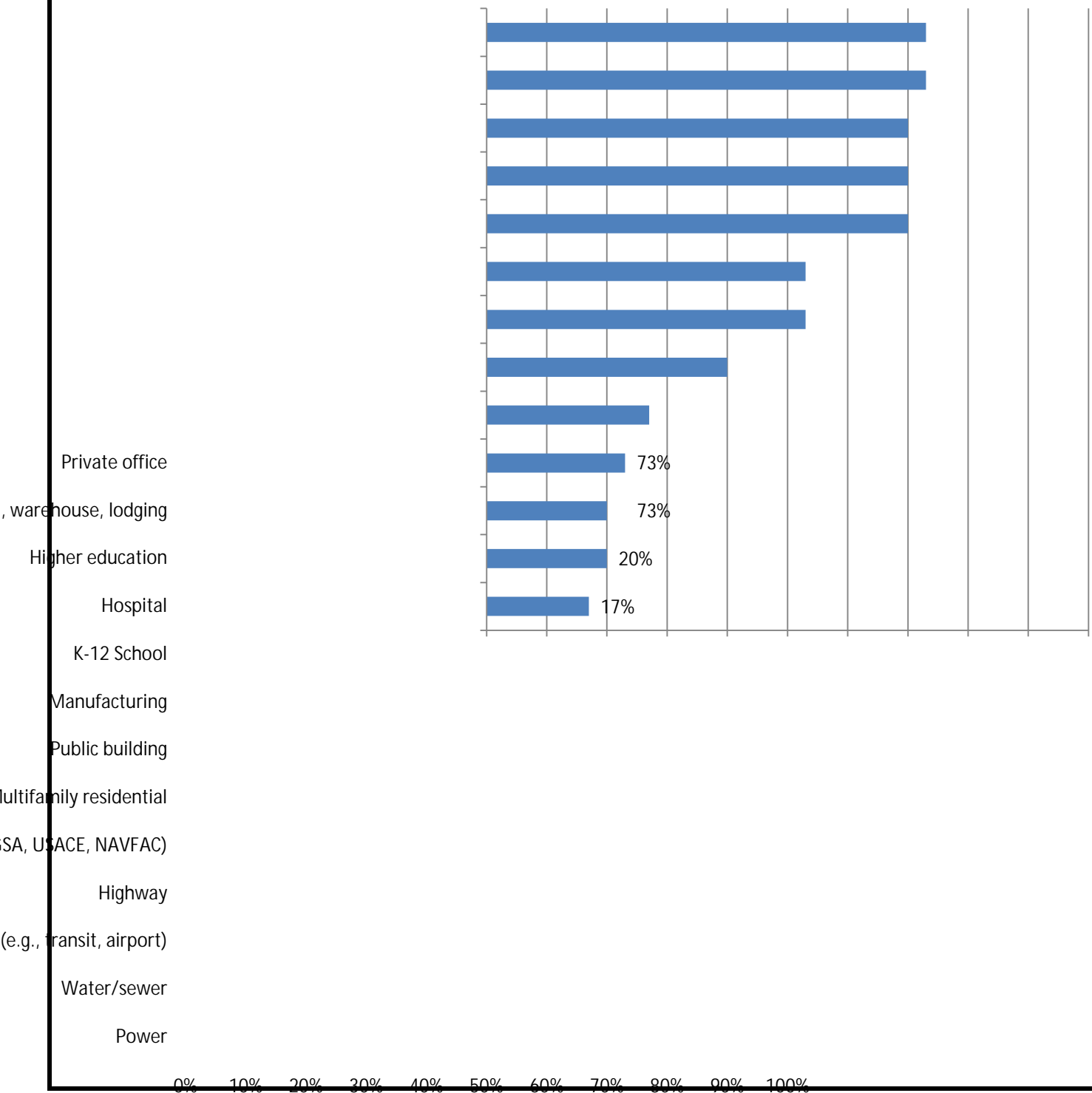


## 2017 Workforce Survey Results

Total responses: 30. Responses varied for some questions.

1. Please indicate which of the following types of construction projects your firm performs (mark all that apply)?





3. In the next 12 months, do you expect your firm will hire additional or replacement:

4. How would you describe your current recruitment situation?

5. If your firm is having trouble filling salaried positions, please indicate the position types you are having trouble filling (responses shown for positions types employed by 10 or more respondents):

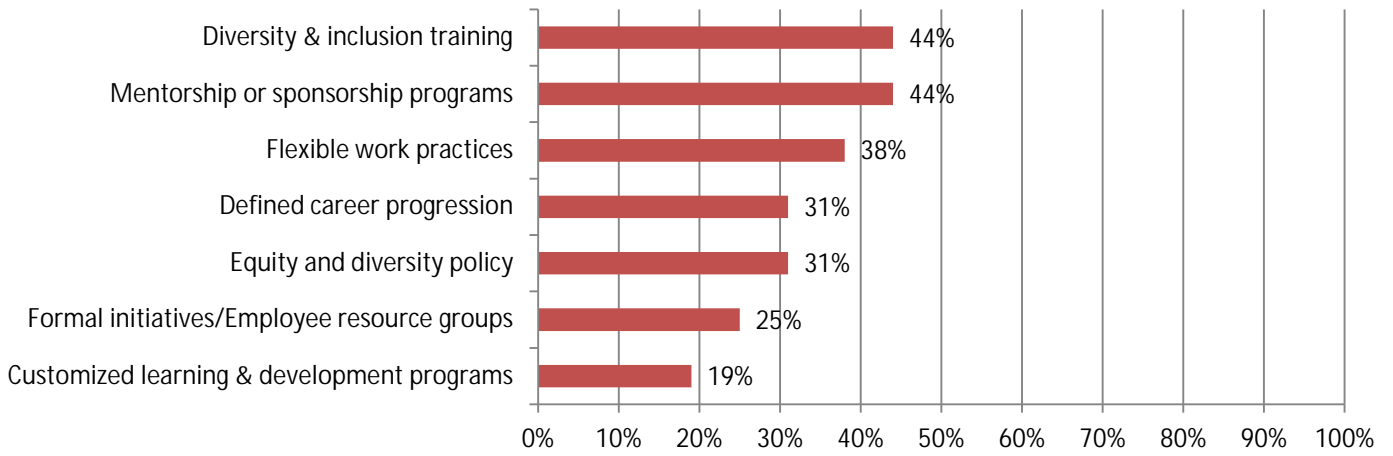
6. If your firm is having trouble filling craft professional positions, please indicate the position types you are having trouble filling (responses shown for positions types employed by 10 or more respondents):

7. Do you expect any change in the type of craft professional positions you are having trouble filling by geographic region?

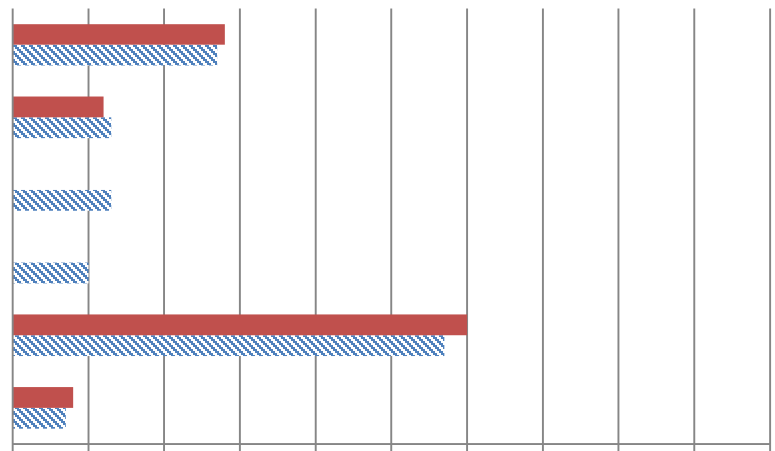
9. How would you rate the adequacy of the local pipeline for supplying craft personnel who are:

1

**12. What methods does your firm use to retain these categories of workers (mark all that apply)?**



**13. Is your firm losing hourly craft or salaried personnel to other employers (mark all that apply)?**



**14. Has your firm increased pay and/or benefits for hourly craft or salaried personnel in the last year because of difficulty in filling positions (mark all that apply)?**

15. Have you increased your use of any of the following during the past year because of difficulty in filling positions (mark all that apply)?

