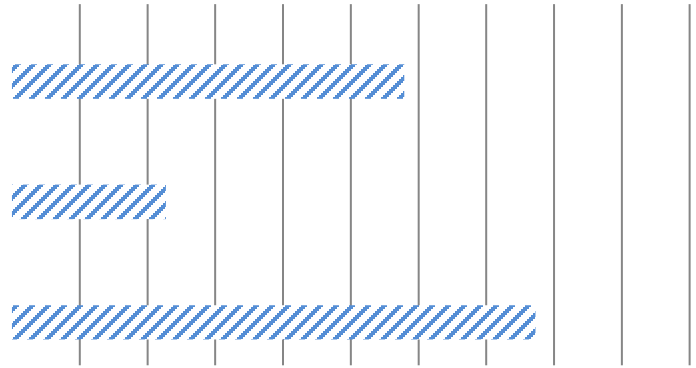
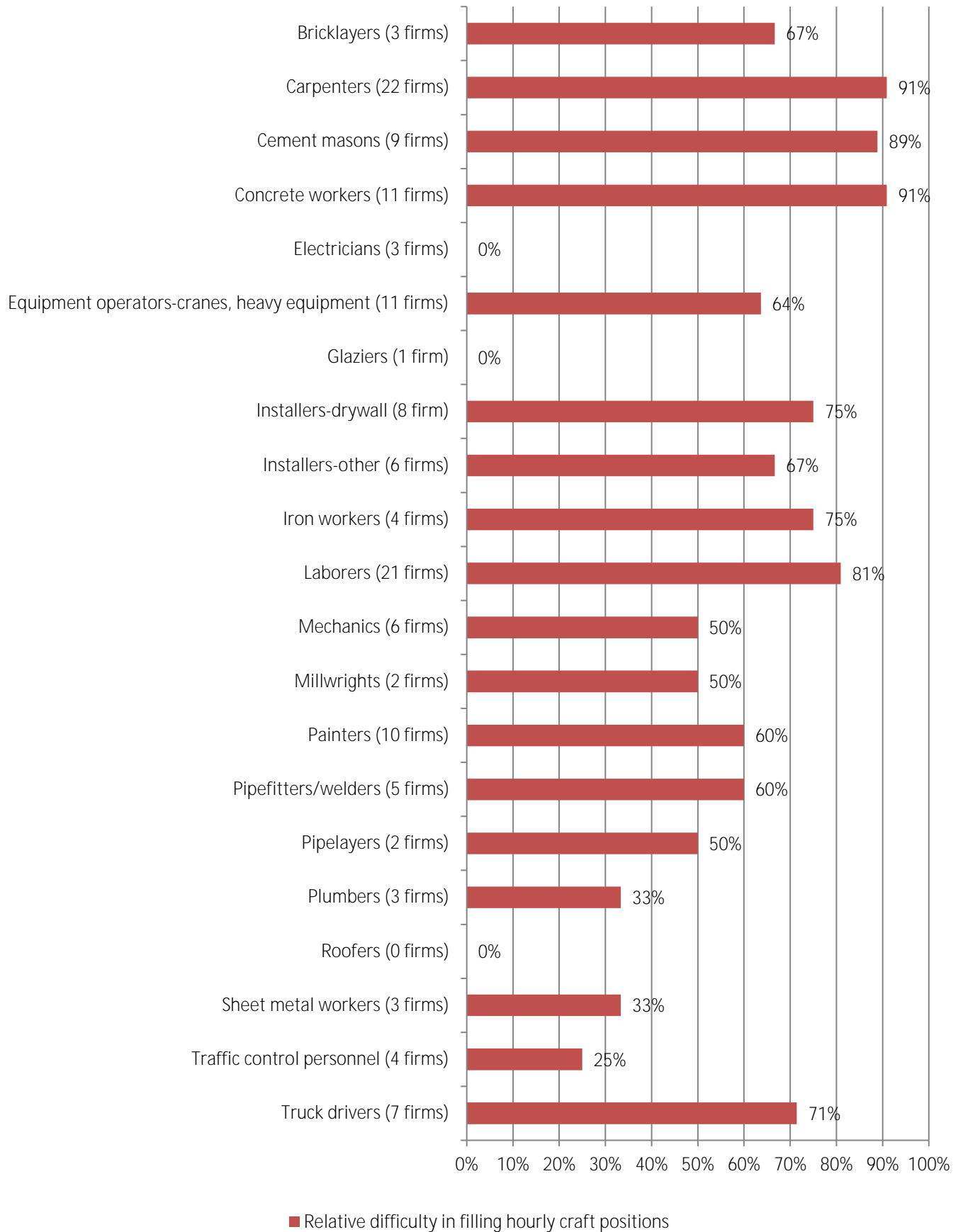


3. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 38 Salaried; 35 Craft



4. If your firm is having trouble filling salaried positions, please indicate all the position types you are having trouble filling (Mark all that apply): 34

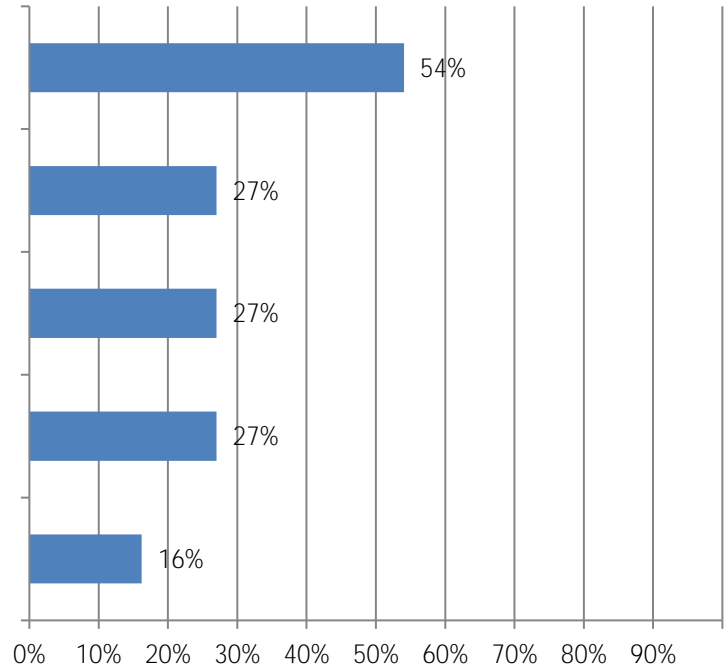
5. If your firm is having trouble filling hourly craft positions, please indicate all the position types you are having trouble filling (Mark all that apply). Responses: 34



6. If you are having a hard time filling available positions, what are the reason(s)? (Mark all that apply)
Responses: 38

7. Has your firm added or increased use of the following to provide worker

12. What impact, if any, are you experiencing with respect to upcoming or expected projects? (Mark all that apply) Responses: 37



13. How do expect your firm's headcount to change in the next 12 months? (Mark all that apply). Responses: 38

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

Responses: 36

