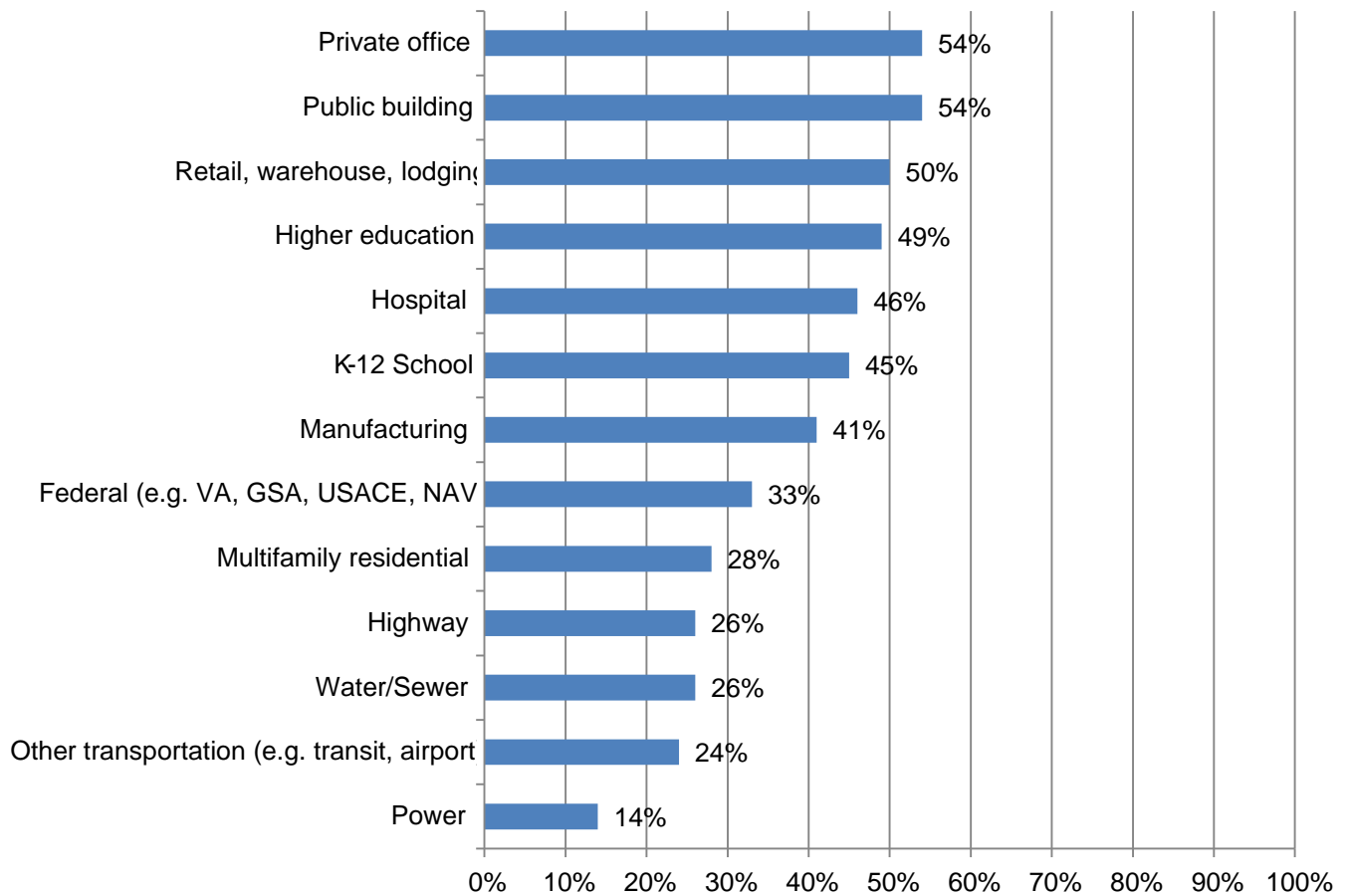


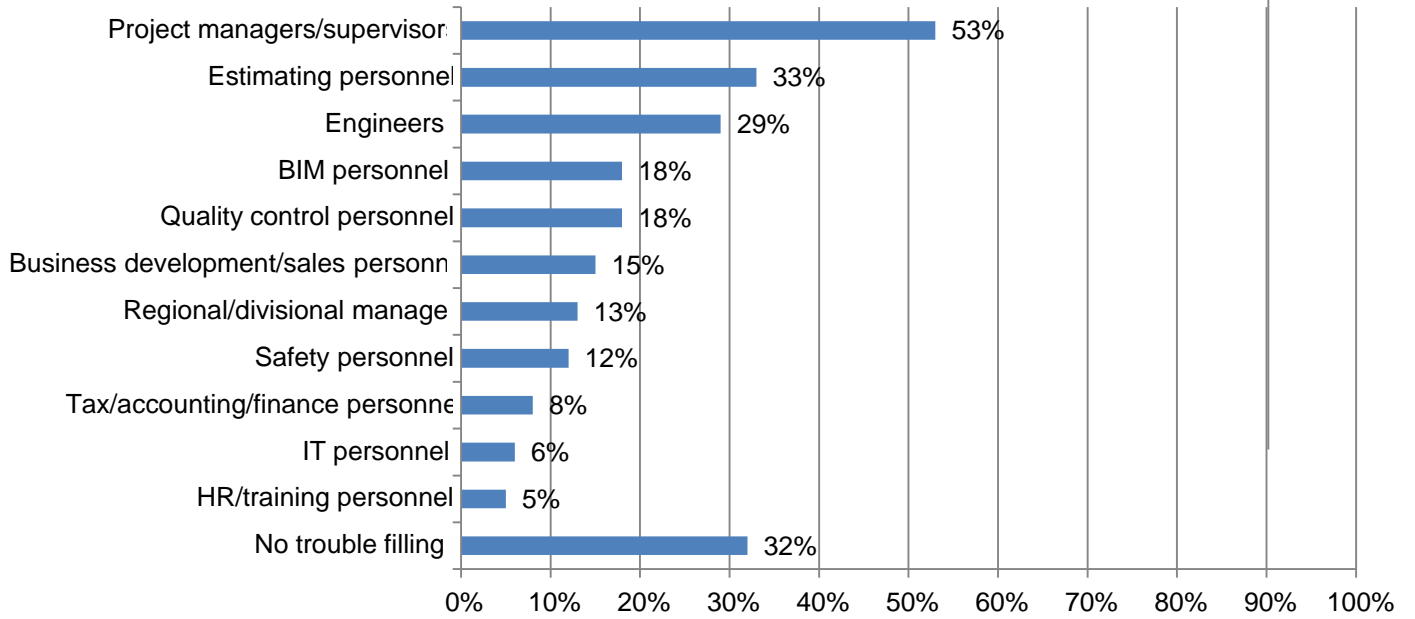
2016 Workforce Survey Results

There were a total of 439 responses; not all respondents answered every question.

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



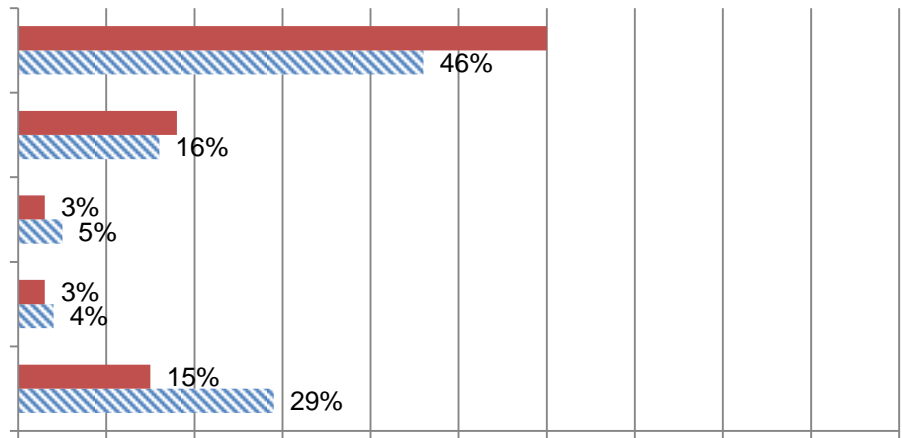
5. If your firm is having trouble filling salaried positions, please indicate the position types you are having trouble filling:



6. If your firm is having trouble filling craft professional positions, please indicate the position types you are having trouble filling:



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



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

9. Is your firm losing hourly craft or salaried personnel to other employers (mark all that apply)?

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)?

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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)?

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

13. When you self-perform

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

16.