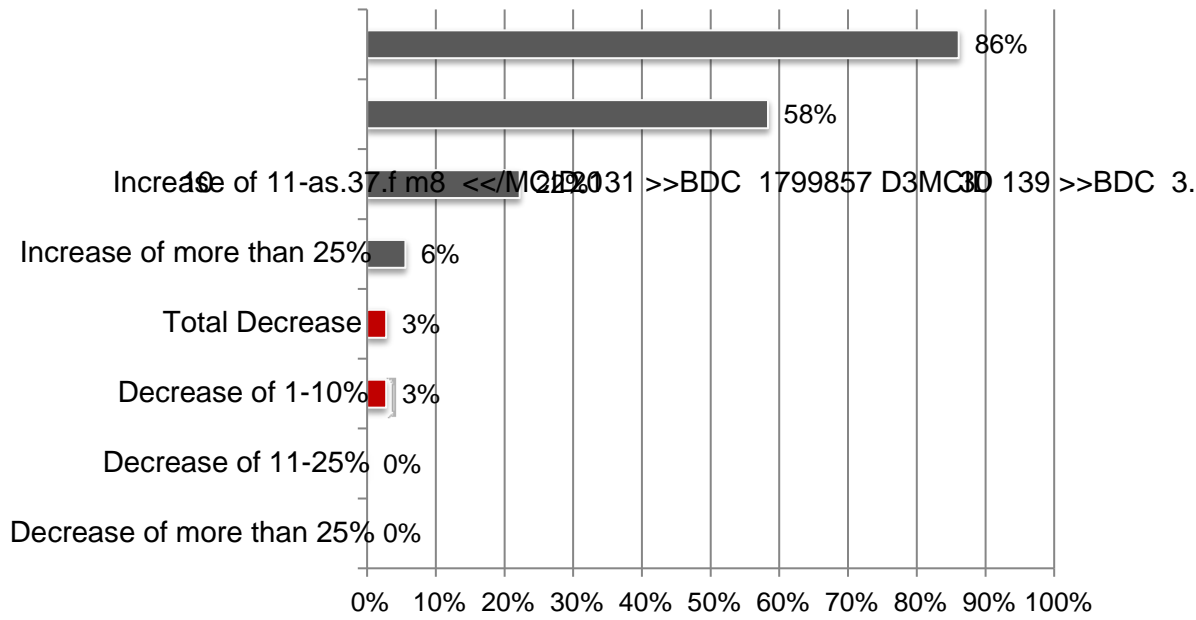


2. What percentage change do you expect in your headcount in 2024? Responses: 36



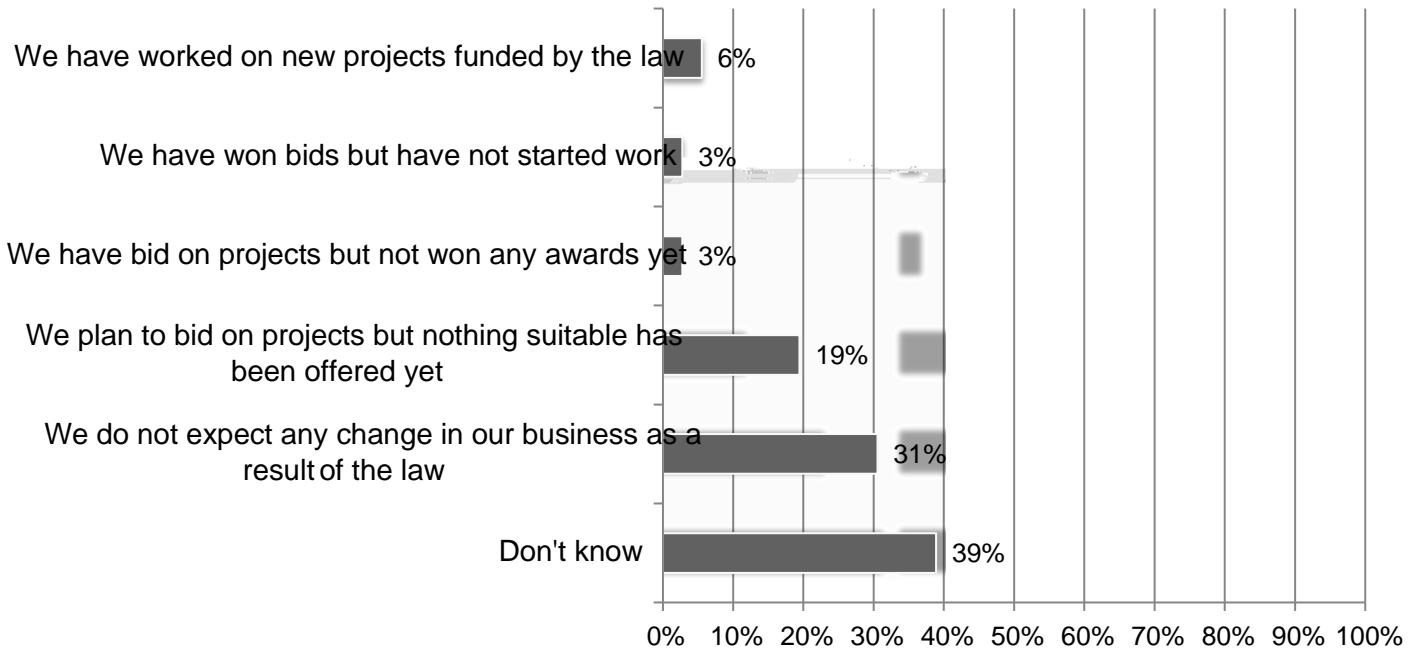
3. How would you describe your current situation in filling salaried and hourly craft positions? Responses: 35

4. Do you expect any changes in the availability of hourly craft or salaried personnel over the coming 12 months? Responses: 36

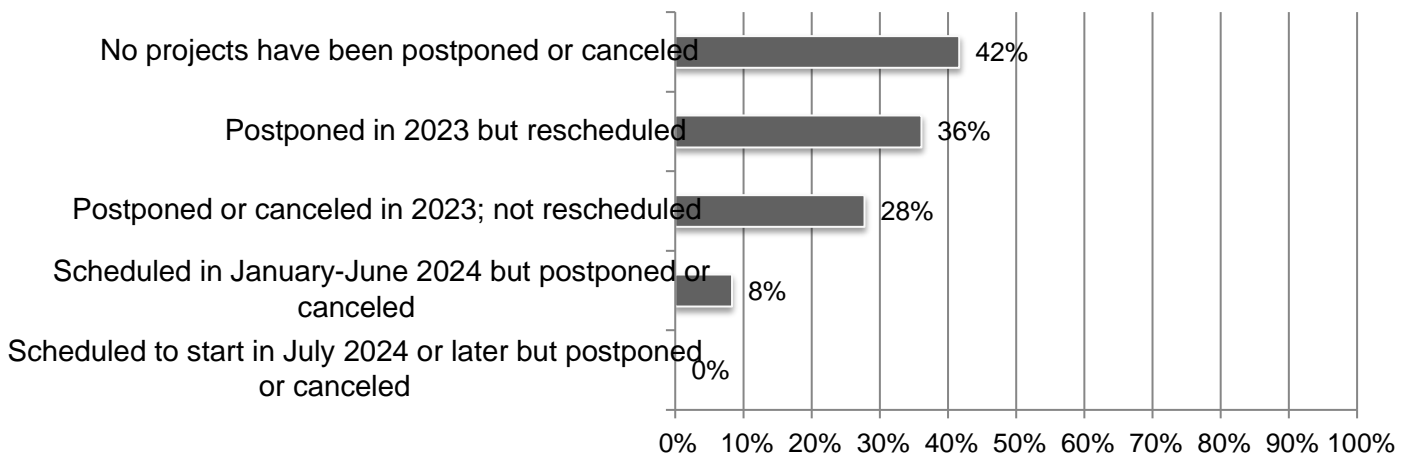
5. What changes did your firm make in pay or benefits in 2023? (mark all that apply) Responses 36

6.

7. What difference, if any, has the Infrastructure Investment and Jobs Act (also known as the Bipartisan Infrastructure Law) made to your business? Responses: 36

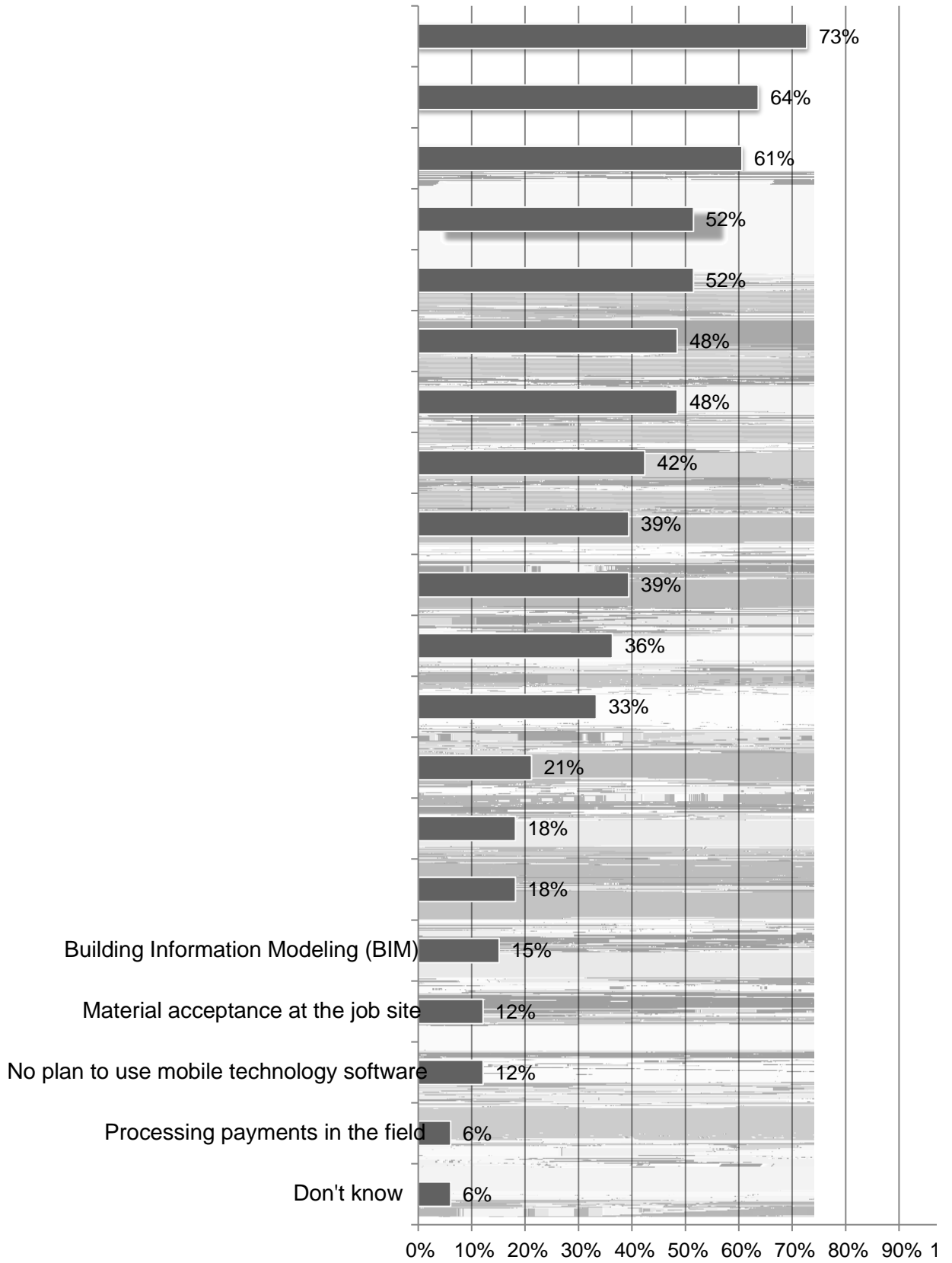


8. Did an owner postpone or cancel any projects that were scheduled to start in 2022-2024? (mark all that apply) Responses: 36

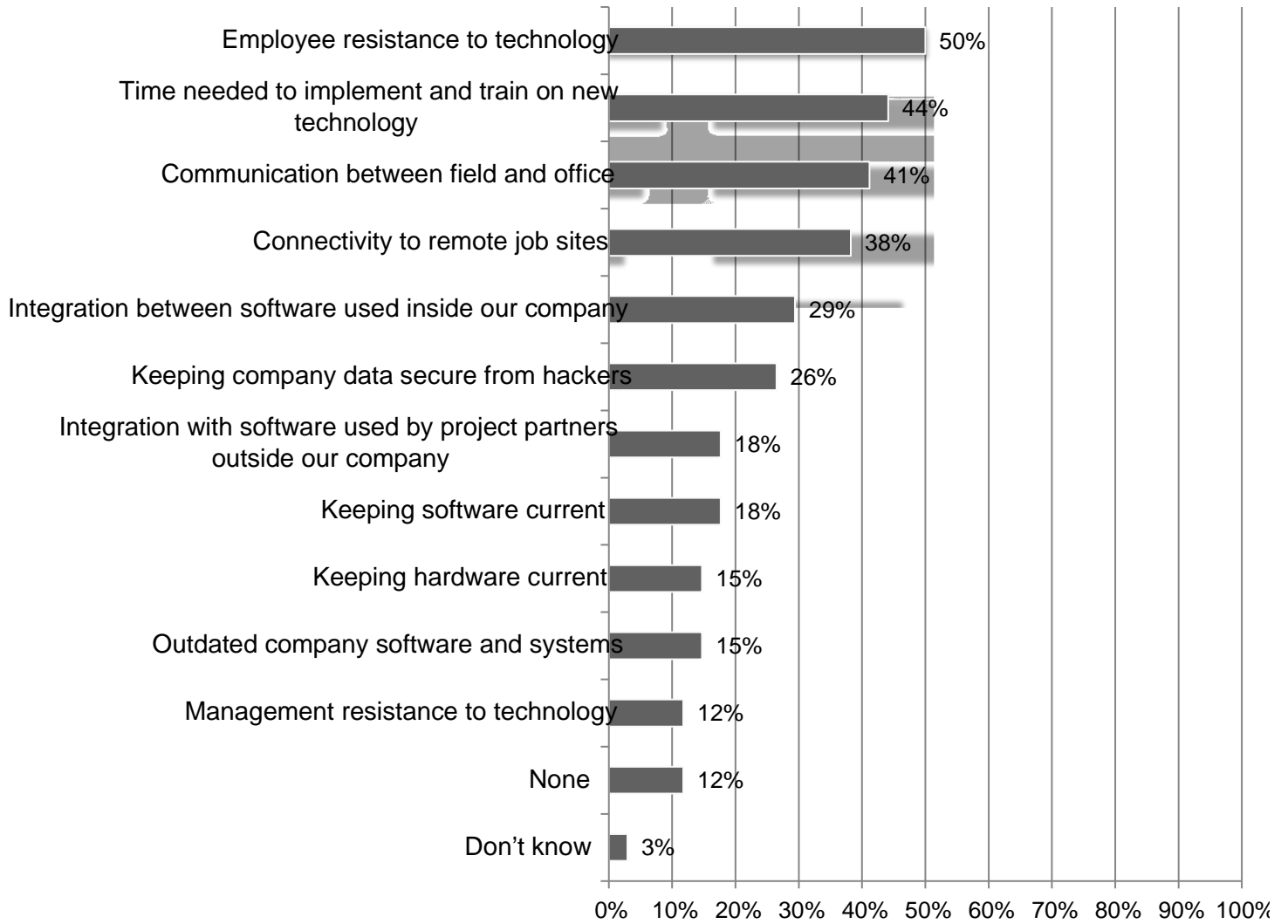


9. If projects were postponed or canceled, what was the main reason? Responses: 26

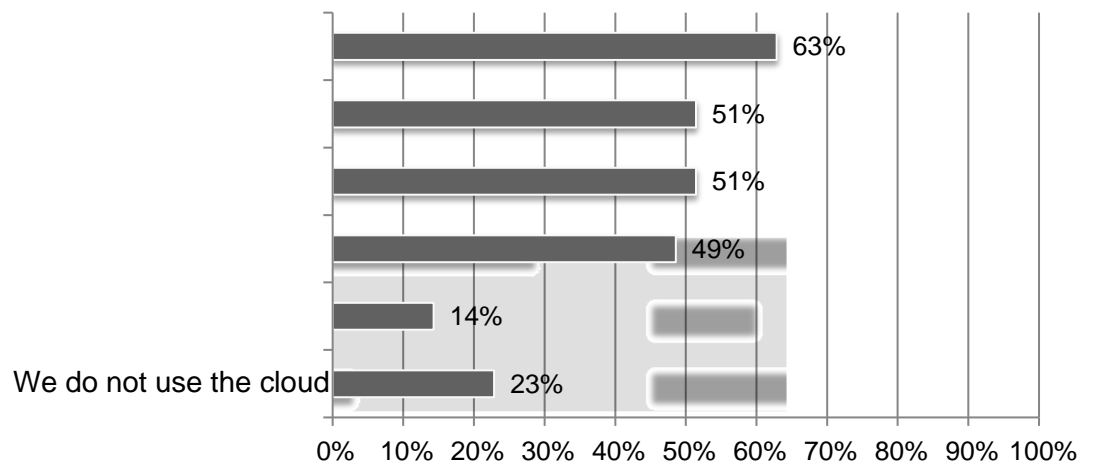
14. How does your company plan to use mobile software technology? (mark all that apply) 33 responses



15. What are your biggest IT challenges (mark all that apply)? Responses 34



16. Does your firm use cloud-hosted technology in any of the following ways (mark all that apply)? Responses 35



17. What best describes your firm Responses35

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18. When you self perform construction work, do you operate as a union contractor or an open shop contractor? Responses36

19. Estimate the total dollar amount of work your firm performed in 2022 Responses36

20. How many total employees does your firm employ at all of its locations? Responses35: