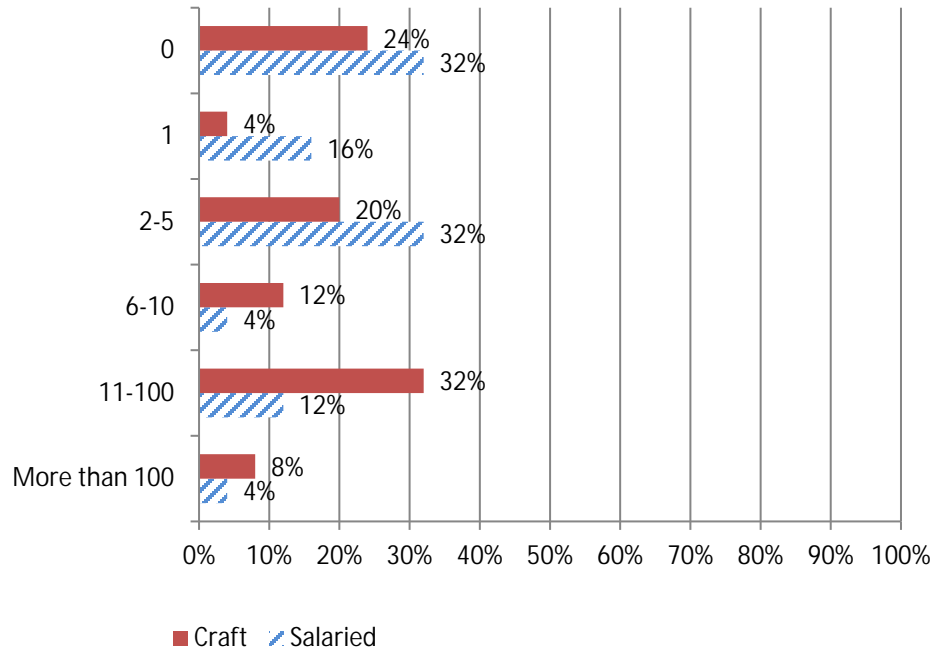


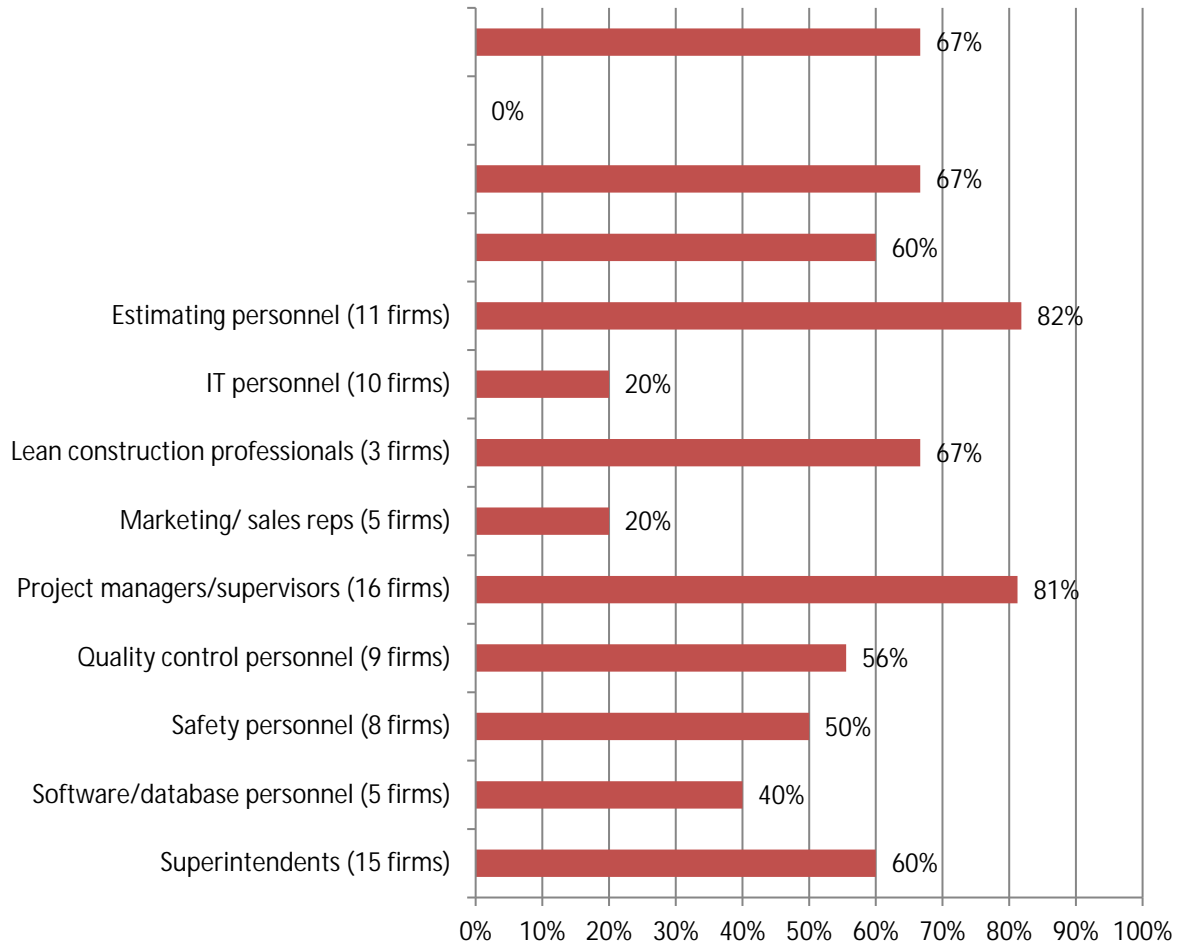
2. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 25 Salaried; 25 Craft

3. Describe your difficulty in filling open positions: Responses: 25 Salaried; 25 Craft

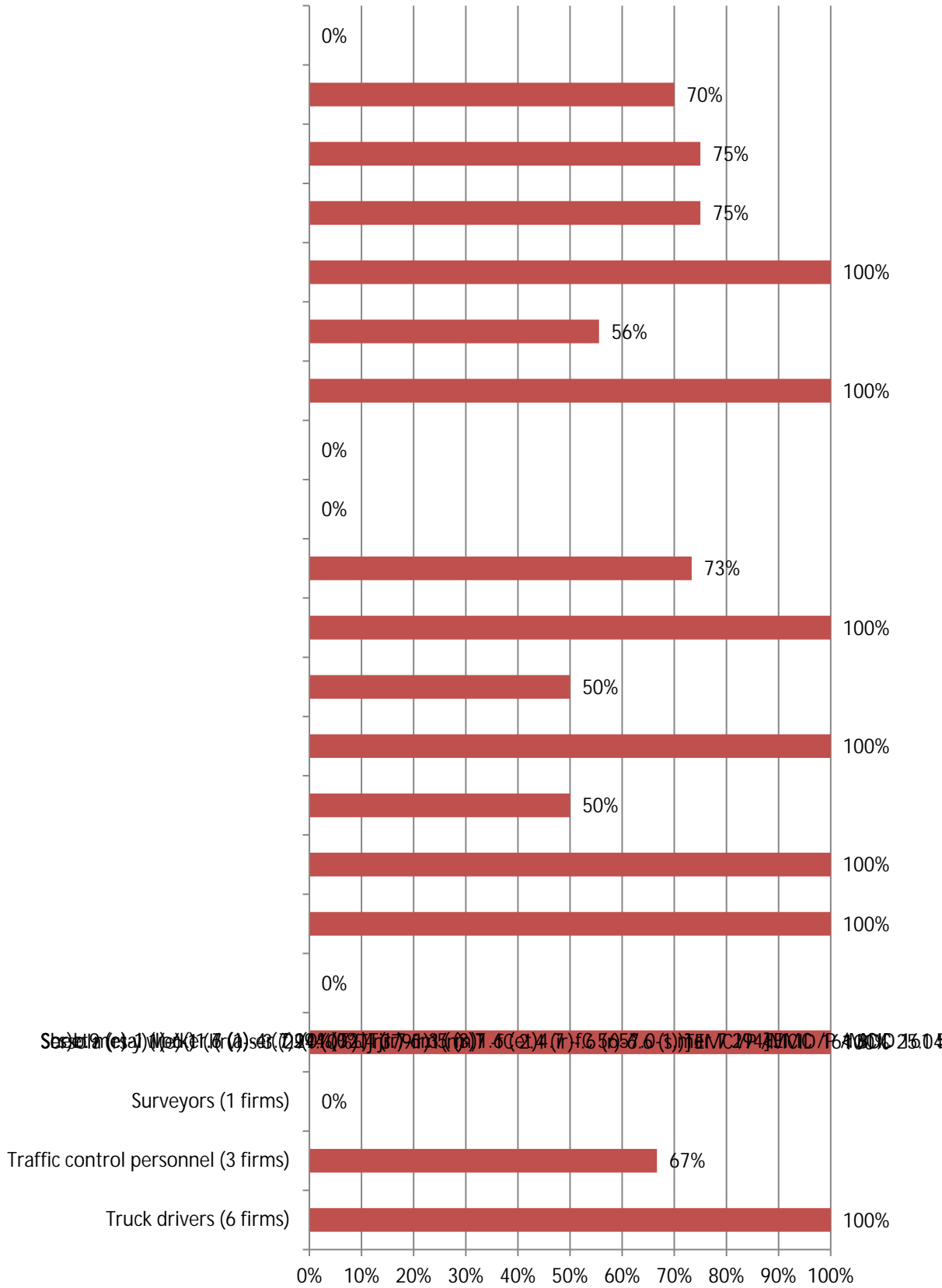
4. How many unfilled hourly craft or salaried positions did you have on June 30, 2023? Responses: 25 Salaried; 25 Craft



5. If your firm is having trouble filling salaried positions, please indicate all the position types you are having trouble filling (Mark all that apply): 24



6. If your firm is having trouble filling hourly craft positions, please indicate all the position types you are having trouble filling (Mark all that apply). Responses: 23

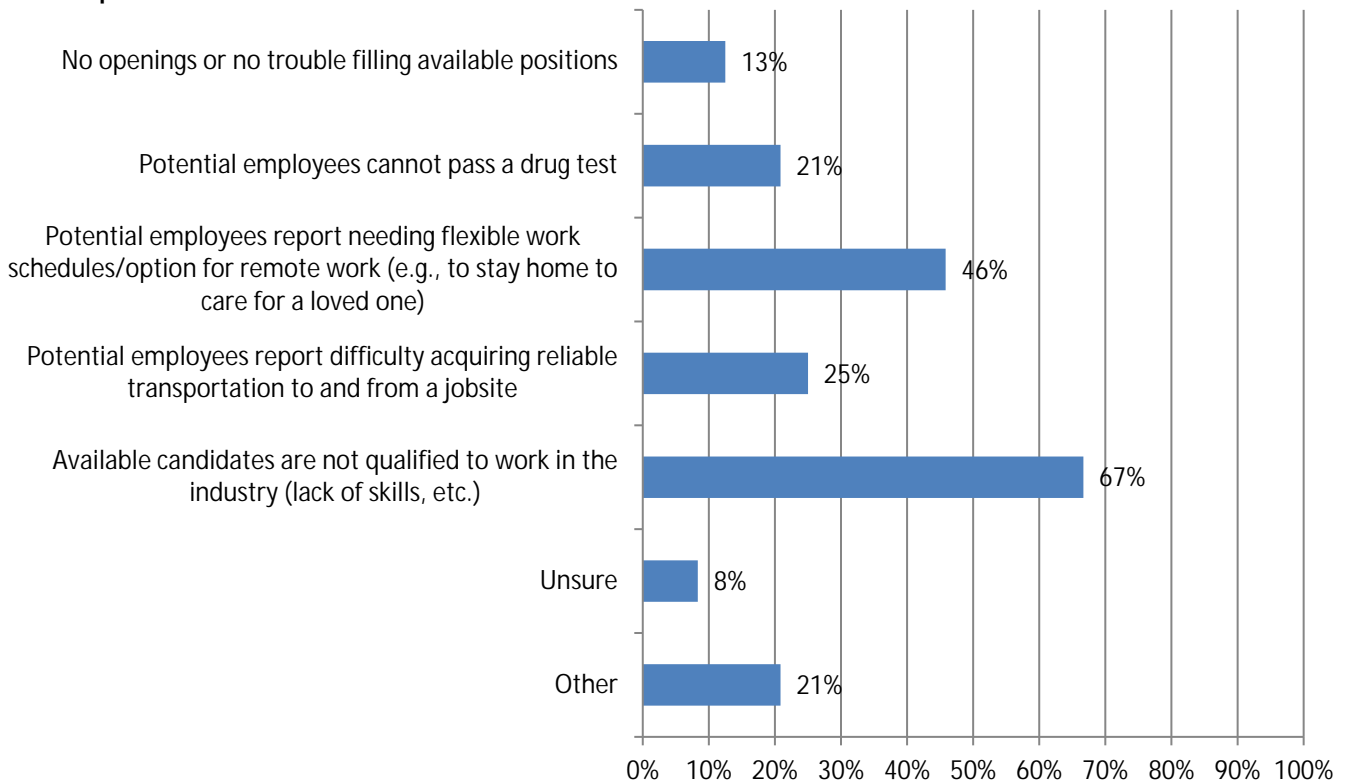


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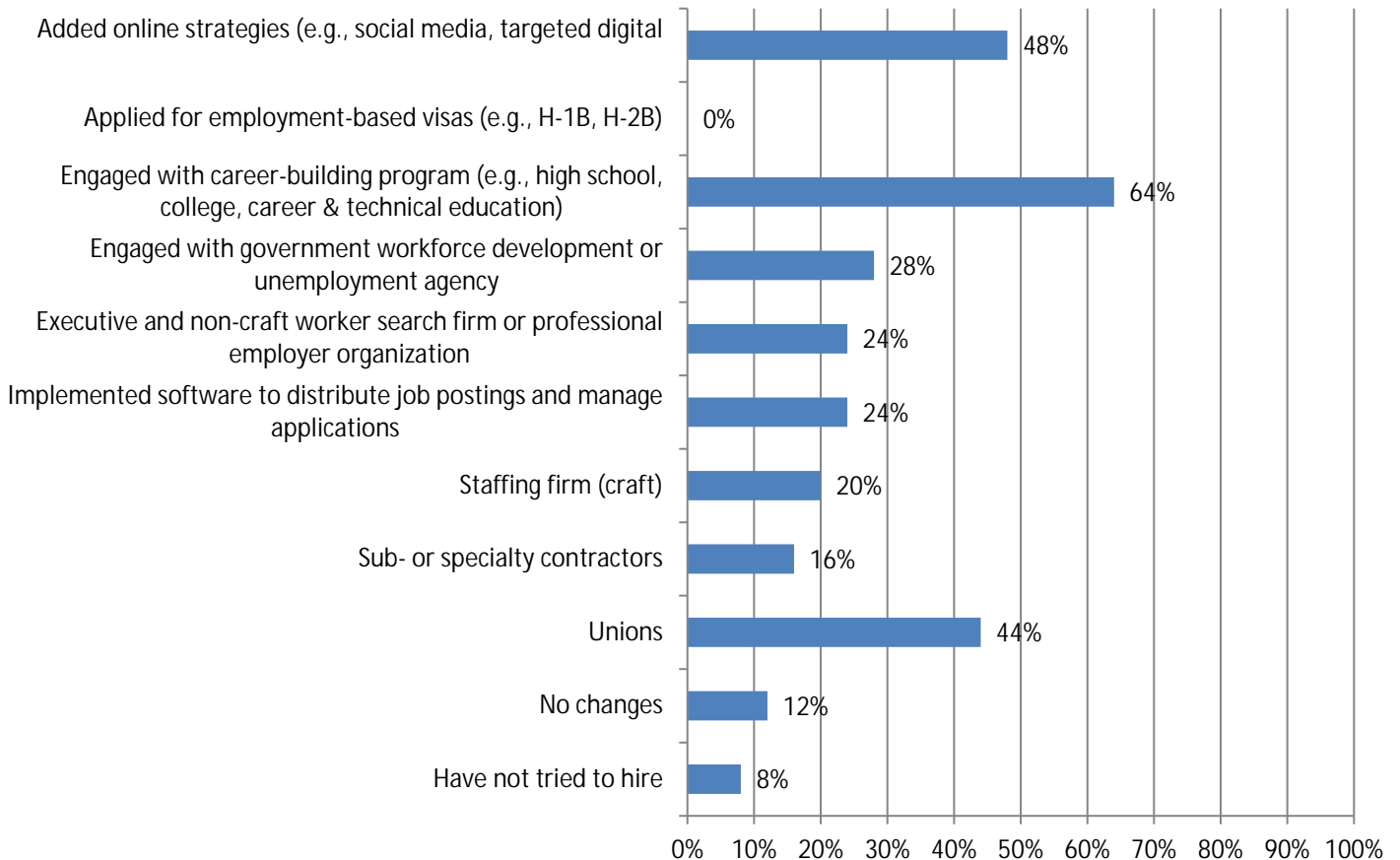
S9 (5o)3.9 (e)-s2.3 (ro)a I9 (4C 2 (rs 2.3 (ro)h(n)-1 (l)-)5.(0%)Tjr379ir)0(n)-.(0%)T2.4 (ir)-.6 (r)-6.6 (s))JIMC/P

7. If you are having a hard time filling available positions, what are the reason(s)? (Mark all that apply)

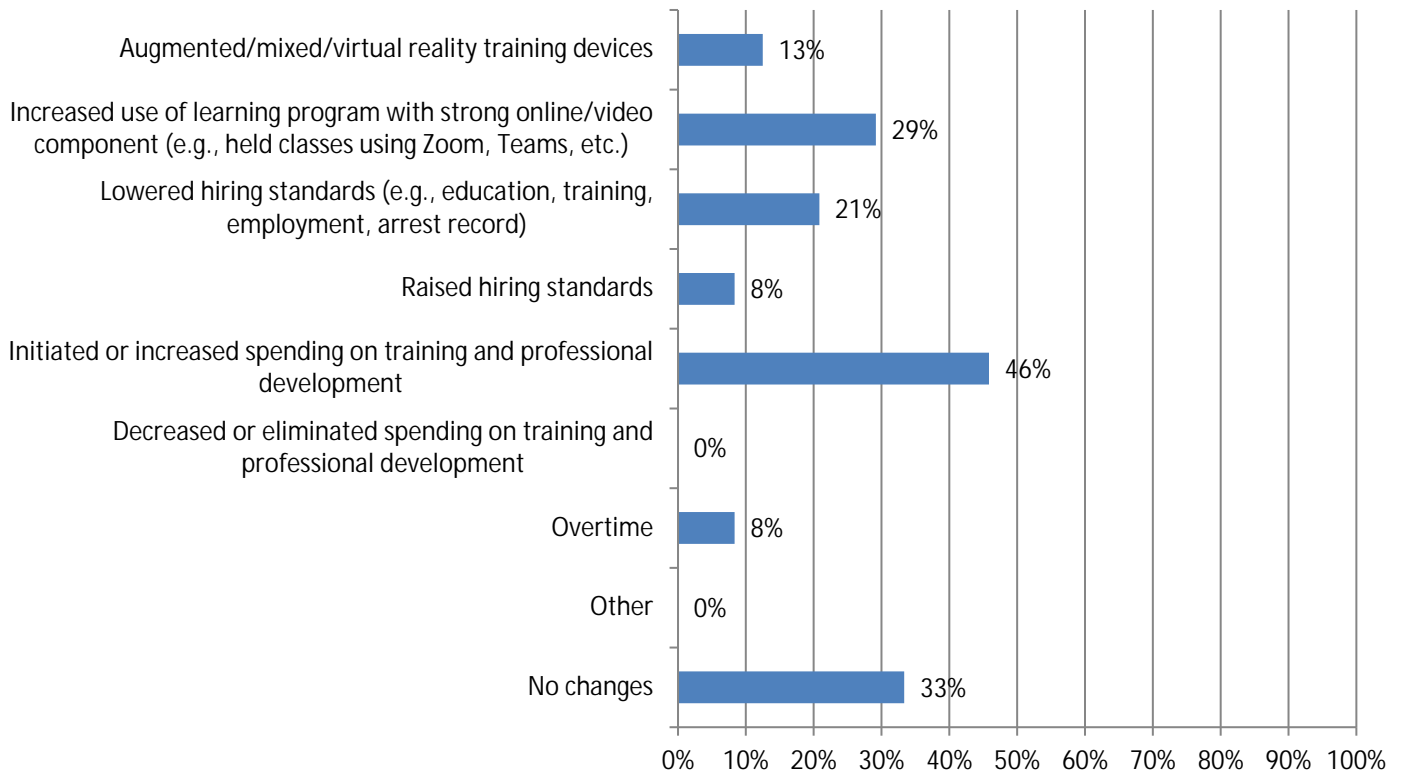
Responses: 24



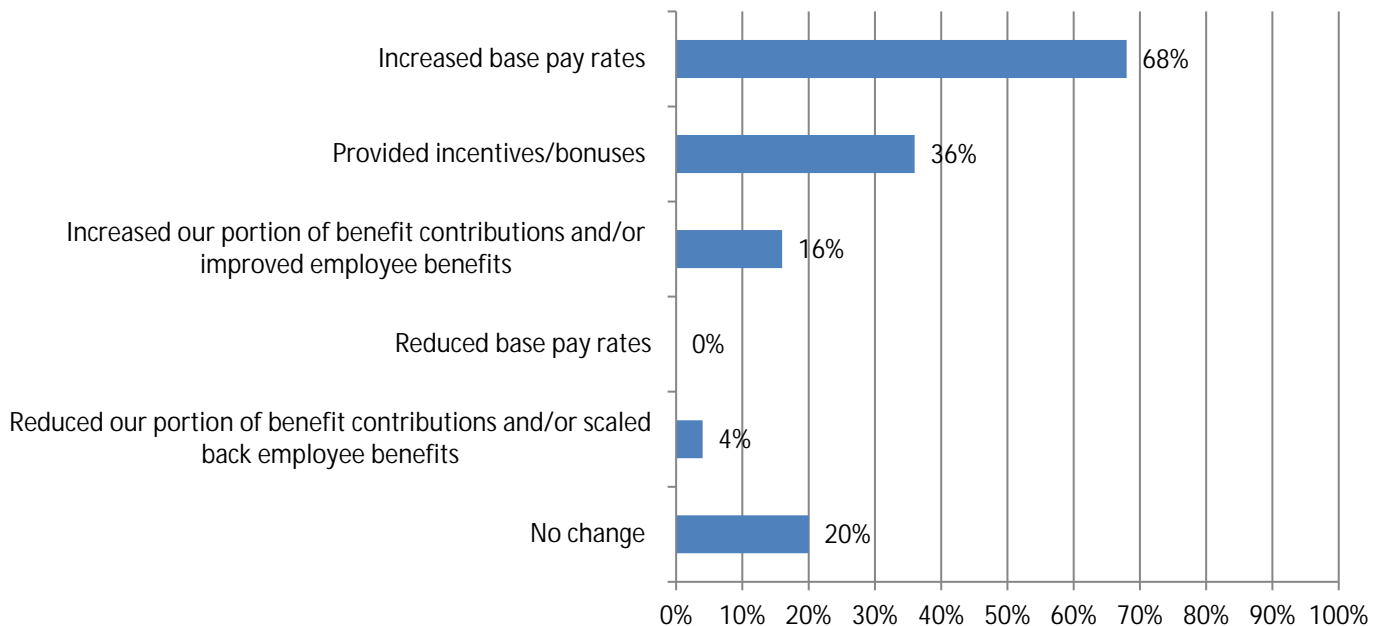
8. Has your firm added or increased use of the following to acquire workers in the past 12 months? (Mark all that apply) Responses: 25



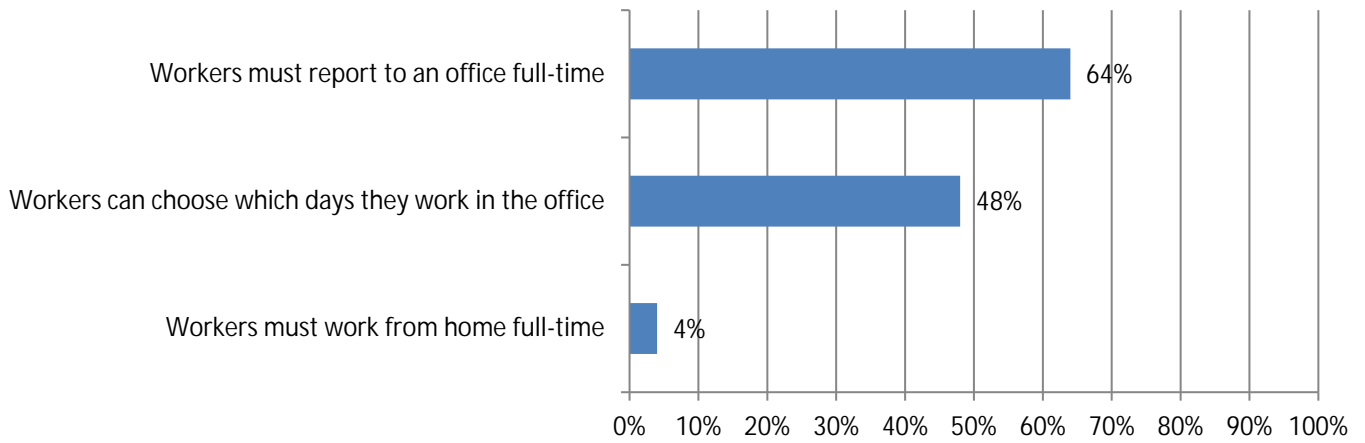
9. Has your firm made changes in hiring, training or scheduling in the past 12 months? (Mark all that apply) Responses: 24



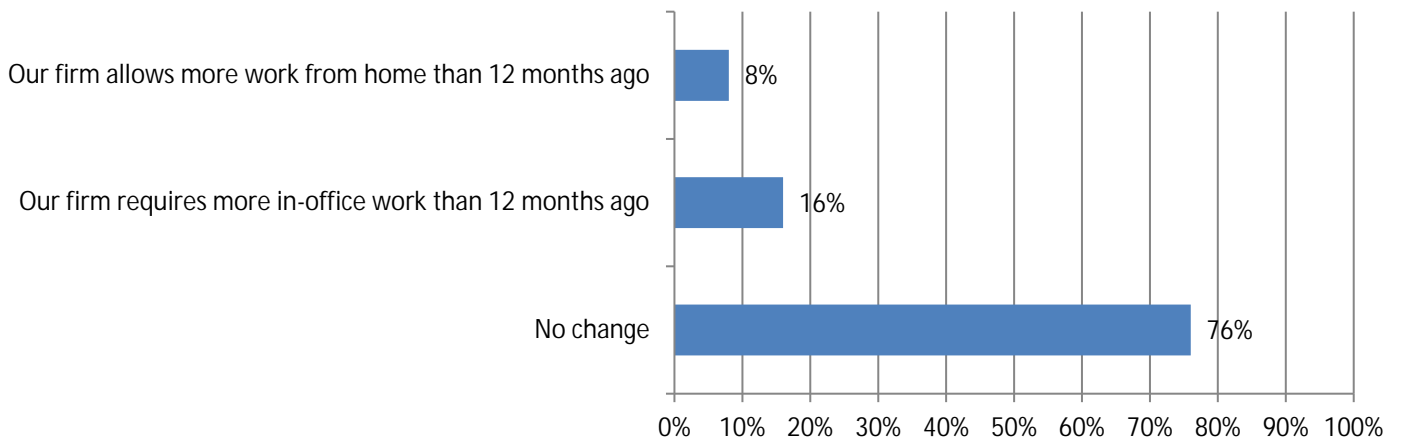
10. Has your firm adjusted pay and/or benefits for hourly craft or salaried personnel in the past 12 months? (Mark all that apply) Responses: 25



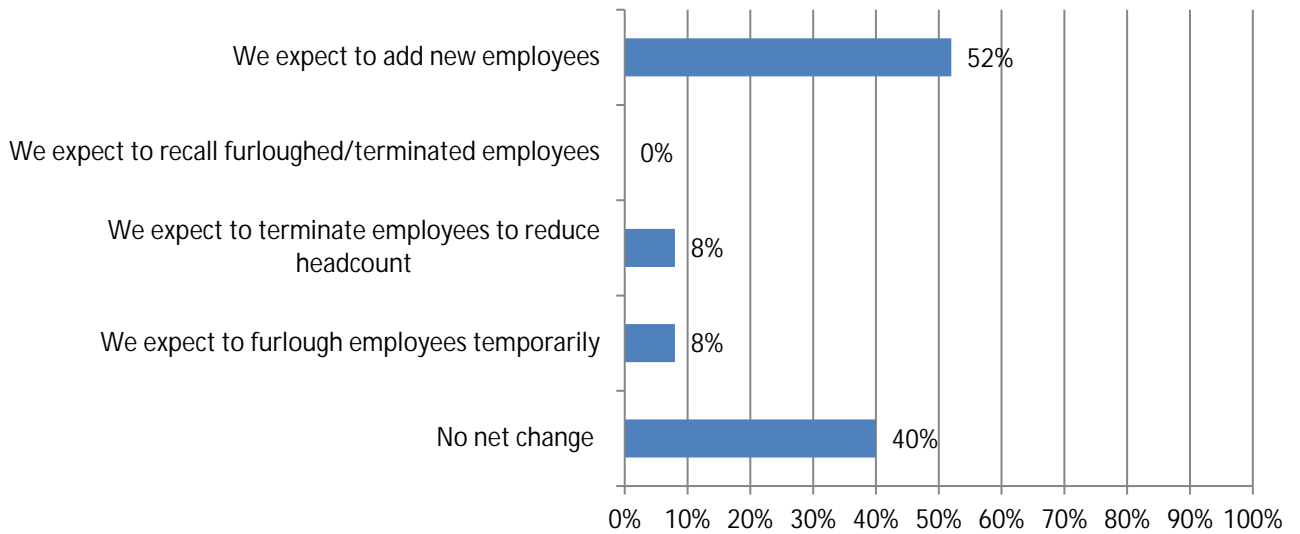
13. What is your firm's current policy regarding office workers? (Mark all that apply) Responses: 25



14. Has your firm's office-work policy changed in the past 12 months? Responses: 25



15. How do you expect your firm's headcount to change in the next 12 months? (Mark all that apply). Responses: 25



16. Regarding AI and robotics, which statements do you believe when it comes to construction jobs in the next 5 years? (Mark all that apply). Responses: 24

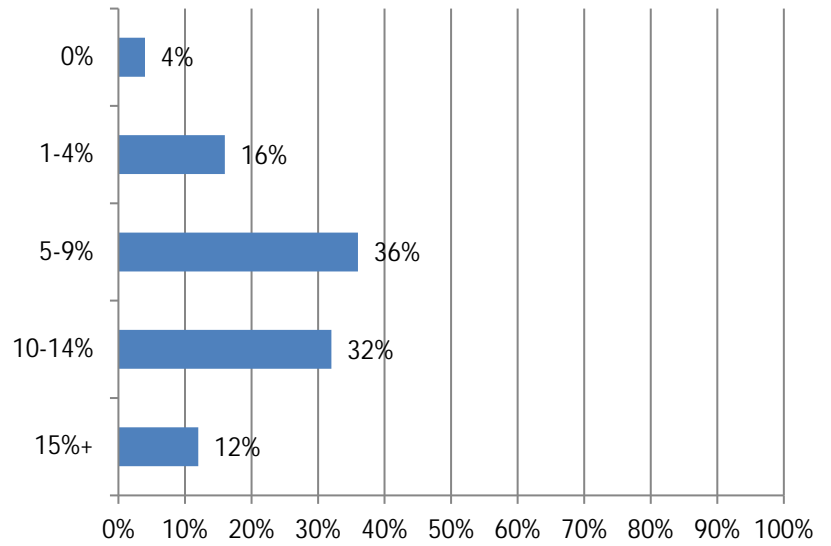
17.

19. What proportion of the new hires at your firm come prepared with the requisite digital technology skills on day one? Responses: 25

20. Do you agree or disagree that the use of cutting-edge technology helps me recruit talent into my firm? Responses: 25

21. How many total employees did your firm

22. What percentage of your firm's employees as of June 30, 2023 were female? Responses: 25



23. What percentage of your firm's current workforce do you expect will retire in the next 10 years? Responses: 25

24. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 25

