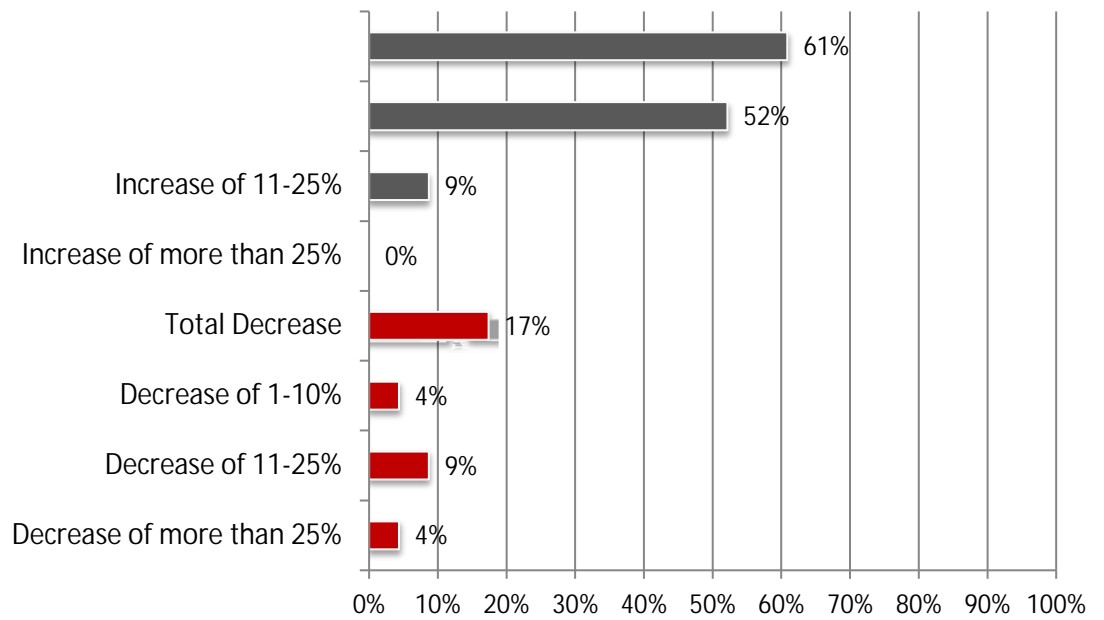




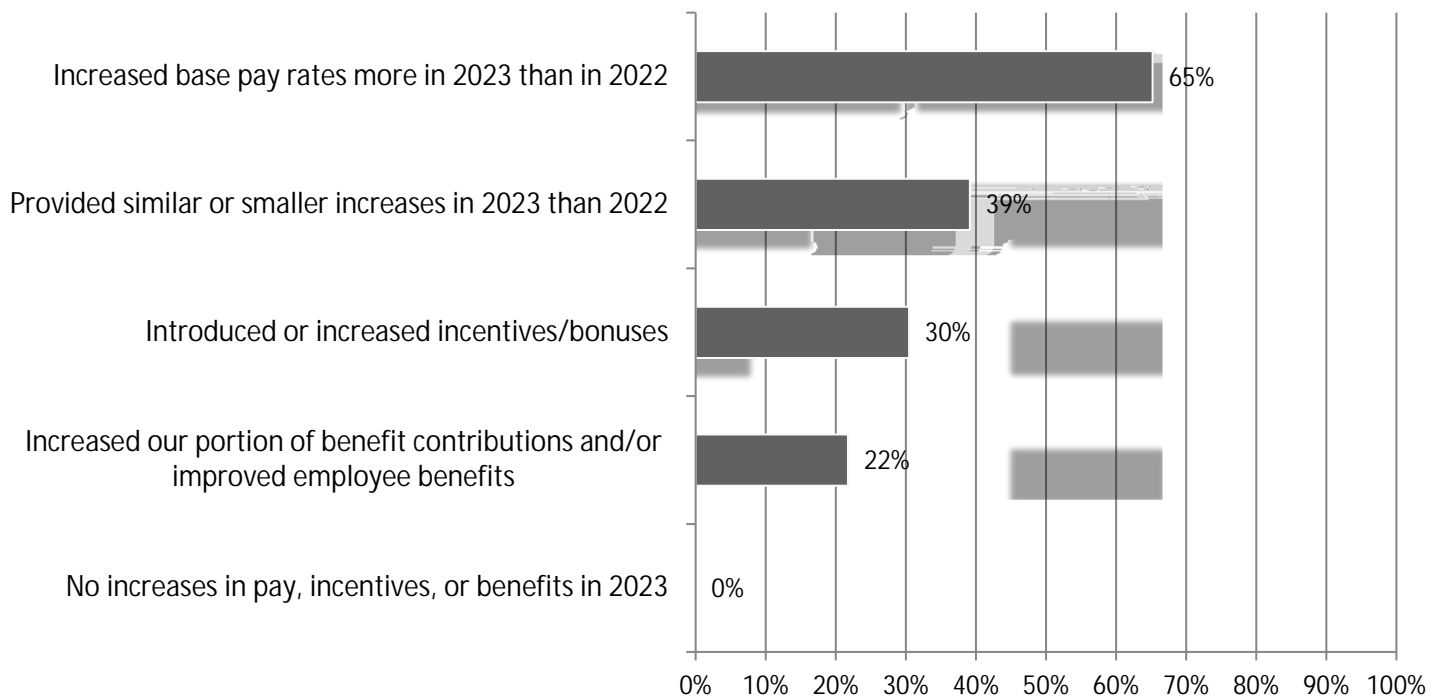
2. What percentage change do you expect in your headcount in 2024? Responses: 23



3. How would you describe your current situation in filling salaried and hourly craft positions? Responses: 23

4. Do you expect any changes in the availability of hourly craft or salaried personnel over the coming 12 months? Responses: 23

5. What changes did your firm make in pay or benefits in 2023? (mark all that apply) Responses: 23



6. How has your firm responded to supply-chain issues, if any? (mark all that apply) Responses: 22

7. What difference, if any, has the Infrastructure Investment and Jobs Act (also known as the Bipartisan Infrastructure Law), made to your business? Responses: 23

|            |  |  |  |  |  |  |  |  |  |
|------------|--|--|--|--|--|--|--|--|--|
| [REDACTED] |  |  |  |  |  |  |  |  |  |
| [REDACTED] |  |  |  |  |  |  |  |  |  |
| [REDACTED] |  |  |  |  |  |  |  |  |  |
| [REDACTED] |  |  |  |  |  |  |  |  |  |
| [REDACTED] |  |  |  |  |  |  |  |  |  |
| [REDACTED] |  |  |  |  |  |  |  |  |  |
| [REDACTED] |  |  |  |  |  |  |  |  |  |

8. Did an owner postpone or cancel any projects that were scheduled to start in 2023 or 2024? (mark all that apply) Responses: 23

9. If projects were postponed or canceled, what was the main reason? Responses: 17 -0.004 Tw (17)TjET 35.16 55.56 549

10. What are your biggest concerns for 2024? (mark all that apply) Responses: 23

11. What challenges, if any, do you see regarding the safety and health of your firm's workers? (mark all that apply) Responses: 22

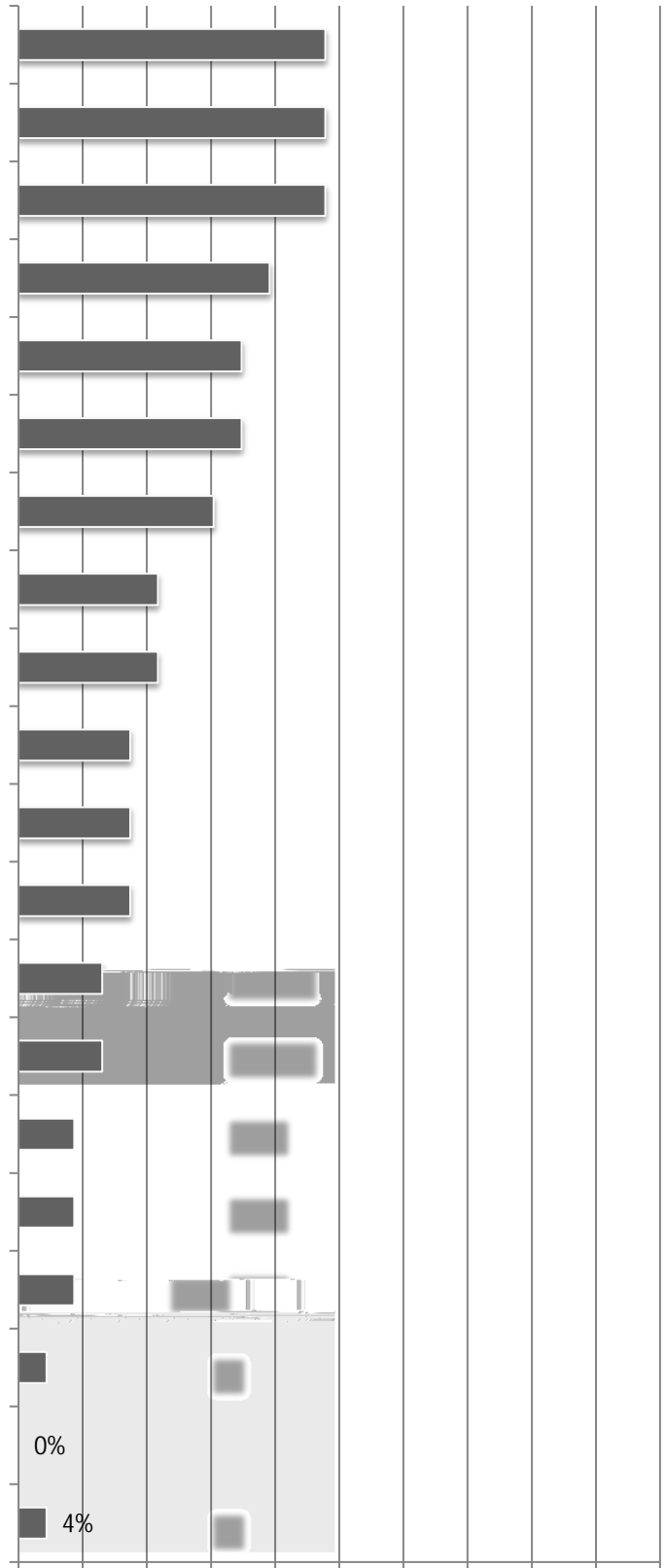
12. Does your company invest in: Responses: 23

|                              | Initial Investment | Increased Investment | Decreased Investment | No Investment |
|------------------------------|--------------------|----------------------|----------------------|---------------|
| <del>B</del>                 | 0%                 | 5%                   | 0%                   | 95%           |
| <del>B</del>                 | 10%                | 5%                   | 0%                   | 86%           |
| <del>B</del>                 | 18%                | 23%                  | 5%                   | 55%           |
| <del>B</del><br><del>B</del> | 5%                 | 10%                  | 0%                   | 86%           |
| 3- <del>D</del>              | 0%                 | 0%                   | 0%                   | 100%          |
| <del>D</del>                 | 9%                 | 14%                  | 0%                   | 77%           |

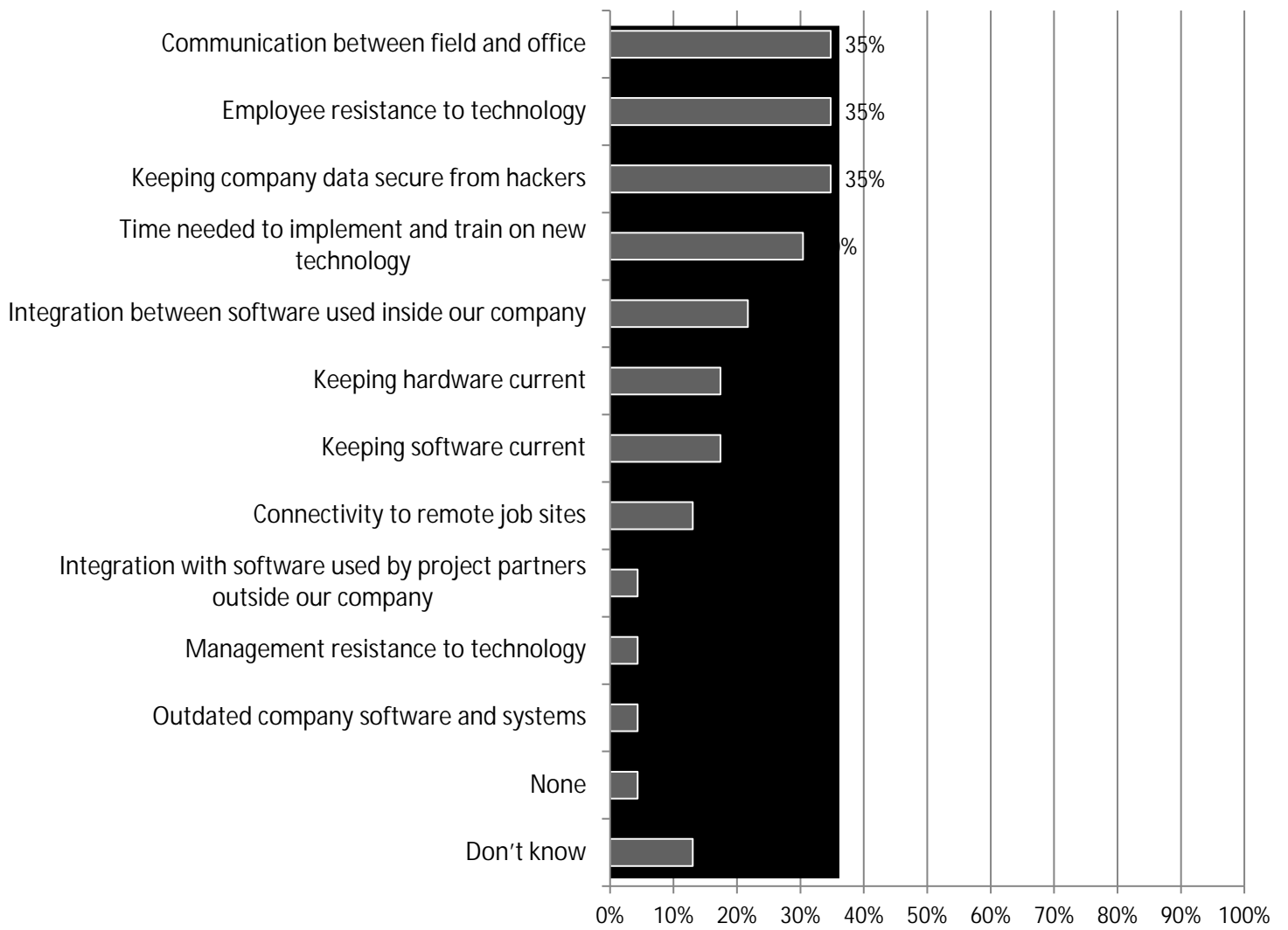
13. Compared to 2024, will your firm's 2023 investment in the following technologies change? (mark all that apply) Responses: 23

|  | Increase      | Decrease      | No change     |
|--|---------------|---------------|---------------|
| <del>B</del>                           | <del>0%</del> | <del>0%</del> | 5%            |
| <del>B</del> <del>D</del>              | 1%            | 5%            | <del>0%</del> |
| <del>B</del>                           | 1%            | <del>0%</del> | 8%            |
| <del>B</del> <del>D</del>              | 1%            | 1%            | 1%            |
| E <del>B</del>                         | 1%            | 5%            | %             |
| <del>B</del>                           | 14%           | 5%            | <del>0%</del> |
| <del>B</del>                           | 14%           | 5%            | 8%            |
| <del>B</del>                           | 14%           | 5%            | 8%            |
| <del>B</del> <del>D</del>              | 14%           | <del>0%</del> | <del>0%</del> |
| <del>B</del>                           | 1%            | 5%            | <del>0%</del> |
| <del>B</del>                           | 1%            | 5%            | <del>0%</del> |
| <del>B</del>                           | <del>0%</del> | <del>0%</del> | 1%            |
| <del>B</del> <del>D</del> <del>B</del> | 5%            | 5%            | 1%            |
| <del>B</del>                           | <del>0%</del> | 5%            | 5%            |
| <del>B</del>                           | <del>0%</del> | 5%            | 5%            |

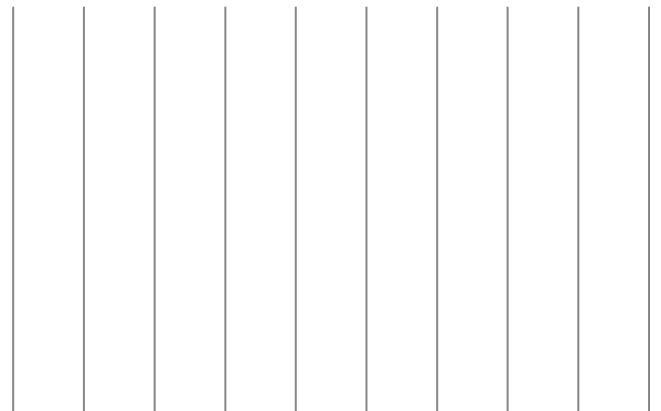
14. How does your company plan to use mobile software technology? (mark all that apply) Responses: 23



15. What are your biggest IT challenges (mark all that apply)? Responses: 23

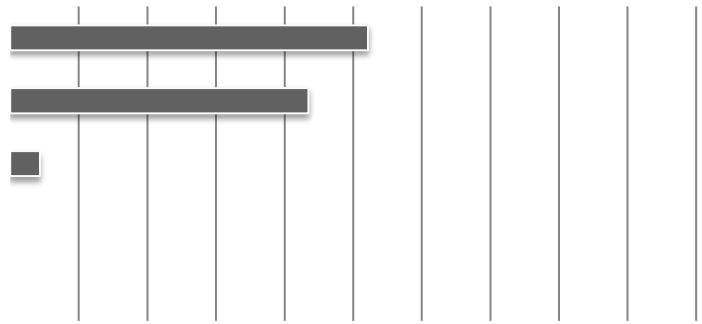


16. Does your firm use cloud-hosted technology in any of the following ways (mark all that apply)? Responses: 22





17. What best describes your firm? Responses: 23



18. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor?  
Responses: 23

19. Estimate the total dollar amount of work your firm performed in 2023. Responses: 23

20. How many total employees does your firm employ at all of its locations? Responses: 23