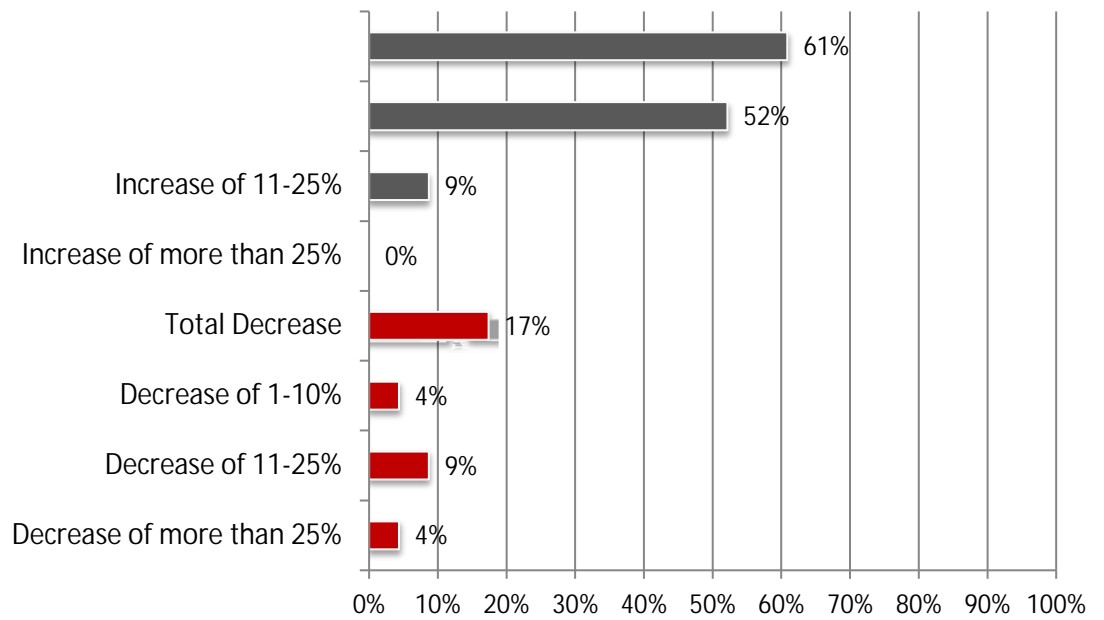




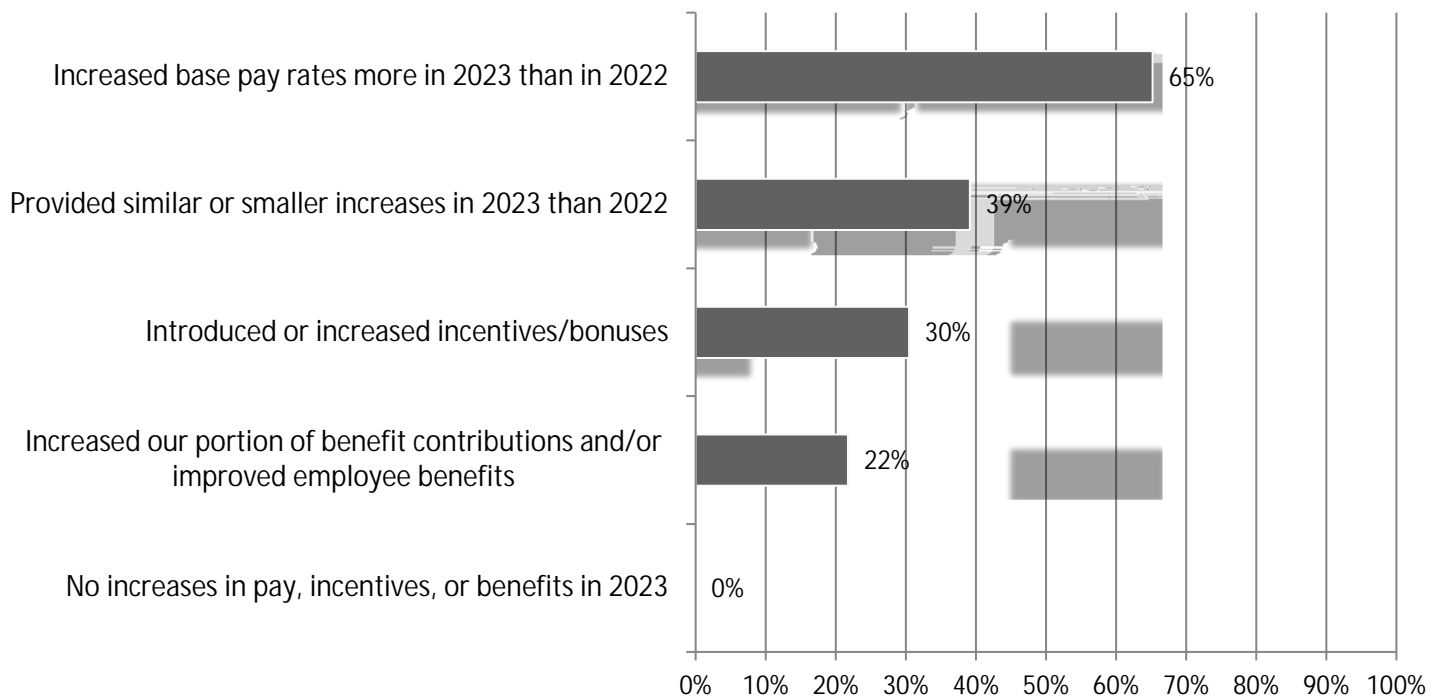
2. What percentage change do you expect in your headcount in 2024? Responses: 23



3. How would you describe your current situation in filling salaried and hourly craft positions? Responses: 23

4. Do you expect any changes in the availability of hourly craft or salaried personnel over the coming 12 months? Responses: 23

5. What changes did your firm make in pay or benefits in 2023? (mark all that apply) Responses: 23



6. How has your firm responded to supply-chain issues, if any? (mark all that apply) Responses: 22

7. What difference, if any, has the Infrastructure Investment and Jobs Act (also known as the Bipartisan Infrastructure Law), made to your business? Responses: 23

[REDACTED]									
[REDACTED]									
[REDACTED]									
[REDACTED]									
[REDACTED]									
[REDACTED]									
[REDACTED]									

8. Did an owner postpone or cancel any projects that were scheduled to start in 2023 or 2024? (mark all that apply) Responses: 23

9. If projects were postponed or canceled, what was the main reason? Responses: 17 -0.004 Tw (17)TjET 35.16 55.56 549

10. What are your biggest concerns for 2024? (mark all that apply) Responses: 23

11. What challenges, if any, do you see regarding the safety and health of your firm's workers? (mark all that apply) Responses: 22

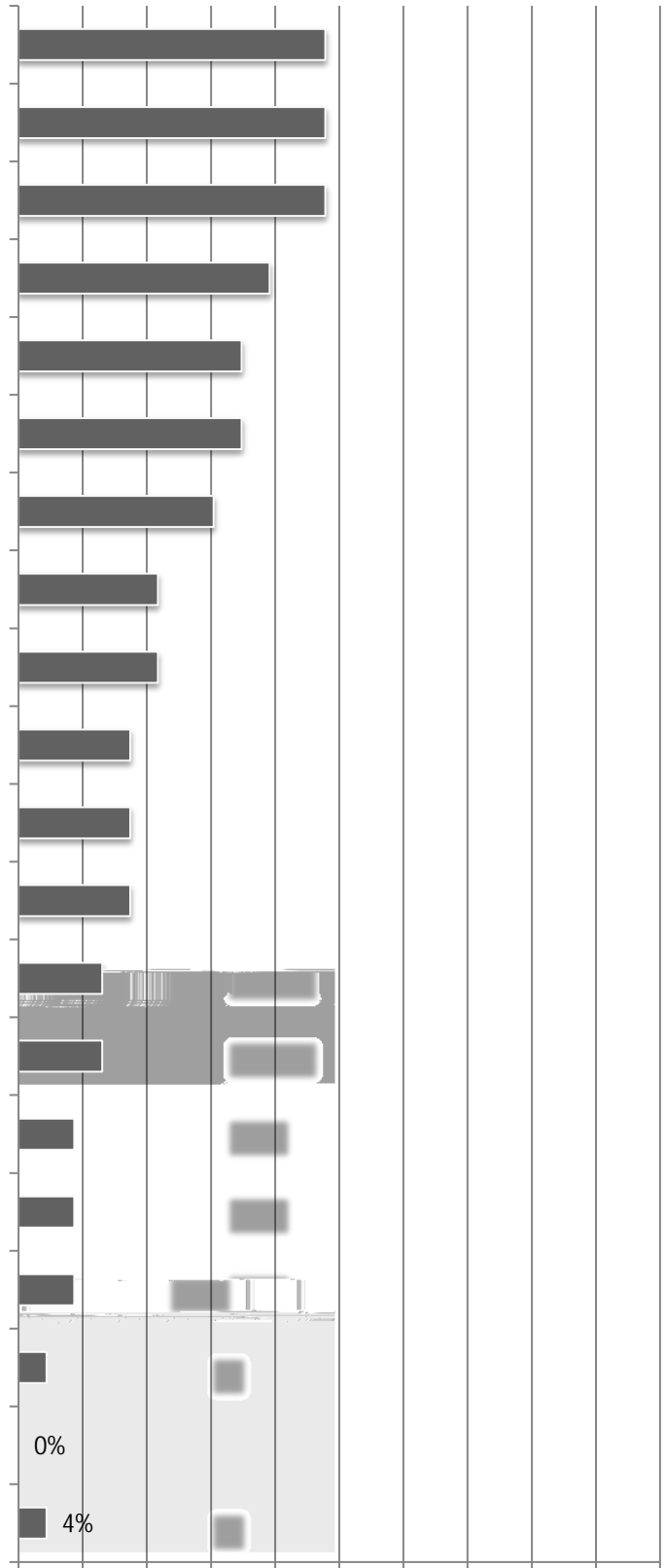
12. Does your company invest in: Responses: 23

	Initial Investment	Increased Investment	Decreased Investment	No Investment
<del>B</del>	0%	5%	0%	95%
<del>B</del>	10%	5%	0%	86%
<del>B</del>	18%	23%	5%	55%
<del>B</del> <del>B</del>	5%	10%	0%	86%
3- <del>D</del>	0%	0%	0%	100%
<del>D</del>	9%	14%	0%	77%

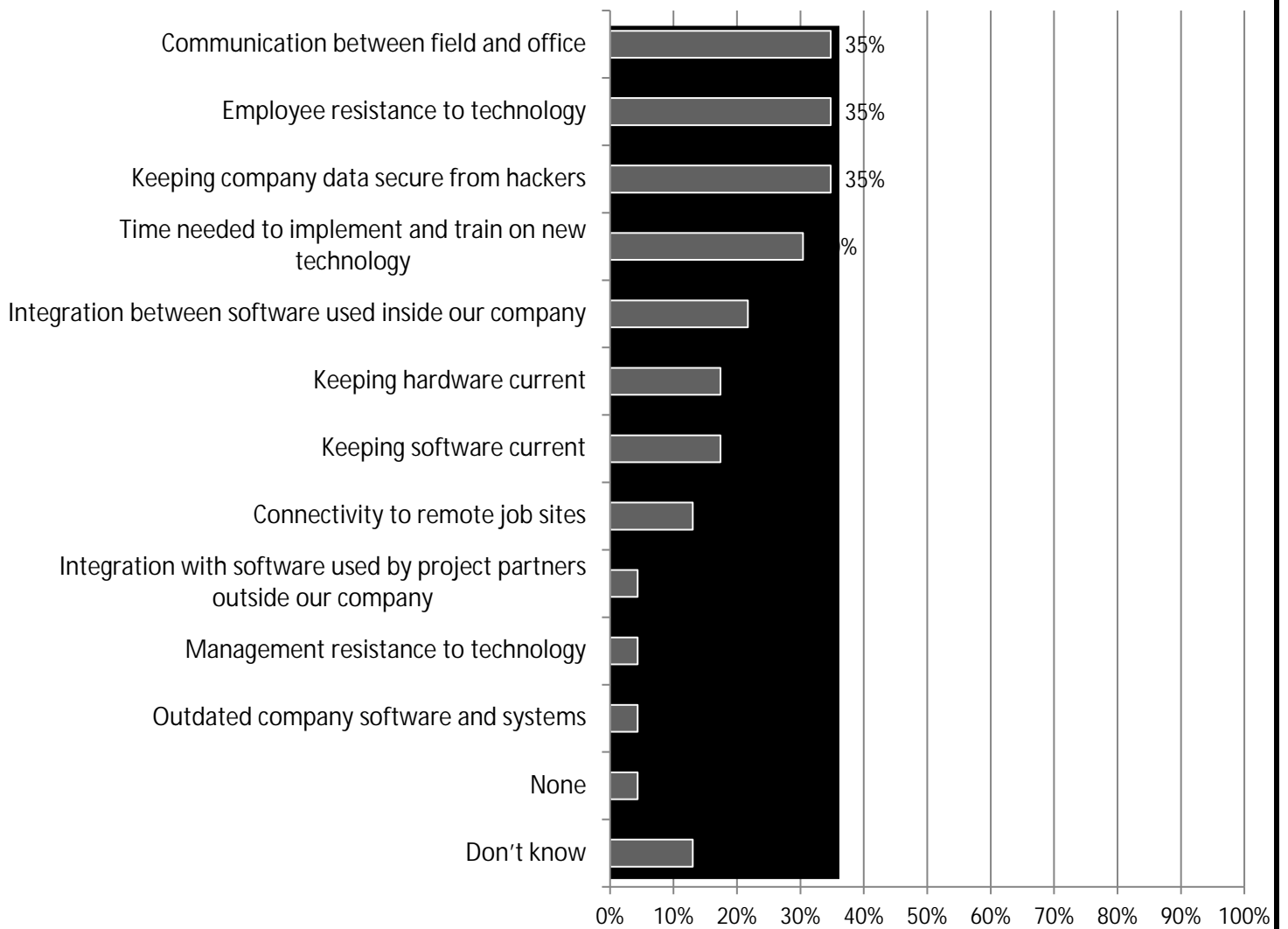
13. Compared to 2024, will your firm's 2023 investment in the following technologies change? (mark all that apply) Responses: 23

	Increase	Decrease	No change
<del>B</del>	<del>0%</del>	<del>0%</del>	5%
<del>B</del> <del>D</del>	1%	5%	0%
<del>B</del>	1%	0%	0%
<del>B</del> <del>D</del>	1%	10%	1%
E <del>B</del>	1%	5%	0%
<del>B</del>	14%	5%	0%
<del>B</del>	14%	5%	0%
<del>B</del>	14%	5%	0%
<del>B</del> <del>D</del>	14%	0%	0%
<del>B</del>	10%	5%	0%
<del>B</del>	10%	5%	0%
<del>B</del>	0%	0%	1%
<del>B</del> <del>D</del> <del>B</del>	5%	5%	1%
<del>B</del>	0%	5%	5%
<del>B</del>	0%	5%	5%

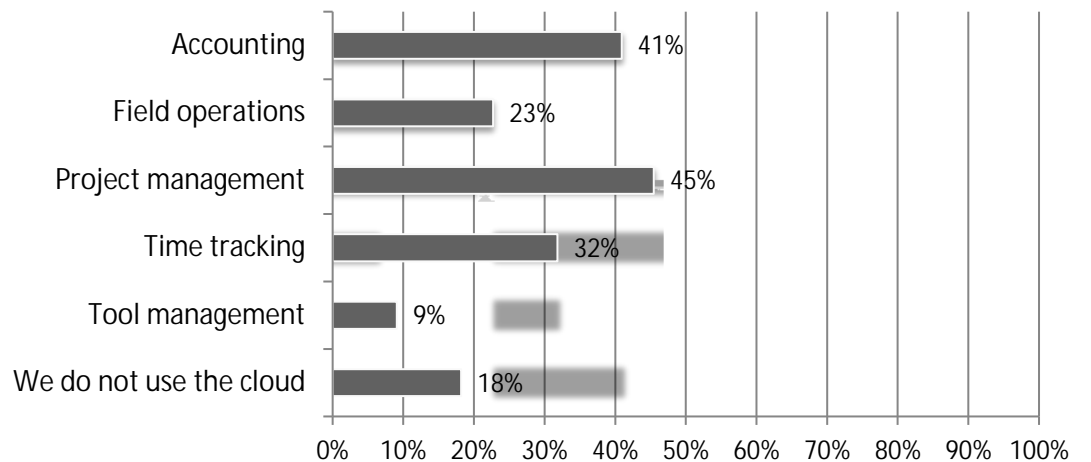
14. How does your company plan to use mobile software technology? (mark all that apply) Responses: 23



15. What are your biggest IT challenges (mark all that apply)? Responses: 23

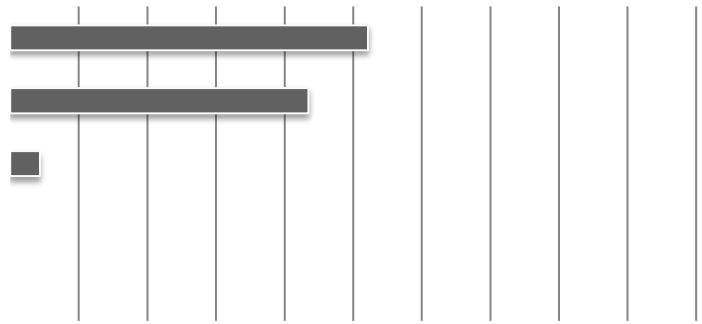


16. Does your firm use cloud-hosted technology in any of the following ways (mark all that apply)? Responses: 22





17. What best describes your firm? Responses: 23



18. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor?  
Responses: 23

19. Estimate the total dollar amount of work your firm performed in 2023. Responses: 23

20. How many total employees does your firm employ at all of its locations? Responses: 23