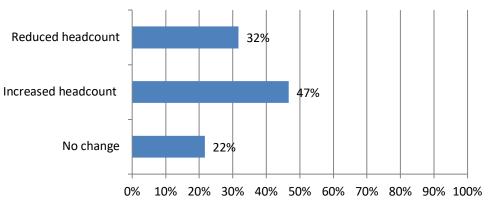


2021 Workforce Survey Results

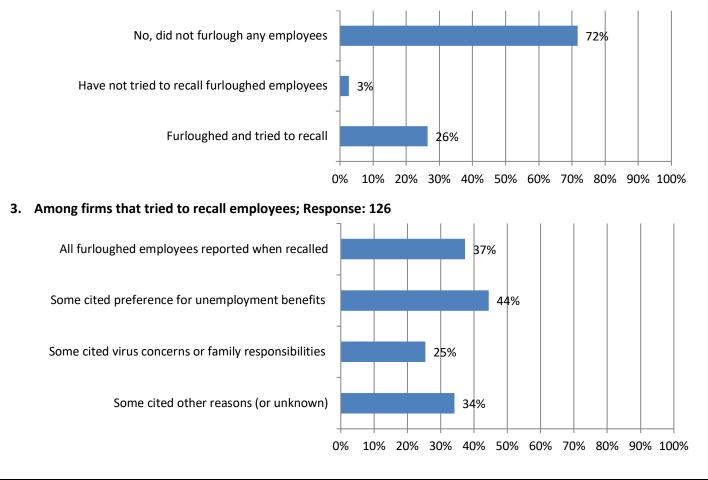
Utility Infrastructure Results

Total responses: 469, but number varies by question.

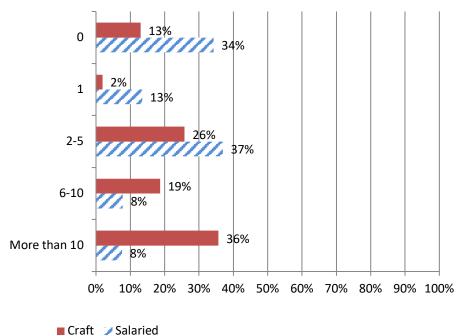
1. By what percentage has your firm's headcount changed in the past 12 months? Responses: 476



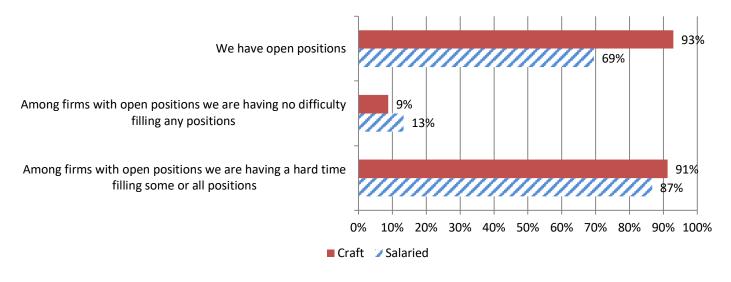
2. Did you furlough employees and then recall any in the past 12 months? (Mark all that apply) Responses: 477



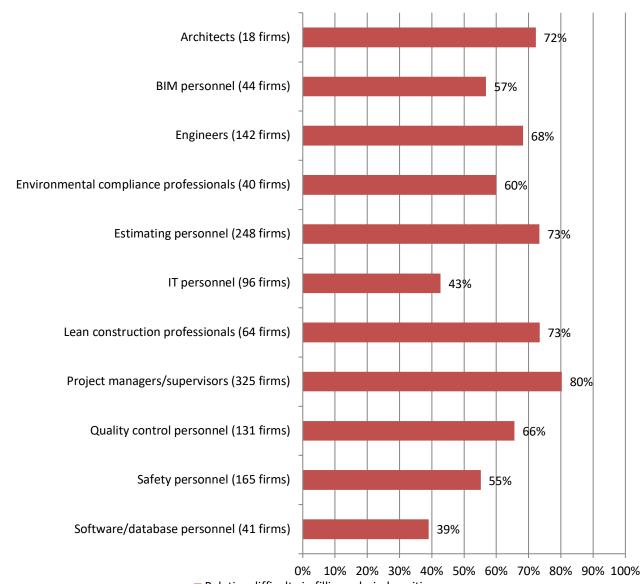
4. How many unfilled hourly craft or salaried positions did you have on June 30, 2021? Responses: 476 Salaried; 477 Craft



5. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 475 Salaried; 441 Craft

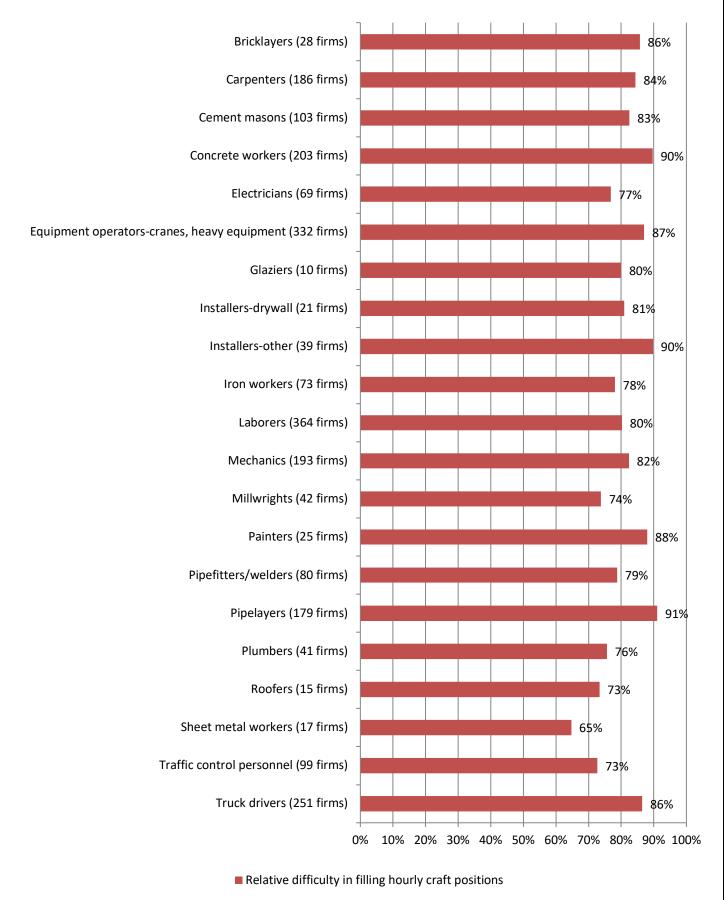


6. If your firm is having trouble filling <u>salaried</u> positions, please indicate all the position types you are having trouble filling (Mark all that apply): 464

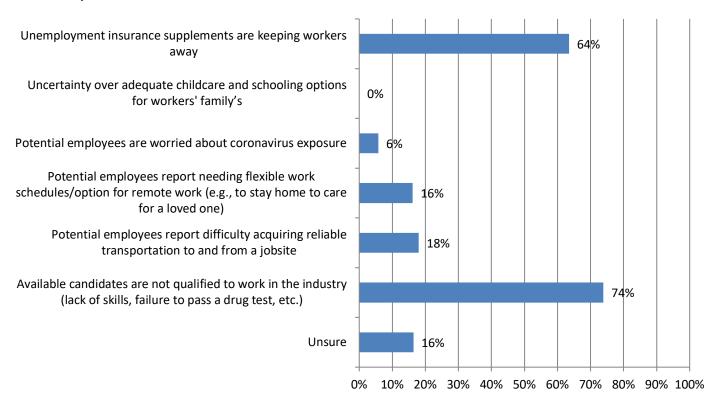


Relative difficulty in filling salaried positions

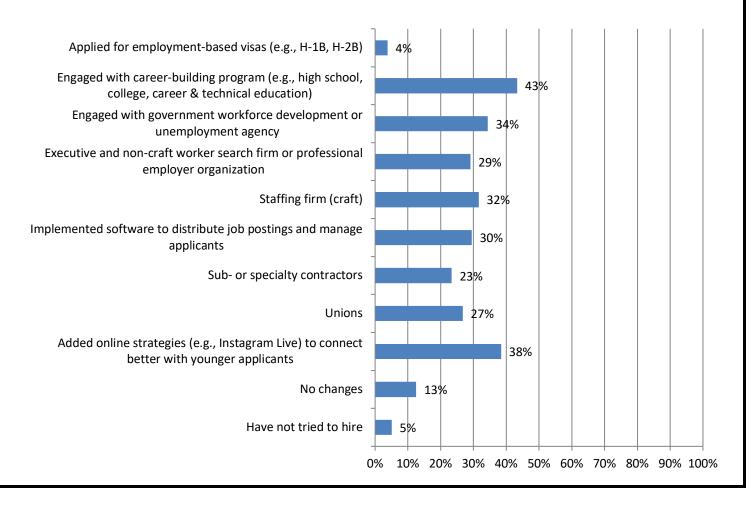
7. If your firm is having trouble filling <u>hourly craft</u> positions, please indicate all the position types you are having trouble filling (Mark all that apply). Responses: 451

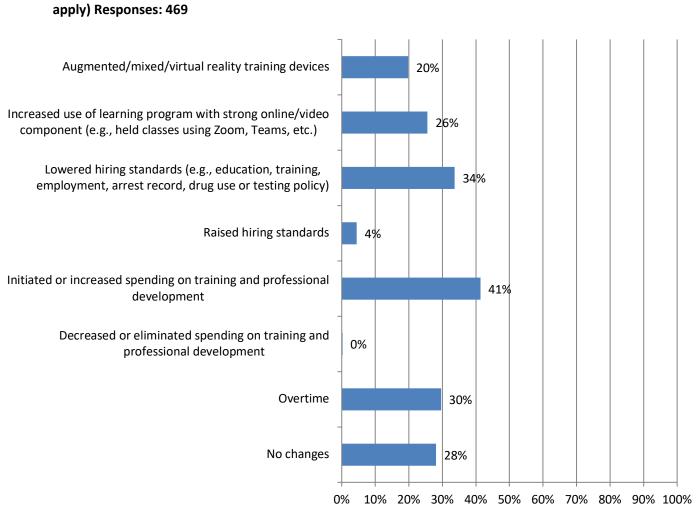


8. If you are having a hard time filling available positions, what are the reason(s)? (Mark all that apply) Responses: 470



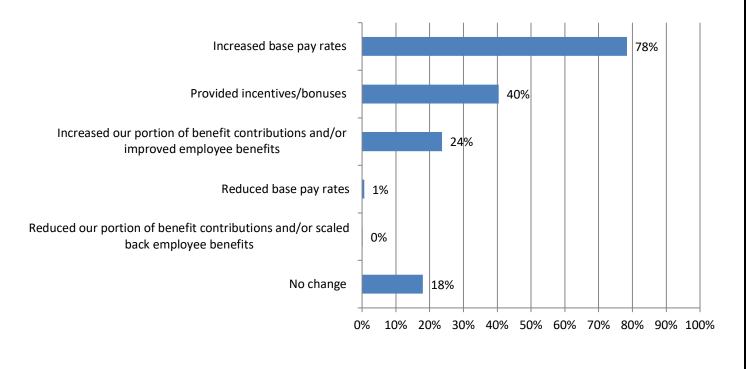
9. Has your firm added or increased use of the following to provide workers in the past 12 months? (Mark all that apply) Responses: 471



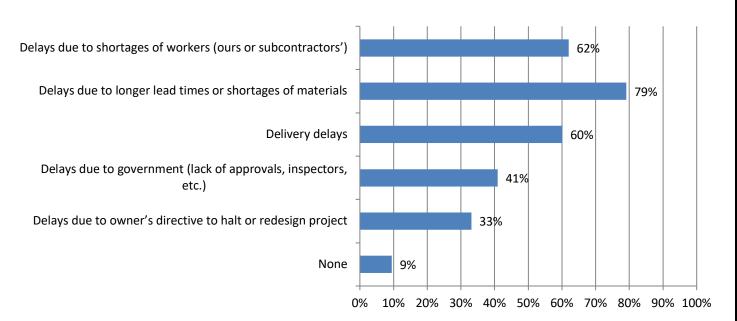


10. Has your firm made changes in hiring, training or scheduling in the past 12 months? (Mark all that

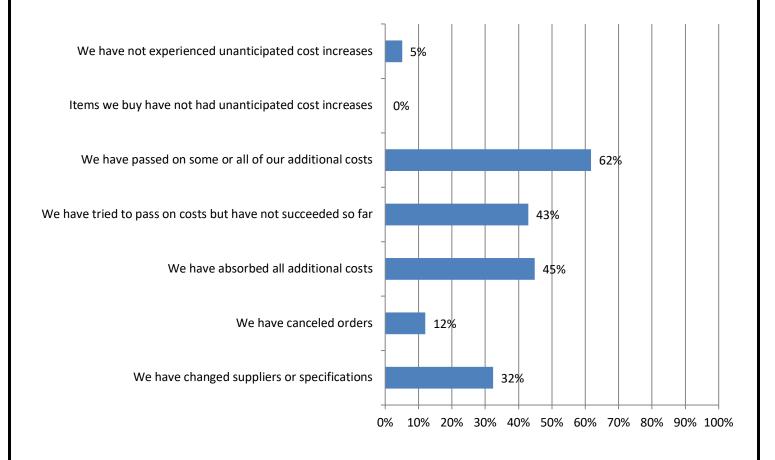
11. Has your firm adjusted pay and/or benefits for hourly craft or salaried personnel in the past 12 months? (Mark all that apply) Responses: 477



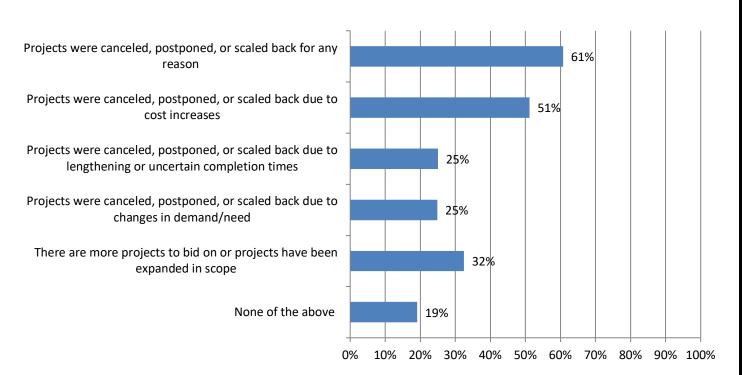
12. What impacts on project completion times, if any, is your firm experiencing? (Mark all that apply) Responses: 474



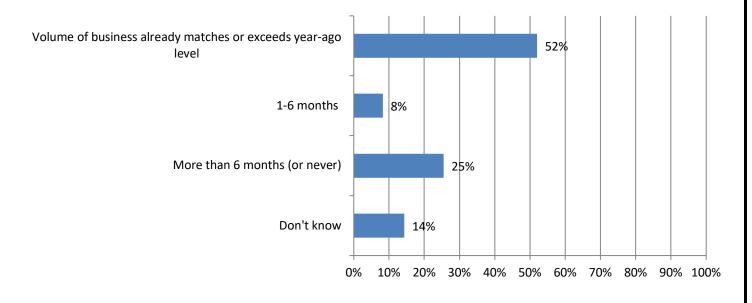
13. How have rising material costs affected your firm's projects, if at all? (Mark all that apply) Responses: 473

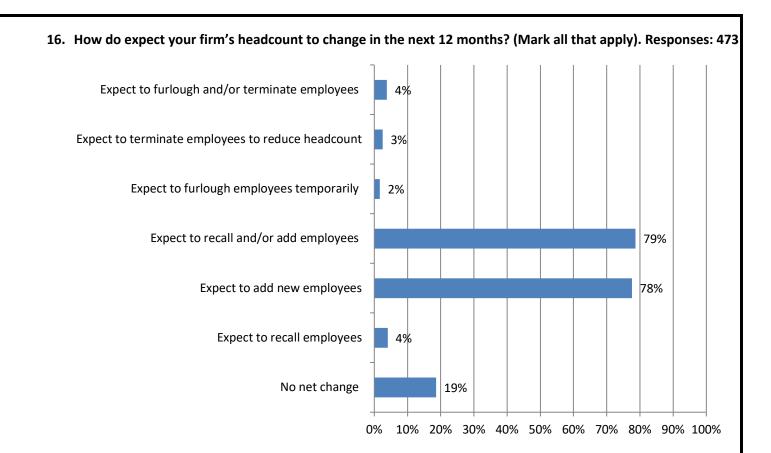


14. What impact, if any, are you experiencing with respect to upcoming or expected projects? (Mark all that apply) Responses: 471

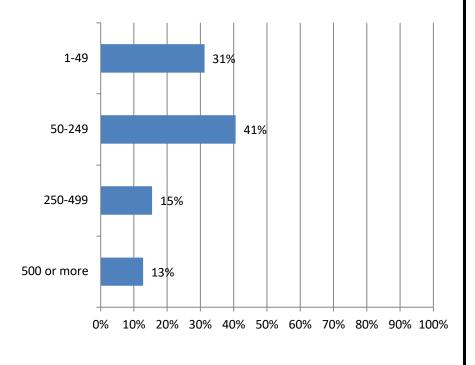


15. When do you expect your firm's volume of business will return to its normal level relative to one year earlier? Responses: 475

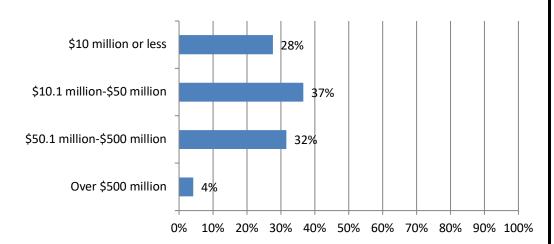




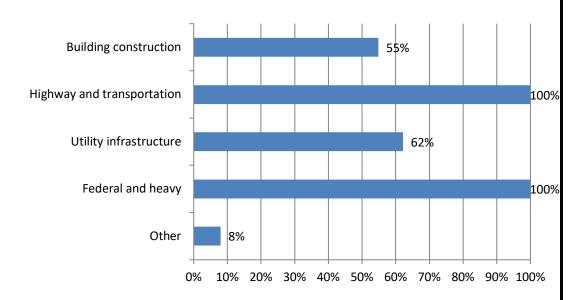
17. How many total employees did your firm employ at all of its locations as of June 30, 2021? Responses: 478



18. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 478



19. Please indicate which of the following types of construction projects your firm performs (Mark all that apply) Responses: 478



20. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor? Responses: 470

