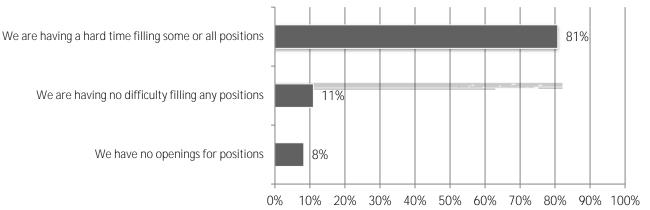
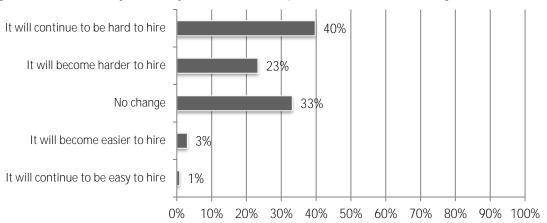
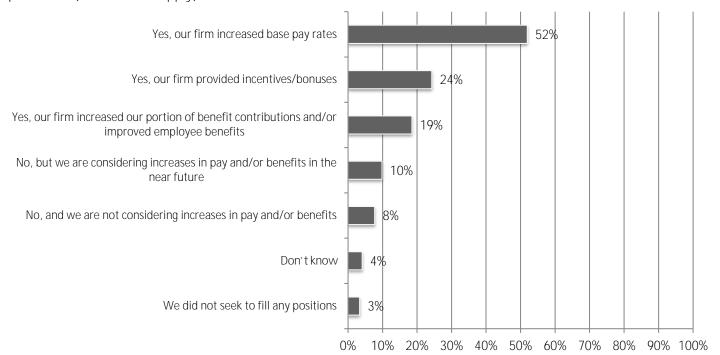
4. How would you describe your current situation in filling salaried and hourly craft positions?



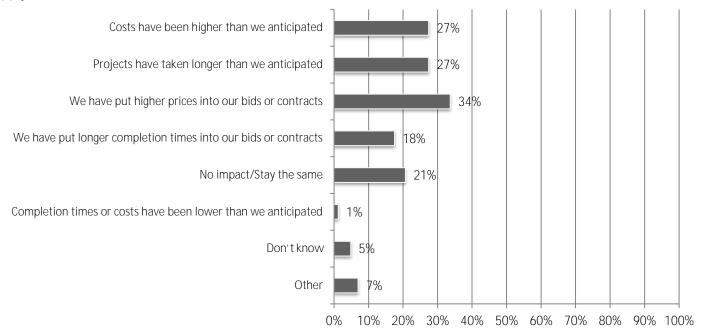
5. Do you expect any changes in the availability of hourly craft or salaried personnel over the coming 12 months?



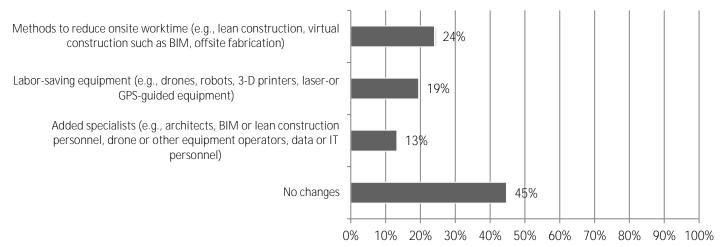
6. Did your firm increase pay or benefits for salaried or hourly craft personnel in 2018 because of difficulty filling positions? (mark all that apply)



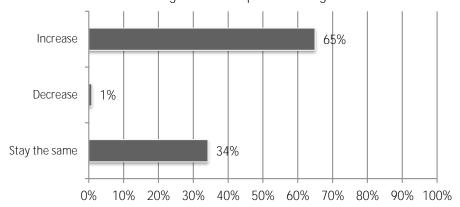
7. If your firm is experiencing staffing challenges, how would you describe the impact on your projects? (mark all that apply)



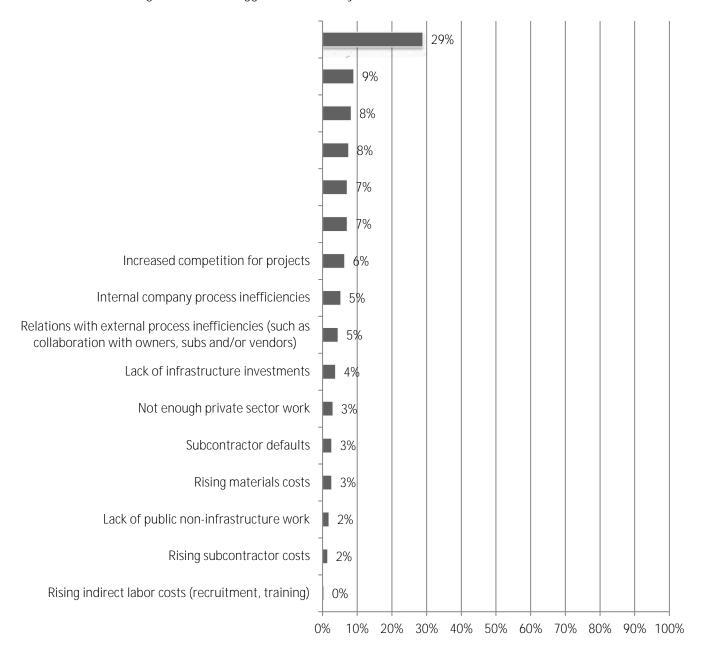
8. Has your firm adopted or increased use of the following to replace workers or skills? (mark all that apply)



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

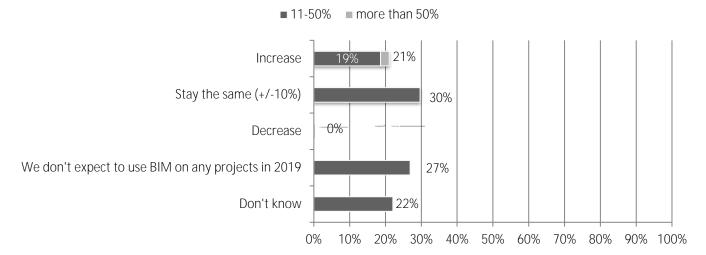


10. Which of the following issues is the biggest concern to your firm?

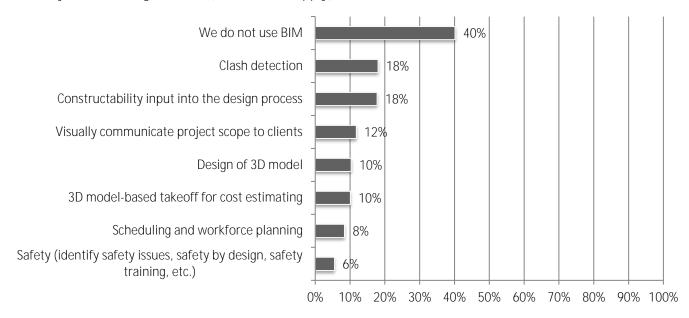


11. What challenges, if any, do you see regarding the safety and health of your firm's workers? (mark all that apply)

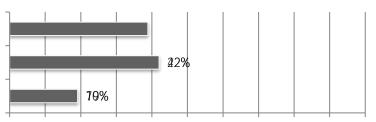
12. What change do you expect in 2019 in the number of your firm's projects that involve Building Information Modeling (BIM)?



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?



15. Does your firm use any of the following collaborative project delivery methods? (mark all that apply)
16. Does your firm use any of the following to collaborate with project partners? (mark all that apply)
17. What business or IT functions does your firm outsource or plan to outsource to a technology provider? (mark all that apply)

19. Compared to 2018

9 investment in IT change?

20. Compared to 2018

9

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)										

24. Does your firm currently have a mobile security plan in place? No 43% Don't know 21% 30% 50% 60% 90% 100% 10% 20% 40% 70% 80% 25. Does your firm currently have a formal IT plan that support your business objectives? Yes No 28% Not yet, but plan to in 2019 9% Don't know 11% 20% 30% 40% 50% 60% 70% 80% 90% 100% 0% 10% (mark all that apply) 26 W a a IT Time needed to implement and train on new technology 27% Communication between field and office 25% Connectivity to remote job sites 25% Employee resistance to technology 23% Keeping company data secure from hackers 19% Integration between software used inside of our company 19% Keeping software current 7% Keeping hardware current 14% Integration with software used by project partners outside 14% our company Outdated company software and systems 12% Management resistance to technology 8% Don't know 3% None 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

27. What best describes your firm:						
28. When you self-perform construction work, do you operate	e as a ur	nion conti	ractor o	r an oper	n-shop c	ontractor?
29. Estimate the total dollar amount of work your firm perform	med in 2	2018.				
30. How many total employees does your firm employ at all o	f its loca	ations?				