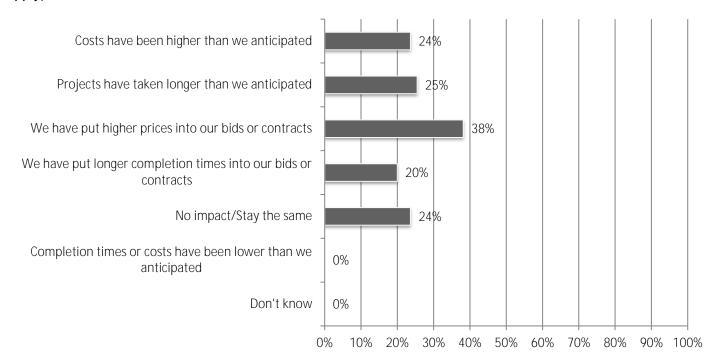
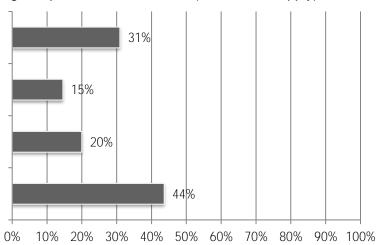
7. If your firm is experiencing staffing challenges, how would you describe the impact on your projects? (mark all that apply)



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

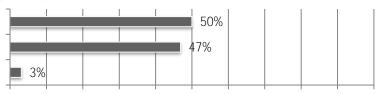
9 investment in training and development change?

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	workers? (mark all that apply)

18. Approximately what percent of your	gross annual revenue is spent on IT?
19. Compared to 2018, how will your	

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

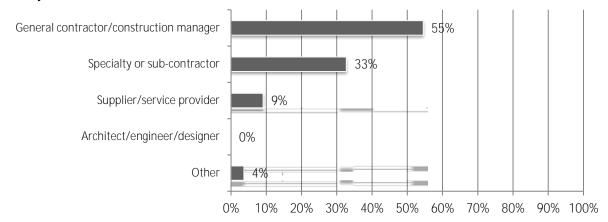
24. Does your firm currently have a mobile security plan in place?



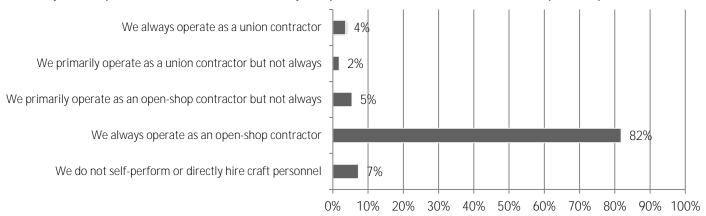
25. Does your firm currently have a formal IT plan that support your business objectives?

26. What	(mark all that apply)

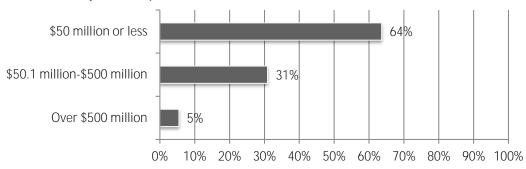
27. What best describes your firm:



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



29. Estimate the total dollar amount of work your firm performed in 2018.



30. How many total employees does your firm employ at all of its locations?

