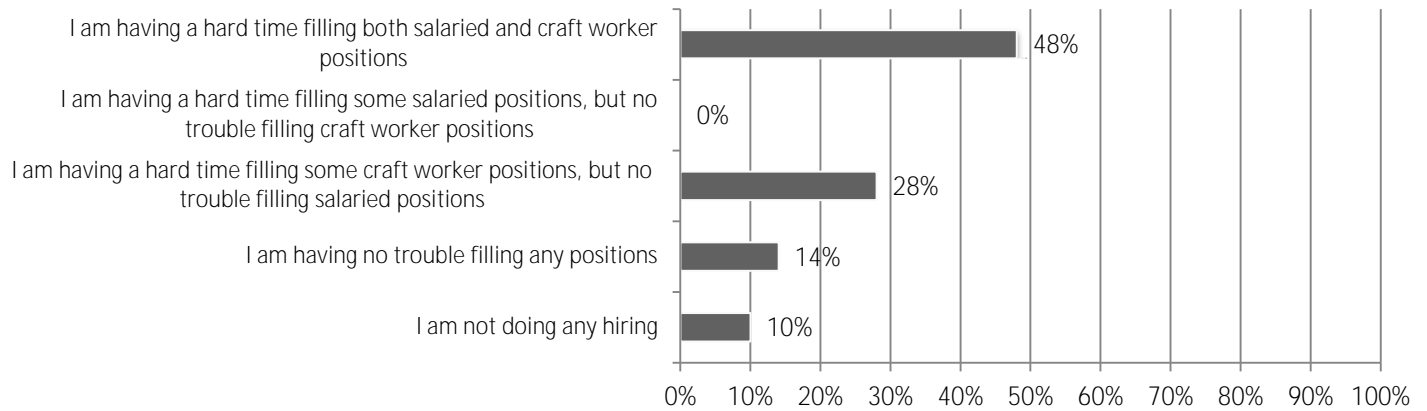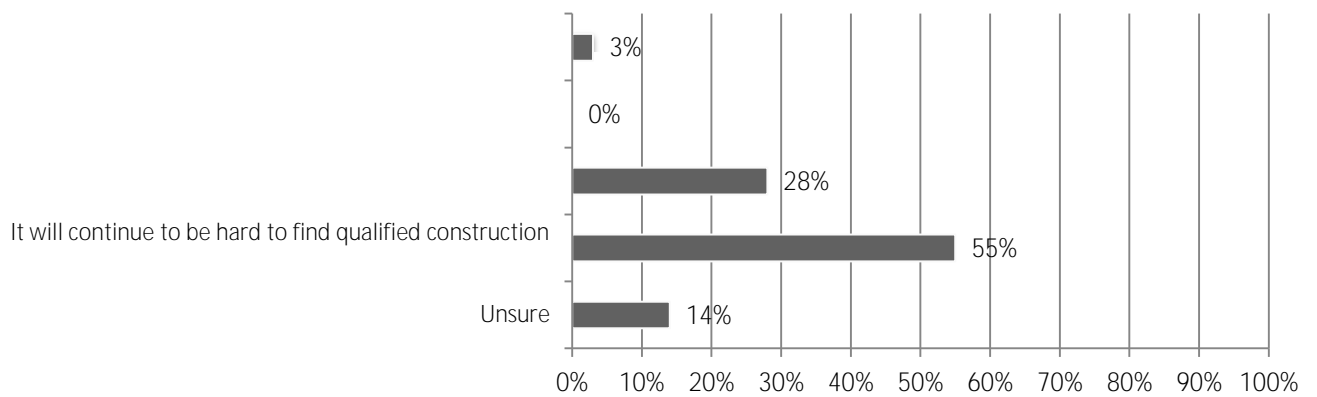4. How would you describe your current conditions for filling key salaried positions (project manager/supervisor, estimator, etc.) and hourly craft positions (carpenter, laborer, equipment operator, etc.)?

I am having a hard time filling both salaried and craft worker positions	48%
I am having a hard time filling some salaried positions, but no trouble filling craft worker positions	0%
I am having a hard time filling some craft worker positions, but no trouble filling salaried positions	28%
I am having no trouble filling any positions	14%
I am not doing any hiring	10%

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

5. Do you expect any changes in the availability of salaried/hourly craft construction professionals over the coming 12 months?

	3%
	0%
	28%
It will continue to be hard to find qualified construction	55%
Unsure	14%

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

6. Has your firm increased pay or benefits to retain or recruit salaried/hourly craft professionals?

7. Compared to 2016, how will your 2017 investment in training and development change?

8. Which of the following issues are the biggest concerns to you and your business?

9. What challenges, if any, do you see regarding the safety and health of your workers?
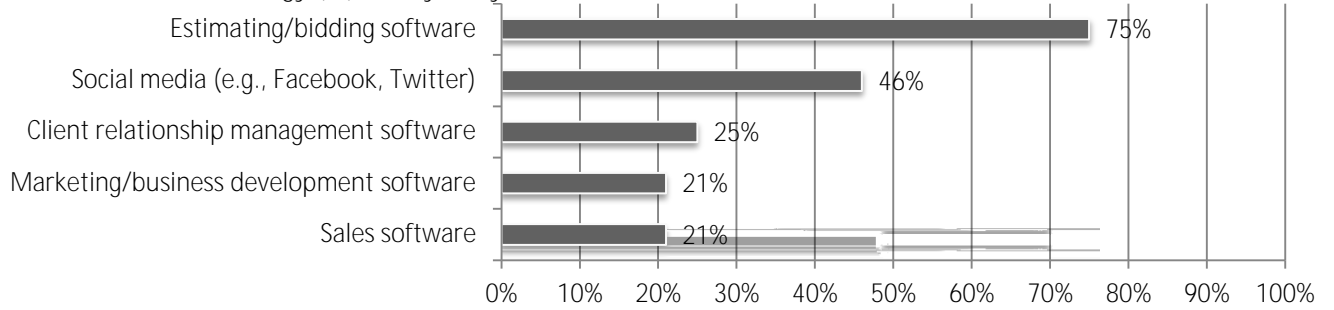
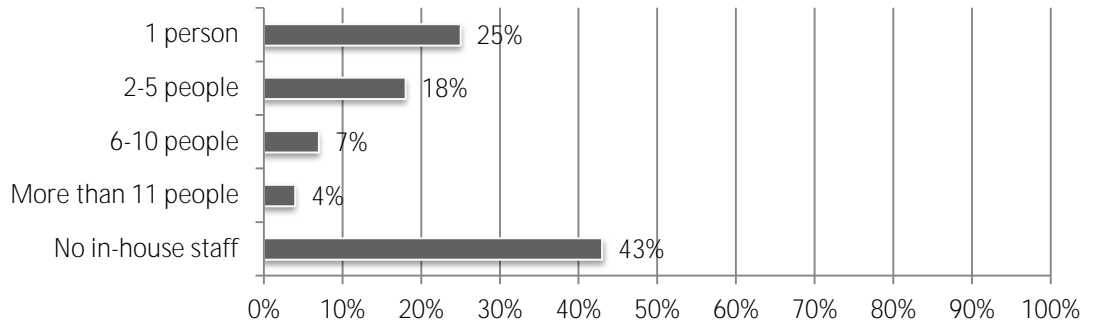10. How would you describe credit or lending conditions for your company?

11

14. Do you believe that your firm utilizes lean construction principles on its projects and/or in its operation?

15. Do you expect your firm will work on a project using modular construction and/or off-site
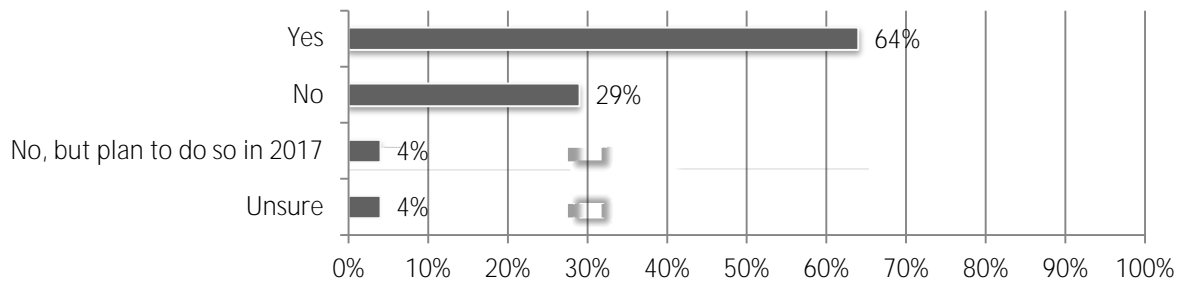con

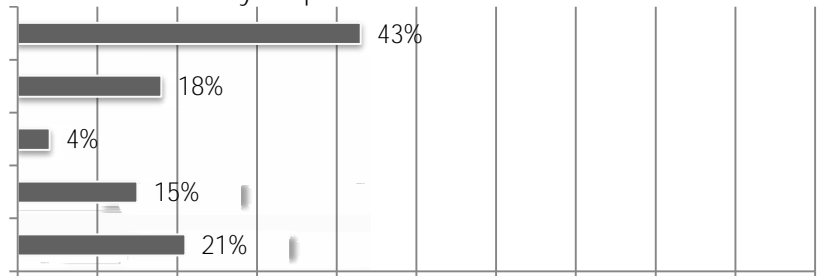## 20. What information technology (IT), if any, do you use to obtain work?

Category	Percentage
Estimating/bidding software	75%
Social media (e.g., Facebook, Twitter)	46%
Client relationship management software	25%
Marketing/business development software	21%
Sales software	21%

21. What is the size of your in-house IT staff?

Category	Percentage
1 person	25%
2-5 people	18%
6-10 people	7%
More than 11 people	4%
No in-house staff	43%

22. Do you use an outsourced service for IT?

Category	Percentage
Yes	64%
No	29%
No, but plan to do so in 2017	4%
Unsure	4%

23. Approximately what percent of your gross annual revenue do you spend on IT?

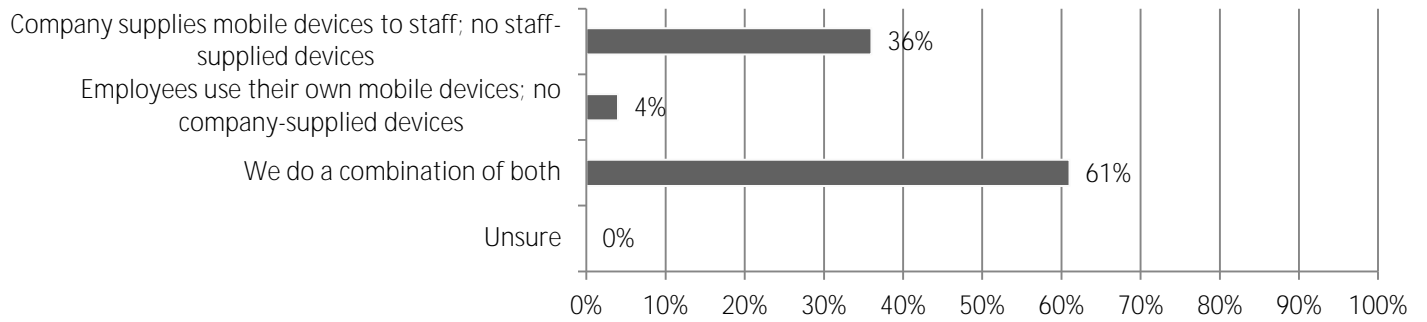| Category	Percentage
	43%
	18%
	4%
	15%
	21%

24. Compared to 2016, how will your 2017 investment in IT change?

25. What software technology do you plan to invest in during 2017?
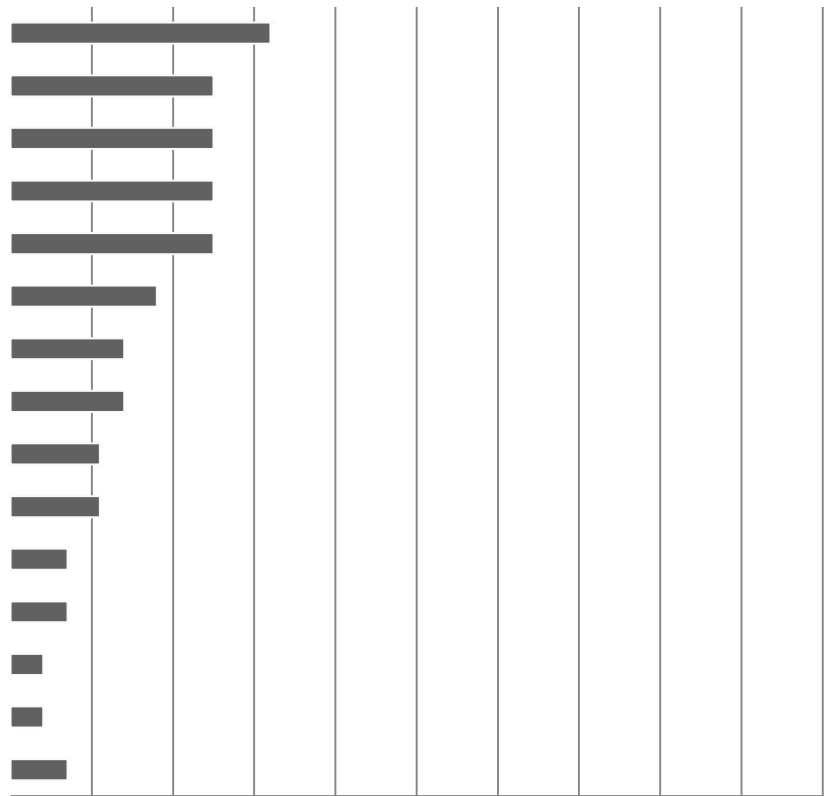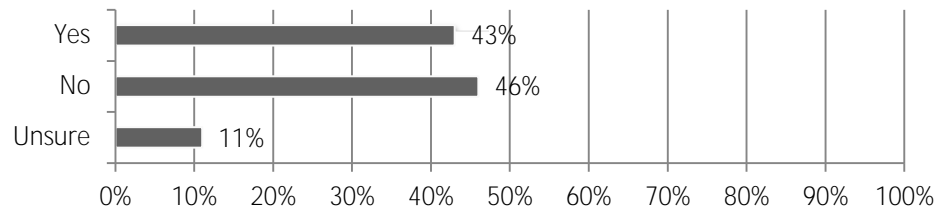

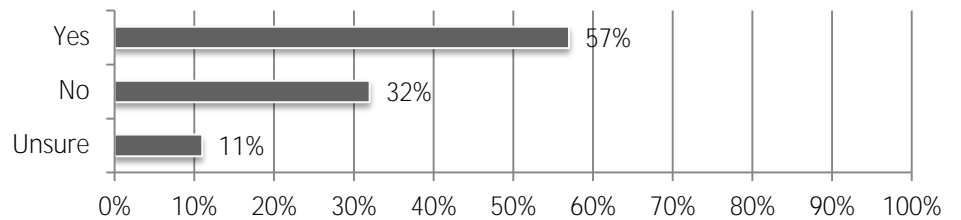26. How does your company plan to use mobile software technology?

27. How do you handle the use of mobile devices (e.g., tablets, smartphones) in your company?
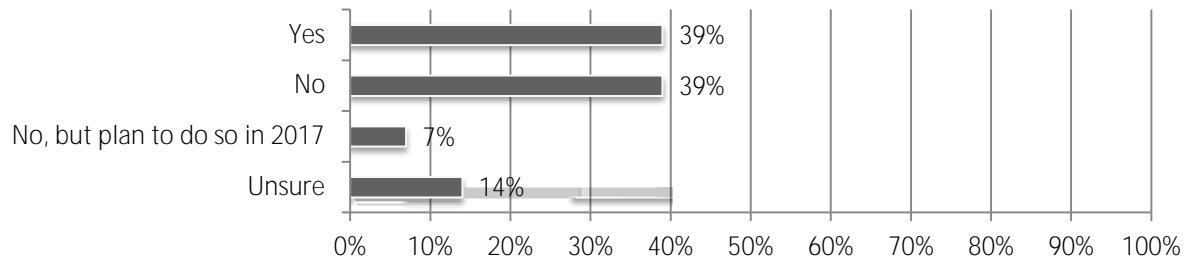
Response	Percentage
Company supplies mobile devices to staff; no staff-supplied devices	36%
Employees use their own mobile devices; no company-supplied devices	4%
We do a combination of both	61%
Unsure	0%

28. Do you currently have a mobile security policy in place?

Response	Percentage
Yes	43%
No	46%
Unsure	11%

29. Do you currently have an overall IT security plan in place to protect against hacking?

Response	Percentage
Yes	57%
No	32%
Unsure	11%

30. Do you have a formal IT plan that supports your business objectives?

Response	Percentage
Yes	39%
No	39%
No, but plan to do so in 2017	7%
Unsure	14%

31. What is the main reason you use or plan to adopt cloud-based software?

32. What are your biggest IT challenges?

33. Estimate the total dollar amount of work your firm performed in 2016.

34. How many total employees does your organization employ at all of its locations?

35. Do you employ union workers, or is your firm primarily open shop?