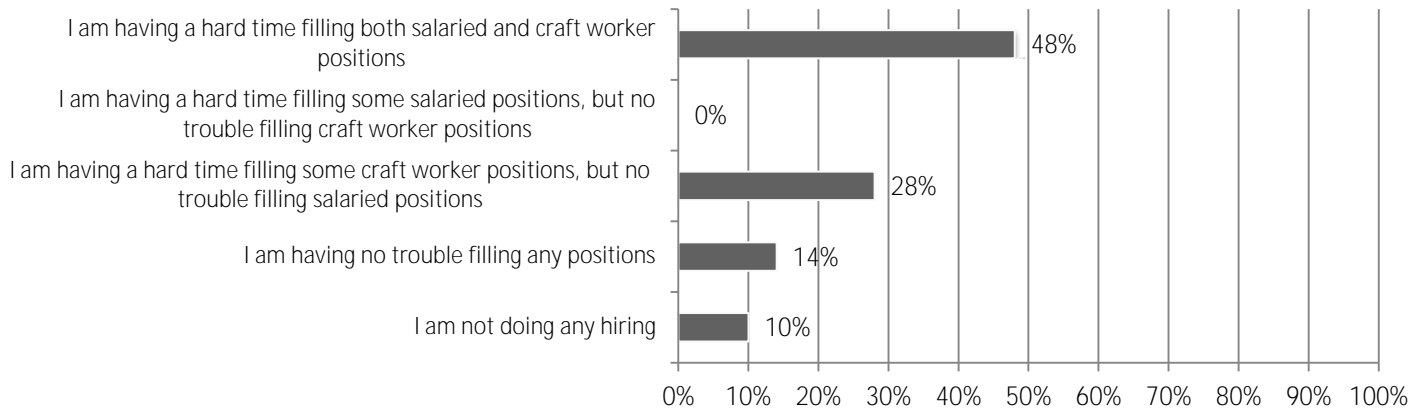
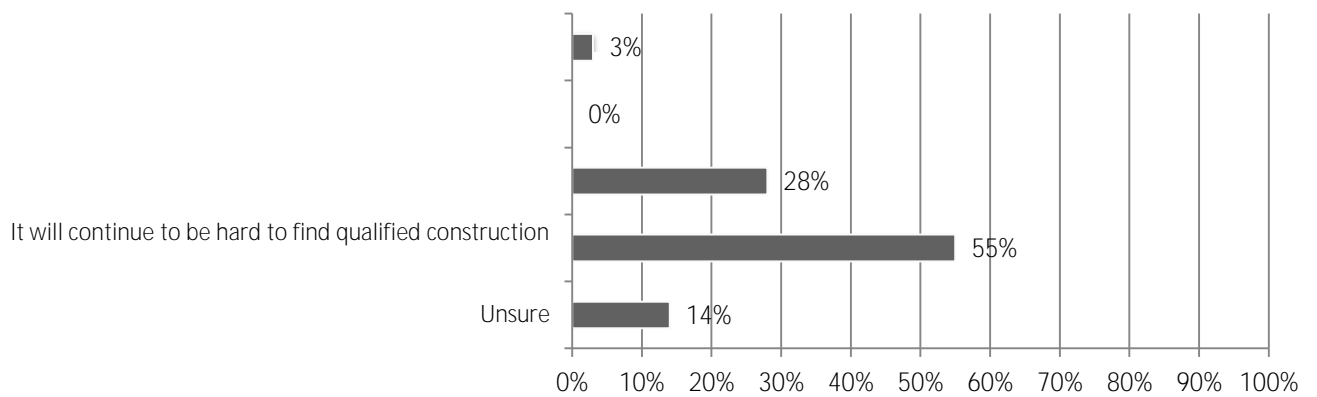


4. How would you describe your current conditions for filling key salaried positions (project manager/supervisor, estimator, etc.) and hourly craft positions (carpenter, laborer, equipment operator, etc.)?



5. Do you expect any changes in the availability of salaried/hourly craft construction professionals over the coming 12 months?



6. Has your firm increased pay or benefits to retain or recruit salaried/hourly craft professionals?

7. Compared to 2016, how will your 2017 investment in training and development change?

8. Which of the following issues are the biggest concerns to you and your business?



9. What challenges, if any, do you see regarding the safety and health of your workers?

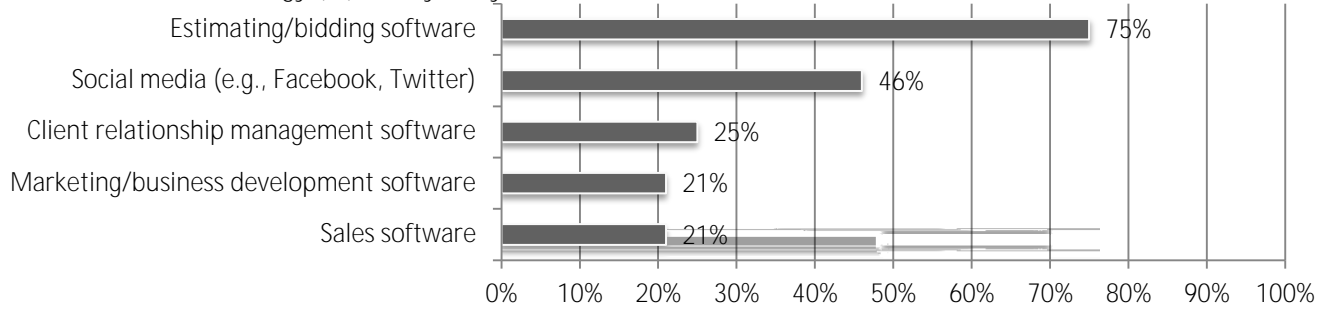
10. How would you describe credit or lending conditions for your company?

11. Did the cost of providing health care insurance for your employees increase or decrease in 2016?

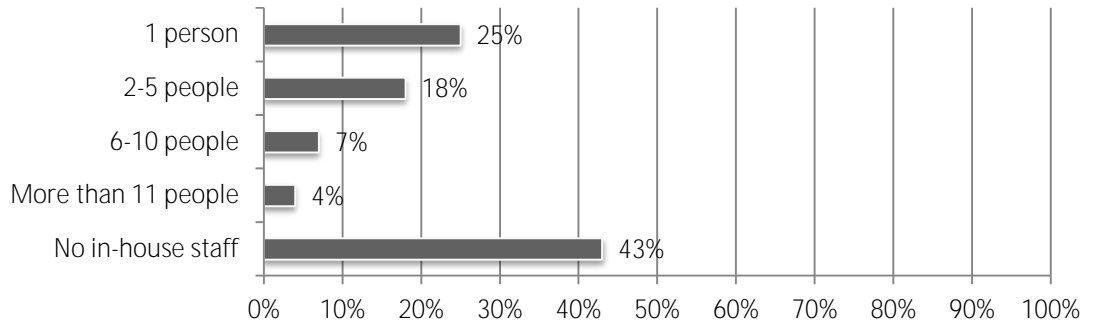
14. Do you believe that your firm utilizes lean construction principles on its projects and/or in its operation?

15. Do you expect your firm will work on a project using modular construction and/or off-site
con

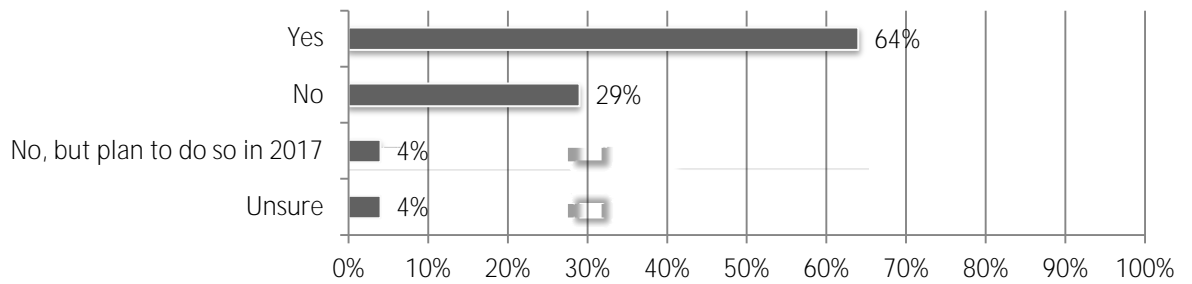
20. What information technology (IT), if any, do you use to obtain work?



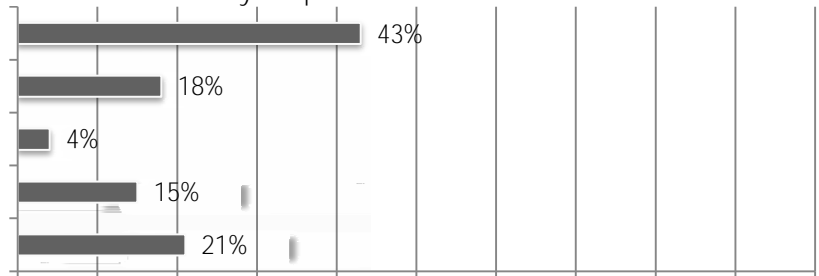
21. What is the size of your in-house IT staff?



22. Do you use an outsourced service for IT?

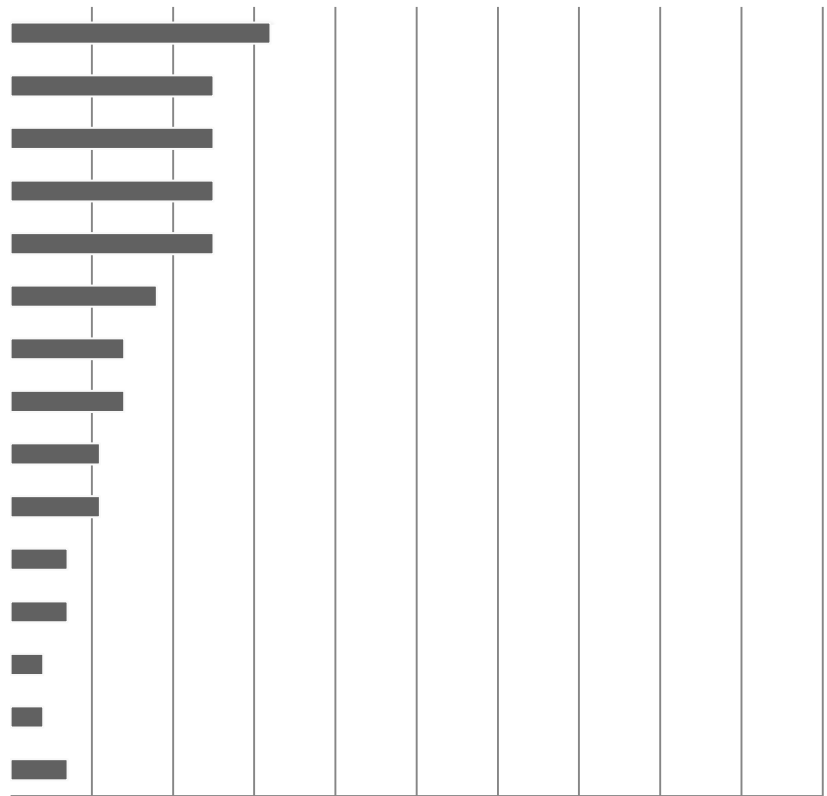


23. Approximately what percent of your gross annual revenue do you spend on IT?



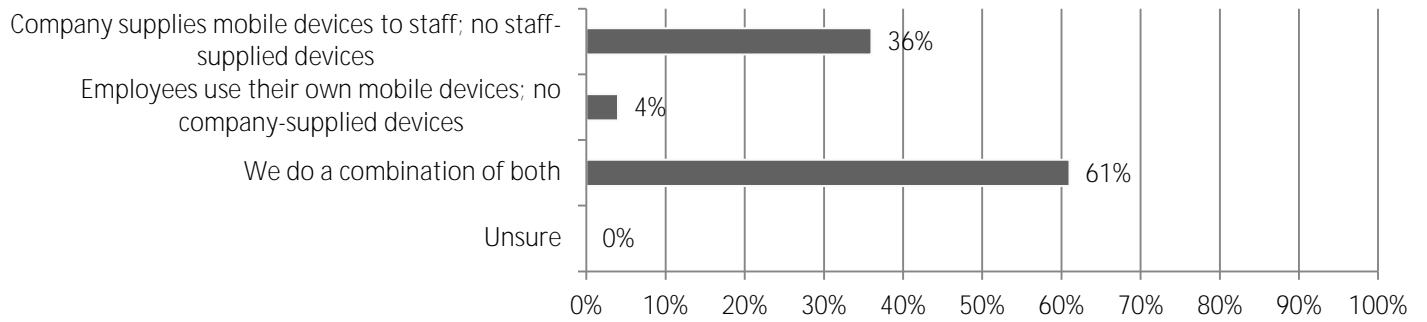
24. Compared to 2016, how will your 2017 investment in IT change?

25. What software technology do you plan to invest in during 2017?

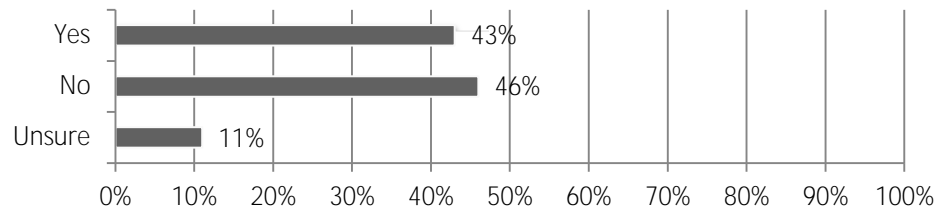


26. How does your company plan to use mobile software technology?

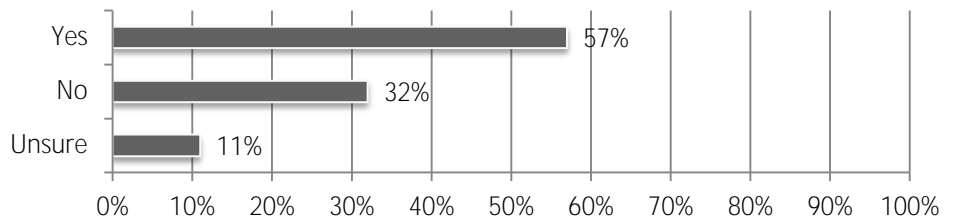
27. How do you handle the use of mobile devices (e.g., tablets, smartphones) in your company?



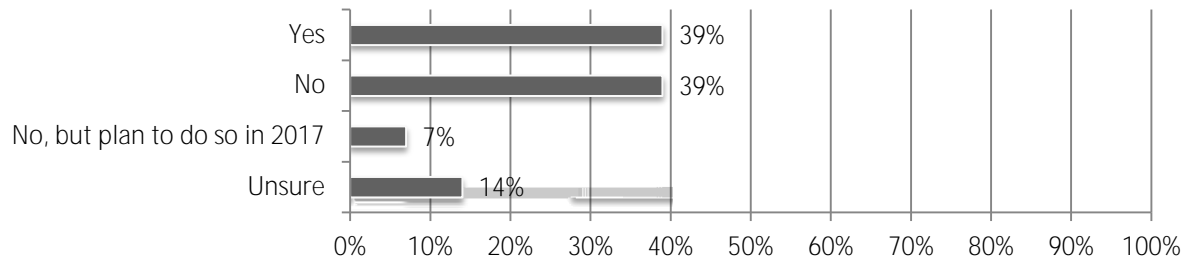
28. Do you currently have a mobile security policy in place?



29. Do you currently have an overall IT security plan in place to protect against hacking?



30. Do you have a formal IT plan that supports your business objectives?



31. What is the main reason you use or plan to adopt cloud-based software?

