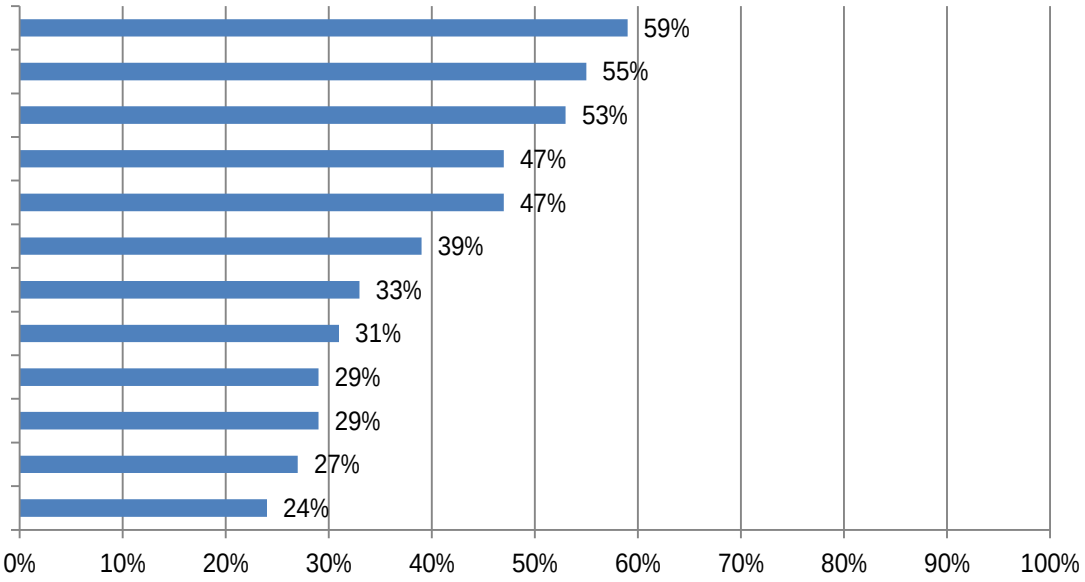
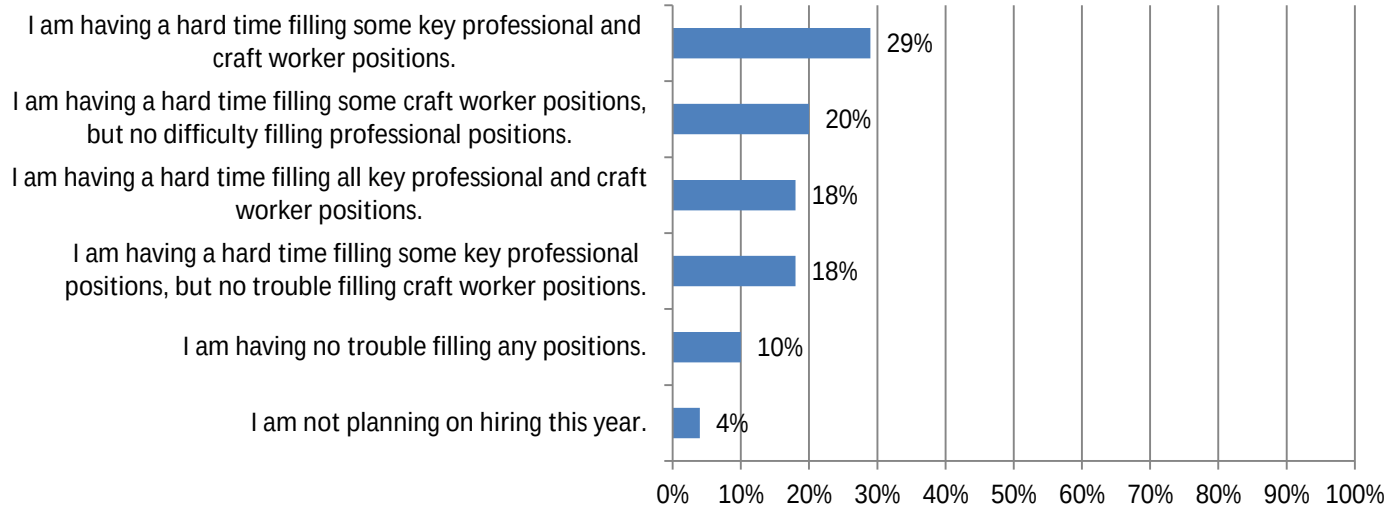
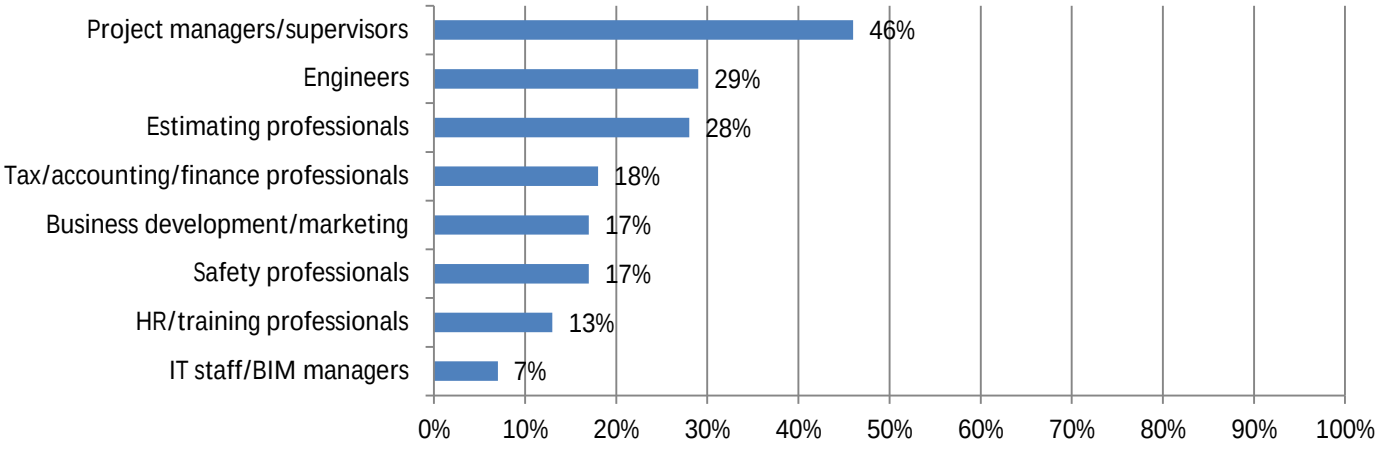
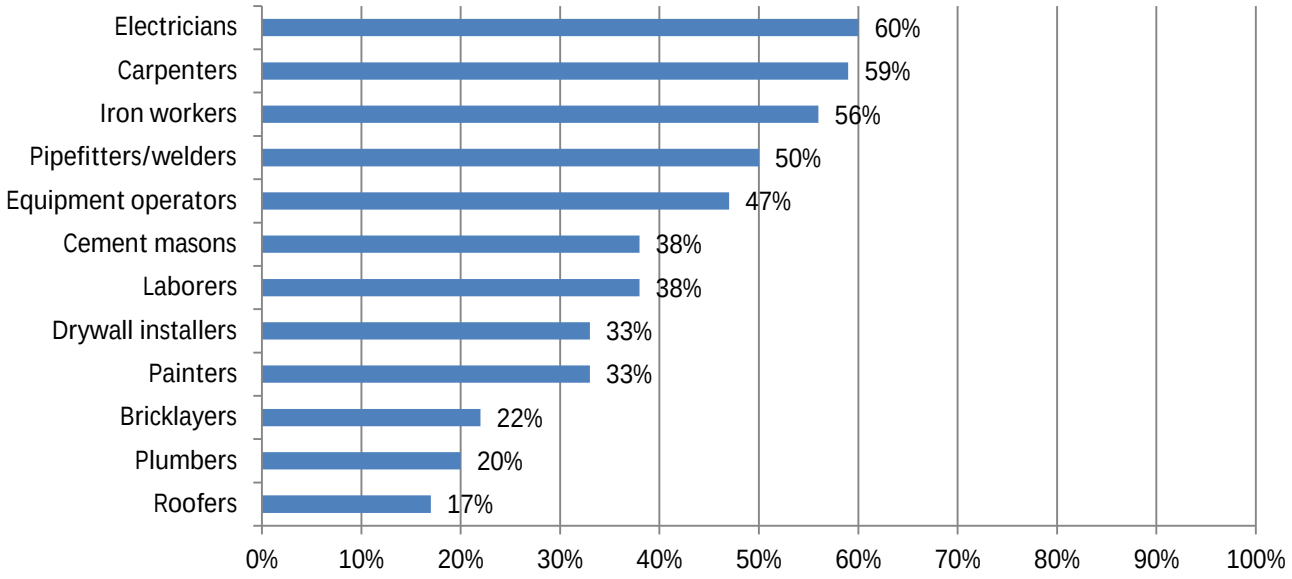
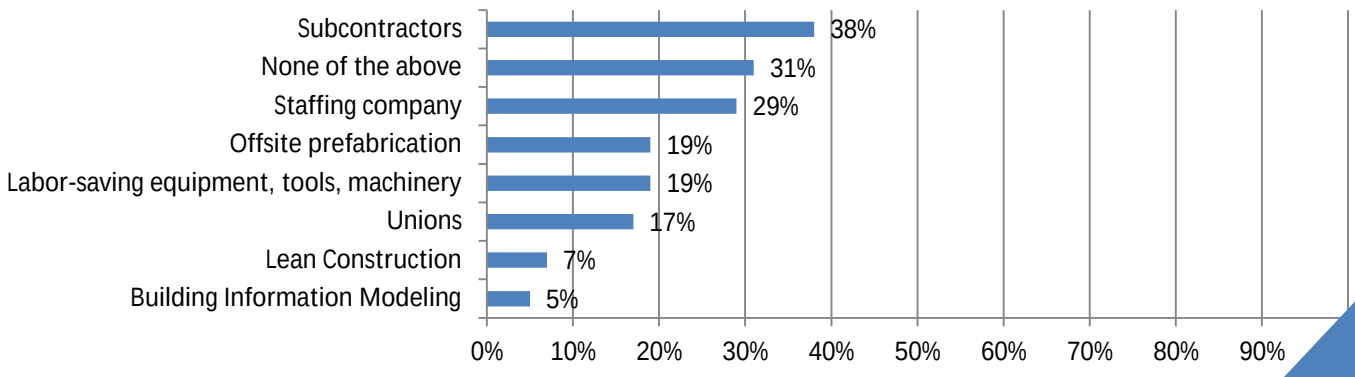
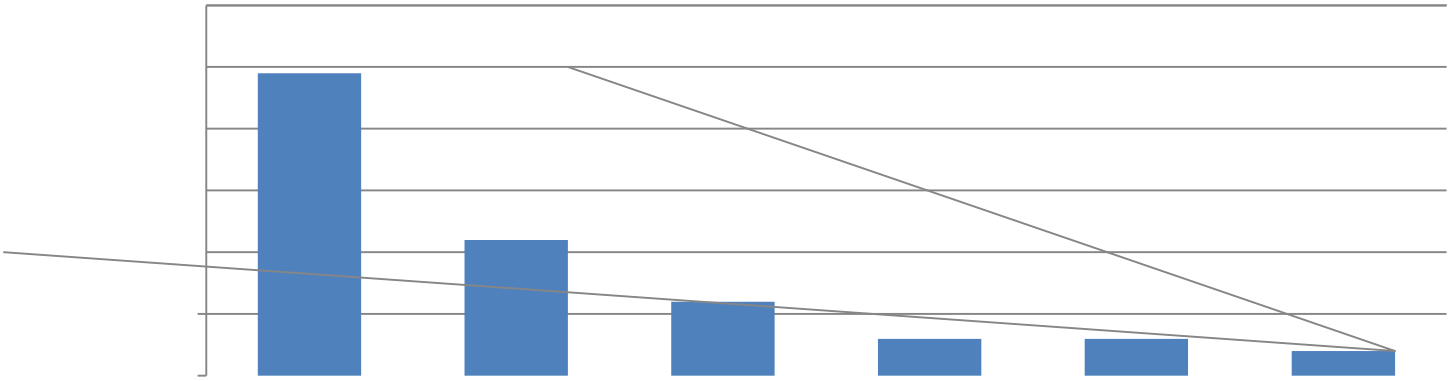

59%
55%
53%
47%
47%
39%
33%
31%
29%
29%
27%
24%
0%
10%
20%
30%
40%
50%
60%
70%
80%
90%
100%

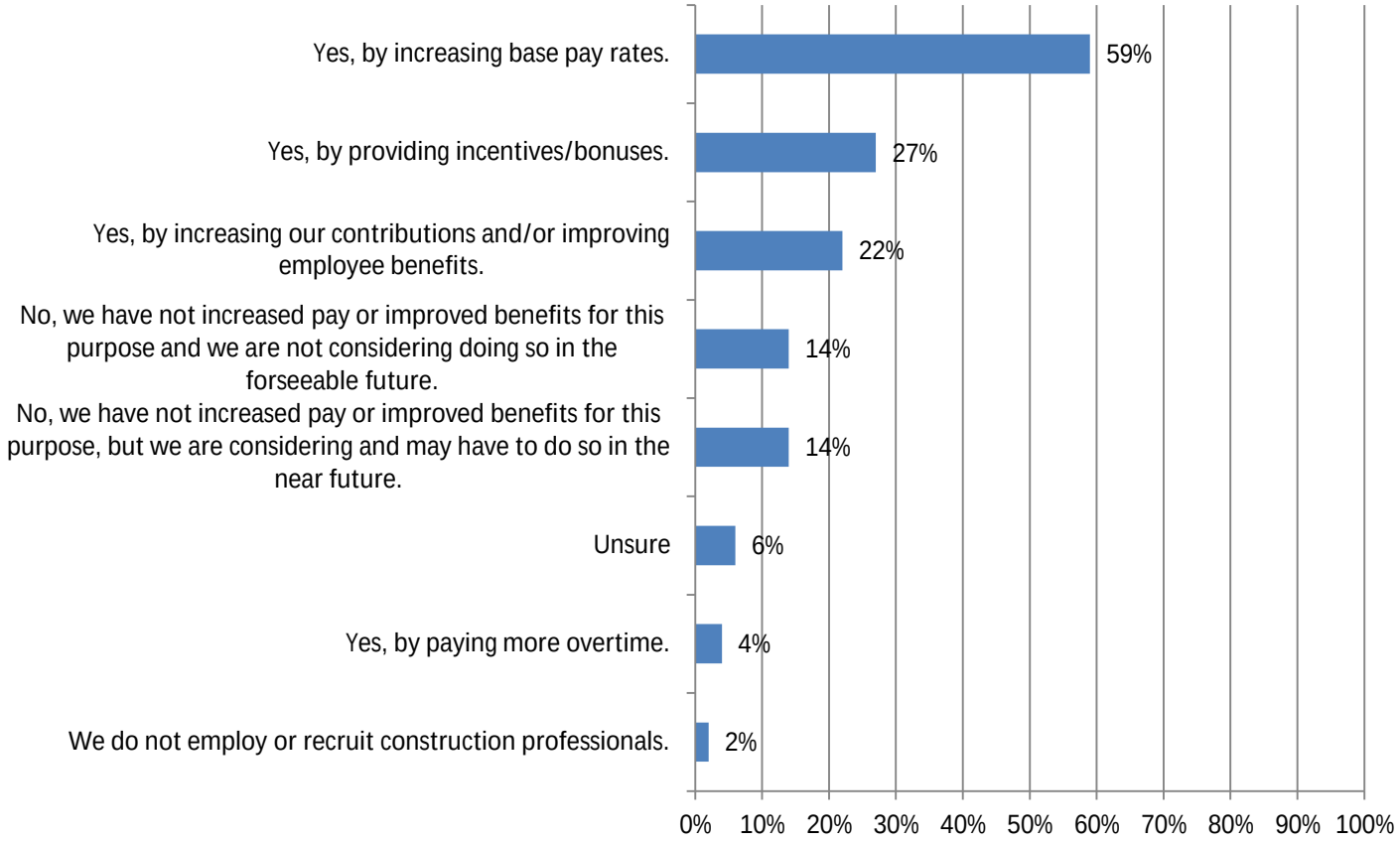

I am having a hard time filling some key professional and craft worker positions.
29%
I am having a hard time filling some craft worker positions, but no difficulty filling professional positions.
20%
I am having a hard time filling all key professional and craft worker positions.
18%
I am having a hard time filling some key professional positions, but no trouble filling craft worker positions.
18%
I am having no trouble filling any positions.
10%
I am not planning on hiring this year.
4%
0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

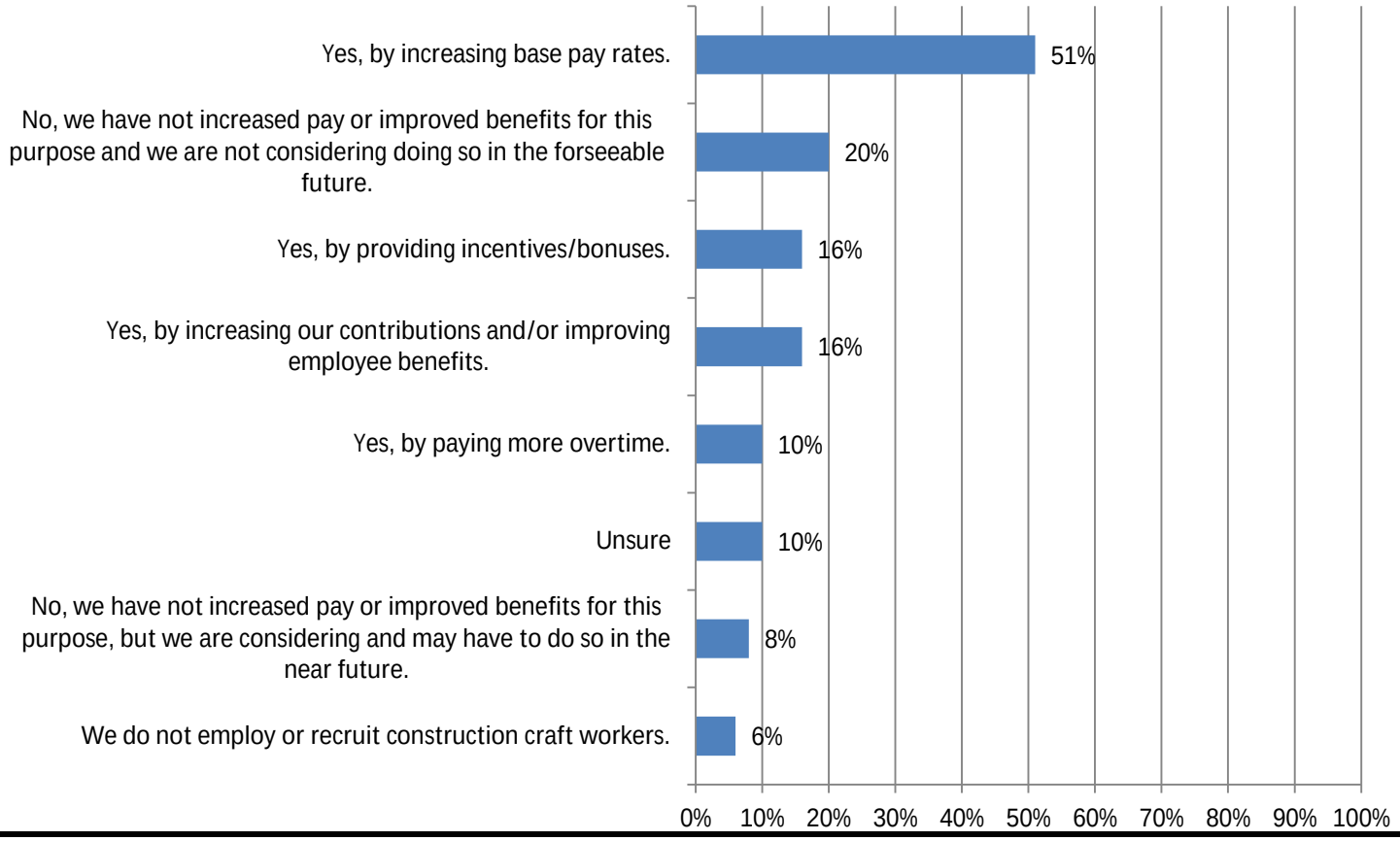

Project managers/supervisors
46%
Engineers
29%
Estimating professionals
28%
Tax/accounting/finance professionals
18%
Business development/marketing
17%
Safety professionals
17%
HR/training professionals
13%
IT staff/BIM managers
7%
0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

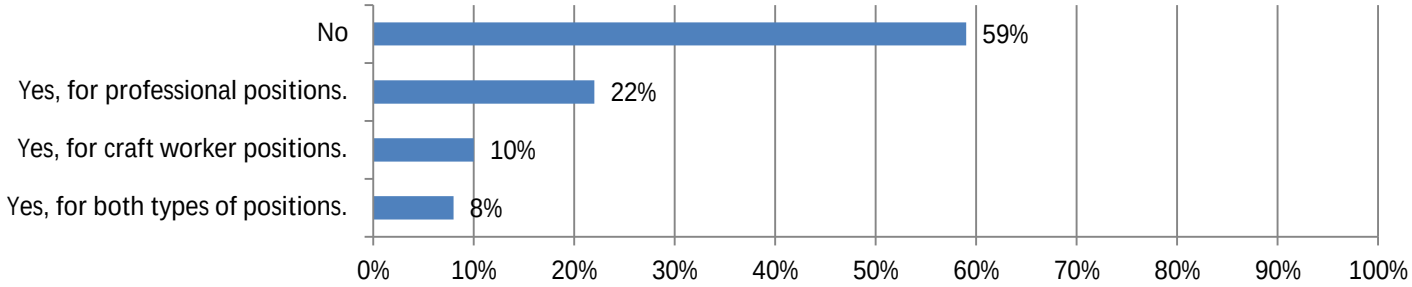

Electricians
60%
Carpenters
59%
Iron workers
56%
Pipefitters/welders
50%
Equipment operators
47%
Cement masons
38%
Laborers
38%
Drywall installers
33%
Painters
33%
Bricklayers
22%
Plumbers
20%
Roofers
17%
0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

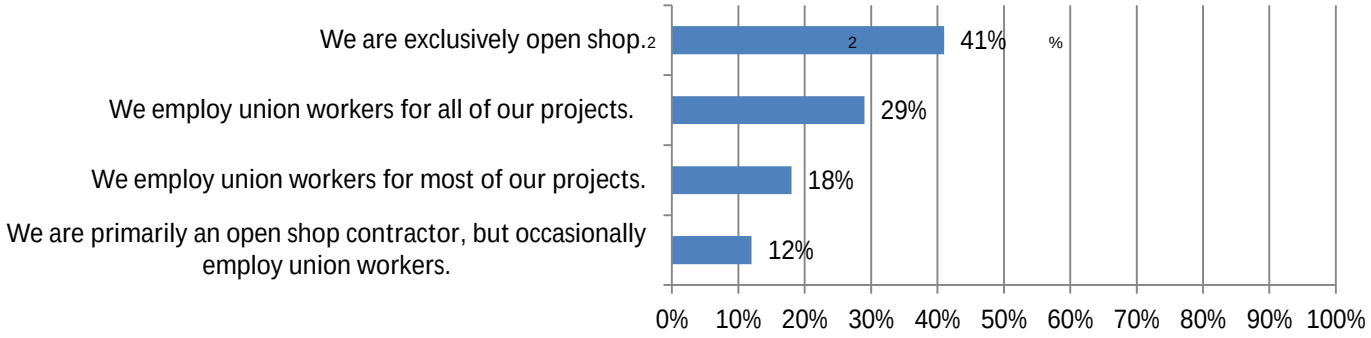

Subcontractors
38%
None of the above
31%
Staffing company
29%
Offsite prefabrication
19%
Labor-saving equipment, tools, machinery
19%
Unions
17%
Lean Construction
7%
Building Information Modeling
5%
0%
10%
20%
30%
40%
50%
60%
70%
80%
90%

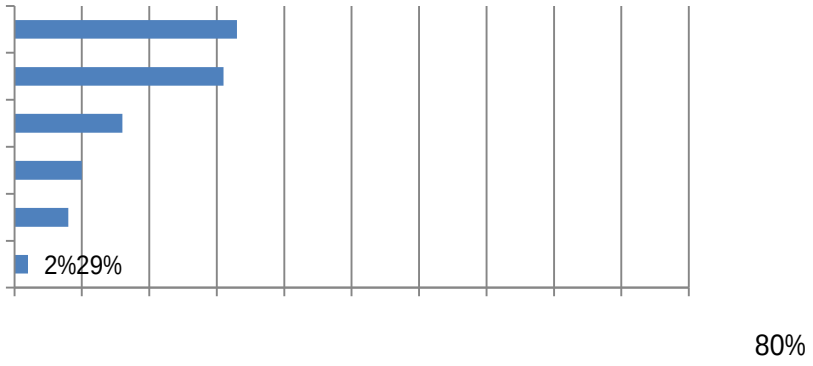



Yes, by increasing base pay rates.
59%
Yes, by providing incentives/bonuses.
27%
Yes, by increasing our contributions and/or improving employee benefits.
22%
No, we have not increased pay or improved benefits for this purpose and we are not considering doing so in the forseeable future.
14%
No, we have not increased pay or improved benefits for this purpose, but we are considering and may have to do so in the near future.
14%
Unsure
6%
Yes, by paying more overtime.
4%
We do not employ or recruit construction professionals.
2%
0%
10%
20%
30%
40%
50%
60%
70%
80%
90%
100%


Yes, by increasing base pay rates.
51%
No, we have not increased pay or improved benefits for this purpose and we are not considering doing so in the forseeable future.
20%
Yes, by providing incentives/bonuses.
16%
Yes, by increasing our contributions and/or improving employee benefits.
16%
Yes, by paying more overtime.
10%
Unsure
10%
No, we have not increased pay or improved benefits for this purpose, but we are considering and may have to do so in the near future.
8%
We do not employ or recruit construction craft workers.
6%
0%
10%
20%
30%
40%
50%
60%
70%
80%
90%
100%


No
59%
Yes, for professional positions.
22%
Yes, for craft worker positions.
10%
Yes, for both types of positions.
8%
0%
10%
20%
30%
40%
50%
60%
70%
80%
90%
100%


We are exclusively open shop.
41%
We employ union workers for all of our projects.
29%
We employ union workers for most of our projects.
18%
We are primarily an open shop contractor, but occasionally employ union workers.
12%
0%
10%
20%
30%
40%
50%
60%
70%
80%
90%
100%


2%
29%
80%