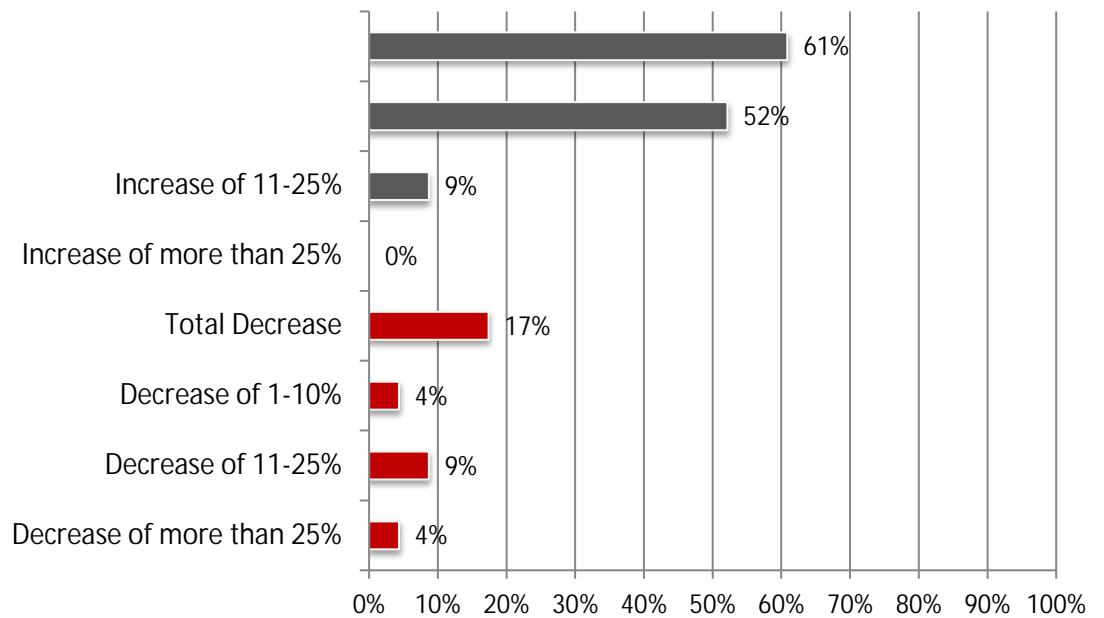


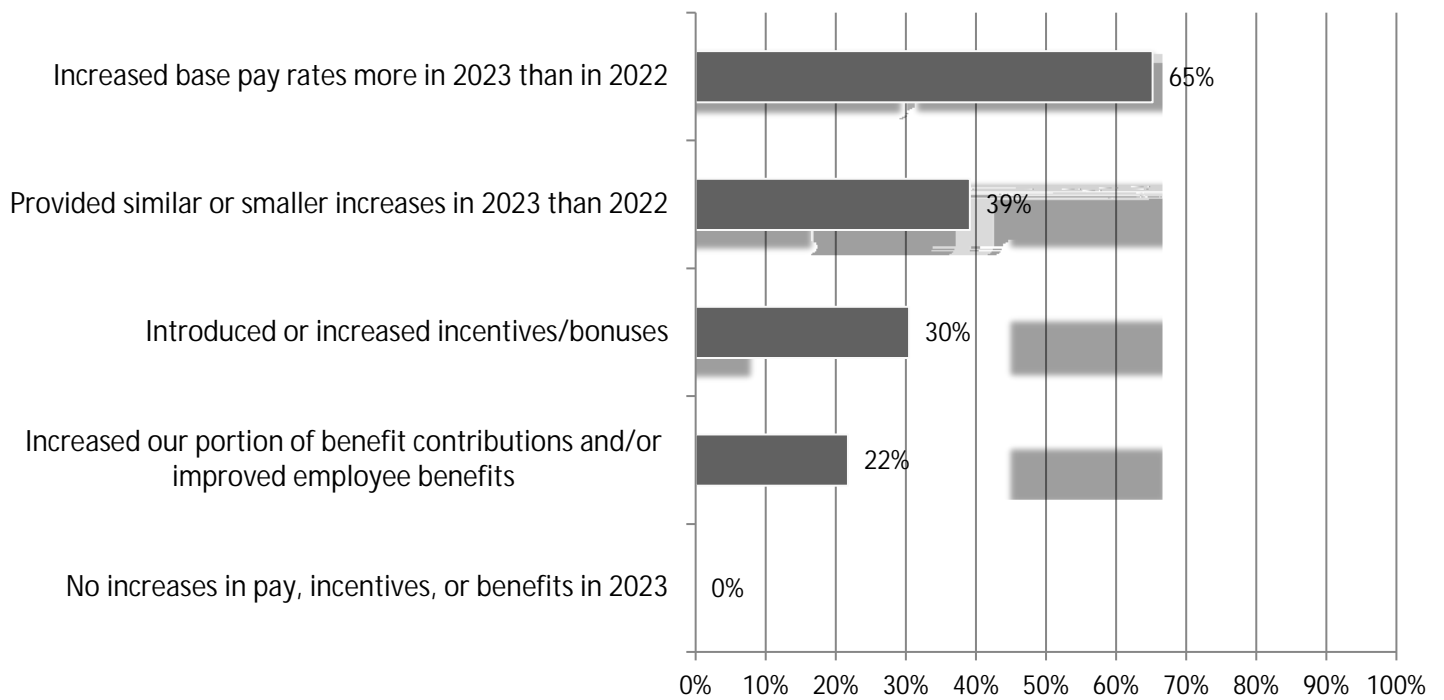
2. What percentage change do you expect in your headcount in 2024? Responses: 23



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

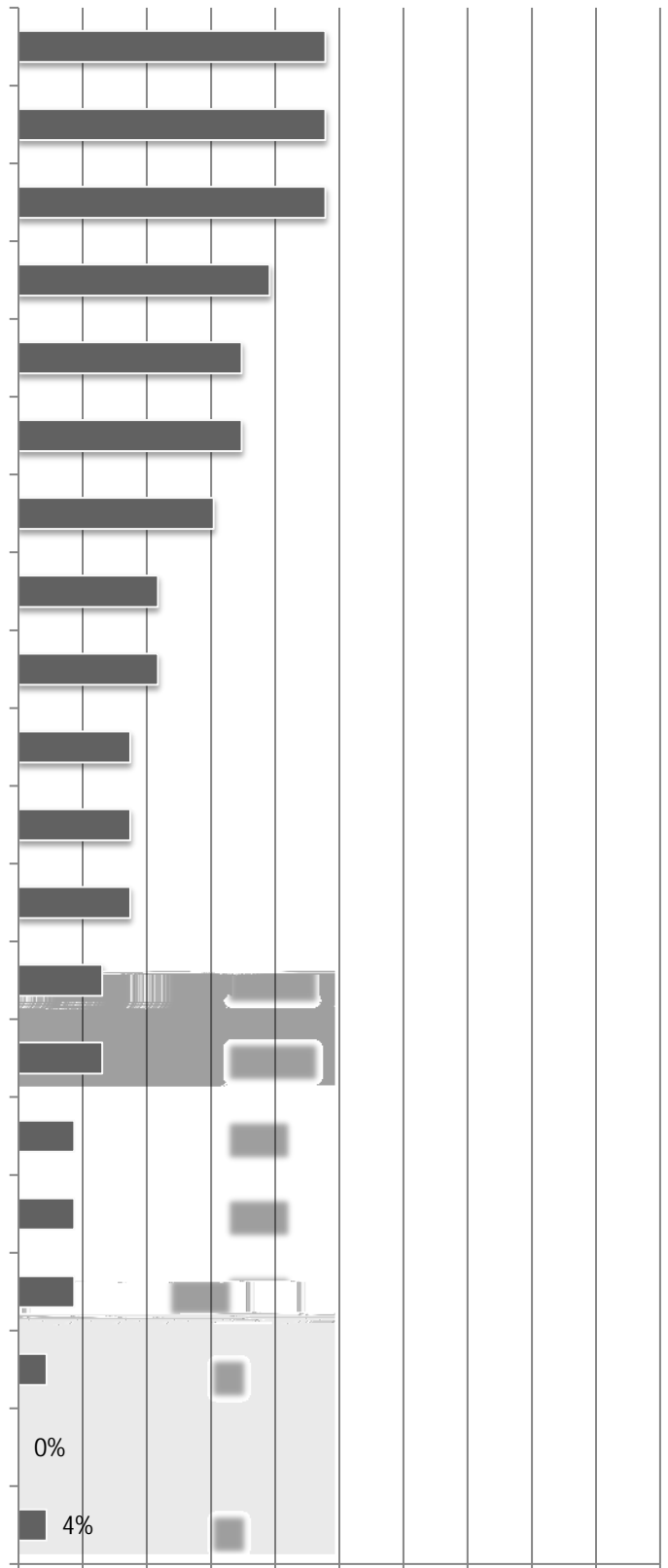
12. Does your company invest in: Responses: 23

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

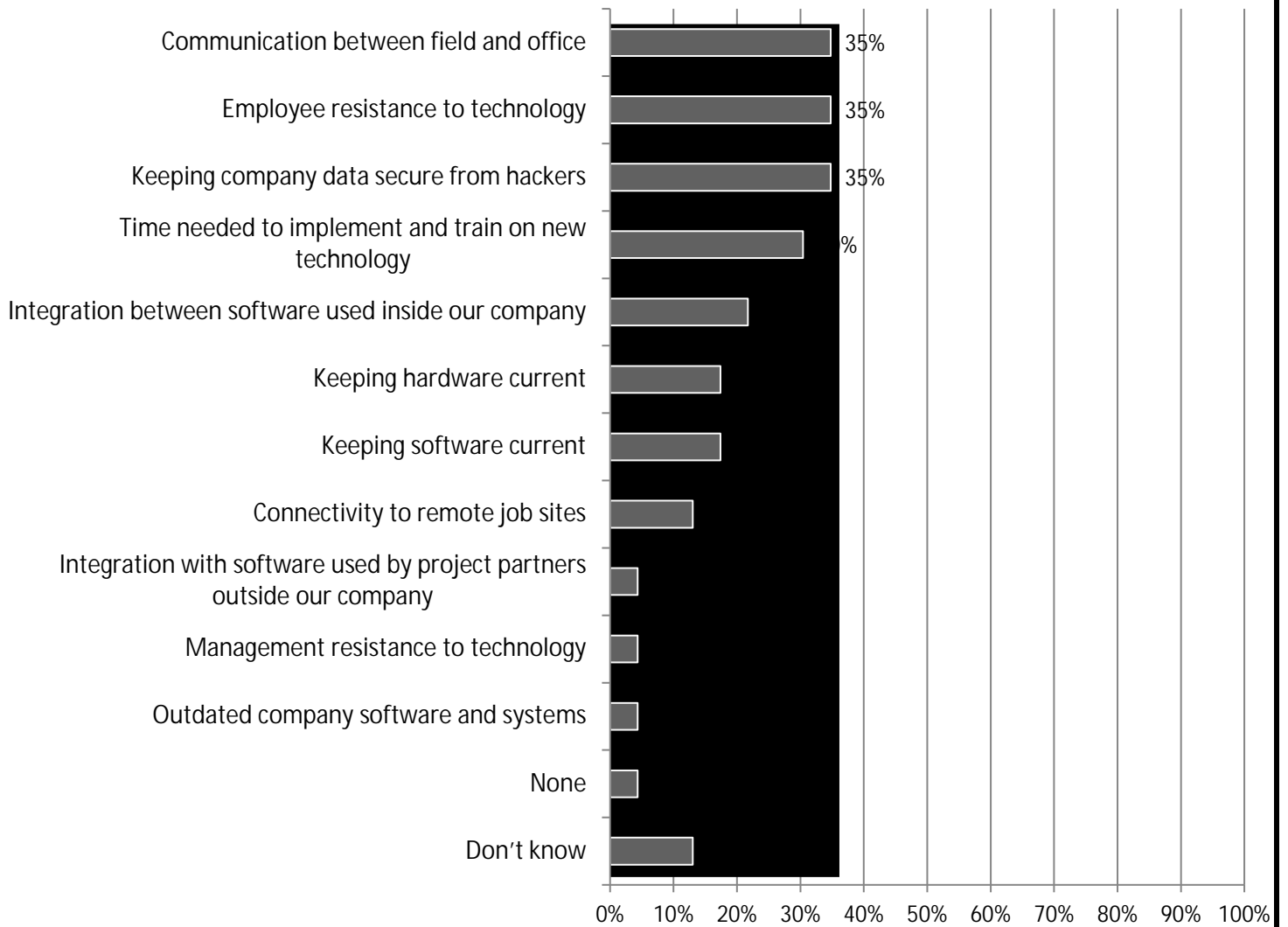
13. Compared to 2024, will your firm's 2023 investment in the following technologies change? (mark all that apply) Responses: 23

	Increase	Decrease	No change
B	0%	0%	5%
B D	1%	5%	0%
B	1%	0%	8%
B D	1%	1%	1%
E B	1%	5%	%
B	14%	5%	0%
B	14%	5%	8%
B	14%	5%	8%
B D	14%	0%	0%
B	1%	5%	0%
B	1%	5%	0%
B	0%	0%	1%
B D B	5%	5%	1%
B	0%	5%	5%
B	0%	5%	5%

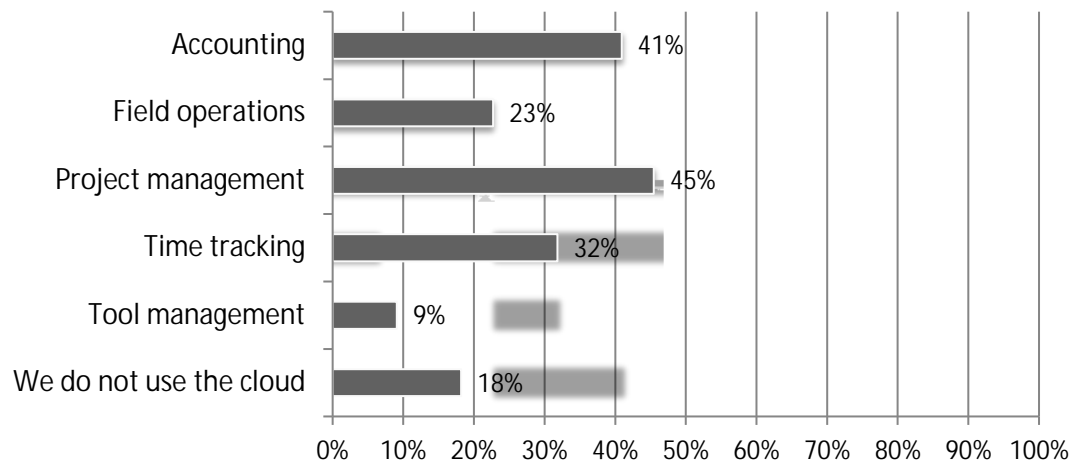
14. How does your company plan to use mobile software technology? (mark all that apply) Responses: 23



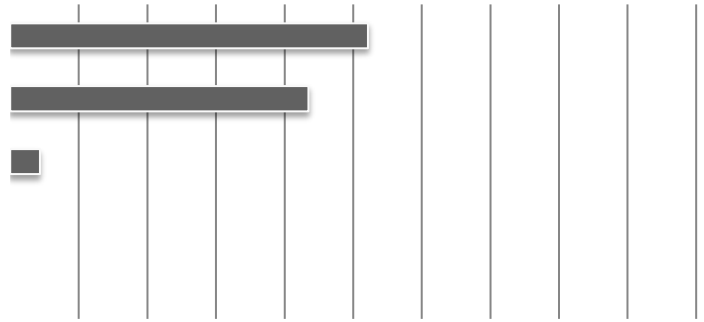
15. What are your biggest IT challenges (mark all that apply)? Responses: 23



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