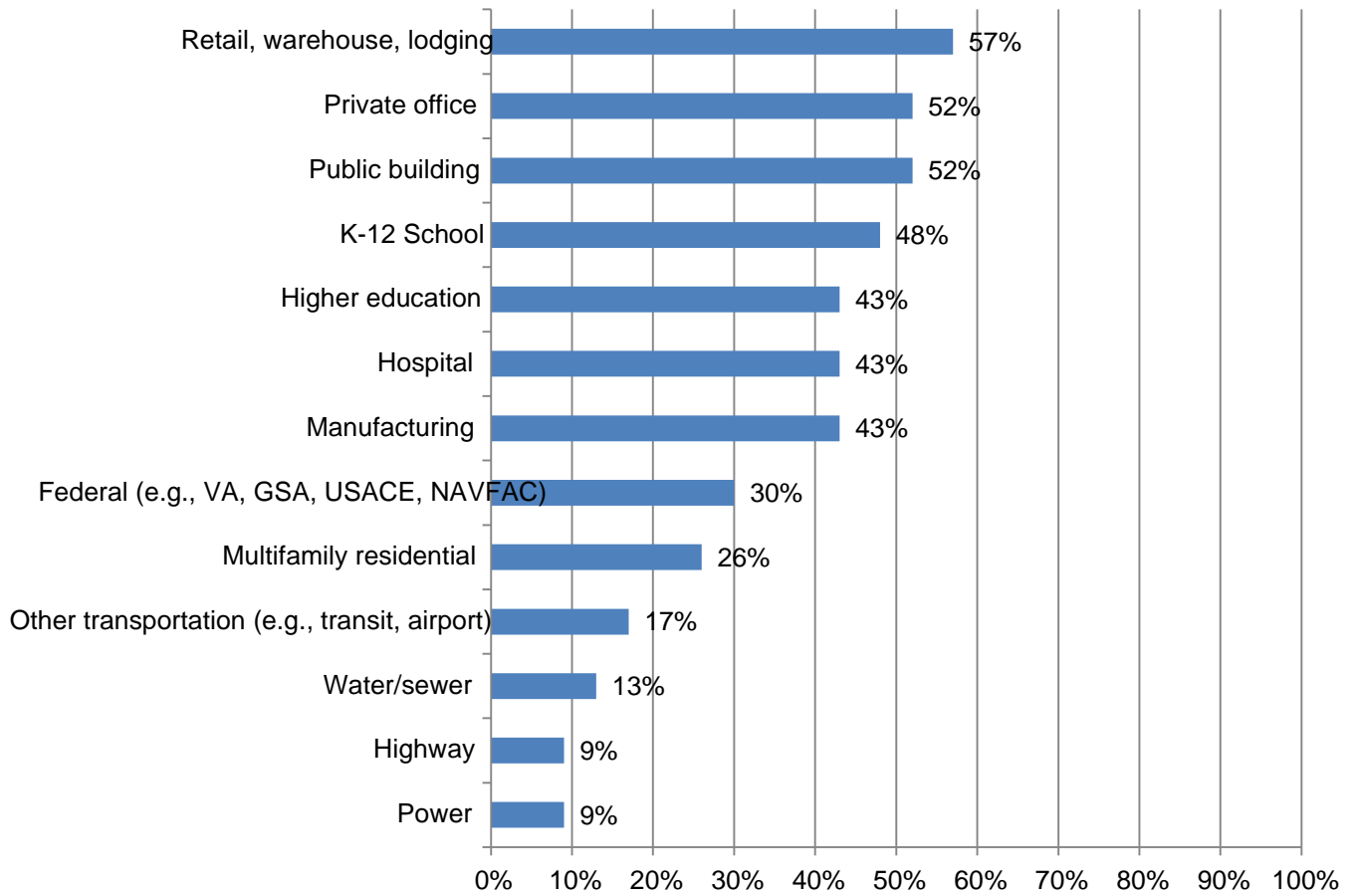


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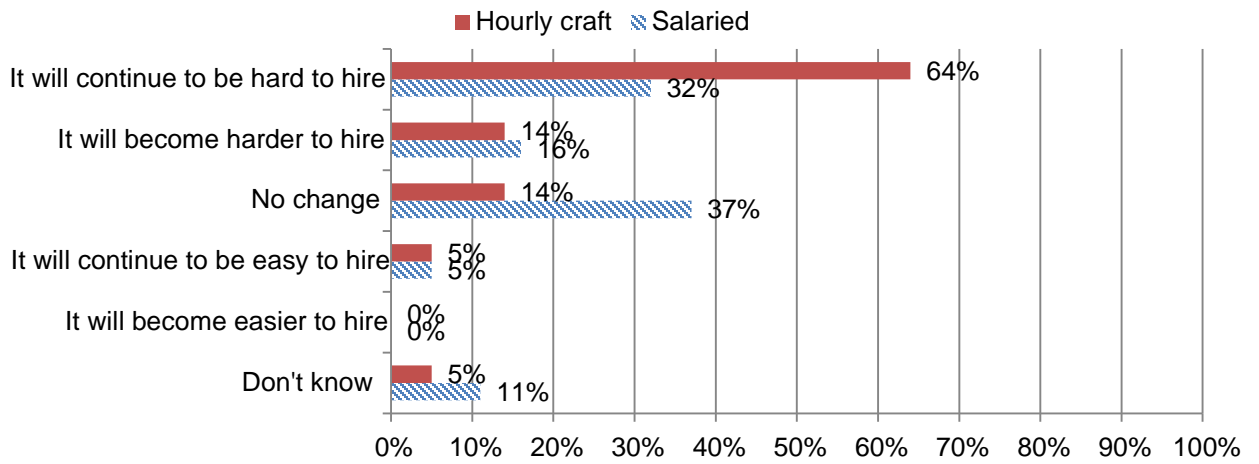




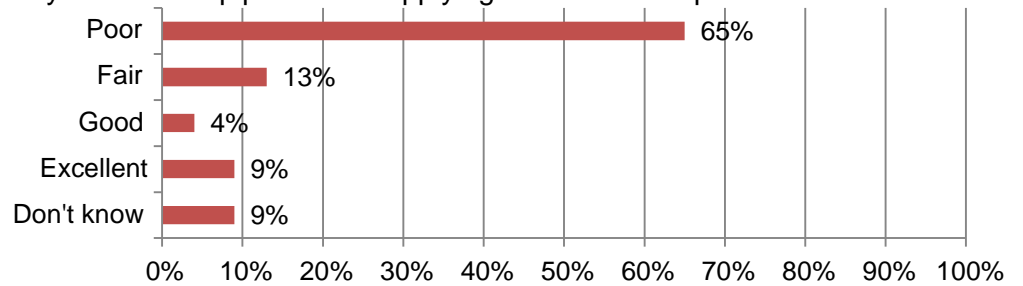
3. In the next 12 months, do you expect your firm will hire additional or replacement:

4. How would you describe your

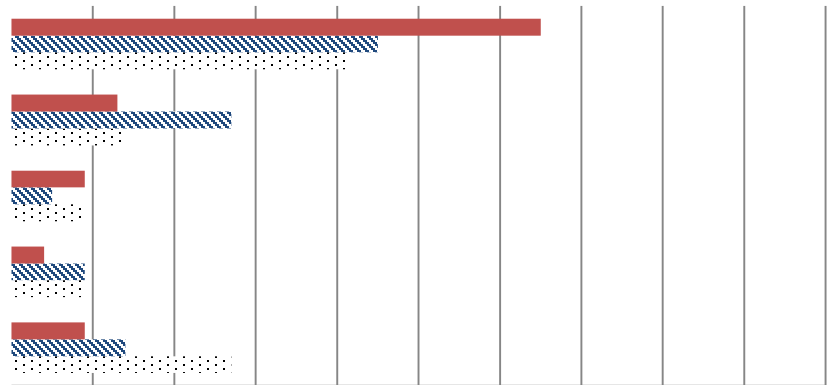
7. Do you expect any changes in the availability of hourly craft or salaried personnel in the coming 12 months?



8. How would you rate the adequacy of the local pipeline for supplying well-trained craft personnel?

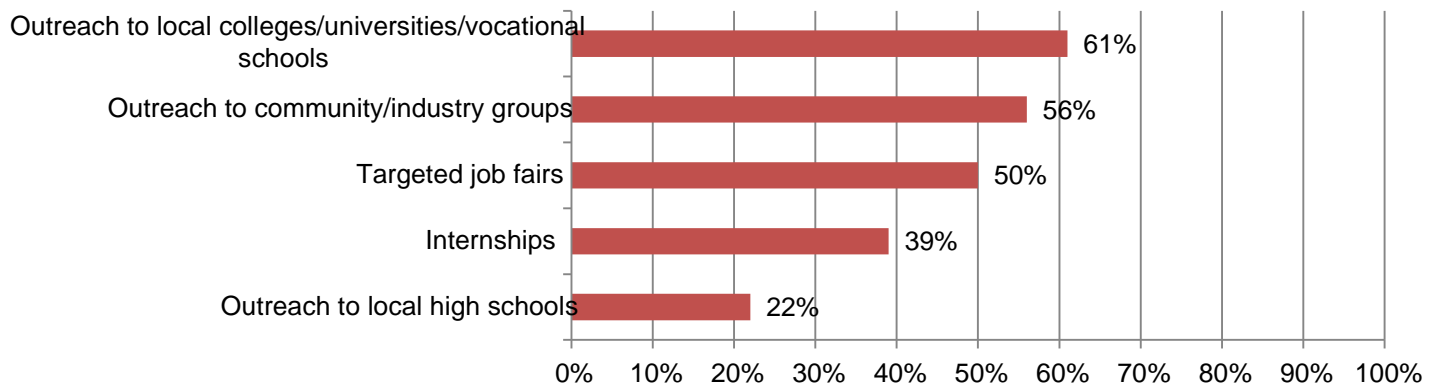


9. How would you rate the adequacy of the local pipeline for supplying craft personnel who are:

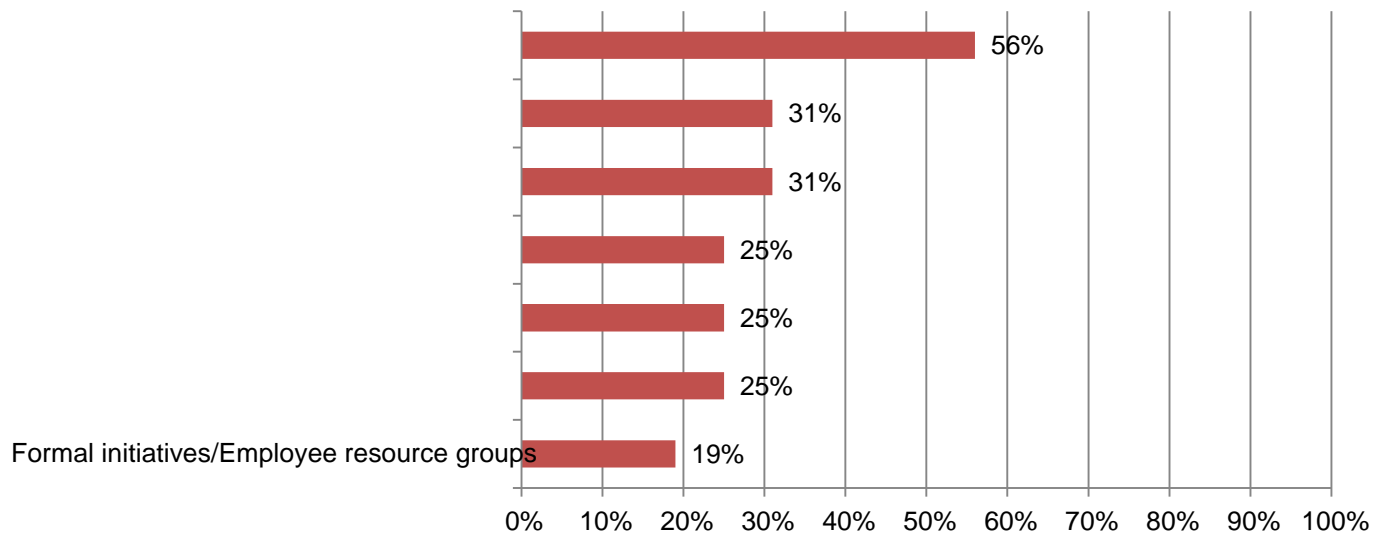


10. Which, if any, of these categories of workers does your firm make special efforts to recruit and/or retain (mark all that apply)?

11. What methods does your firm use to recruit these categories of workers (mark all that apply)?

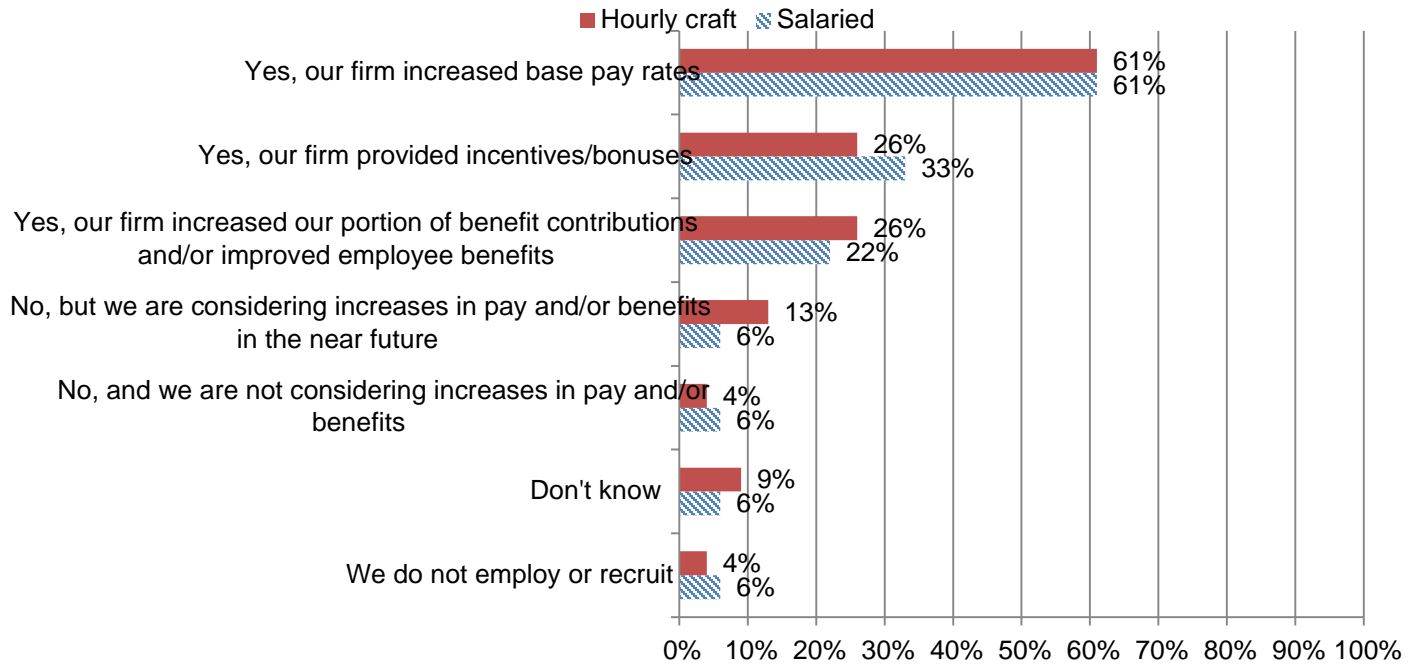


12. What methods does your firm use to retain these categories of workers (mark all that apply)?

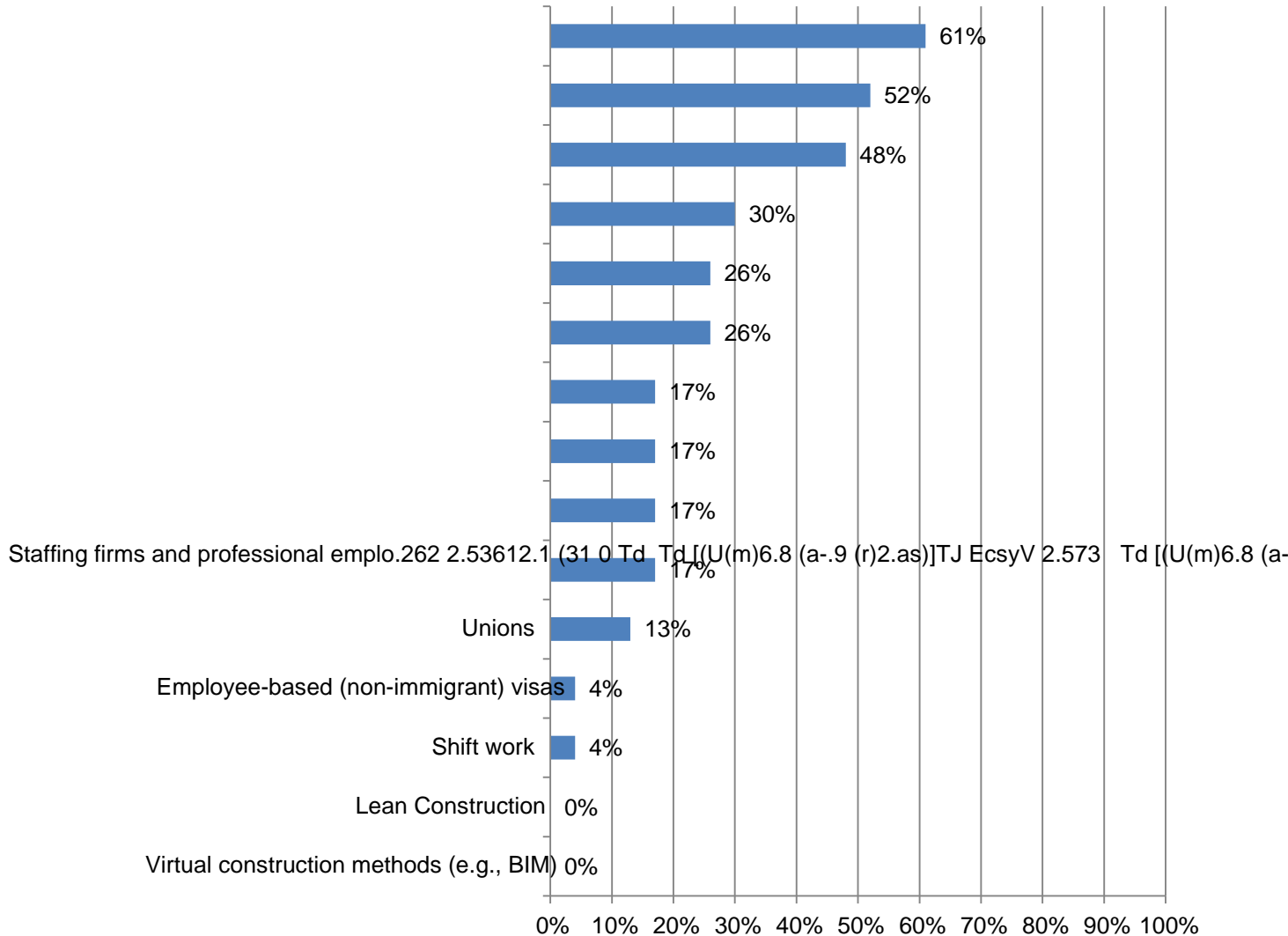


13. Is your firm losing hourly craft or salaried personnel to other employers (mark all that apply)?

14. Has your firm increased pay and/or benefits for hourly craft or salaried personnel in the last year because of difficulty in filling positions (mark all that apply)?



15. Have you increased your use of any of the following during the past year because of difficulty in filling positions (mark all that apply)?



16. If your firm is experiencing staffing challenges, how would you describe