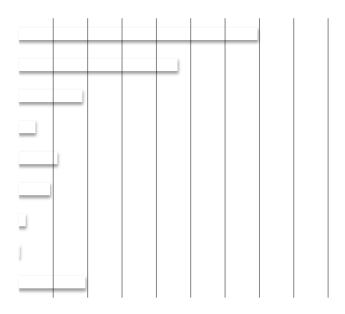
Market

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					%
Hosiptal	Ø %	86	%	23%	8
ie inng	9 6	86	%	23%	20%
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Manfactoing	9 6	25%	%	%	2%
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antéhose	86	28%	86	0%	%
(D)er	28%	86	9 5	0 %	-
M tia m i J esiehtial	55	36	2 %	%	28%
Lo gi ng	28%	2 %	9 6	%	86
Prate Die	22%	3	55	2%	8

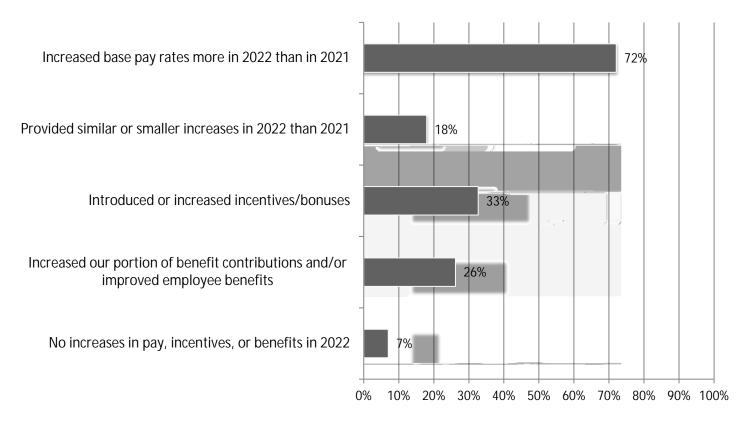
2. What percent change do you expect in your headcount in 2023? Responses: 1,018



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

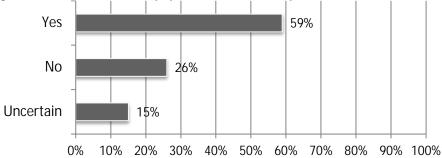
4. Do you expect any changes in the availability of hourly craft or salaried personnel over the coming 12 months? Responses: 1,003

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

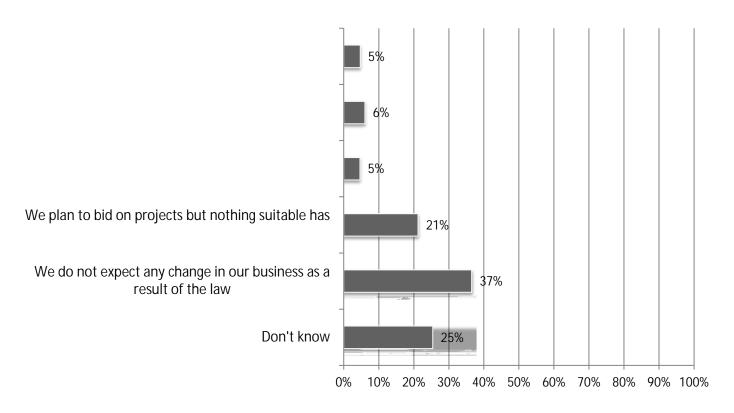


6. How has your firm responded to supply-chain issues in 2022, if any? (mark all that apply) Responses: 971

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

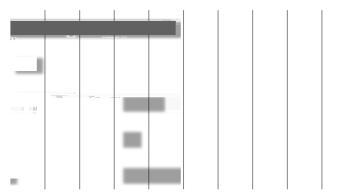


8. What difference, if any, has the Infrastructure Investment and Jobs Act of 2021 (the "Bipartisan Infrastructure Law") made to your business? Responses: 972



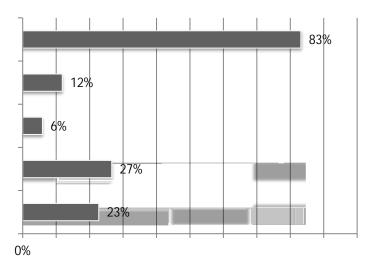
9. Did an owner postpone or cancel any projects that were scheduled to start in 2022 or 2023? (mark all that apply) Responses: 964

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

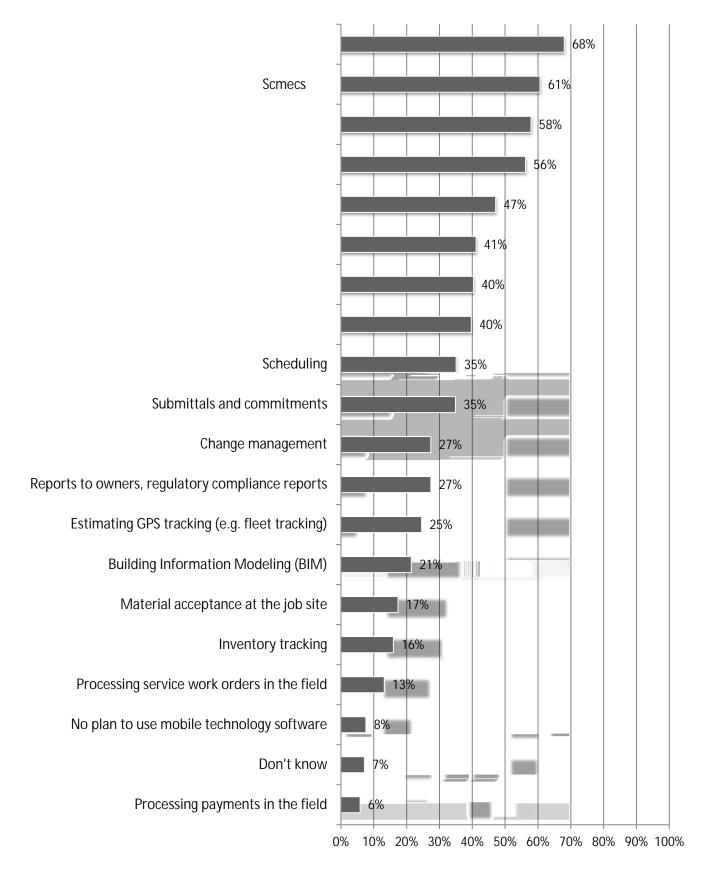
12. What challenges, if any, do you see regarding the safety and health of your firm's workers? (mark all that apply) Responses: 861



13. Compared to 2022, will your firm's 2023 investment in the following technologies change? (mark all that apply) Responses: 925

Increase	Decrease	No change

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