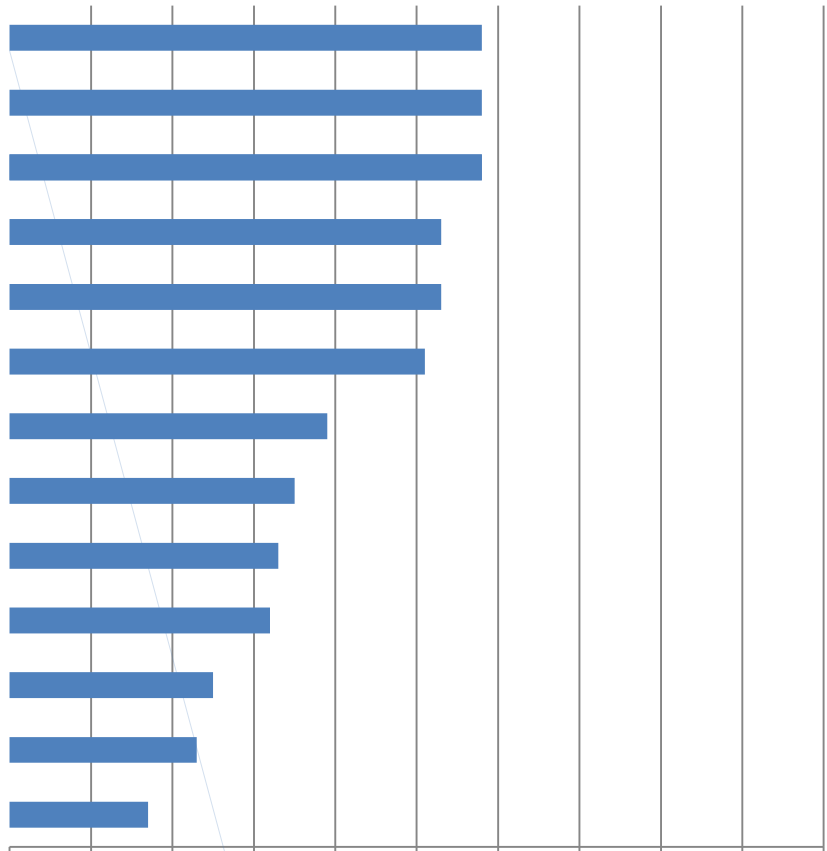


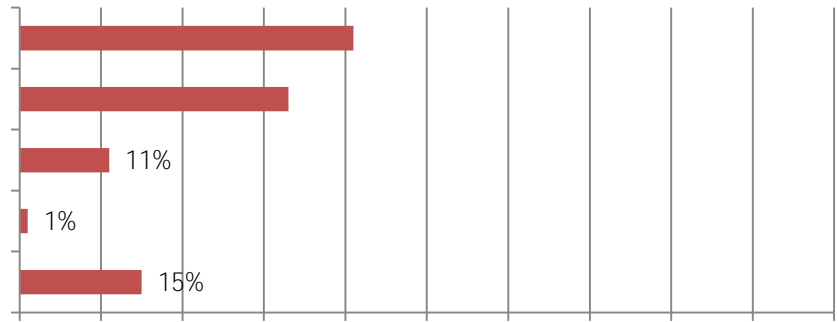
2016 Workforce Survey Results

Texas Results

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



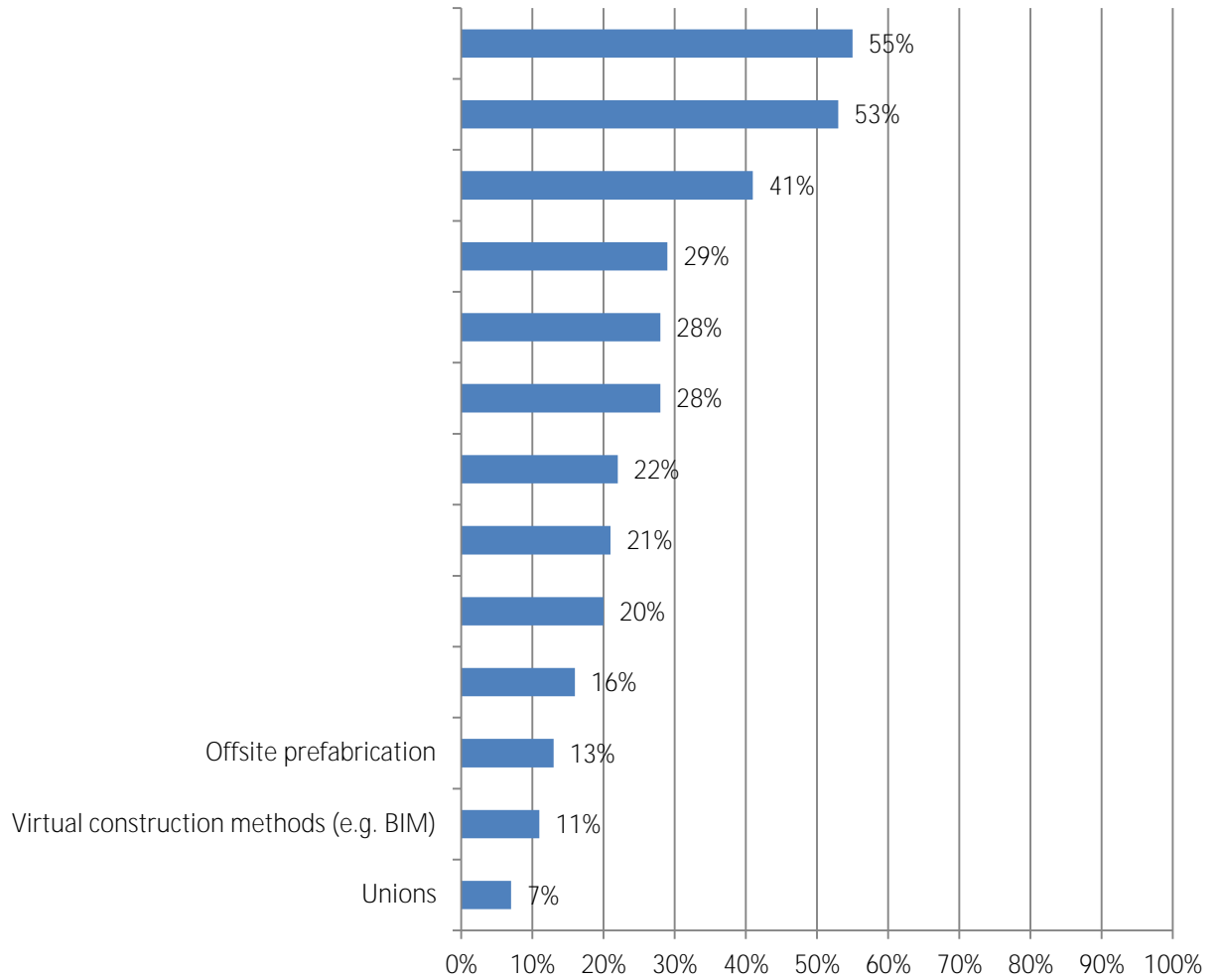
8. How would you rate the adequacy of the local pipeline for supplying well-trained craft personnel?



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)?

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?

