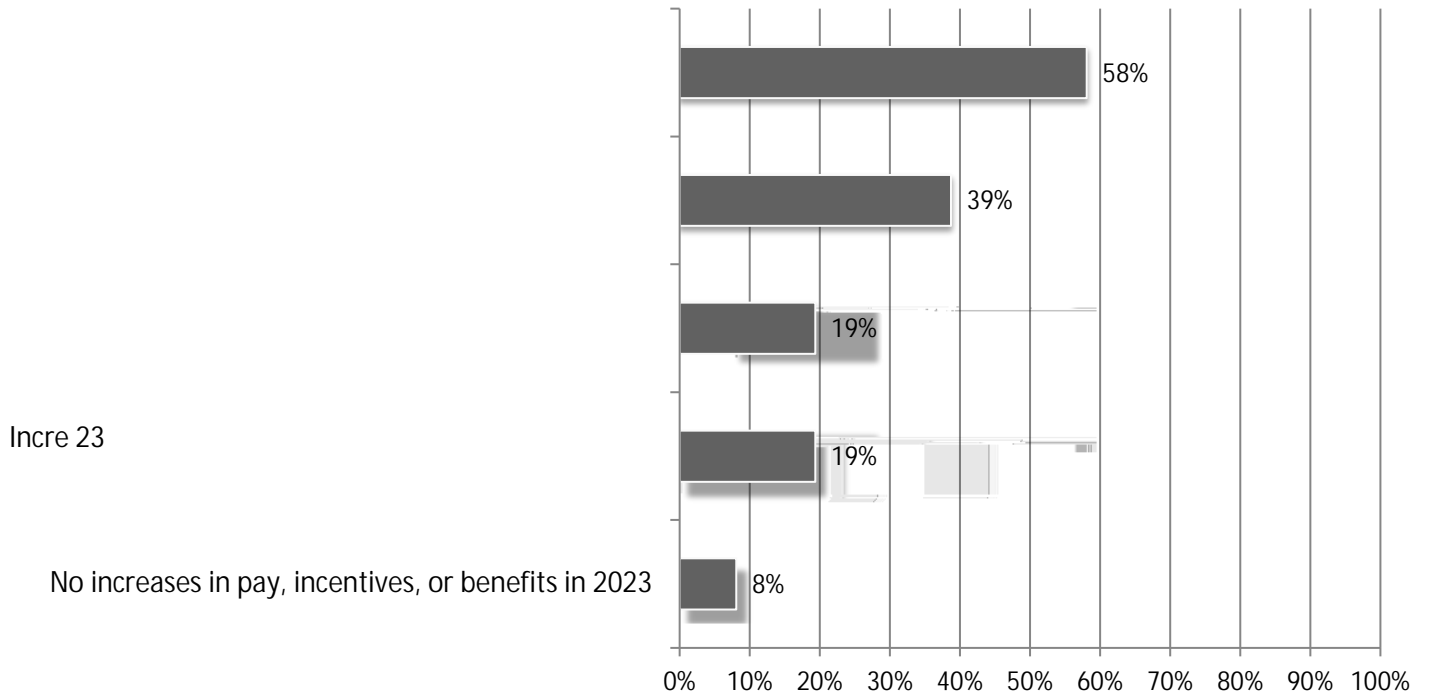


2. What percentage change do you expect in your headcount in 2024? Responses: 62

3. How would you describe your current situation in filling salaried and hourly craft positions?
Responses: 62

4. Do you expect any changes in the availability of hourly craft or salaried personnel over the coming 12

5. What changes did your firm make in pay or benefits in 2023? (mark all that apply) Responses: 62



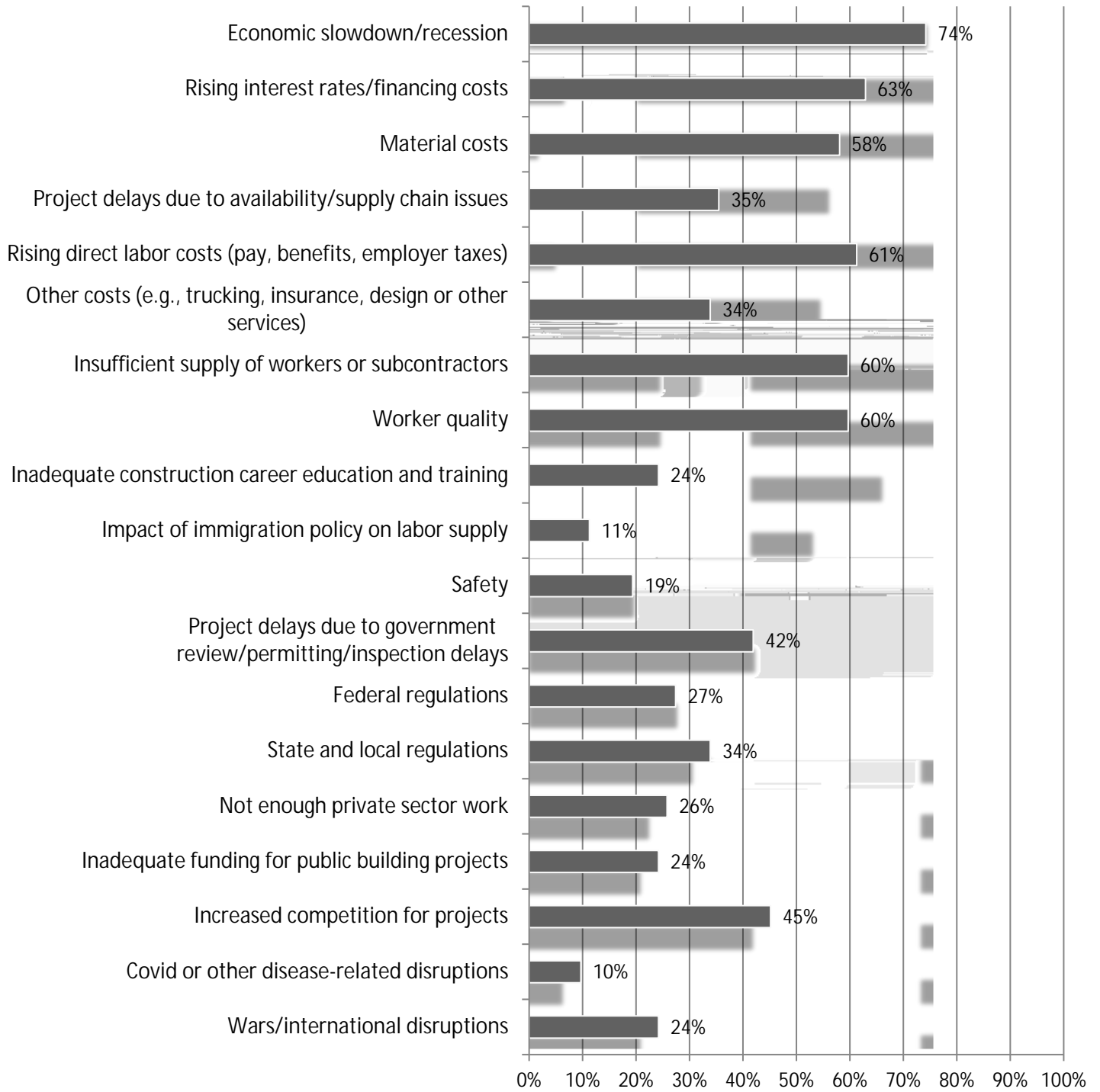
6. How has your firm responded to supply-chain issues, if any? (mark all that apply) Responses: 61

7. What difference, if any, has the Infrastructure Investment and Jobs Act (also known as the Bipartisan Infrastructure Law), made to your business? Responses: 62

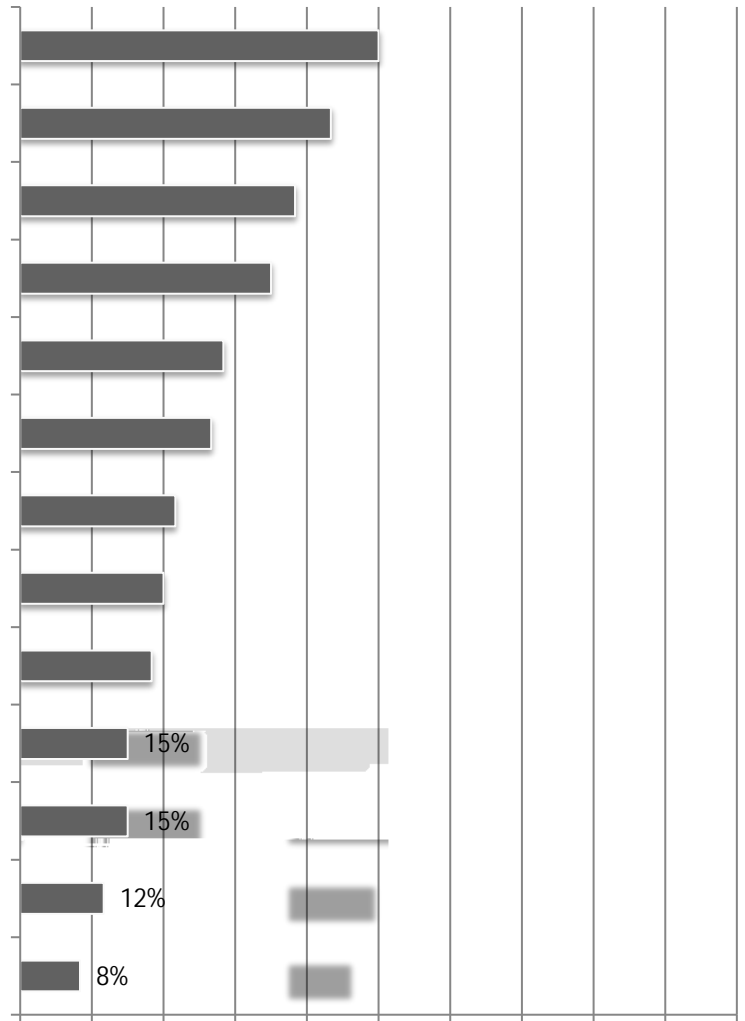
8. Did an owner postpone or cancel any projects that were scheduled to start in 2023 or 2024? (mark all that apply) Responses: 62

9.

10. What are your biggest concerns for 2024? (mark all that apply) Responses: 62

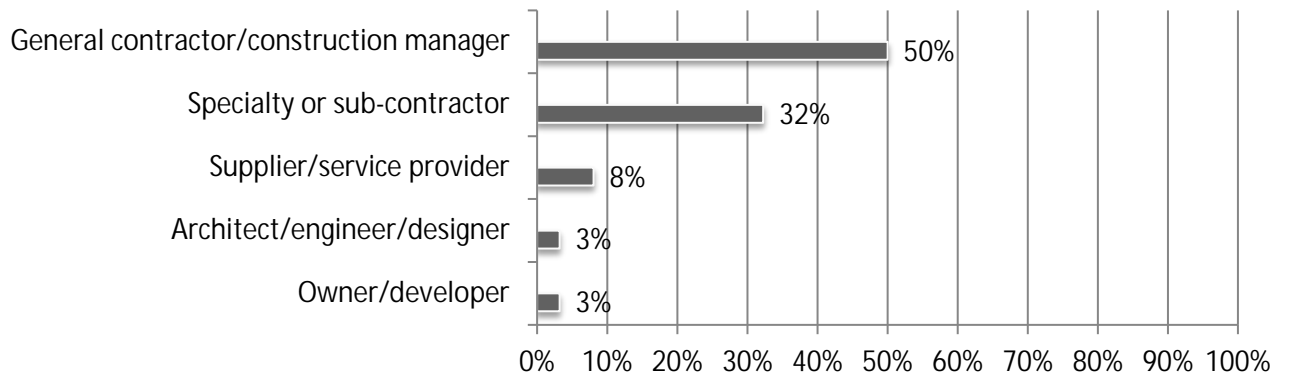


15. What are your biggest IT challenges (mark all that apply)? Responses: 60

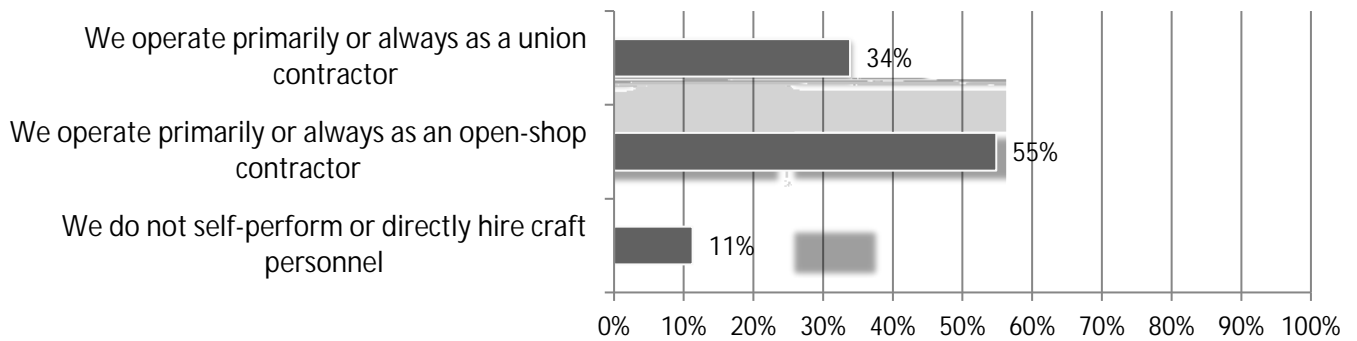


16. Does your firm use cloud-hosted technology in any of the following ways (mark all that apply)? Responses: 60

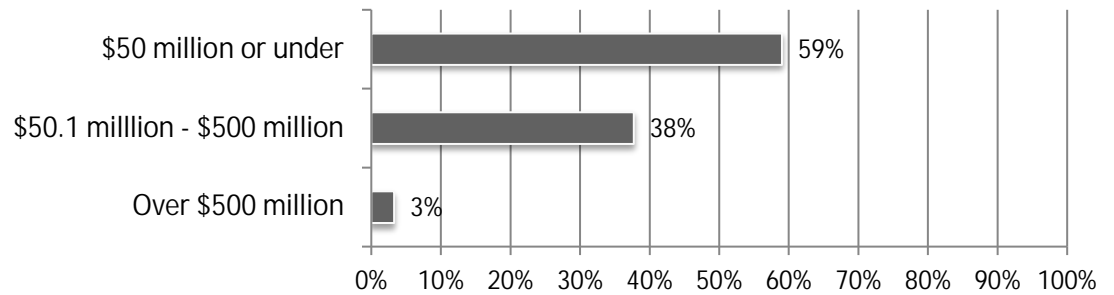
17. What best describes your firm? Responses: 62



18. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor? Responses: 62



19. Estimate the total dollar amount of work your firm performed in 2023. Responses: 61



20. How many total employees does your firm employ at all of its locations? Responses: 61

