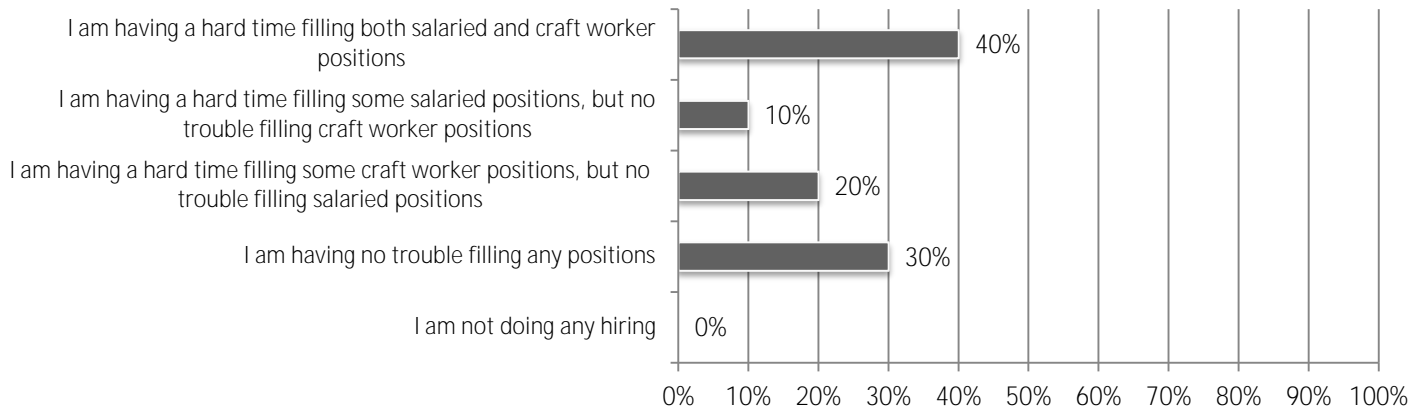
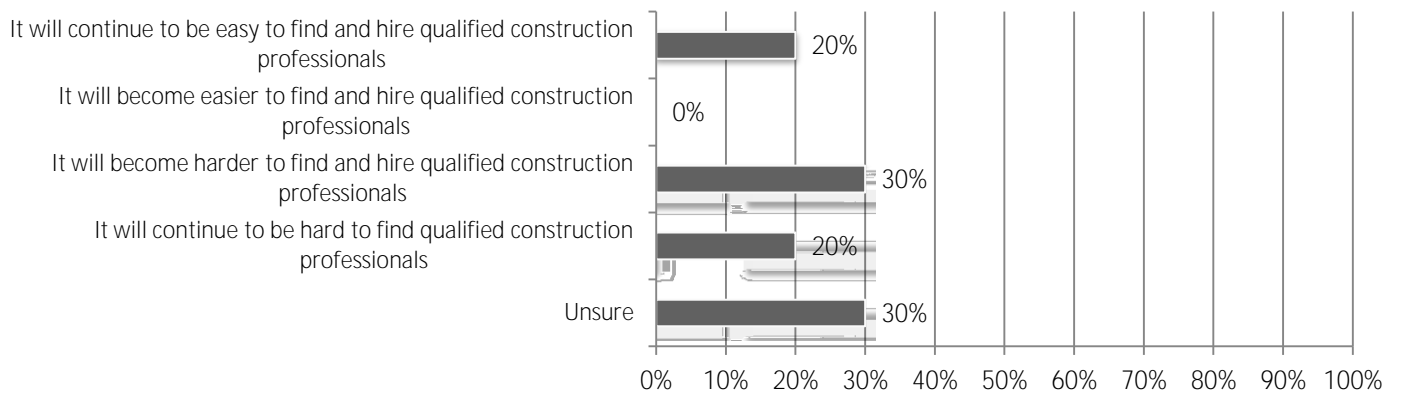


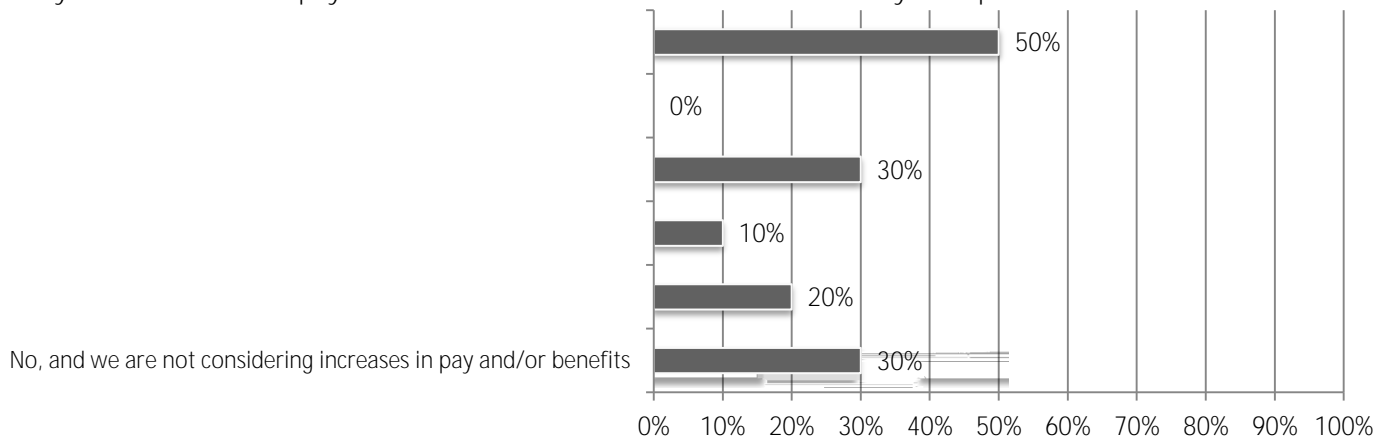
4. How would you describe your current conditions for filling key salaried positions (project manager/supervisor, estimator, etc.) and hourly craft positions (carpenter, laborer, equipment operator, etc.)?



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?

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 construction/prefabrication in 2017?

16. Does your company plan to purchase or lease new fleet vehicles this year?

17. How do you expect your geographic market area will change in 2017?

18. What technology do you use or will you implement to see or manage projects outside your traditional market area?

19. Do you use any of the following to collaborate with project partners?

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

32. What are your biggest IT challenges?