1. Please indicate which of the following types of construction projects your firm performs (mark all that apply):

<table>
<thead>
<tr>
<th>Project Type</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manufacturing</td>
<td>48%</td>
</tr>
<tr>
<td>Water/Sewer</td>
<td>48%</td>
</tr>
<tr>
<td>Private office</td>
<td>44%</td>
</tr>
<tr>
<td>Retail, warehouse, lodging</td>
<td>44%</td>
</tr>
<tr>
<td>Higher education</td>
<td>40%</td>
</tr>
<tr>
<td>Hospital</td>
<td>40%</td>
</tr>
<tr>
<td>Public building</td>
<td>40%</td>
</tr>
<tr>
<td>K-12 School</td>
<td>36%</td>
</tr>
<tr>
<td>Federal (e.g. VA, GSA, USACE, NAVFAC)</td>
<td>28%</td>
</tr>
<tr>
<td>Multifamily residential</td>
<td>24%</td>
</tr>
<tr>
<td>Other transportation (e.g. transit, airport)</td>
<td>24%</td>
</tr>
<tr>
<td>Highway</td>
<td>20%</td>
</tr>
<tr>
<td>Power</td>
<td>8%</td>
</tr>
</tbody>
</table>
2. What types of employees does your firm employ (mark all that apply)?
3. In the next 12 months, do you expect your firm will hire additional or replacement:

- Yes, for expansion: 84%
- Yes, for replacement only: 54%
- No: 36%
- Don’t know: 20%

4. How would you describe your current recruitment challenges?

- We are having a hard time filling some salaried office positions: 24%
- We are having a hard time filling some salaried field positions: 48%
- We are having a hard time filling some hourly office positions: 12%
- We are having a hard time filling some hourly craft positions: 72%
- We are having no trouble filling any positions: 8%
- We do not have any openings to fill: 8%
- Don’t know: 4%

5. If your firm is having trouble filling salaried positions, please indicate the position types you are having trouble filling:

- Project managers/supervisors: 57%
- Estimating personnel: 28%
- No trouble filling: 25%
6. If your firm is having trouble filling craft professional positions, please indicate the position types you are having trouble filling:

- Iron workers: 100%
- Concrete workers: 86%
- Laborers: 85%
- Carpenters: 75%
- Equipment operators-crane, heavy equipment: 67%
- Superintendent: 45%
- No trouble filling: 5%

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

- It will continue to be hard to hire: 54%
- It will become harder to hire: 33%
- It will continue to be easy to hire: 17%
- It will become easier to hire: 17%
- Don't know: 46%

8. How would you rate the adequacy of the local pipeline for supplying well-trained craft personnel?

- Poor: 52%
- Fair: 24%
- Good: 8%
- Excellent: 0%
- Don't know: 16%
9. Is your firm losing hourly craft or salaried personnel to other employers (mark all that apply)?

- Yes, to other construction firms in our area: Hourly craft 12%, Salaried 21%
- Yes, to other construction firms outside of our area: Hourly craft 12%, Salaried 0%
- Yes, to other industries in our area: Hourly craft 12%, Salaried 25%
- Yes, to other industries outside of our area: Hourly craft 8%, Salaried 12%
- No: Hourly craft 29%, Salaried 21%
- Don't know: Hourly craft 12%, Salaried 21%

10. Has your firm increased pay and/or benefits for hourly craft or salaried personnel in the last year because of difficulty in filling positions (mark all that apply)?

- Yes, our firm increased base pay rates: Hourly craft 44%, Salaried 36%
- Yes, our firm provided incentives/bonuses: Hourly craft 28%, Salaried 40%
- Yes, our firm increased our portion of benefit contributions and/or improved employee benefits: Hourly craft 44%, Salaried 32%
- No, but we are considering increases in pay and/or benefits in the near future: Hourly craft 8%, Salaried 12%
- No, and we are not considering increases in pay and/or benefits: Hourly craft 8%, Salaried 16%
- Don't know: Hourly craft 12%, Salaried 12%
- We do not employ or recruit: Hourly craft 0%, Salaried 4%
11. Have you increased your use of any of the following during the past year because of difficulty in filling positions (mark all that apply)?

- Overtime hours: 60%
- Labor suppliers (craft): 52%
- Subcontractors: 44%
- Labor-saving equipment, tools, machinery (e.g.) drones, robots, GPS or laser-guided machinery: 36%
- Engage with career-building program (e.g. highschool, college, career & technical education): 24%
- In-house training: 24%
- Interns: 24%
- Lean Construction: 20%
- Staffing firms and professional employer organizations (noncraft): 20%
- Offsite prefabrication: 16%
- Executive search firms: 12%
- Unions: 4%
- Virtual construction methods (e.g. BIM): 4%

12. If your firm is experiencing staffing challenges, how would you describe the impact on your company’s safety and health program or performance?

- Increased number of reportable injuries and illnesses: 8%
- Increased number of jobsite hazards (physical and/or behavioral) identified in inspection reports: 4%
- Increased number of workers compensation claims: 4%
- No change: 84%
- Decreased number of reportable injuries and illnesses: 4%
- Decreased number of jobsite hazards (physical and/or behavioral) identified in inspection reports: 0%
- Decreased number of workers compensation claims: 0%
13. When you self-perform construction work, do you operate as a union contractor or an open shop?

- We always operate as a union contractor: 72%
- We primarily operate as a union contractor but not always: 8%
- We primarily operate as an open-shop contractor but not always: 8%
- We always operate as an open-shop contractor: 4%
- We do not self-perform or directly hire craft personnel: 8%

14. Would/do you encourage your children to pursue careers in construction?

- Yes: 40%
- No: 20%
- N/A: 36%

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

- 1,000 or more: 56%
- 500-999: 36%
- 250-499: 8%
- 50-249: 8%
- 1-49: 4%

16. Estimate the total dollar amount of work your firm performed during the past 12 months.

- $10 million or less: 48%
- $10.1 million-$30 million: 32%
- $30.1 million-$50 million: 8%
- $50.1 million-$100 million: 4%
- $100.1 million-$500 million: 4%
- Over $500 million: 4%