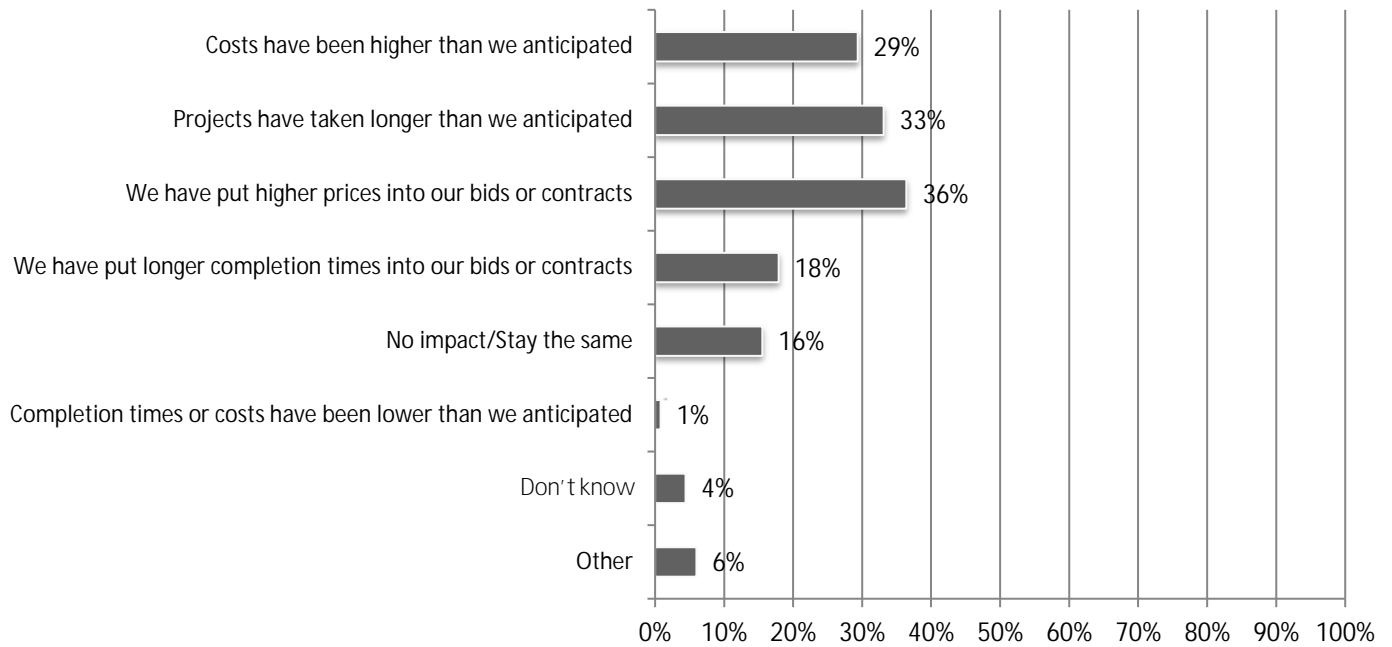




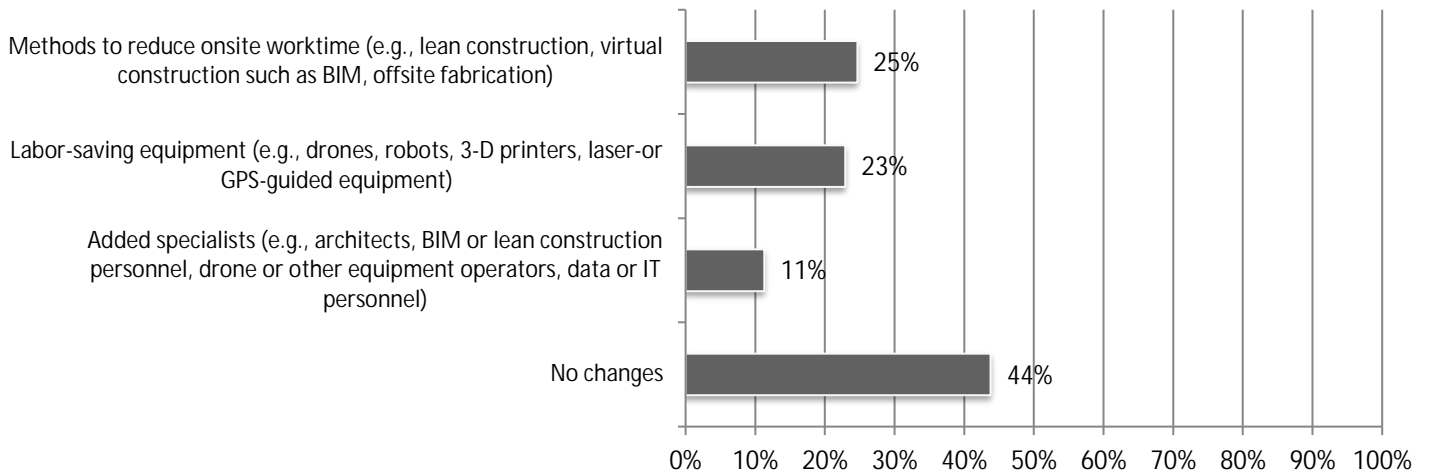
4. How would you describe your current situation in filling salaried and hourly craft positions?

5.

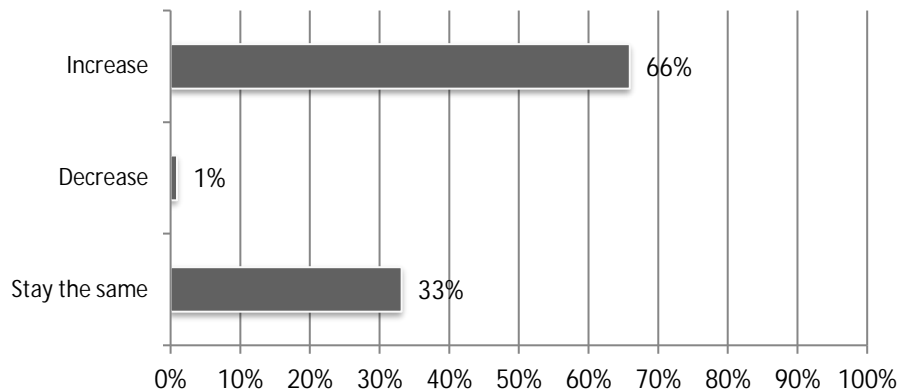
7. If your firm is experiencing staffing challenges, how would you describe the impact on your projects? (mark all that apply)



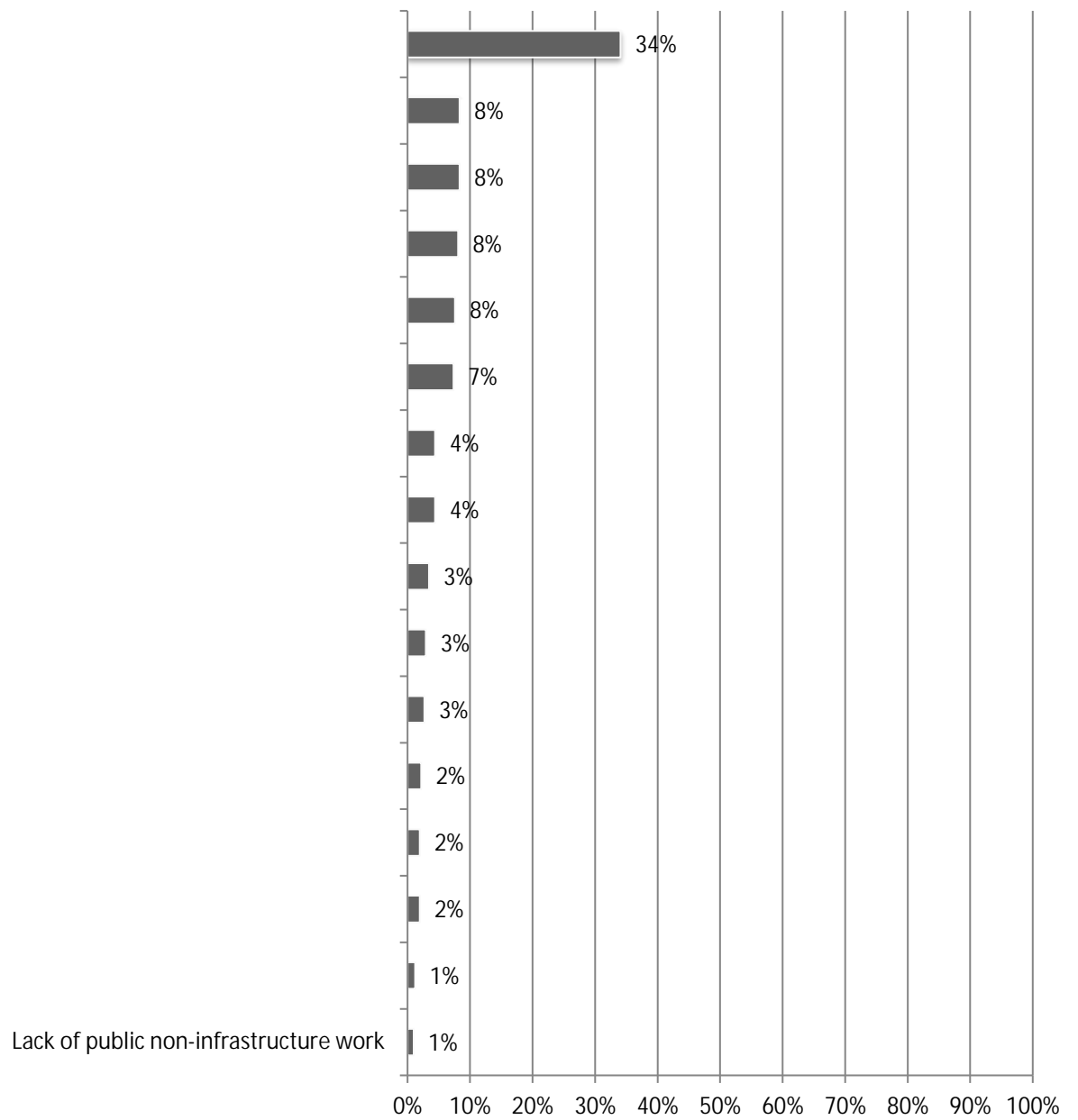
8. Has your firm adopted or increased use of the following to replace workers or skills? (mark all that apply)



9. Compared to 2018, how will your firm's 2019 investment in training and development change?



10. Which of the following issues is the biggest concern to your firm?



11. What challenges, if any, do you see regarding the safety and health of your firm's workers? (mark all that apply)

12. What change do you expect in 2019 in the number of your firm's projects that involve Building Information Modeling (BIM)?

13. What is your firm using BIM for? (mark all that apply)

14. Does your firm utilize lean construction principles on its projects and/or in its operation?

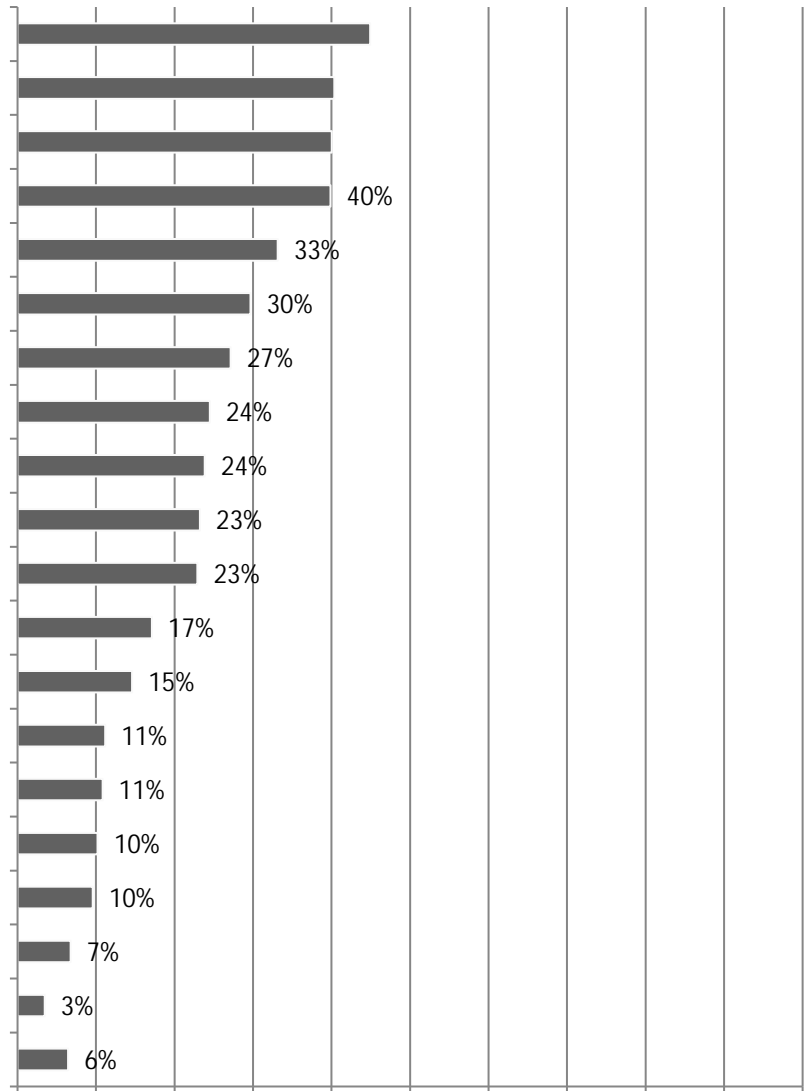


18. Approximately what percent of your firm's gross annual revenue is spent on IT?

19. Compared to 2018, how will your firm's 2019 investment in IT change?

20. Compared to 2018, how will your firm's 2019

22. How does your firm plan to use mobile software technology? (mark all that apply)



23. Which of the following cloud service models does your firm currently use or plan to use? (mark all that apply)





27. What best describes your firm:

28. When you self-