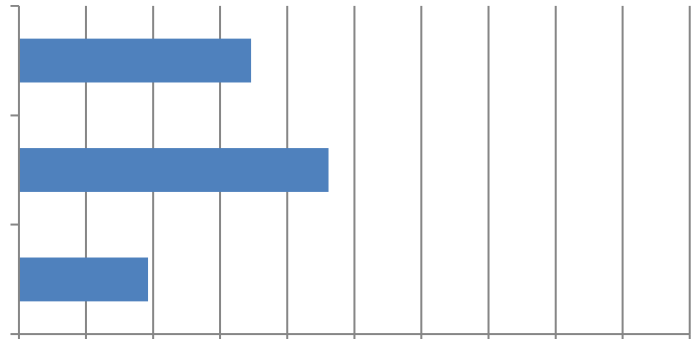


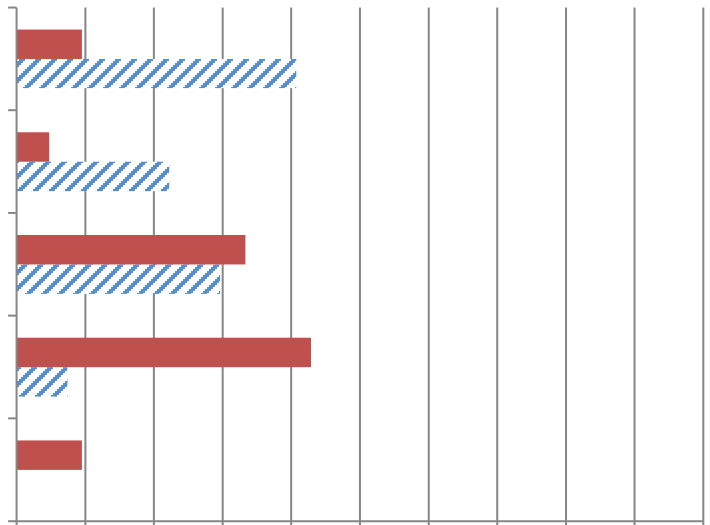
2022 Workforce Survey Results

Total responses: , but number varies by question.

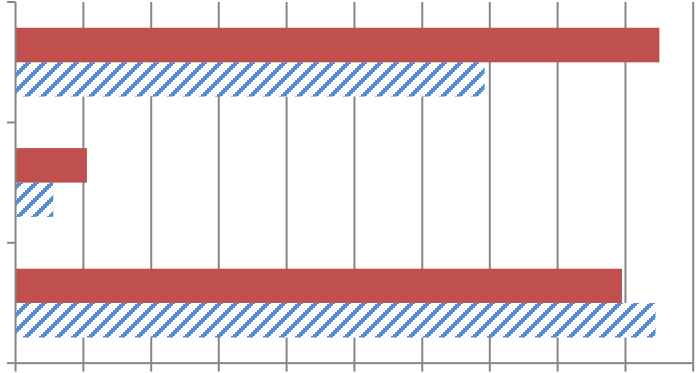
1. By what percentage has your firm's headcount changed in the past 12 months? Responses: 26



2. How many unfilled hourly craft or salaried positions did you have on June 30, 2022? Responses: 27 Salaried; 27 Craft

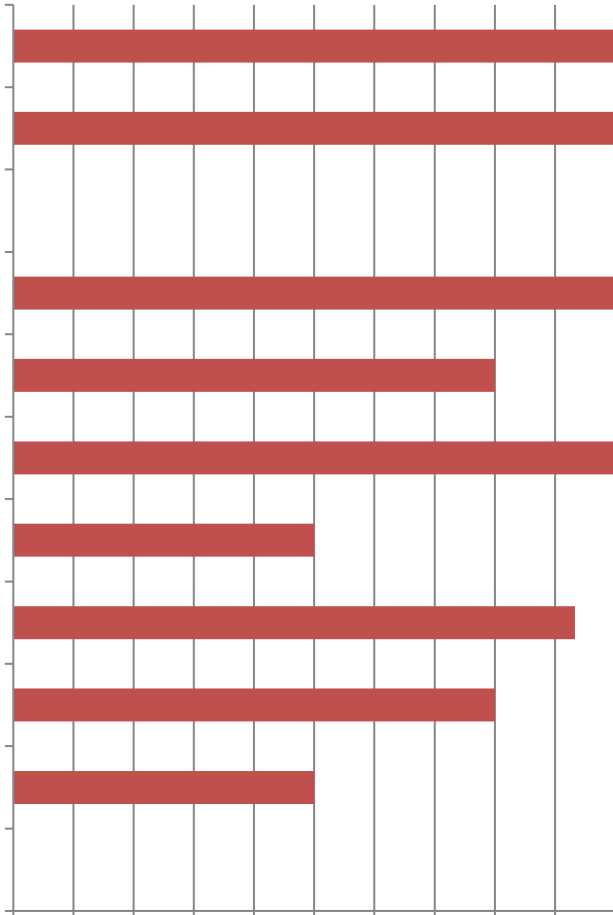


3. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 26 Salaried; 20 Craft

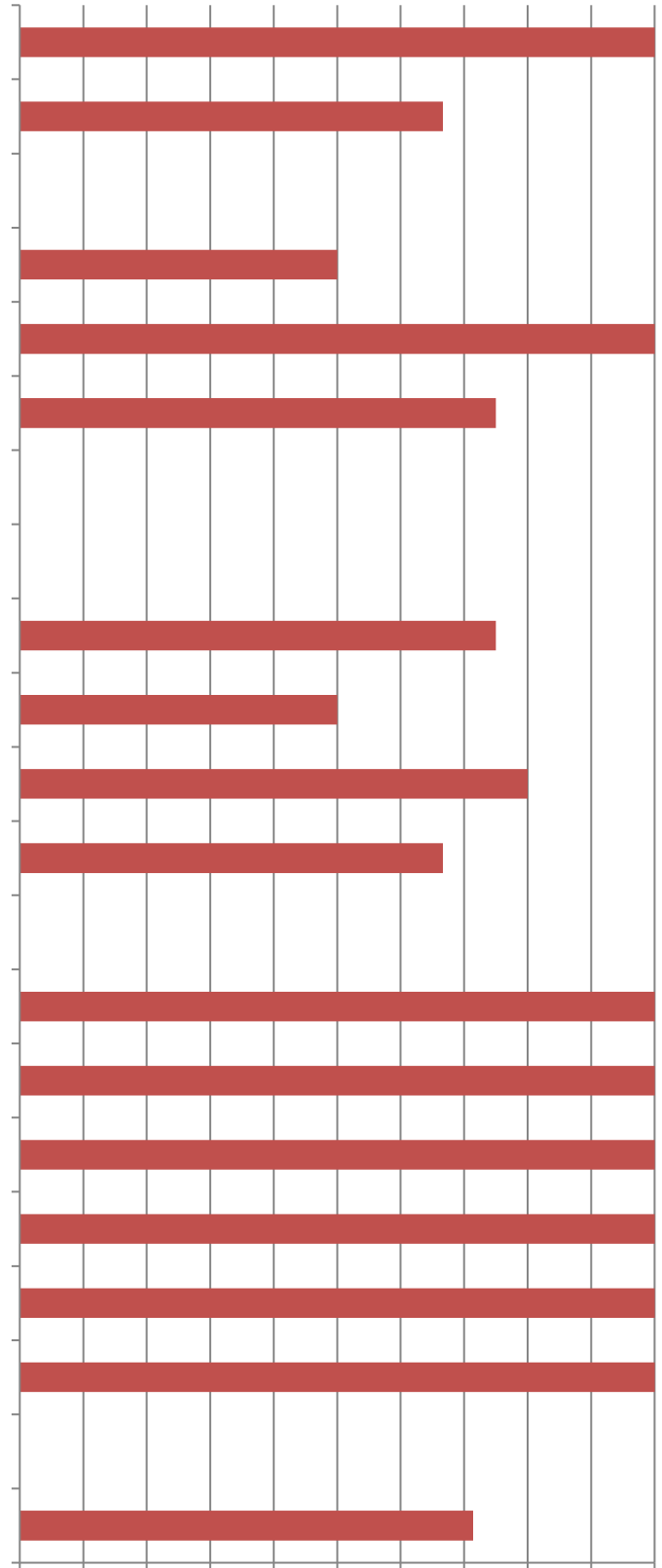


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4. If your firm is having trouble filling salaried positions, please indicate all the position types you are having trouble filling (Mark all that apply): 24

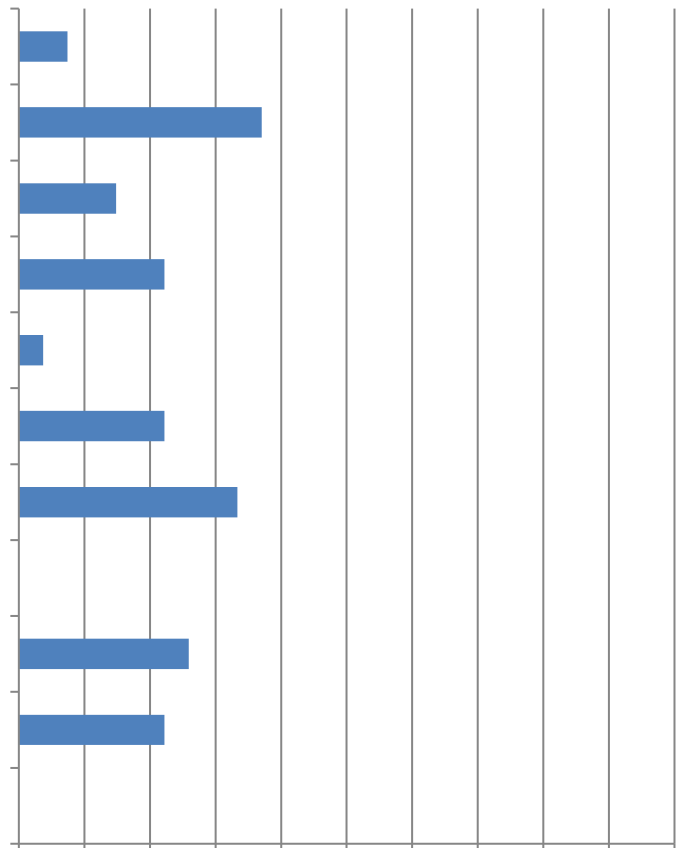


5. If your firm is having trouble filling hourly craft positions, please indicate all the position types you are having trouble filling (Mark all that apply). Responses: 18



6. If you are having a hard time filling available positions, what are the reason(s)? (Mark all that apply)
Responses: 26

7.

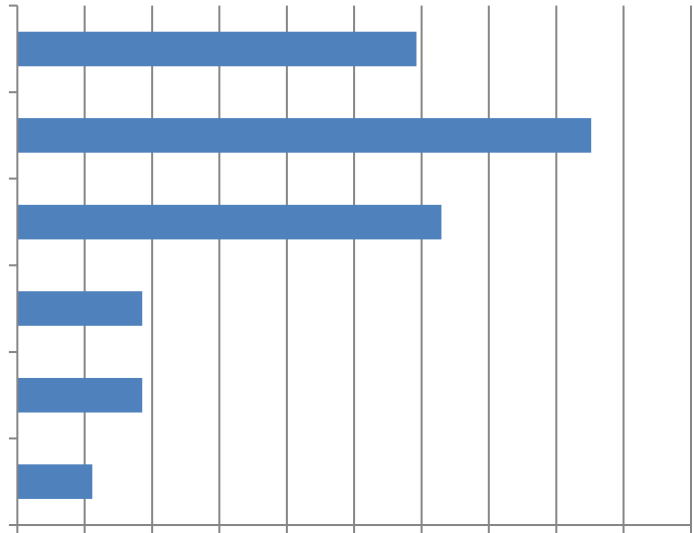


8. Has your firm made changes in hiring, training or scheduling in the past 12 months? (Mark all that apply) Responses: 26

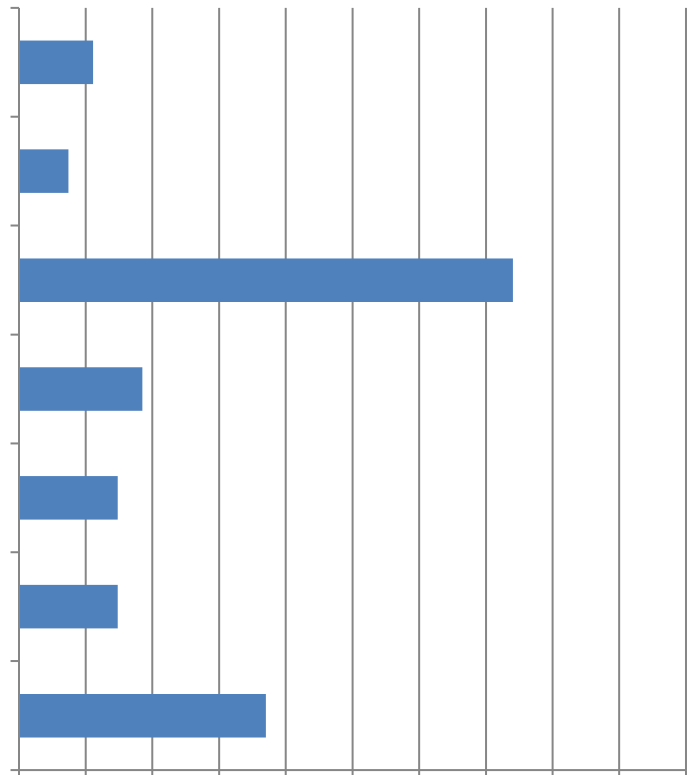
9. Has your firm adjusted pay and/or benefits for hourly craft or salaried personnel in the past 12 months? (Mark all that apply) Responses

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

Responses: 27



11. How have rising material costs affected your firm's projects, if at all? (Mark all that apply) Responses: 27



12. What impact, if any, are you experiencing with respect to upcoming or expected projects? (Mark all that apply) Responses: 27

13. How do expect your firm's headcount to change in the next 12 months? (Mark all that apply). Responses:26

14. How many total employees did your firm employ at all of its locations as of June 30, 2022? Responses: 27

15. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 27

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

When you self-