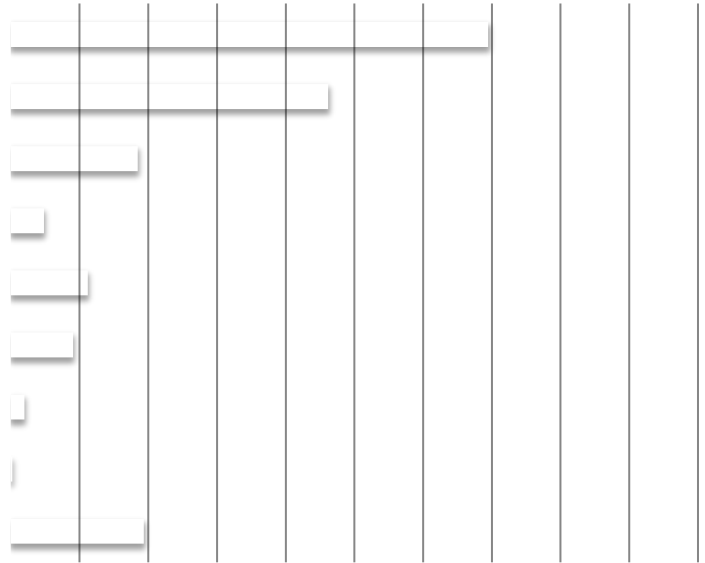


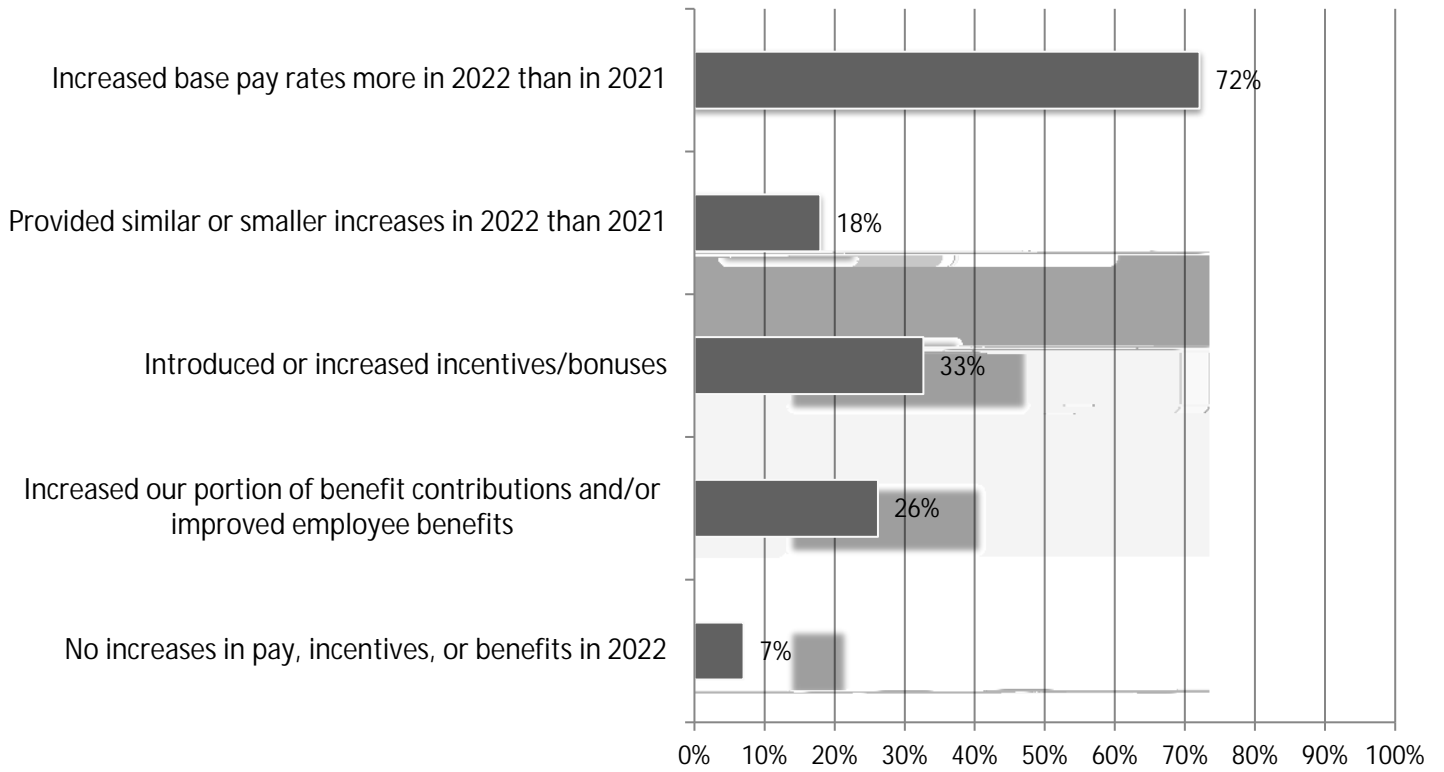
2. What percent change do you expect in your headcount in 2023? Responses: 1,018



3. How would you describe your current situation in filling salaried and hourly craft positions?
Responses: 1,012

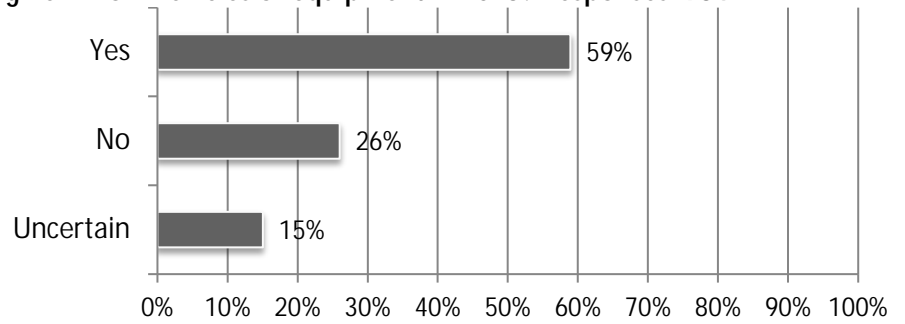
4. Do you expect any changes in the availability of hourly craft or salaried personnel over the coming 12 months? Responses: 1,003

5. What changes did your firm make in pay or benefits in 2022? (mark all that apply) Responses: 985

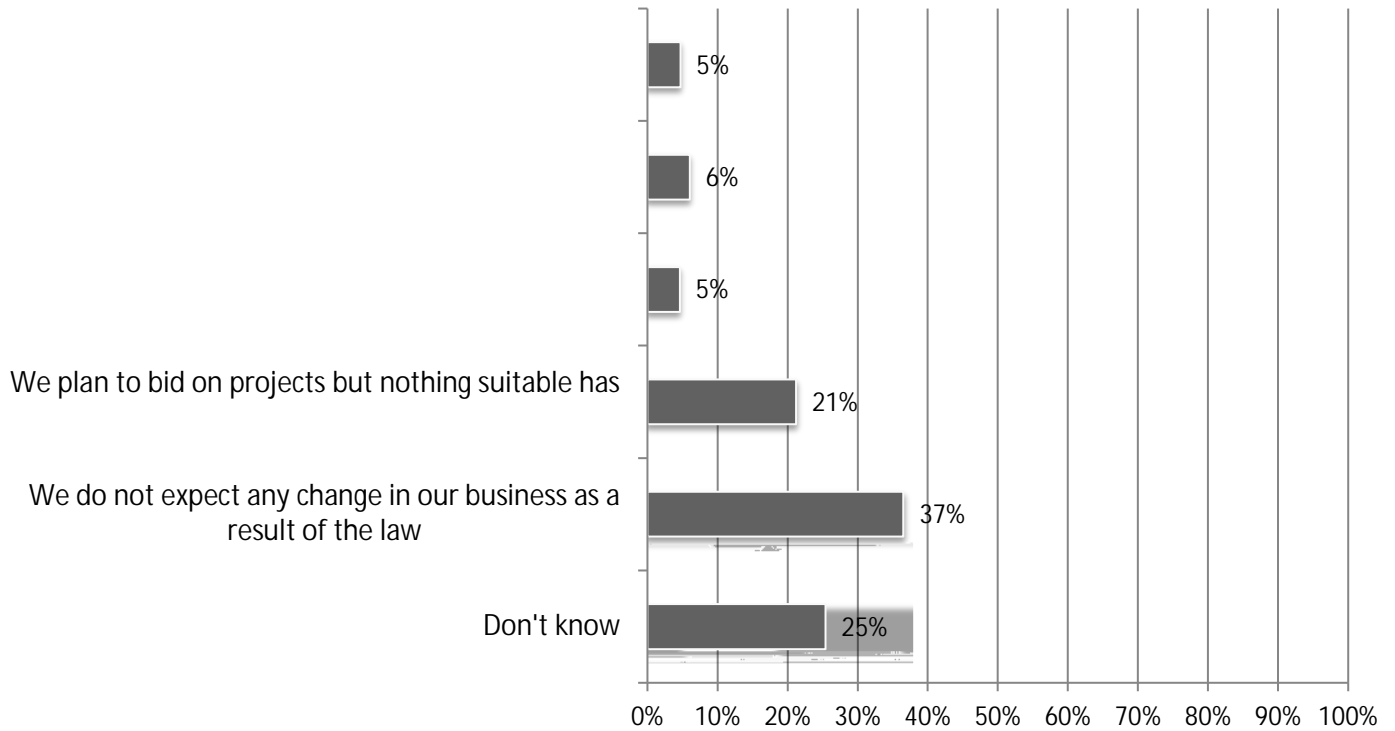


6. How has your firm responded to supply-chain issues in 2022, if any? (mark all that apply) Responses: 971

7. Do you anticipate purchasing/leasing new work vehicles or equipment in 2023? Responses: 984



8. What difference, if any, has the Infrastructure Investment and Jobs Act of 2021 (the "Bipartisan Infrastructure Law") made to your business? Responses: 972



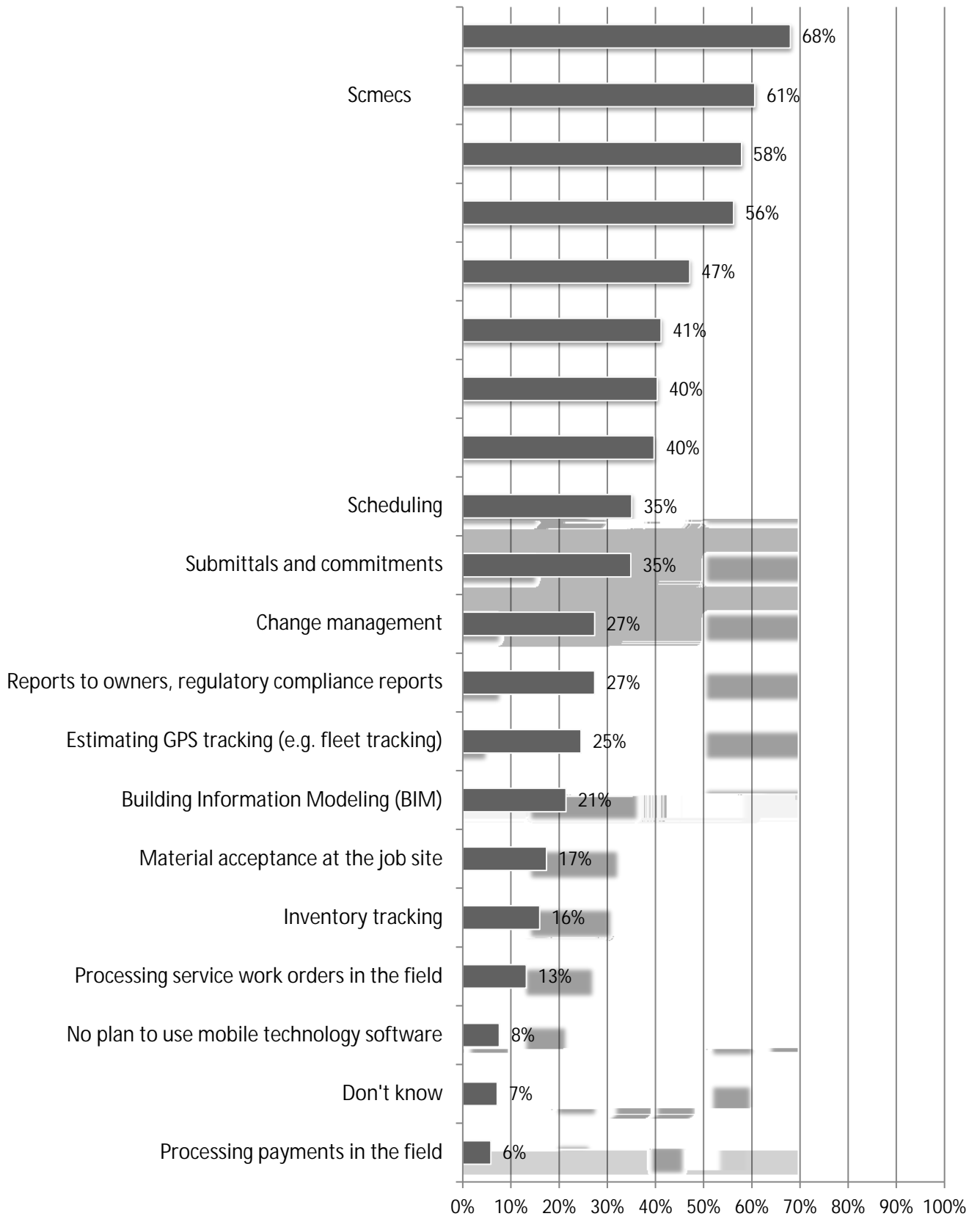
9. Did an owner postpone or cancel any projects that were scheduled to start in 2022 or 2023? (mark all that apply) Responses: 964

10. If projects were postponed or canceled, what was the main reason? Responses: 787



11. What are your biggest concerns for 2023? (mark all that apply) Responses: 956

14. How does your company plan to use mobile software technology? (mark all that apply) Responses: 909



15. Does your firm currently have a formal IT plan to support your business objectives? Responses: 929

16. What are your biggest IT challenges (mark all that apply)? Responses: 913

20. Estimate the total dollar amount of work your firm performed in 2022. Responses: 913

21. How many total employees does your firm employ at all of its locations? Responses: 915