

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.

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

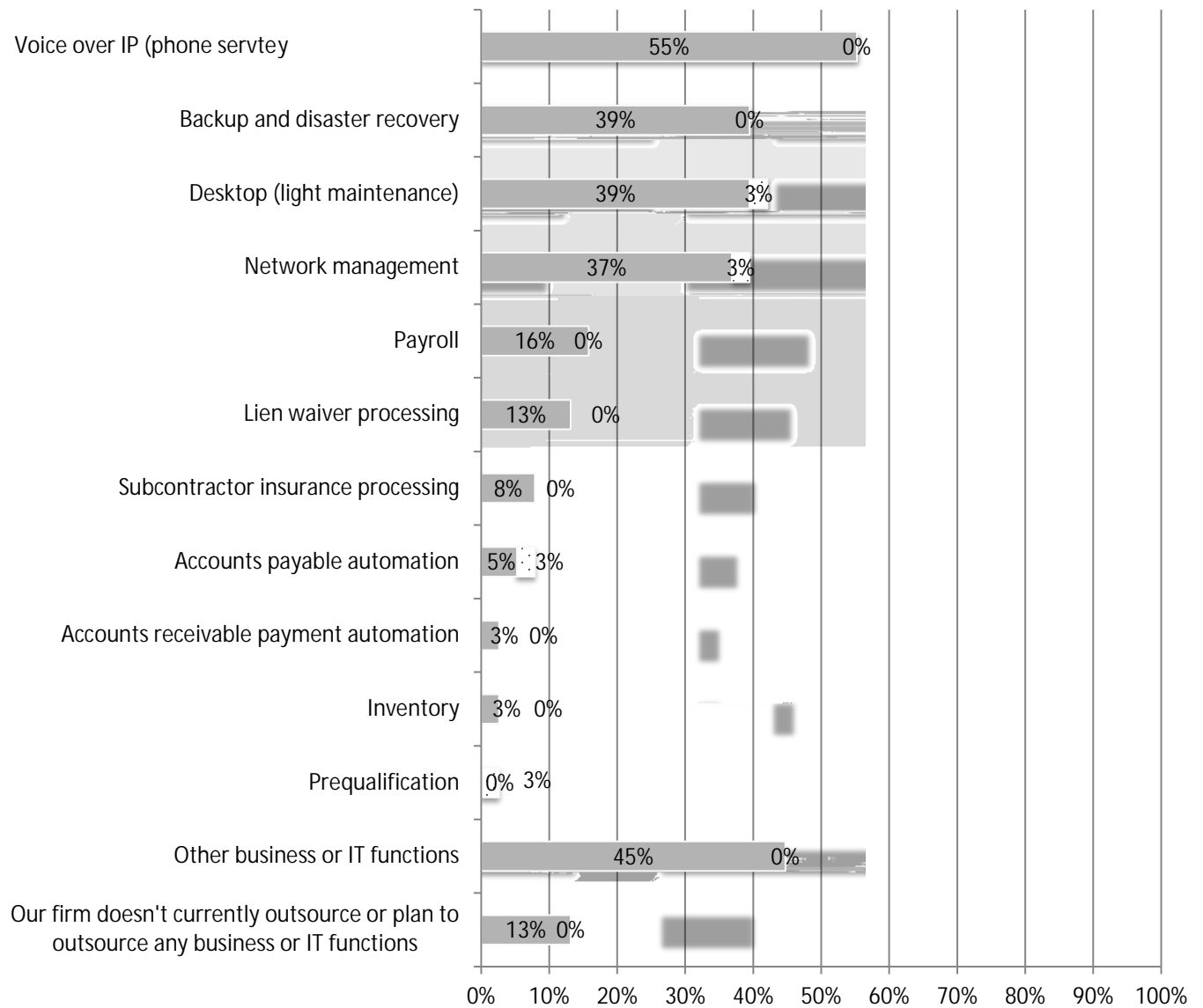
8. In the last year, what has your firm done to invest in the training and development of skilled labor/qualified

10. What are your biggest concerns for 2020 (mark all that apply)?

11. What challenges, if any, do you see regarding the

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

15. What business or IT functions does your firm outsource or plan to outsource to a technology provider? (mark all that apply)



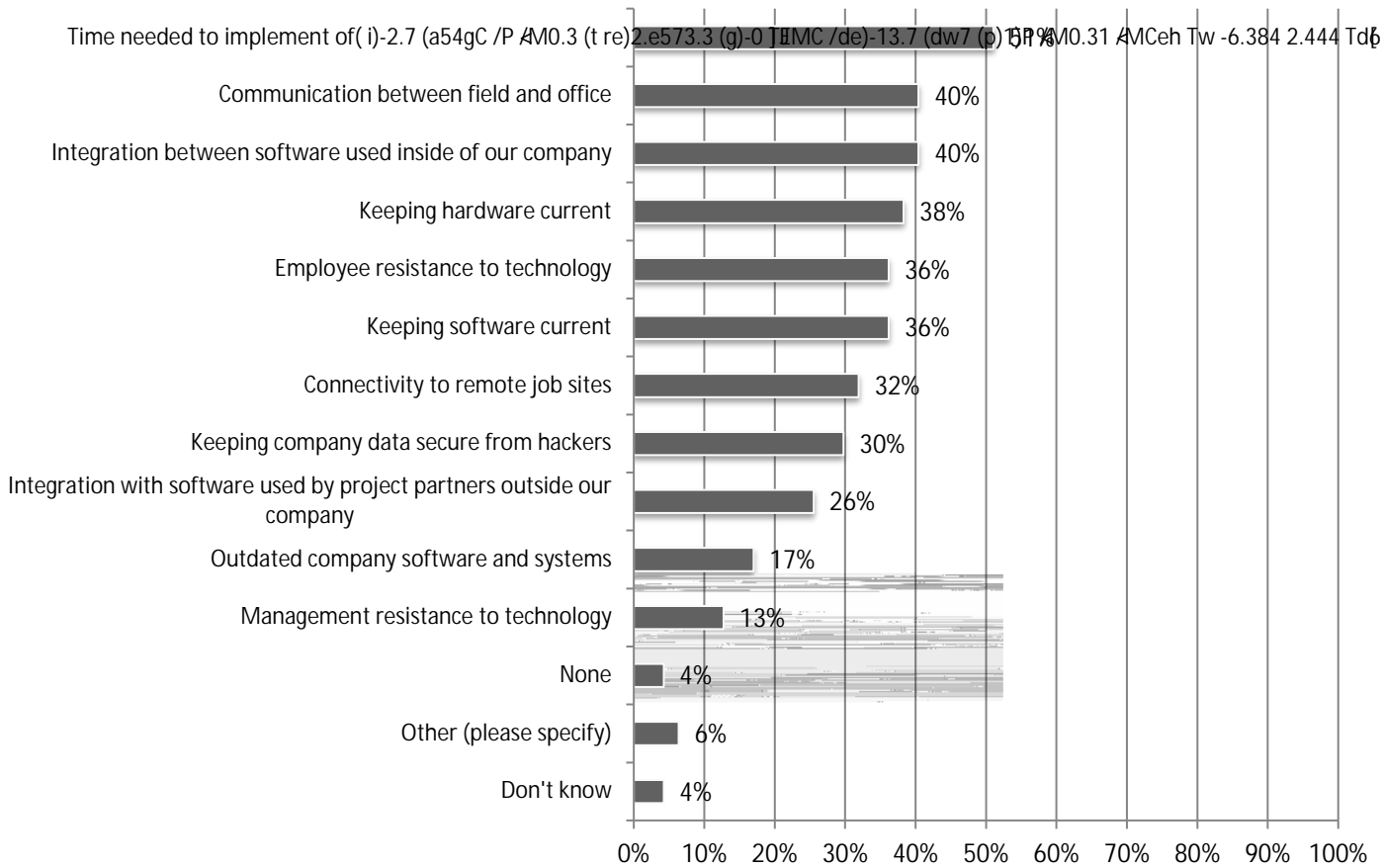
16. Approximately what percent of your firm's gross annual revenue is spent on IT?

17. Compared to 2019, how will your firm's 2020 investment in IT change?

18. Compared to 2019, how will your firm's 2020 investment in the following technologies change? (mark all that apply)

Technologies	Increase	Stay the same	Decrease	Don't know
Project management software	34%			

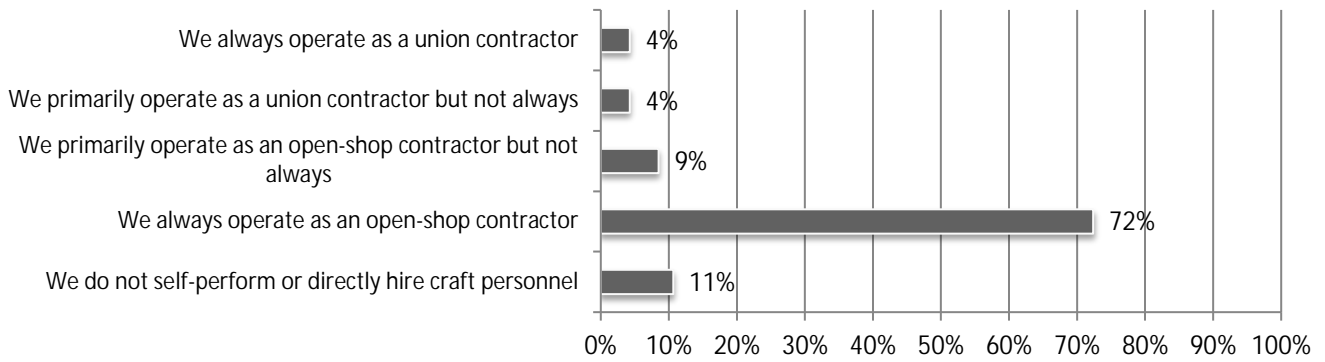
22. What are your biggest IT challenges? (mark all that apply)



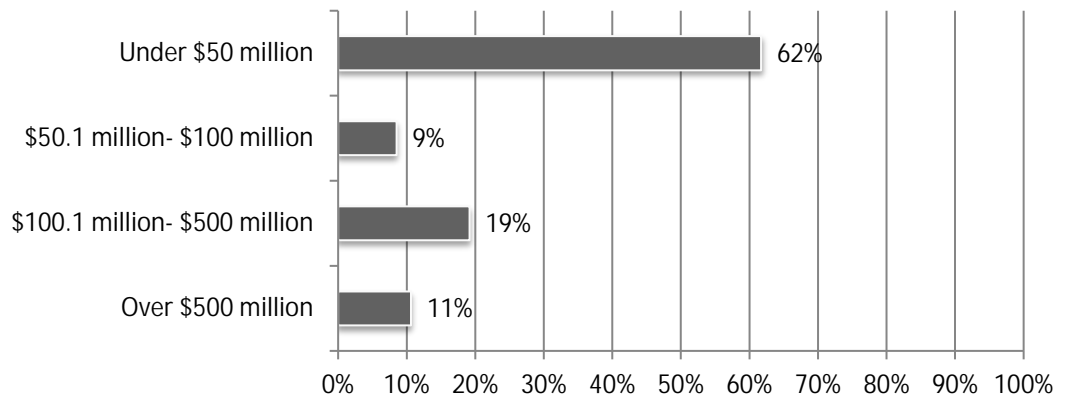
23. Does your firm use cloud-hosted technology in any of the following ways (mark all that apply)?

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

