

2. What percentage change do you expect in your headcount in 2024? Responses: 421

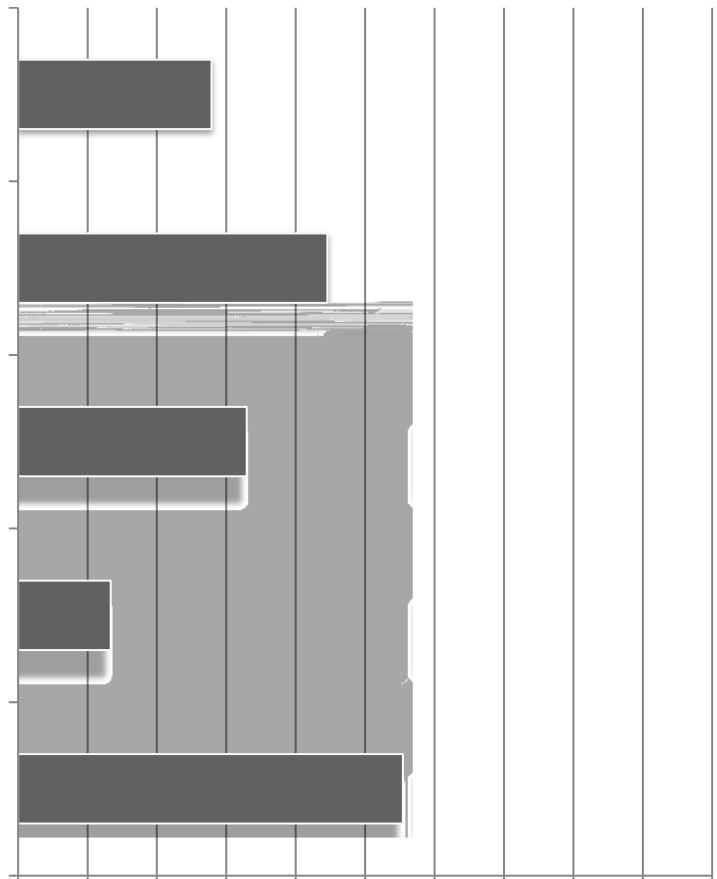
3. How would you describe your current situation in filling salaried and hourly craft positions?
Responses: 419

4. Do you expect any changes in the availability of hourly craft or salaried personnel over the coming 12

5. What changes did your firm make in pay or benefits in 2023? (mark all that apply) Responses: 417



6. How has your firm responded to supply-chain issues, if any? (mark all that apply) Responses: 413



7. What difference, if any, has the Infrastructure Investment and Jobs Act (also known as the Bipartisan

Infrastructure Law), made to your business? Responses: 417

8. Did an owner postpone or cancel any projects that were scheduled to start in 2023 or 2024? (mark all that apply) Responses: 420

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

10. What are your biggest concerns for 2024? (mark all that apply) Responses: 420

11. What challenges, if any, do you see regarding the safety and health of your firm's workers? (mark all that apply) Responses: 388

12. Does your company invest in: Responses: 410

	Initial Investment	Increased Investment	Decreased Investment	No Investment
Artificial intelligence	18%	11%	0%	71%
Robotics	5%	8%	0.8%	87%
Drones	15%	26%	2%	58%
Autonomous equipment or vehicles	6%	6%	0.5%	87%
3-D printing	6%	7%	0.3%	86%

14. How does your company plan to use mobile software technology? (mark all that apply) Responses: 411

