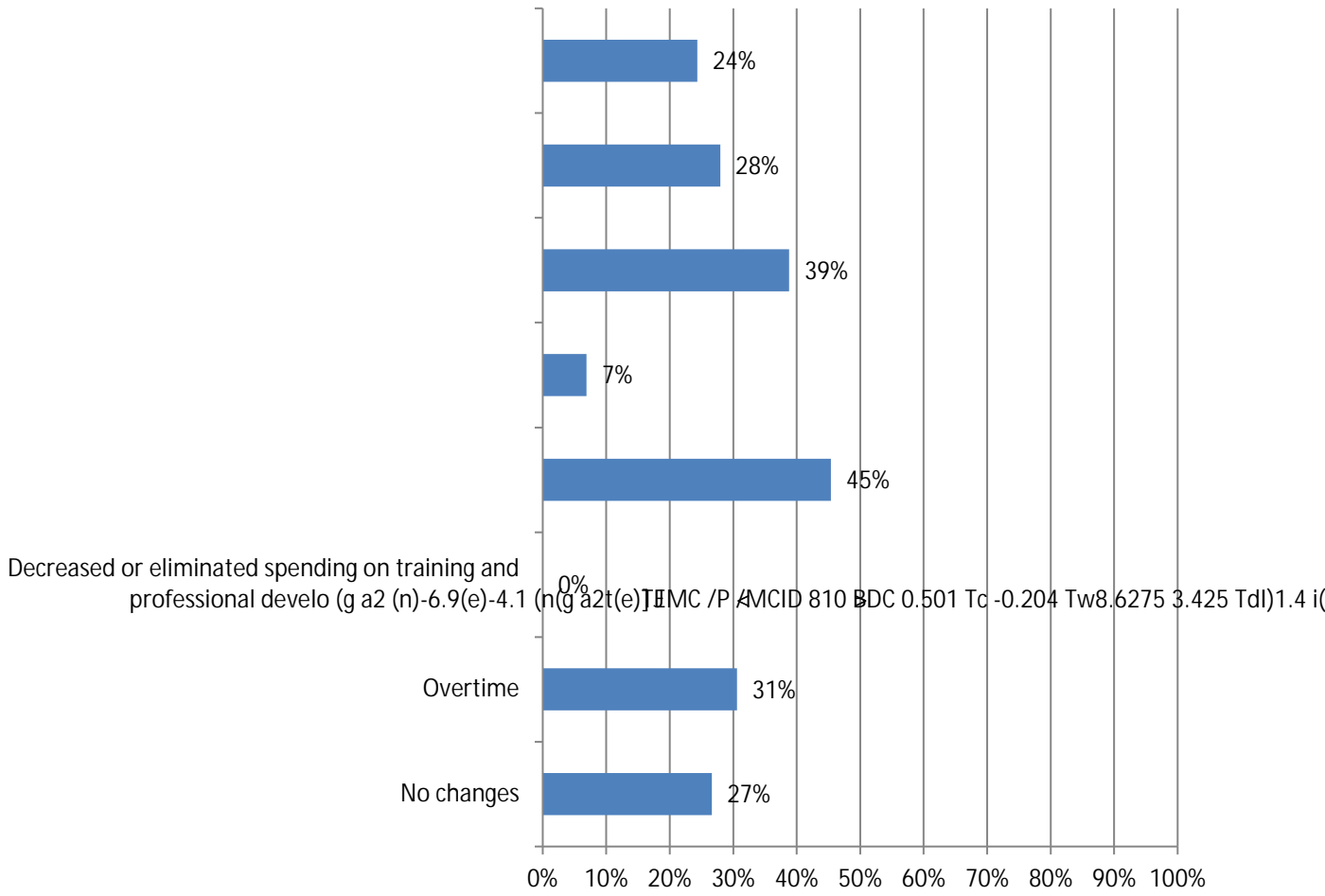
Responses: 305



7. Has your firm added or increased use of the following to provide workers in the past 12 months? (Mark all that apply) Responses: 309



8. Has your firm made changes in hiring, training or scheduling in the past 12 months? (Mark all that apply) Responses: 304



9. Has your firm adjusted pay and/or benefits for hourly craft or salaried personnel in the past 12 months? (Mark all that apply) Responses: 309

10. What impacts on project completion times, if any, is your firm experiencing? (Mark all that apply) Responses: 308

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11. How have rising material costs affected your firm's projects, if at all? (Mark all that apply) Responses: 306

17. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor? Responses: 305

