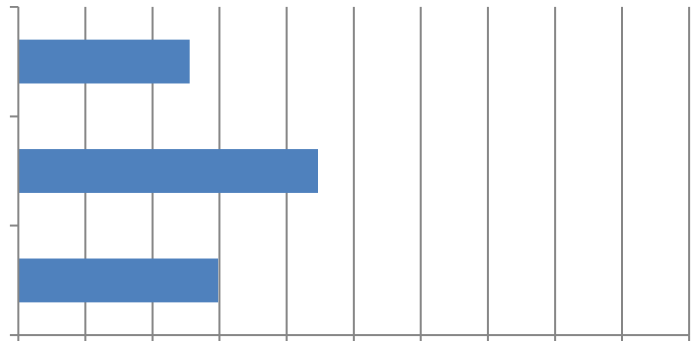


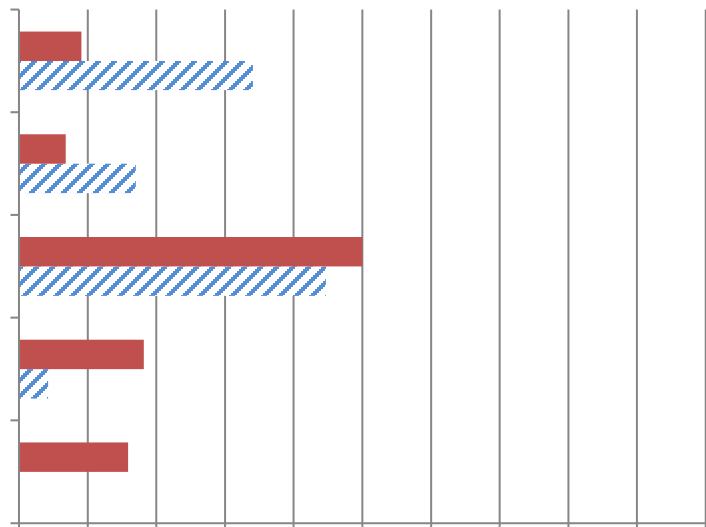


2022 Workforce Survey Results

1. By what percentage has your firm's headcount changed in the past 12 months? Responses: 47



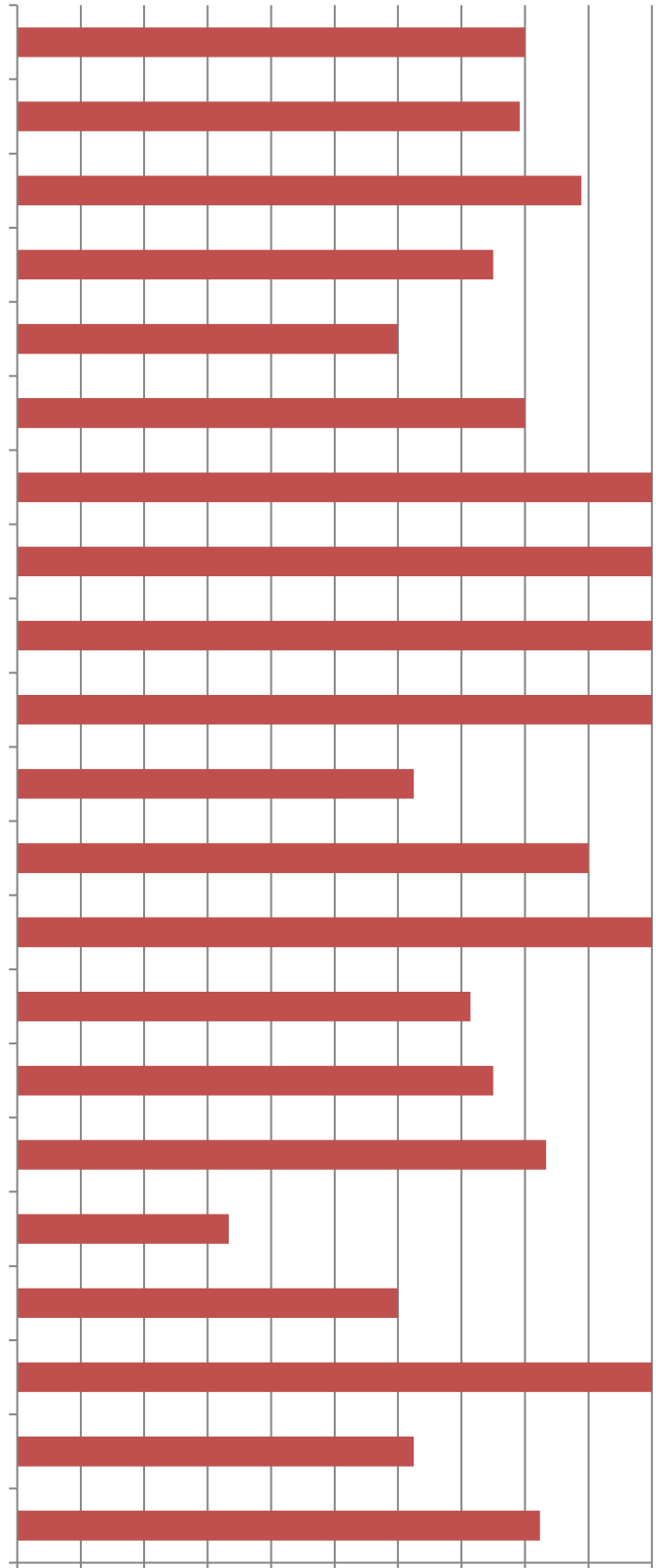
2. How many unfilled hourly craft or salaried positions did you have on June 30, 2022? Responses: 47 Salaried; 47 Craft



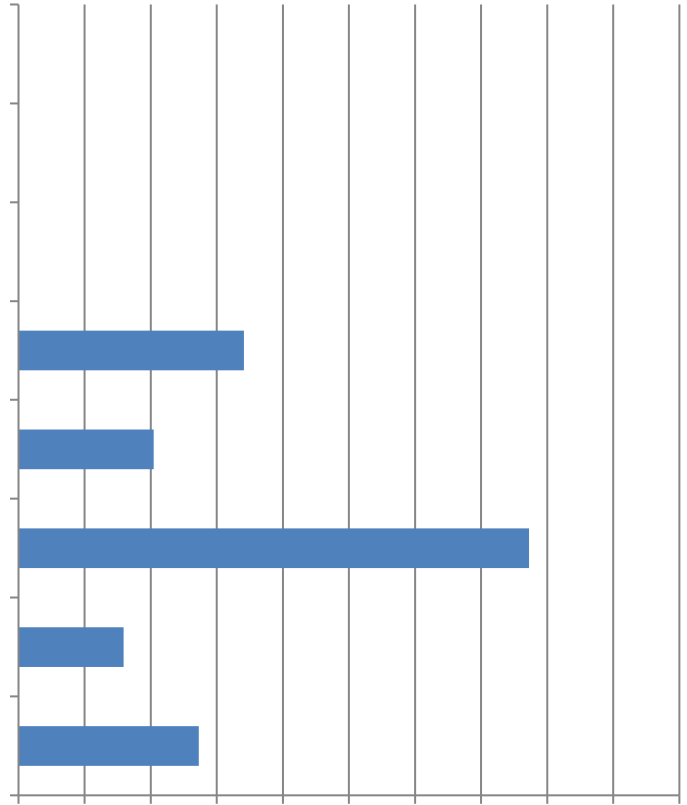
3. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 47
Salaried; 47 Craft

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): 44

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: 43

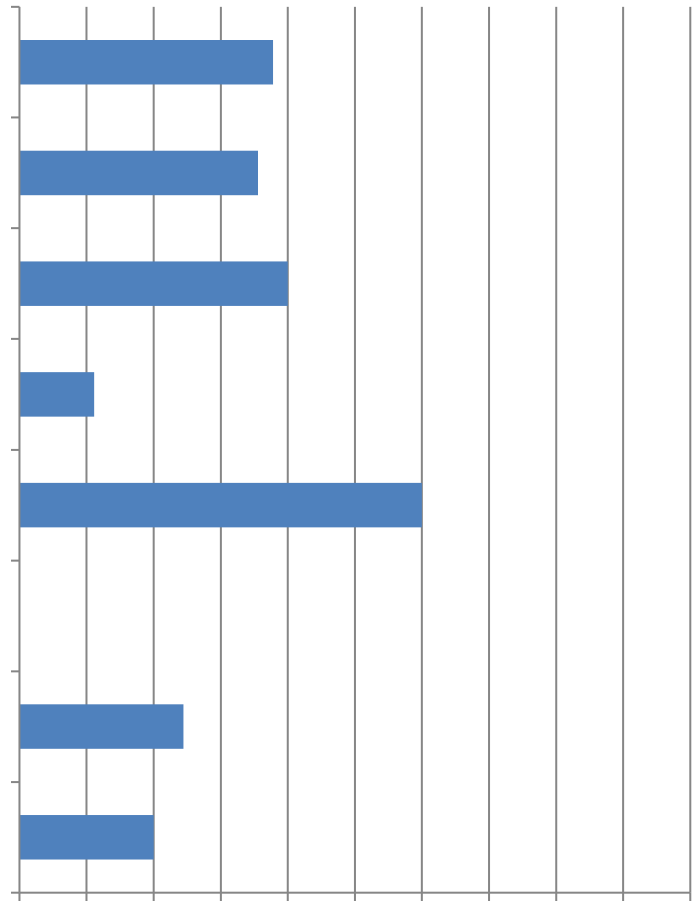


6. If you are having a hard time filling available positions, what are the reason(s)? (Mark all that apply)
Responses: 47



7. Has your firm added or increased use of the following to provide workers in the past 12 months? (Mark all that apply) Responses: 47

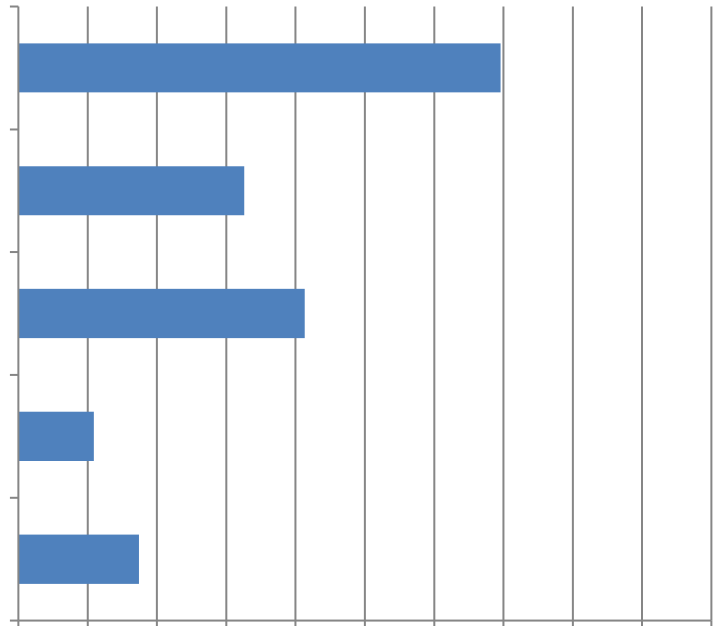
8. Has your firm made changes in hiring, training or scheduling in the past 12 months? (Mark all that apply) Responses: 45



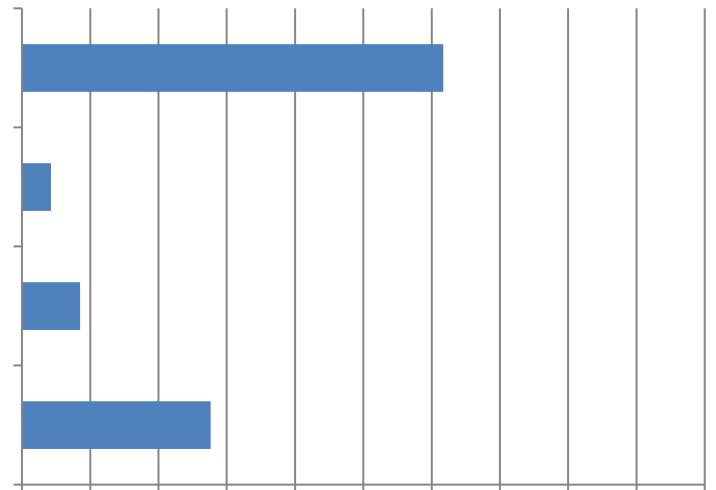
9. Has your firm adjusted pay and/or benefits for hourly craft or salaried personnel in the past 12 months? (Mark all that apply) Responses: 47

10. What impacts on project completion times, if any, is your firm experiencing? (Mark all that apply) Responses:

12. What impact, if any, are you experiencing with respect to upcoming or expected projects? (Mark all that apply) Responses: 46



13. How do you expect your firm's headcount to change in the next 12 months? (Mark all that apply). Responses: 47



14. How many total employees did your firm employ at all of its locations as of June 30, 2022

When you self-perform construction work, do you operate as a union contractor or an open-shop contractor?
Responses: 45