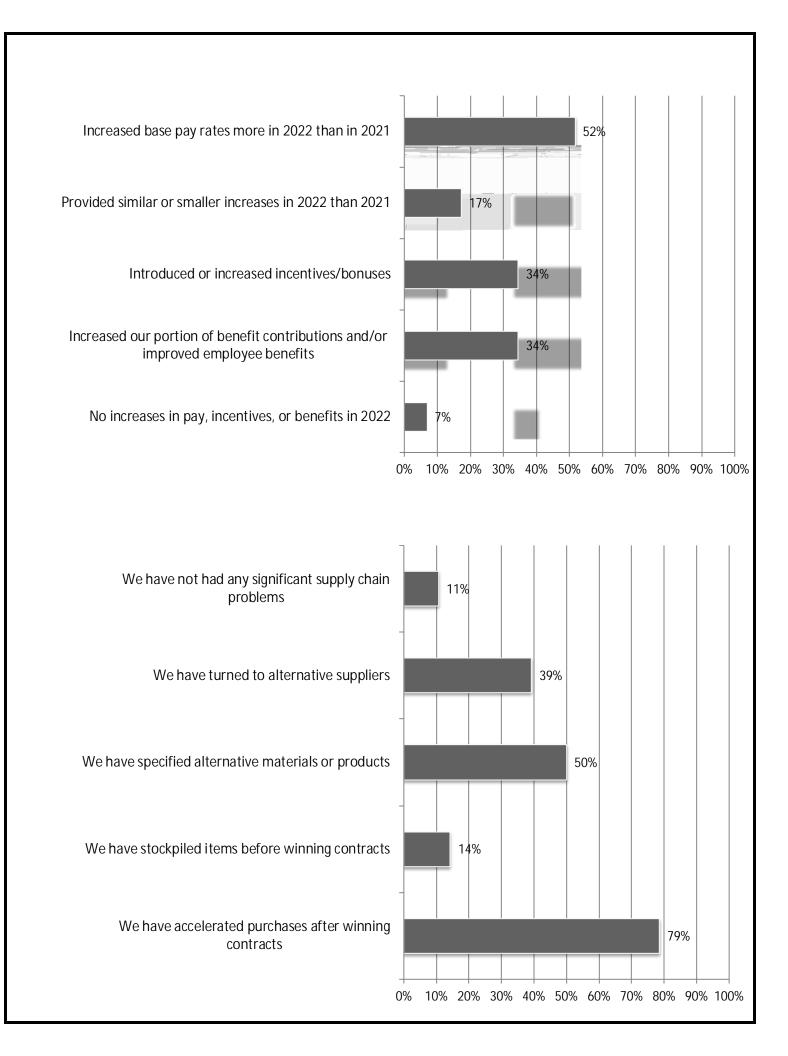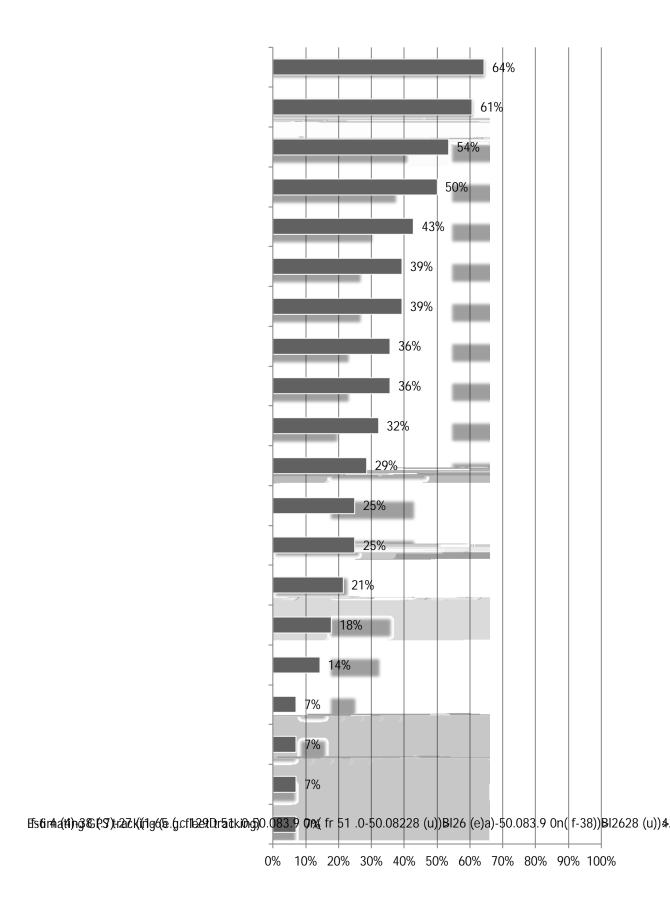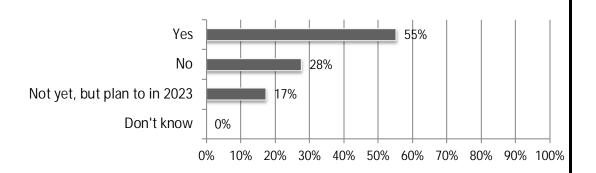*Total Responses: 29. Responses varied for some questions. Percentages are based on responses to each question and may not sum to 100 due to rounding.*

Market	Higher	Lower	Same	Net*	US Net
Transportation (e.g., transit, rail, airport)	75%	0%	25%	75%	42%
Power	64%	9%	27%	55%	28%
Federal (e.g., VA, GSA, USACE, NAVFAC)	67%	13%	20%	53%	37%
Water/Sewer	64%	18%	18%	45%	38%
Bridge/Highway	53%	11%	37%	42%	42%
Hospital	43%	14%	43%	29%	23%
Higher Education	47%	27%	27%	20%	16%
Data Center	30%	10%	60%	20%	12%
Public Building	33%	13%	53%	20%	23%
K-12 School	31%	23%	46%	8%	16%
Other Healthcare	29%				

Chart 1

Category	Value
Increased base pay rates more in 2022 than in 2021	52%
Provided similar or smaller increases in 2022 than 2021	17%
Introduced or increased incentives/bonuses	34%
Increased our portion of benefit contributions and/or improved employee benefits	34%
No increases in pay, incentives, or benefits in 2022	7%

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

Chart 2

Category	Value
We have not had any significant supply chain problems	11%
We have turned to alternative suppliers	39%
We have specified alternative materials or products	50%
We have stockpiled items before winning contracts	14%
We have accelerated purchases after winning contracts	79%

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

64%

61%

54%

50%

43%

39%

39%

36%

36%

32%

29%

25%

25%

21%

18%

14%

7%

7%

7%

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

Chart 1

Response	Percentage
Yes	55%
No	28%
Not yet, but plan to in 2023	17%
Don't know	0%

Chart 2

Category	Percentage
Time needed to implement and train on new technology	48%
Connectivity to remote job sites	45%
Employee resistance to technology	41%
Keeping company data secure from hackers	31%
Integration between software used inside our company	31%
Communication between field and office	31%
Keeping hardware current	24%
Keeping software current	21%
Integration with software used by project partners outside our company	17%
Management resistance to technology	14%
Outdated company software and systems	7%
Don't know	3%
None	3%

44%

41%

67%

33%

19%

22%

0%   10%