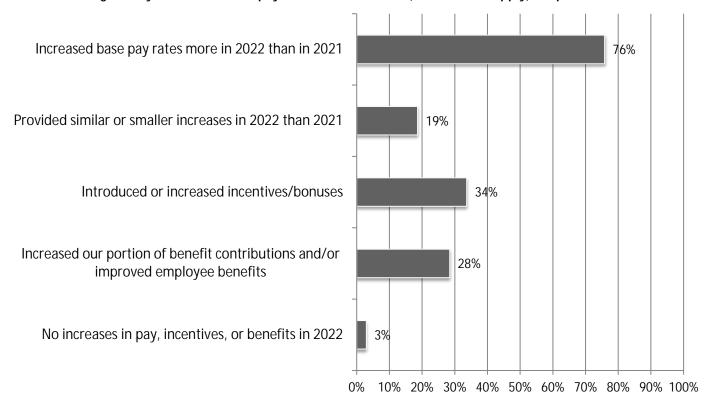
2023 Construction Outlook

\$50.1 million to \$500 million Survey Results

Total Responses: 308. Responses varied for some questions. Percentages are based on responses to each question and may not sum to 100 due to rounding.

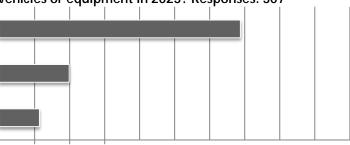
2. What percent change do you expect in your headcount in 2023? Responses: 307							
3. How would you describe your current situation in filling salaried and hourly craft positions? Responses: 308							

5. What changes did your firm make in pay or benefits in 2022? (mark all that apply) Responses: 306



6. How has your firm responded to supply-chain issues in 2022, if any? (mark all that apply) Responses: 303

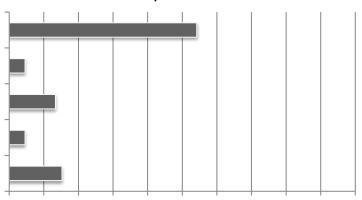
7. Do you anticipate purchasing/leasing new work vehicles or equipment in 2023? Responses: 307



8. What difference, if any, has the Infrastructure Investment and Jobs Act of 2021 (the "Bipartisan Infrastructure Law") made to your business? Responses: 305

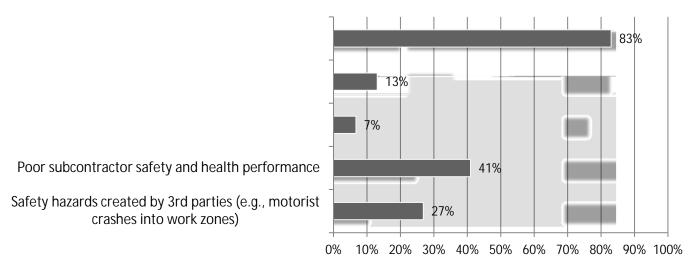
9. Did an owner postpone or cancel any projects that were scheduled to start in 2022 or 2023? (mark all that apply) Responses: 304

10. If projects were postponed or canceled, what was the main reason? Responses: 262



11. What are your biggest concerns for 2023? (mark all that apply) Responses: 307

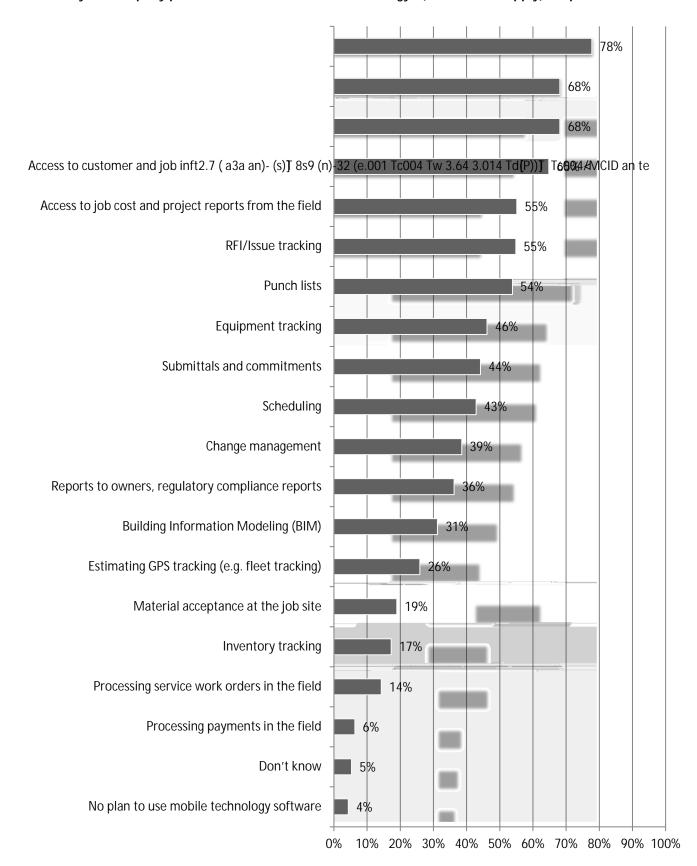
12. What challenges, if any, do you see regarding the safety and health of your firm's workers? (mark all that apply) Responses: 283



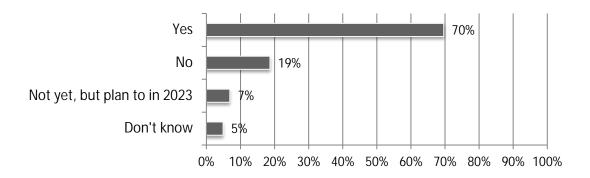
13. Compared to 2022, will your firm's 2023 investment in the following technologies change? (mark all that apply) Responses: 303

Increase	Decrease	No change

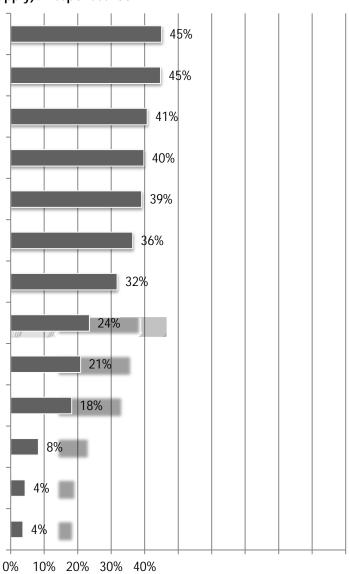
14. How does your company plan to use mobile software technology? (mark all that apply) Responses: 301



15. Does your firm currently have a formal IT plan to support your business objectives? Responses: 306



16. What are your biggest IT challenges (mark all that apply)? Responses: 302



17.	7. Does your firm use cloud-hosted technology in any of the following ways (mark all that apply)? Responses: 298										
18.											