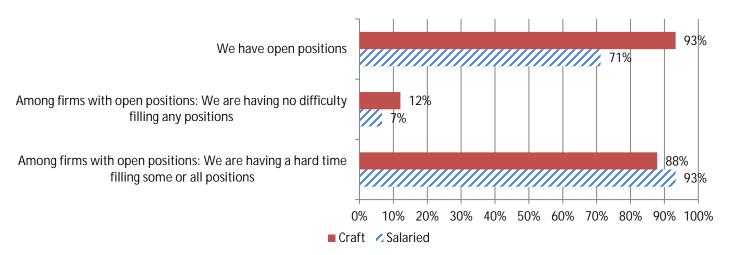
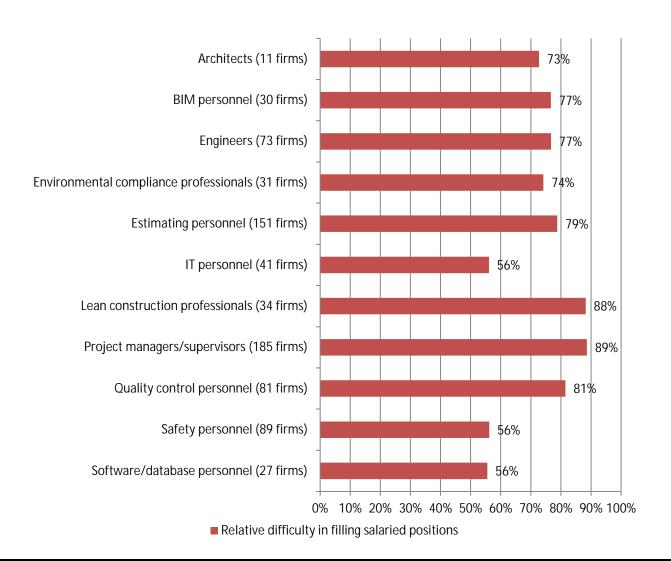
3. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 274 Salaried: 239 Craft

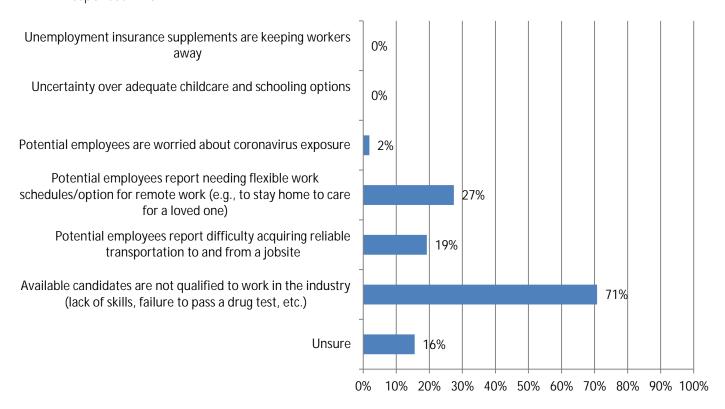


4. If your firm is having trouble filling <u>salaried</u> positions, please indicate all the position types you are having trouble filling (Mark all that apply): 262

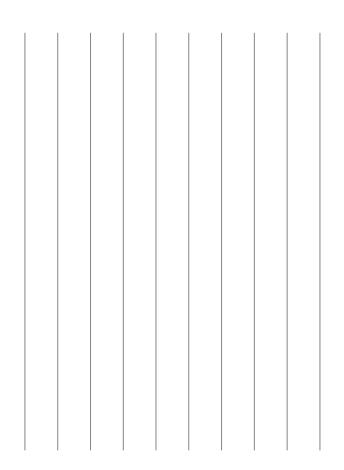


5.	If your firm is having trouble filling <u>hourly craft</u> positions, please indicate all the position types you are having

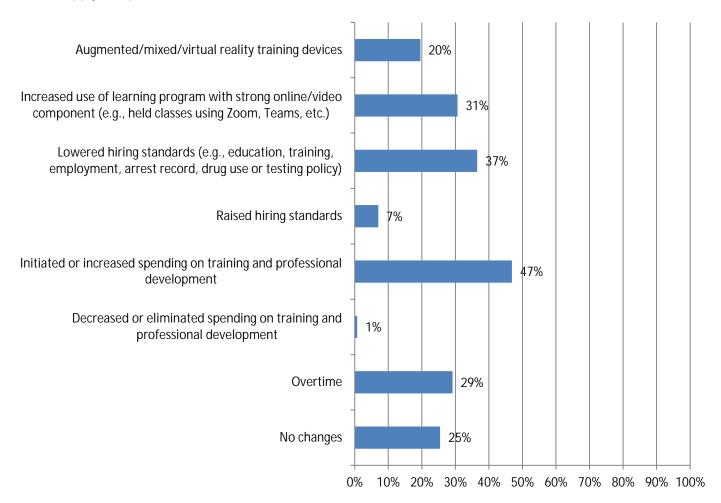
6. If you are having a hard time filling available positions, what are the reason(s)? (Mark all that apply) Responses: 270



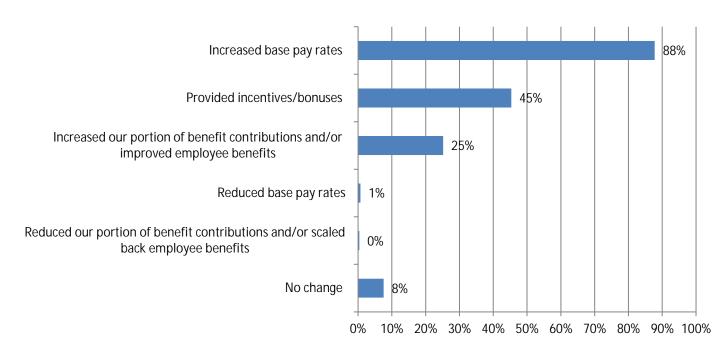
7. Has your firm added or increased use of the following to provide workers in the past 12 months? (Mark all that apply) Responses: 276



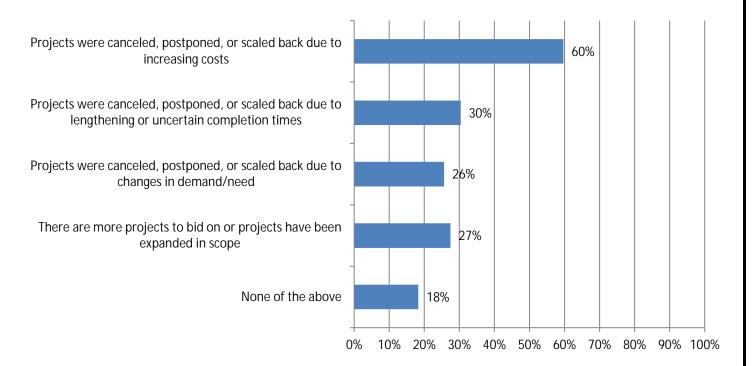
8. Has your firm made changes in hiring, training or scheduling in the past 12 months? (Mark all that apply) Responses: 271



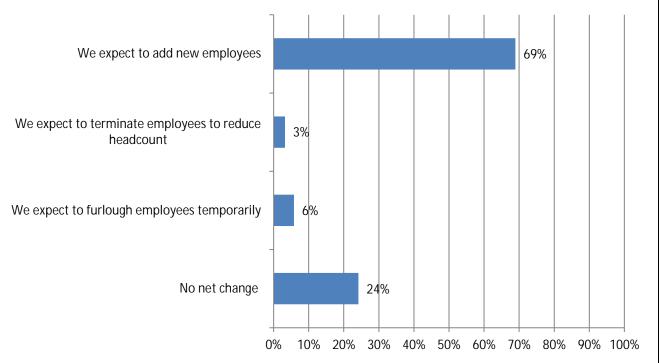
9. Has your firm adjusted pay and/or benefits for <u>hourly craft</u> or <u>salaried</u> personnel in the past 12 months? (Mark all that apply) Responses 278



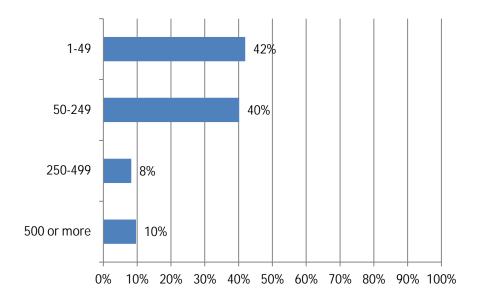
12. What impact, if any, are you experiencing with respect to upcoming or expected projects? (Mark all that apply) Responses: 273



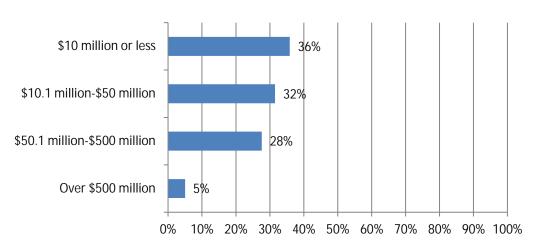
13. How do expect your firm's headcount to change in the next 12 months? (Mark all that apply). Responses:277



14. How many total employees did your firm employ at all of its locations as of June 30, 2022? Responses: 279



15. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 279



16. Please indicate which of the following types of construction projects your firm performs (Mark all that apply) Responses: 279

17. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor? Responses: 272 We always operate as a union contractor 24% We primarily operate as a union contractor but not always 5% We primarily operate as an open-shop contractor but not 7% always We always operate as an open-shop contractor 53% We do not self-perform or directly hire craft personnel 11% 0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%