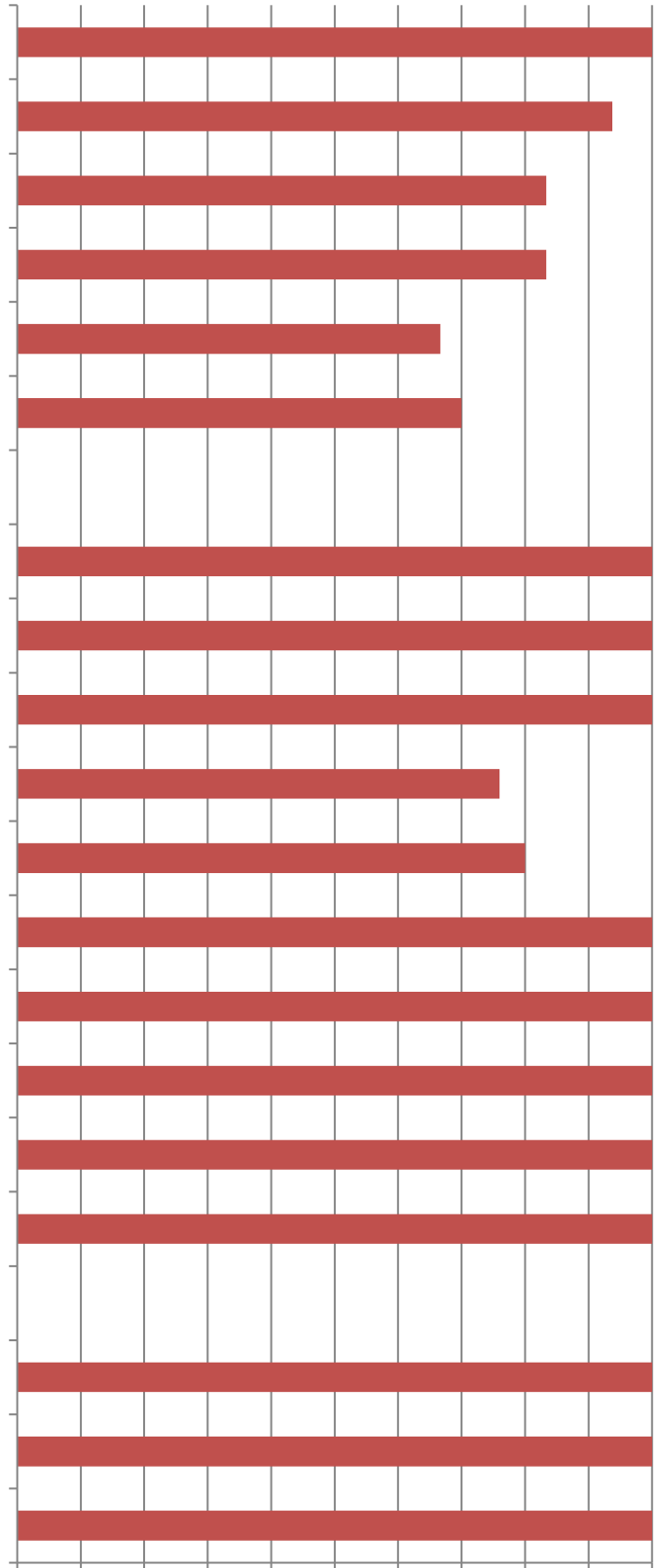




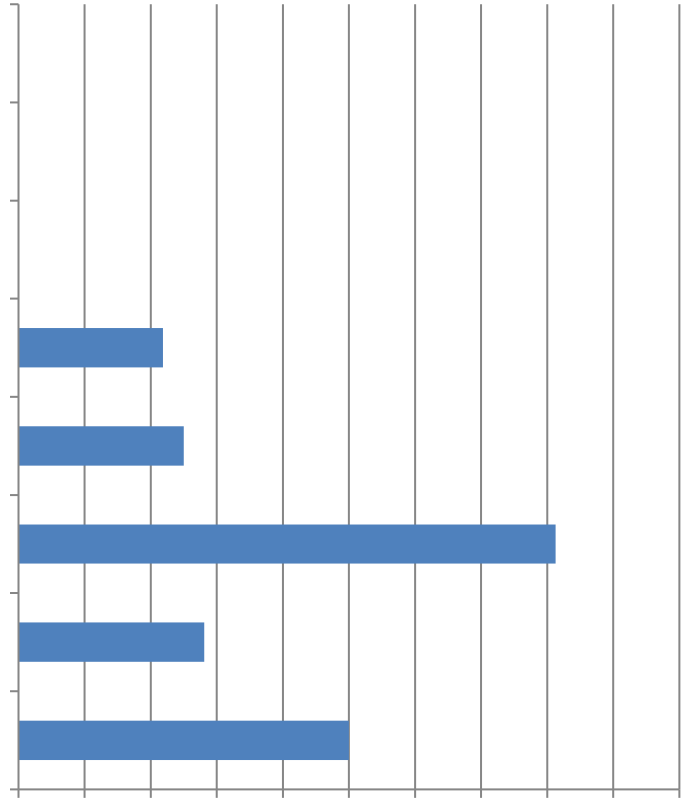
3. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 33  
Salaried; 28 Craft

4. If your firm is having trouble filling salaried positions, please indicate all the position types you are having

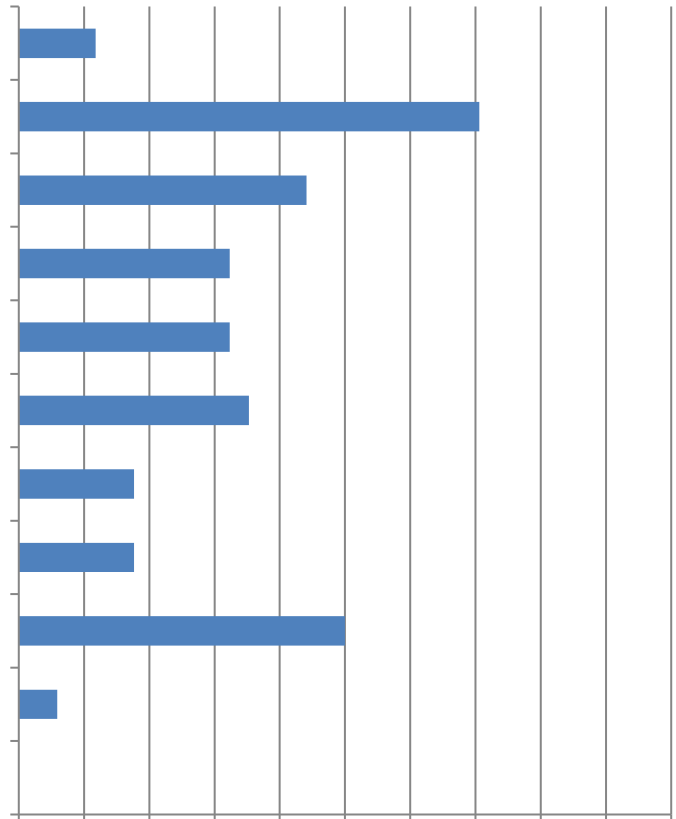
5. If your firm is having trouble filling hourly craft positions, please indicate all the position types you are having trouble filling (Mark all that apply). Responses: 31



6. If you are having a hard time filling available positions, what are the reason(s)? (Mark all that apply)  
Responses: 34



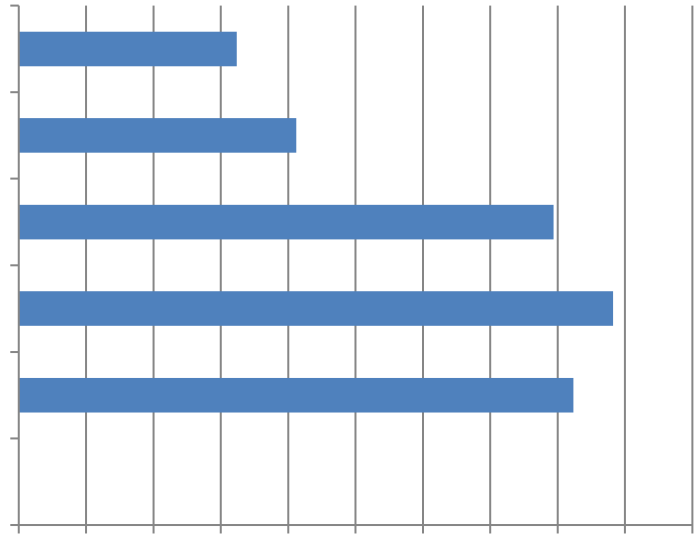
7. Has your firm added or increased use of the following to provide workers in the past 12 months? (Mark all that apply) Responses: 34



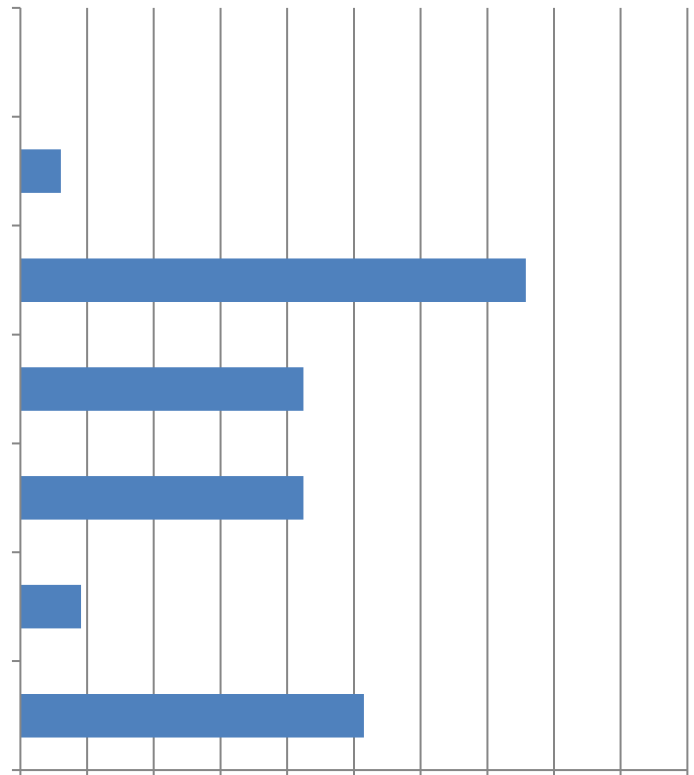
8. Has your firm made changes in hiring, training or scheduling in the past 12 months? (Mark all that apply) Responses: 33

9. Has your firm adjusted pay and/or benefits for

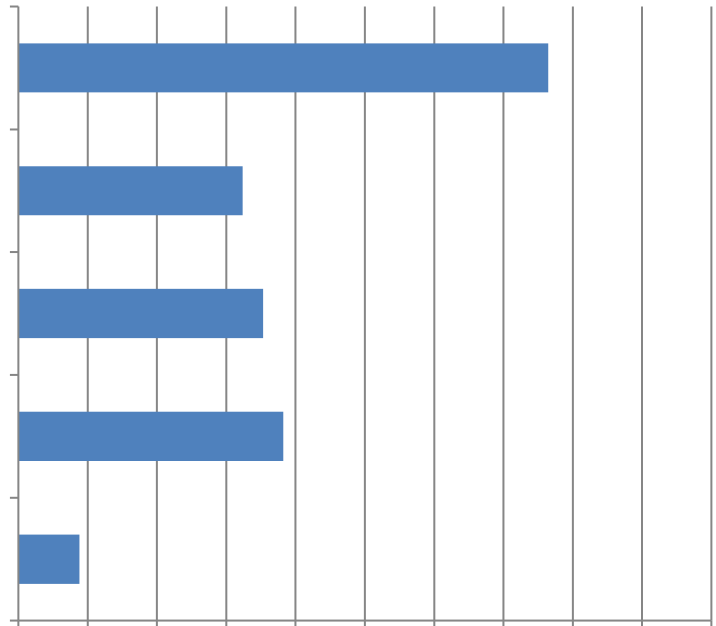
10. What impacts on project completion times, if any, is your firm experiencing? (Mark all that apply) Responses: 34



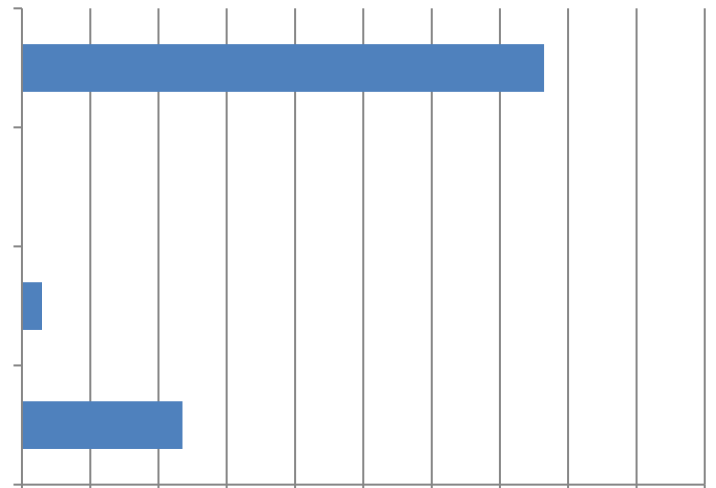
11. How have rising material costs affected your firm's projects, if at all? (Mark all that apply) Responses: 33



12. What impact, if any, are you experiencing with respect to upcoming or expected projects? (Mark all that apply) Responses: 34



13. How do you expect your firm's headcount to change in the next 12 months? (Mark all that apply). Responses: 34







When you self-perform construction work, do you operate as a union contractor or an open-shop contractor?  
Responses: 34

