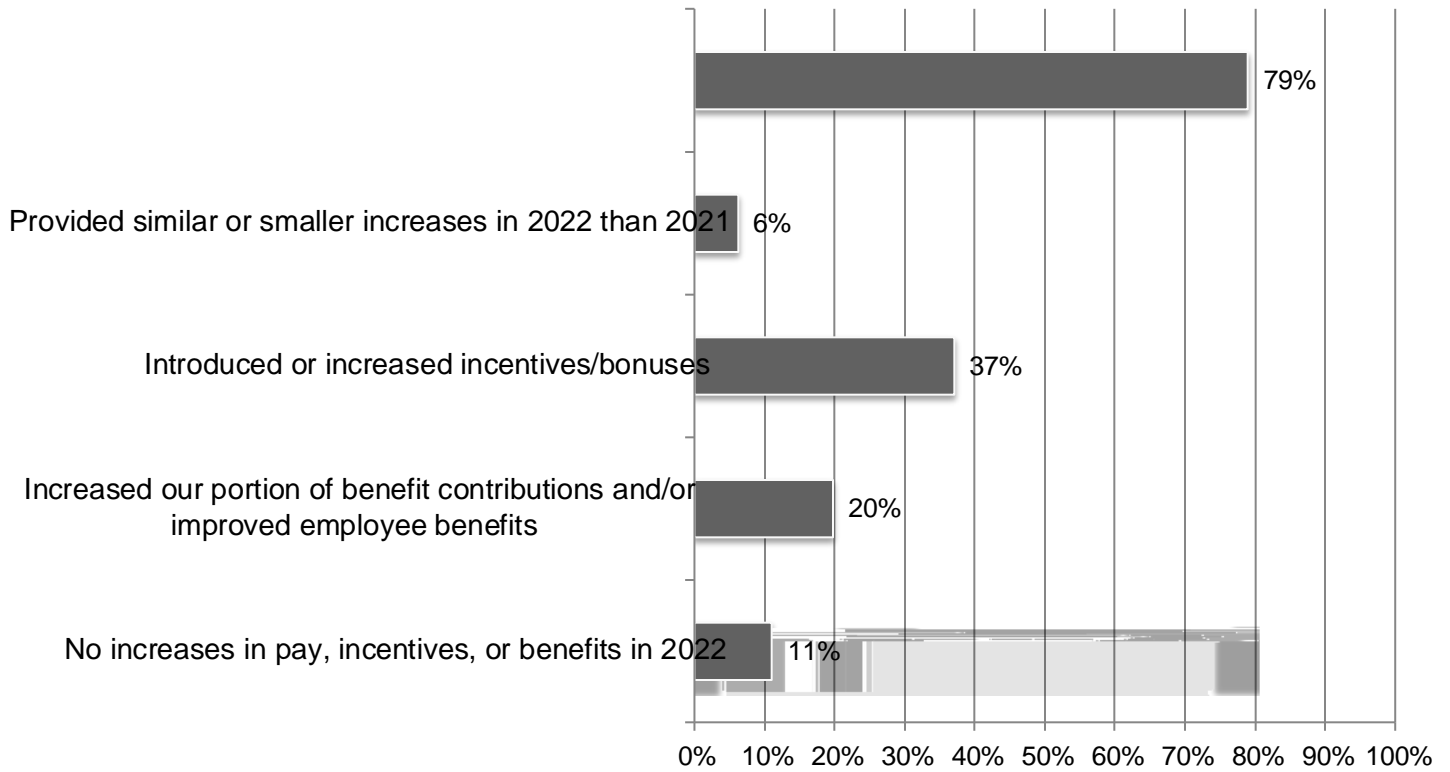


2. What percent change do you expect in your headcount in 2023? Responses 81

3. How would you describe your current situation in filling salaried and hourly craft positions?
Responses 80

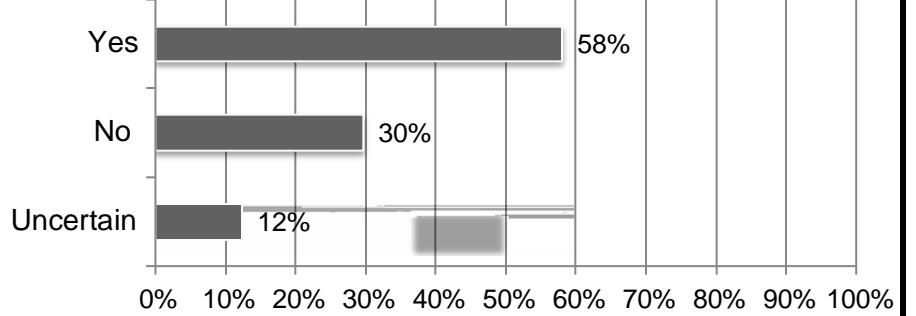
4. Do you expect any changes in the availability of hourly craft or salaried personnel 12 (d)0.6 ()JTJ 0.008JTJ 0

5. What changes did your firm make in pay or benefits in 2022? (mark all that apply) Responses: 81

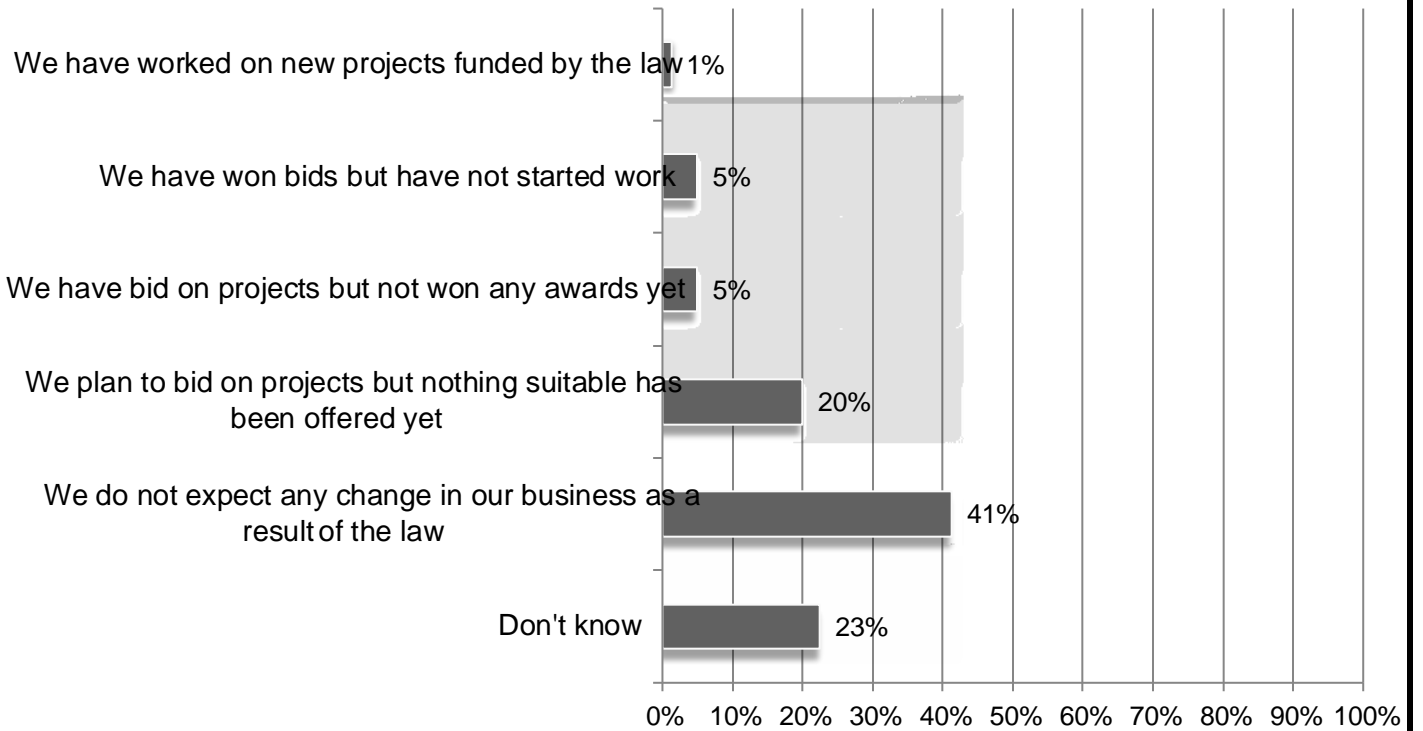


6. How has your firm responded to supply chain issues in 2022, if any? (mark all that apply) Responses: 80

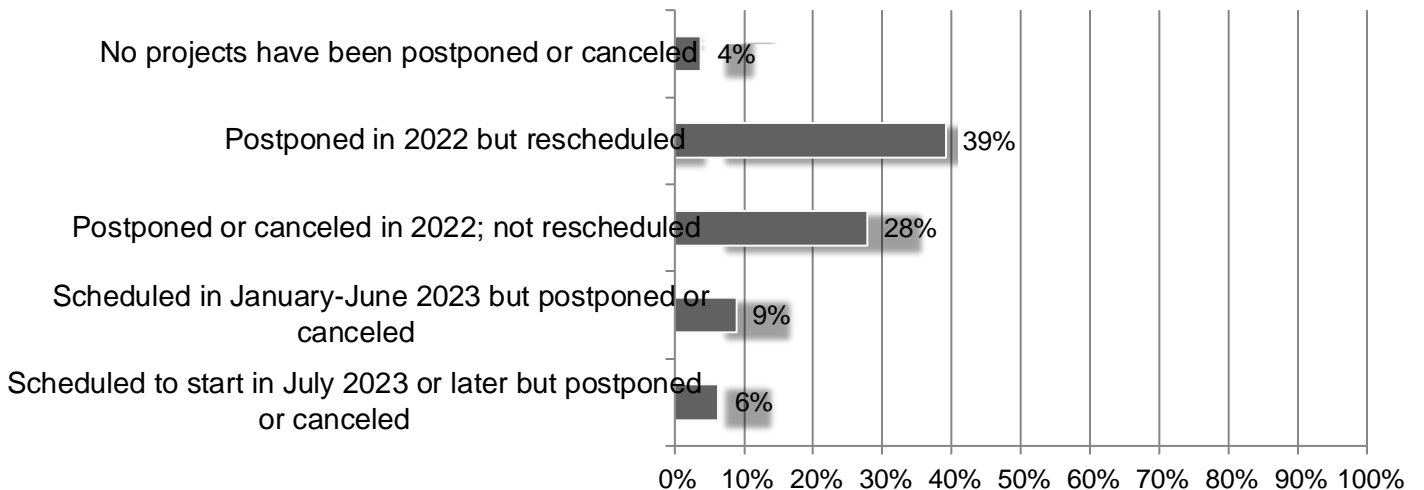
7. Do you anticipate purchasing/leasing new work vehicles or equipment in 2023? Responses 81



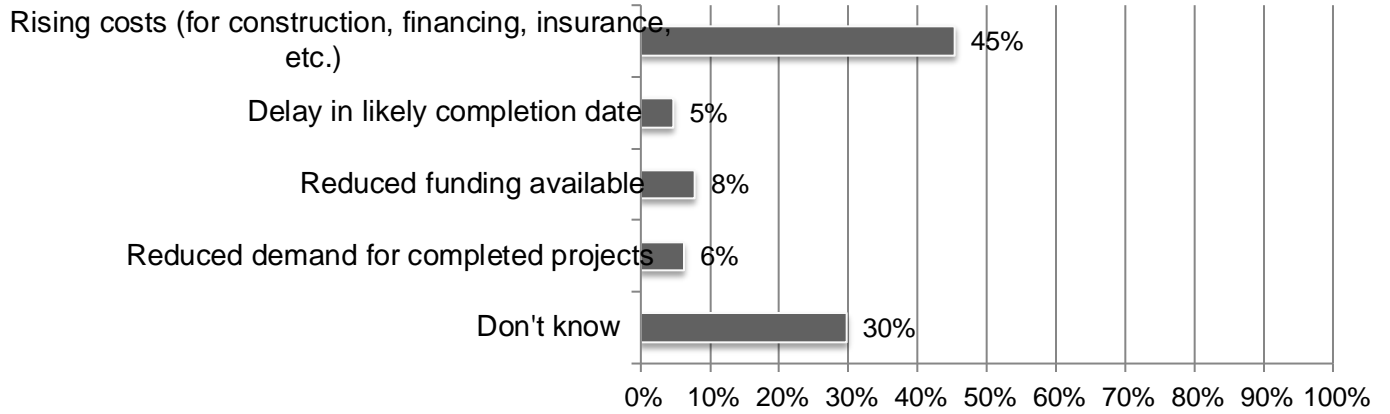
8. What difference, if any, has the Infrastructure Investment and Jobs Act of 2021 (the "Bipartisan Infrastructure Law") made to your business? Responses 80



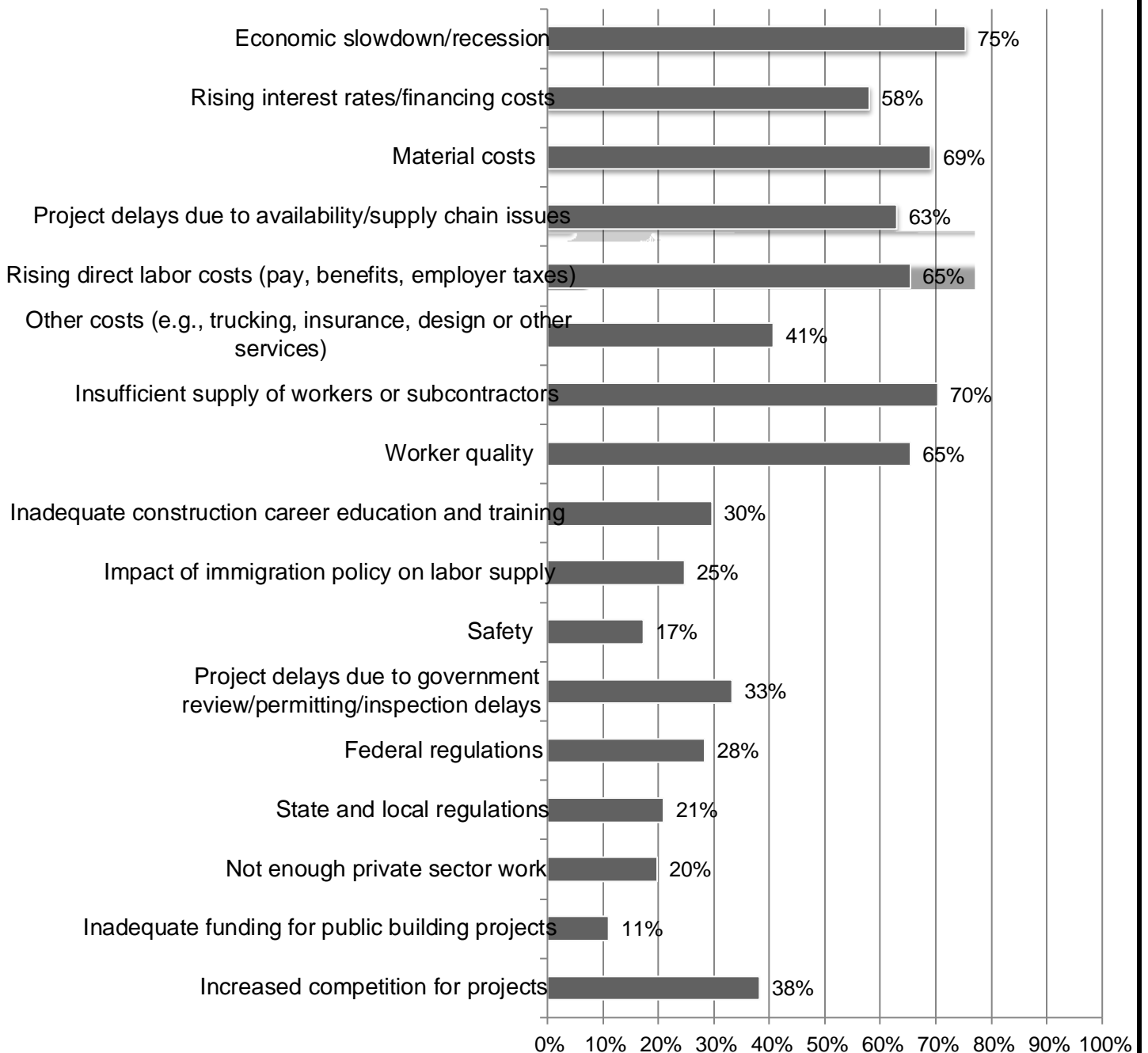
9. Did an owner postpone or cancel any projects that were scheduled to start in 2022 or 2023? (mark all that apply) Responses 79



10. If projects were postponed or canceled, what was the main reason? Responses: 64



11. What are your biggest concerns for 2023? (mark all that apply) Responses: 81

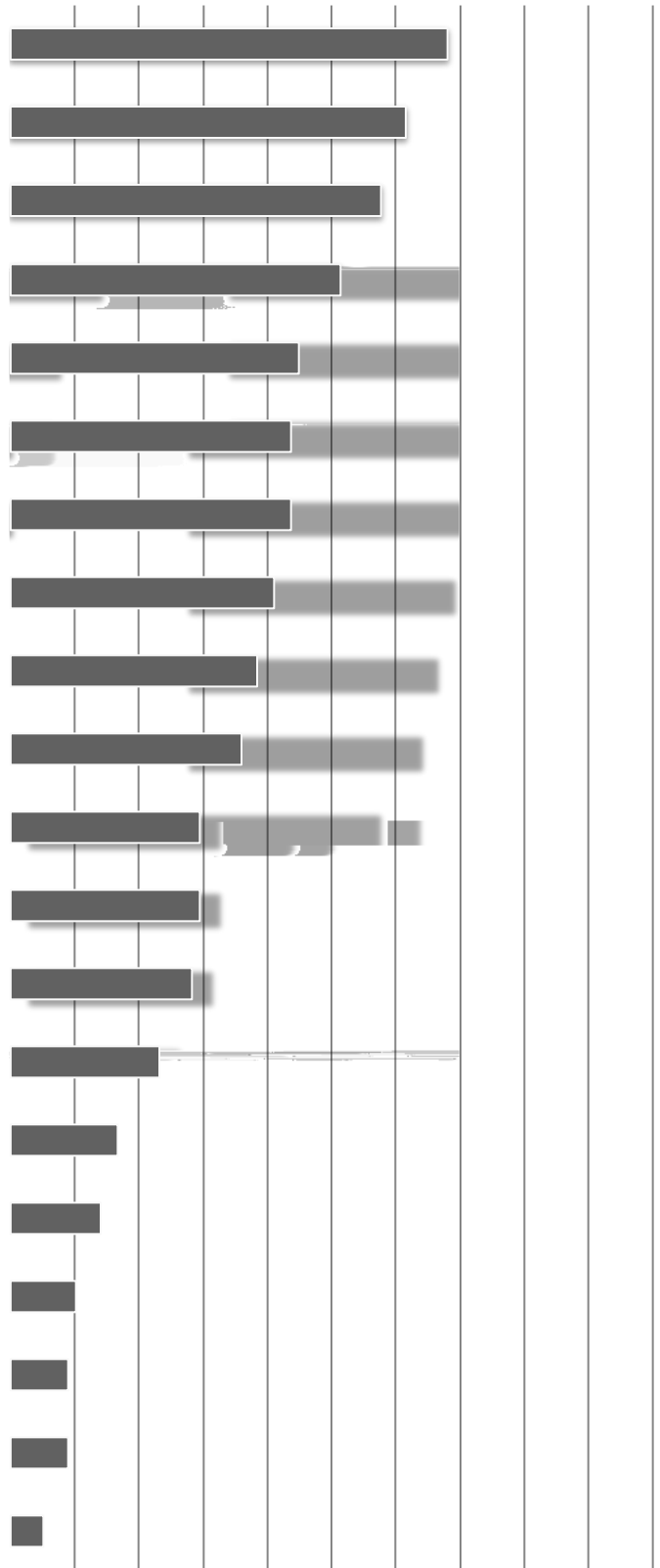


12. What challenges, if any, do you see regarding the safety and health of your firm's workers? (mark all that apply) Responses75

13. Compared to 2022, will your firm's 2023 investment in the following technologies change? (mark all that apply) Responses78

	Increase	Decrease	No change
Accounting software	36%	0%	64%
Document management software	26%	0%	74%
Tool/assetmanagement/tracking	26%	0%	74%
Project management software	25%	1%	74%
Fleet tracking/management software	24%	0%	76%
Payroll software	23%	0%	77%
Estimating software	22%	0%	78%
Client relationship management (CRM) software	21%	0%	79%
Humanresources (HR) software	17%	0%	83%
Building Information Modeling (BIM)	16%	1%	82%
Subcontractor bid management/ITB software	13%	0%	87%

14. How does your company plan to use mobile software technology? (mark all that apply) Responses 78



15. Does your firm currently have a formal IT plan to support your business objectives? Responses: 81

16. What are your biggest IT challenges (mark all that apply)? Responses: 79

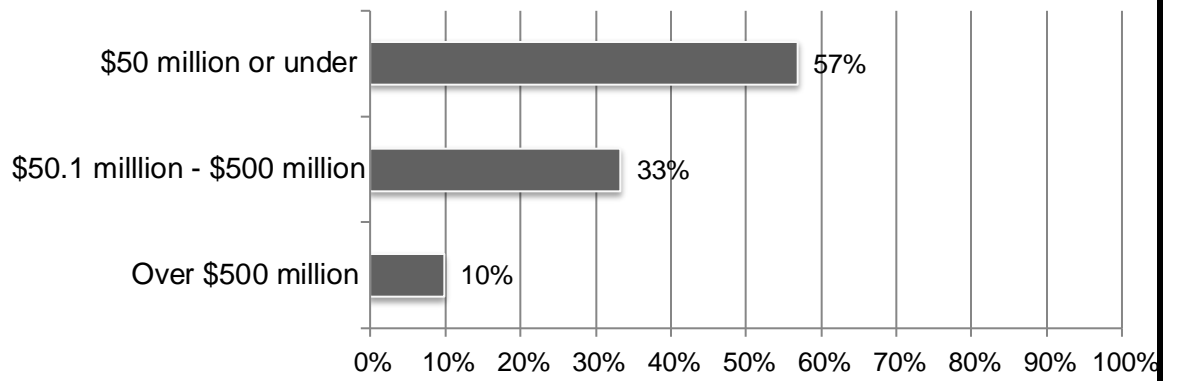
17. Does your firm use cloud-hosted technology in any of the following ways (mark all that apply)?

Responses: 76

18. What best describes your firm? Responses: 81

19.

20. Estimate the total dollar amount of work your firm performed in 2022 Responses: 81



21. How many total employees does your firm employ at all of its locations? Responses: 81

