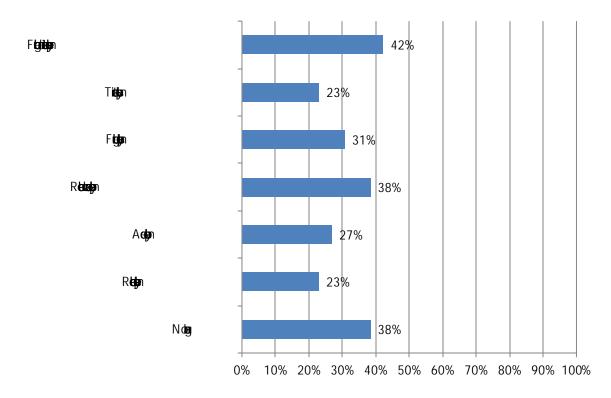


2020 Workforce Survey Results

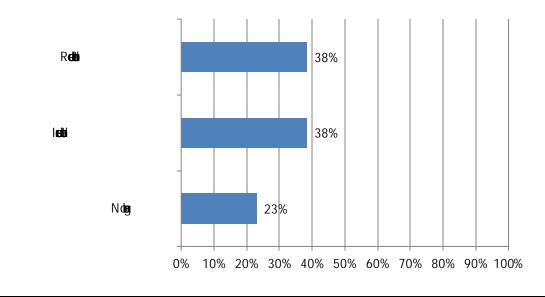
MichiganResults

Totalresponse 26, but number varies by question.

1. How has your firm's headcount changed as a result of the pandemic? (Mark all that apply) Responses: 26

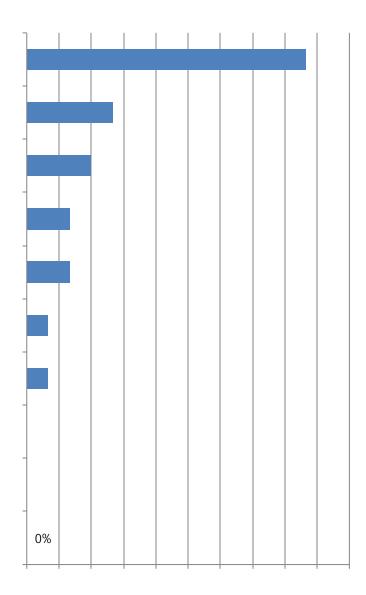


2. By what percentage has your firm's headcount changed in the past 12 months? Responses: 26

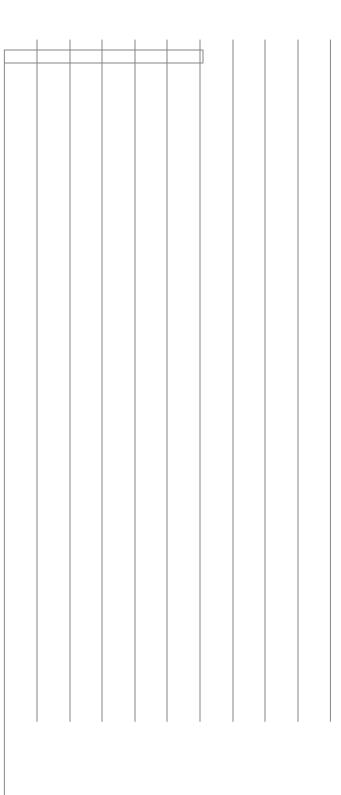


6. How many unfilled hourly craft or salaried

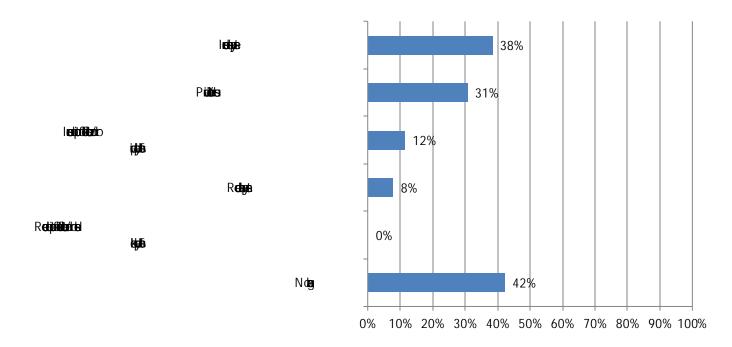
9. If your firm is having trouble filling <u>salaried</u> positions, please indicate all the position types you are having trouble filling (Mark all that apply): 15



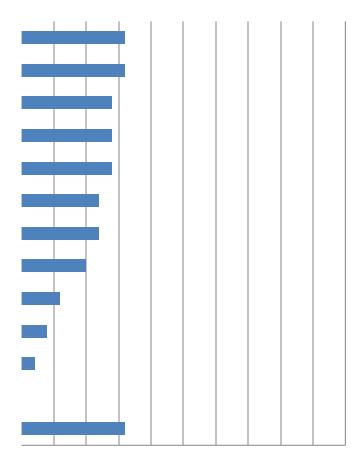
10. If your firm is having trouble filling <u>hourly craft</u> positions, please indicate all the position types you are having trouble filling (Mark all that apply). Responses: 23



11. Has your firm adjusted pay and/or benefits for <u>hourly craft</u> or <u>salaried</u> personnel in the last 6 months? (Mark all that apply) Responses: 26



12. What technologies (hardware or software) have you employed recently to help alleviate any labor shortages your firm has experienced? (Mark all that apply) Responses: 25

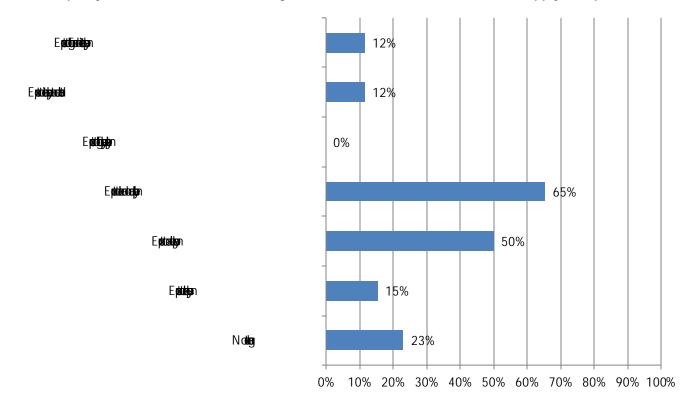


13. What impact, if any, has the pandemic had on your firm's projects? (Mark all that apply) Responses: 26

14. What impact, if any, has the pandemic had on your firm's safety and health program or performance? Responses:

15. If Congress takes further action to address the economic fallout from the coronavirus, which of these measures would be helpful to your business? (Mark all that apply) Responses: 26

17. How do expect your firm's headcount to change in the next 12 months? (Mark all that apply). Responses: 26



18. How many total employees did your firm employ at all of its locations as of June 30, 2020? Responses: 26

21. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor? Responses: 25

