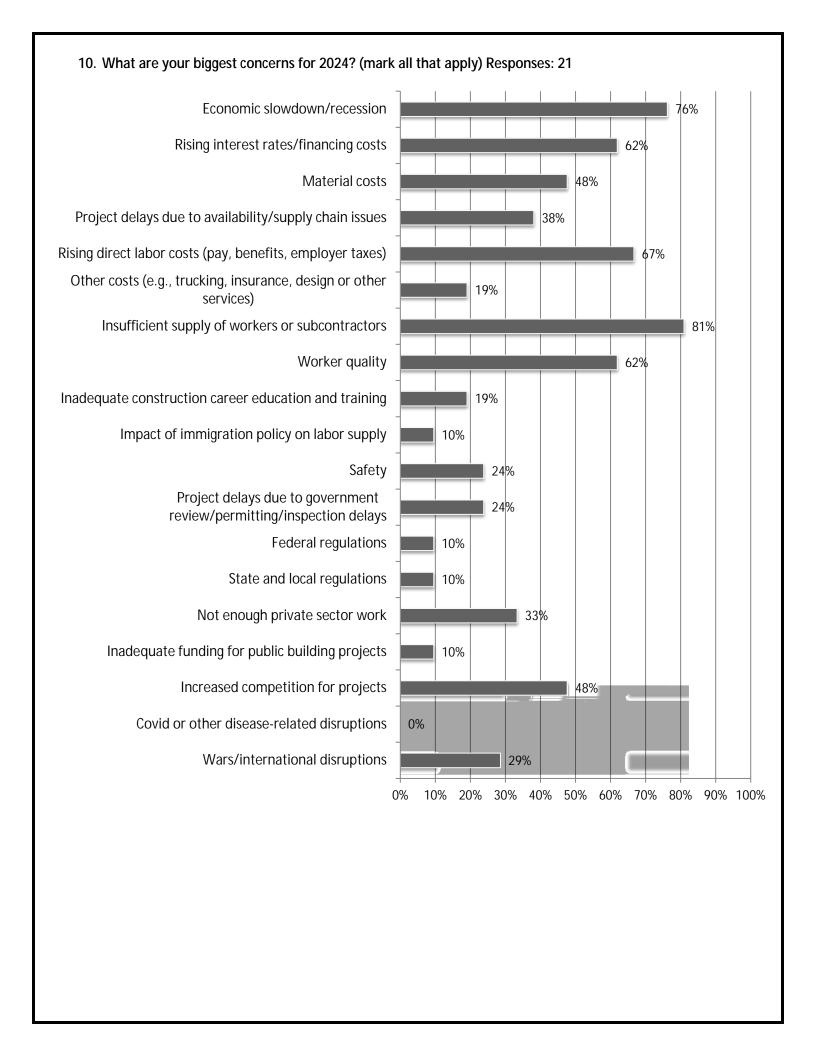
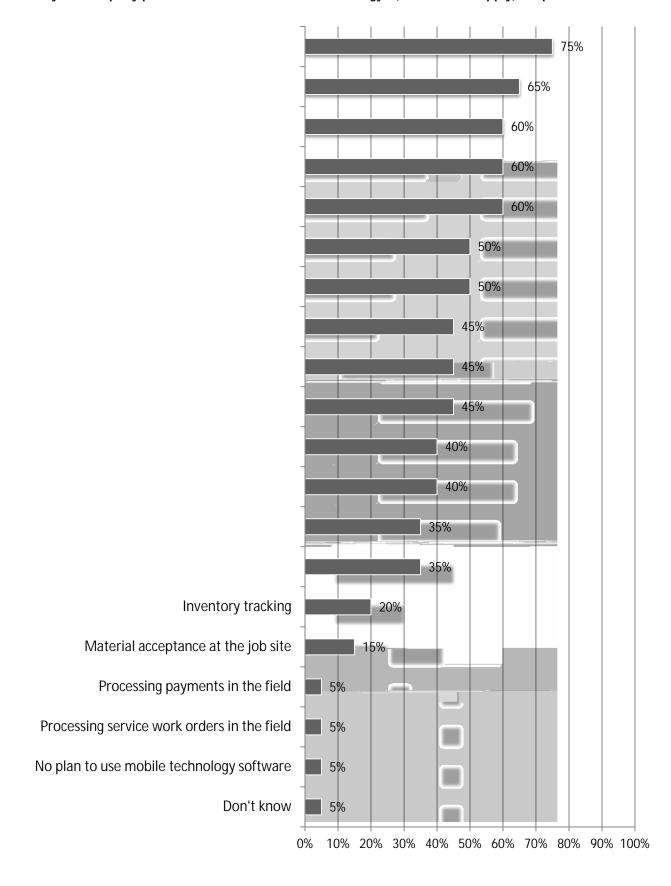


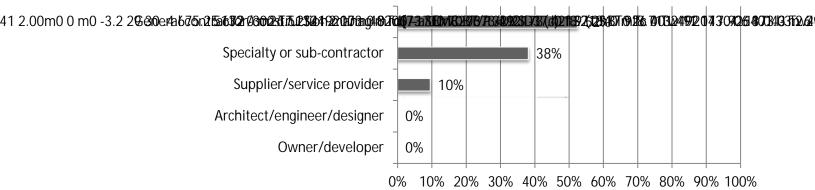
5.	What changes did your firm make in pay or benefits in 2023? (mark all that apply) Responses: 21
6.	How has your firm responded to supply-chain issues, if any? (mark all that apply) Responses: 21





15. What are your biggest IT challenges (mark all that apply)? Responses: 20							
16. Does your firm use cloud-							

17. What best describes your firm? Responses: 21



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

19. Estimate the total dollar amount of work your firm performed in 2023. Responses: 21

20. How many total employees does your firm employ at all of its locations? Responses: 21