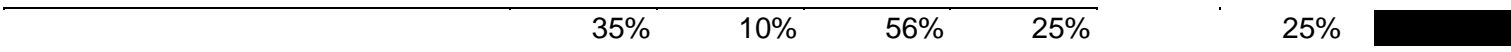
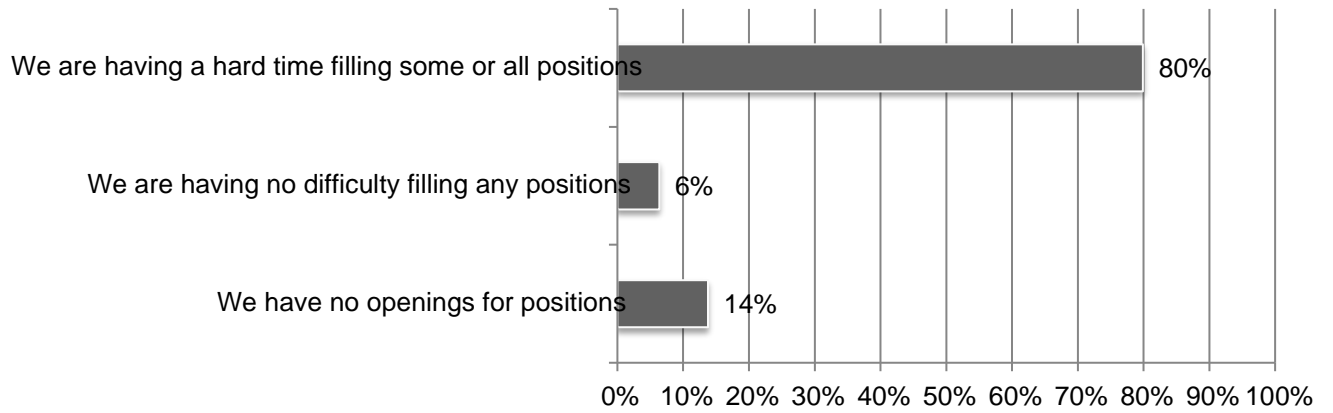


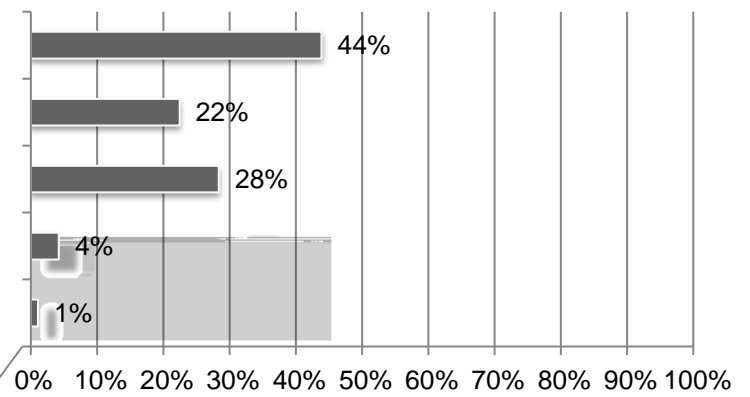
Water/Sewer



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



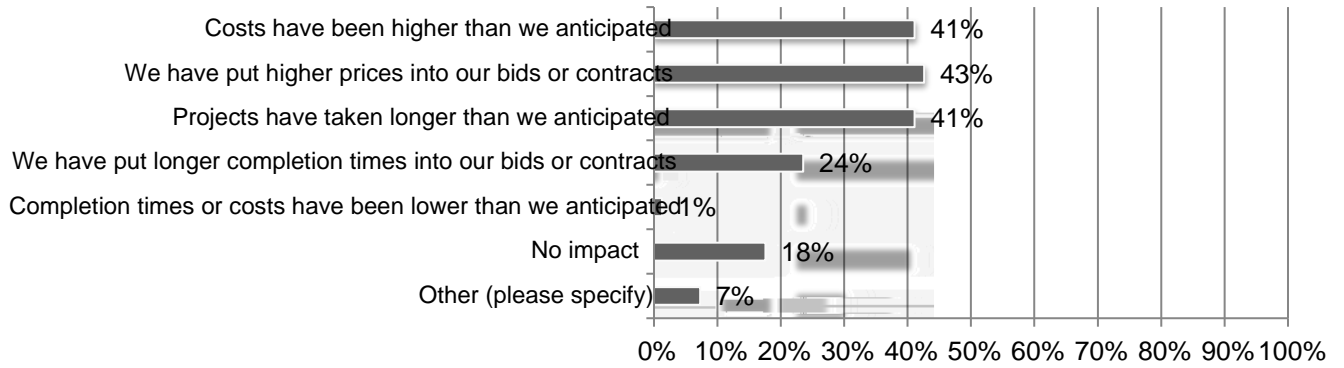
5. Do you expect any changes in the availability of hourly craft or salaried personnel over the coming 12 months?



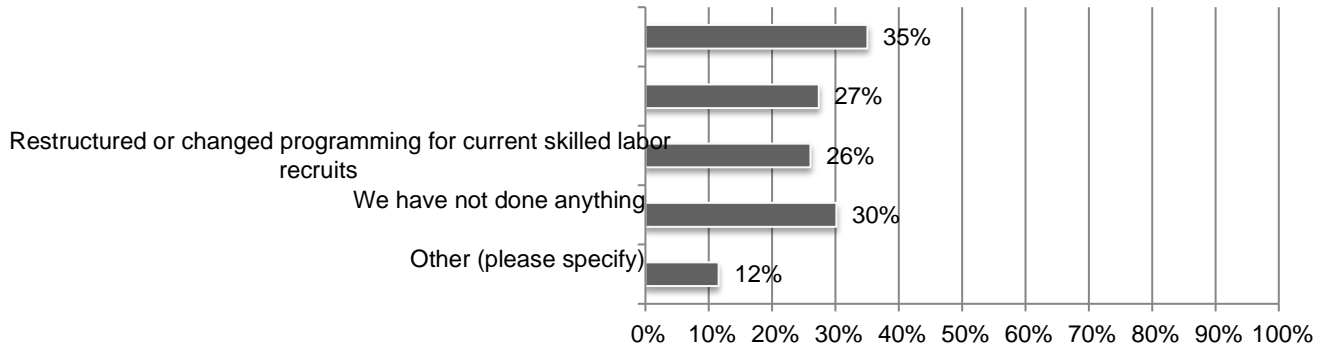
6. Did your firm increase pay or benefits for salaried or hourly craft personnel in 2019 because of difficulty filling positions? (mark all that apply)

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

8. In the last year, what has your firm done to invest in the training and development of skilled labor/qualified



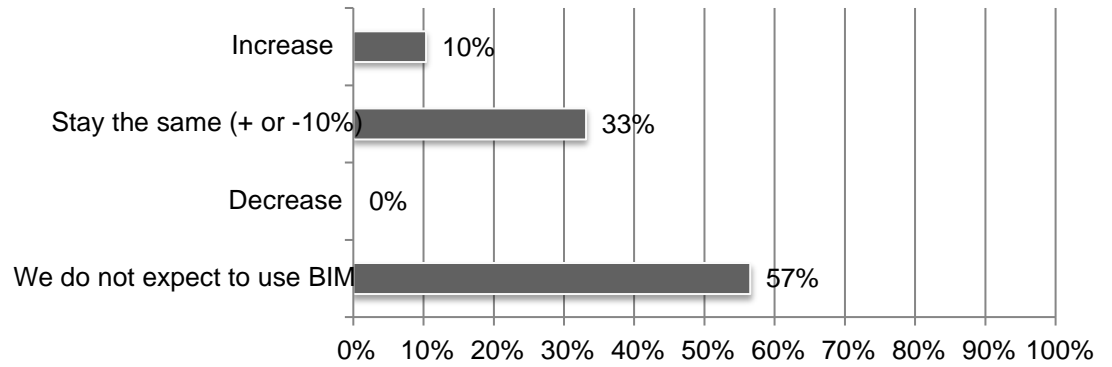
workers?



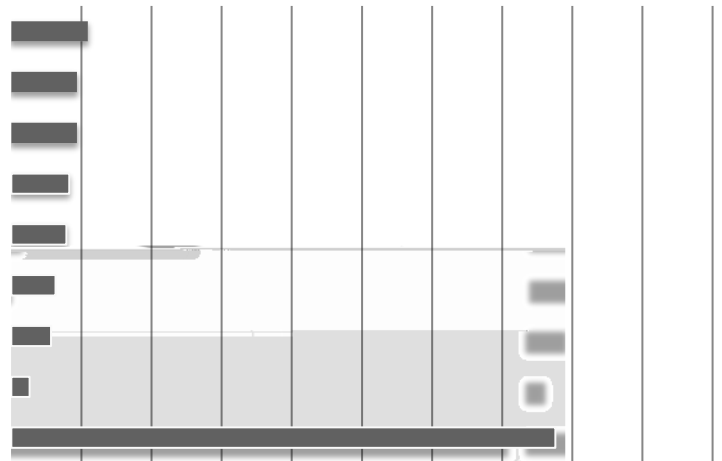
9. Has your firm adopted or increased use of the following to replace workers or skills? (mark all that apply)



12. What change do you expect in 2020 in the number of your firm's projects that involve Building Information Modeling (BIM)?



13. What is your firm using BIM for? (mark all that apply)



14. Does your firm use any of the following to collaborate with project partners (mark all that apply)?

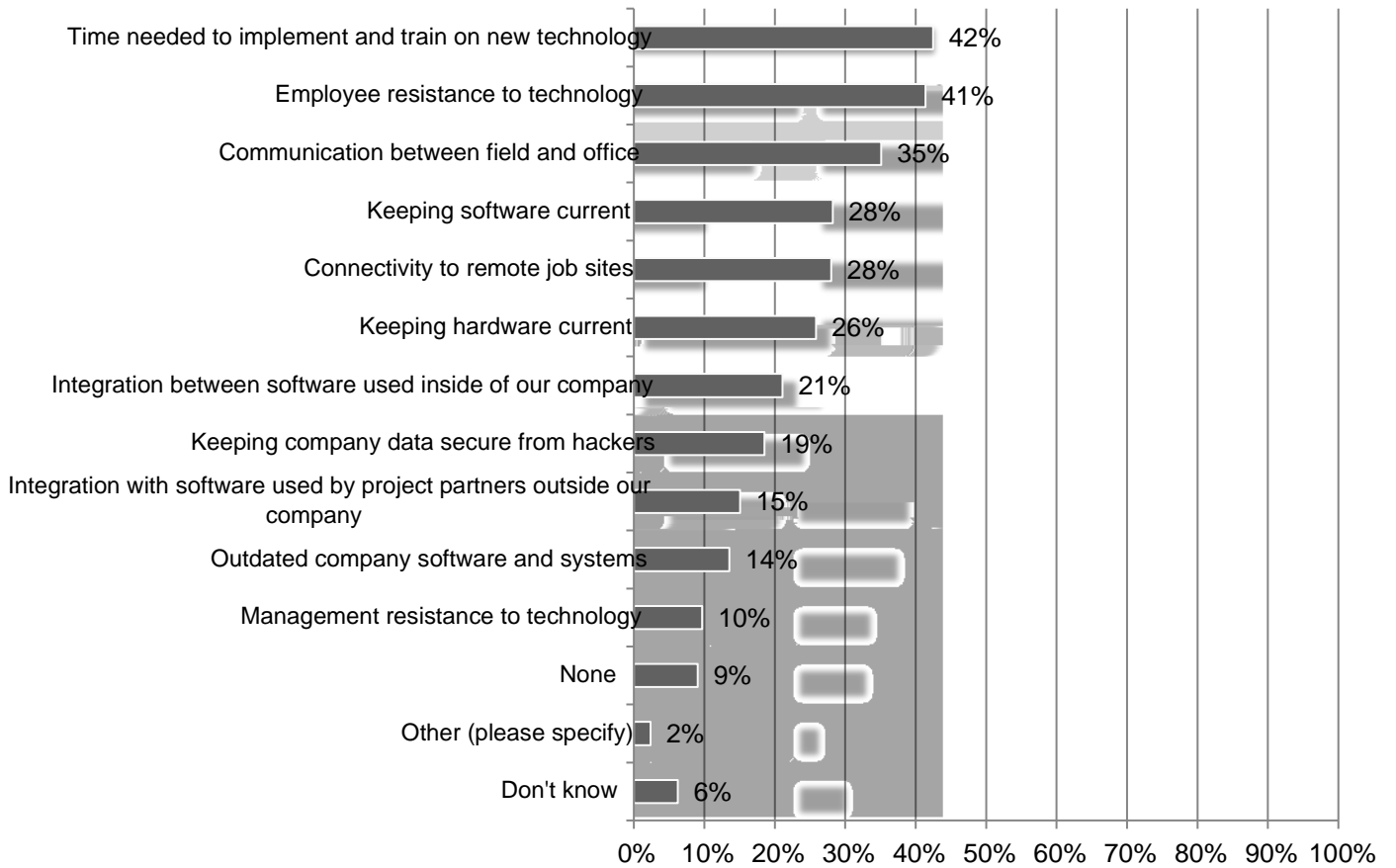


17. Compared to 2019, how will

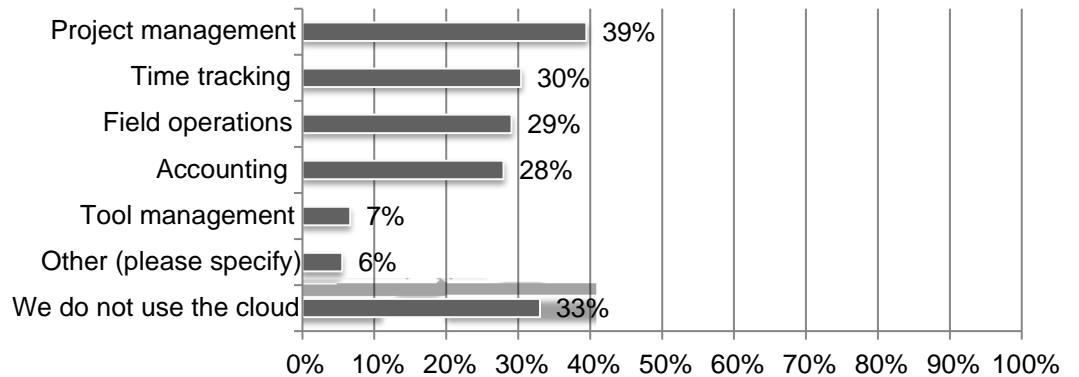




22. What are your biggest IT challenges? (mark all that apply)



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



24. What best describes your firm?



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

26. Estimate the total dollar amount of work your firm performed in 2019:

27.