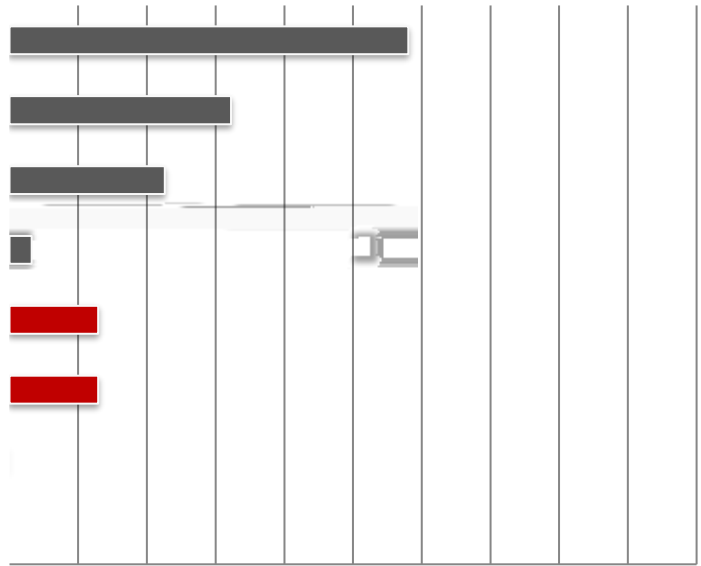


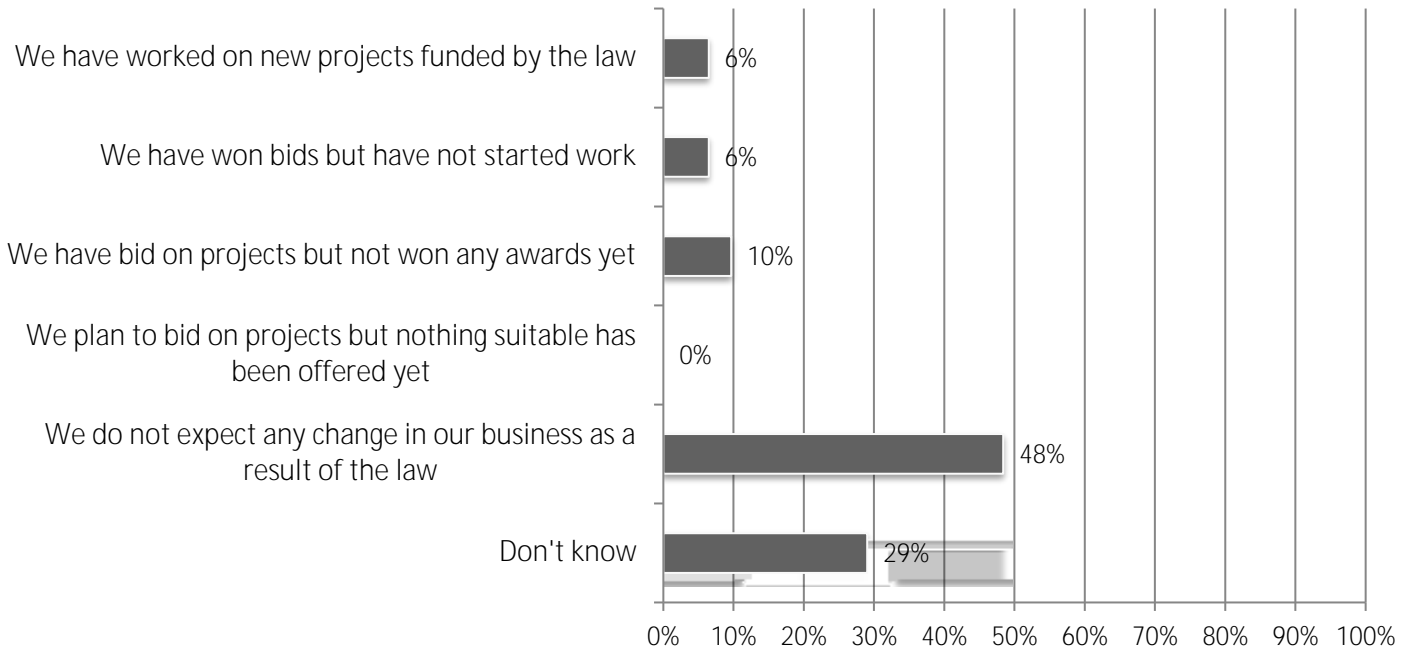
2. What percentage change do you expect in your headcount in 2025? Responses: 31



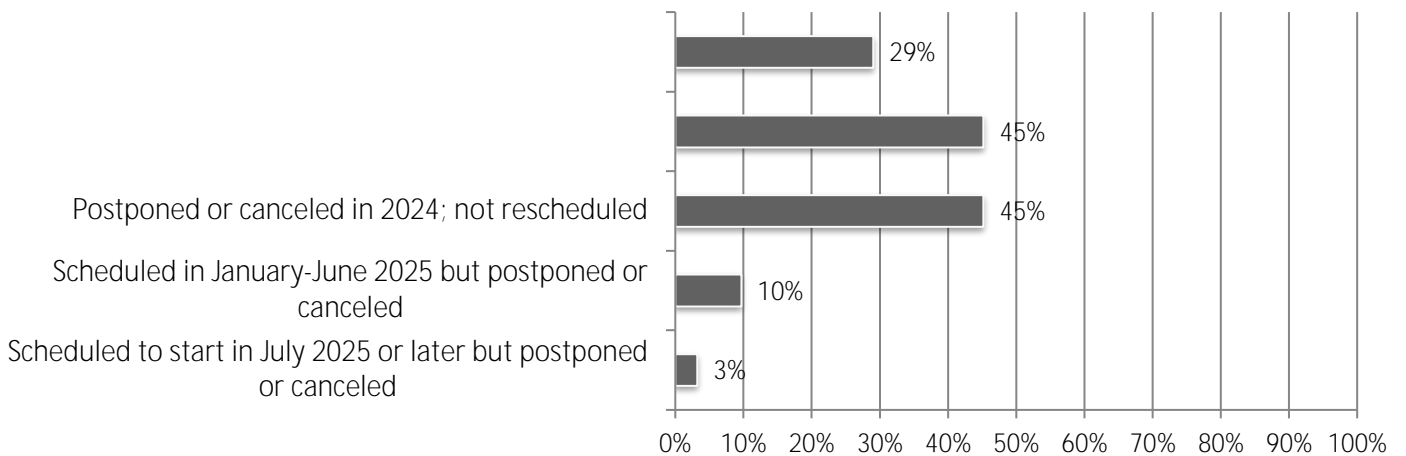
3. Describe your difficulty in filling open positions: Responses: 31

4. Do you expect any changes in the availability of hourly craft or salaried personnel over the coming 12 months? Responses: 31

7. What difference, if any, has the Infrastructure Investment and Jobs Act (also known as the Bipartisan Infrastructure Law), made to your business? Responses: 31



8. Did an owner postpone or cancel any projects that were scheduled to start in 2024 or 2025? (mark all that apply) Responses: 31



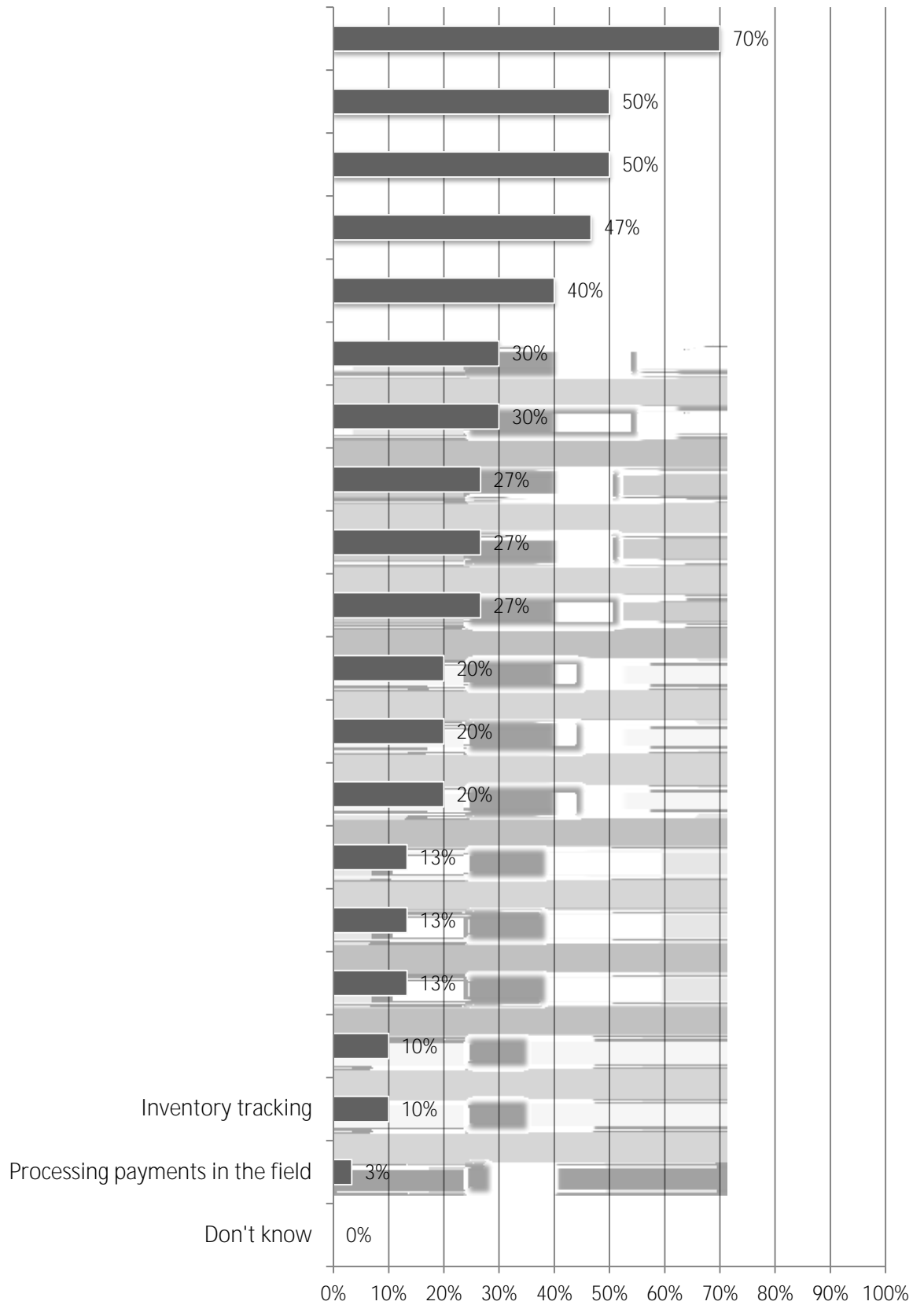
9. If projects were postponed or canceled, what was the main reason? (mark all that apply) Responses: 22

11. What challenges, if any, do you see regarding the safety and health of your firm's workers? (mark all that apply) Responses: 25

12. Compared to 2024, will your firm's 2025 investment in the following technologies change? (mark all that apply) Responses: 30

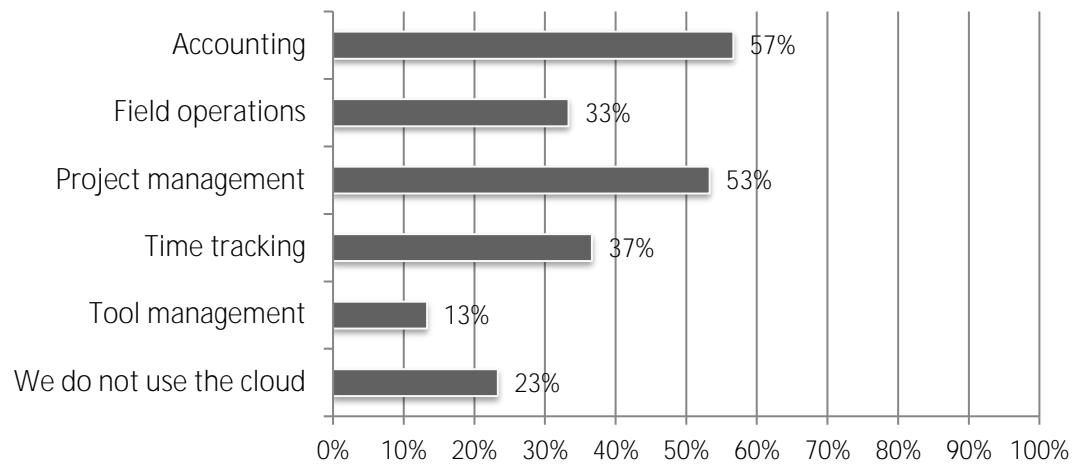
Document management software	41%	0%	59%
Estimating software	38%	0%	62%
Fleet tracking/management software	37%	0%	63%
Artificial intelligence	30%	0%	70%
Accounting software	28%	0%	72%
Client relationship management (CRM) software	27%	4%	69%
Human resources (HR) software	27%	0%	73%
Building Information Modeling (BIM)	25%	0%	75%
Prequalification software	25%	0%	75%

15. How does your company plan to use mobile software technology? (mark all that apply) Responses: 30

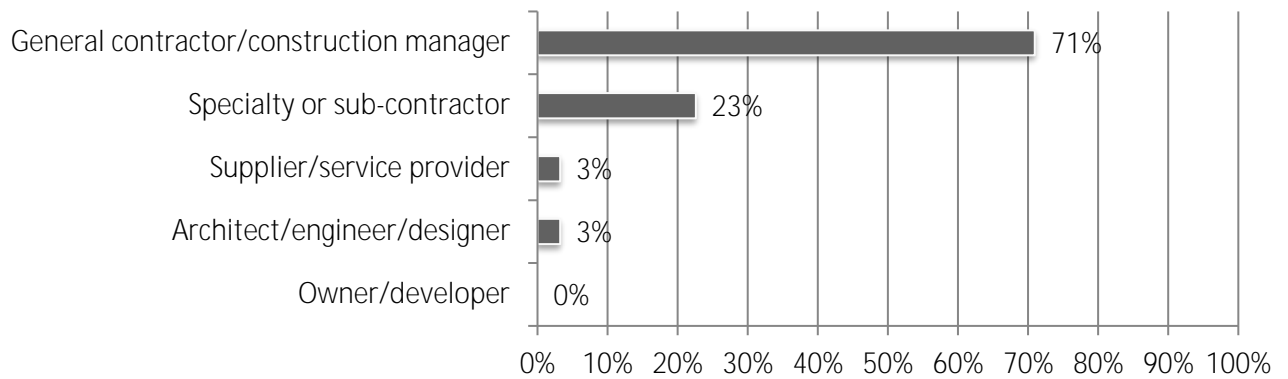


16. Does your firm use cloud-hosted technology in any of the following ways (mark all that apply)?

Responses: 30

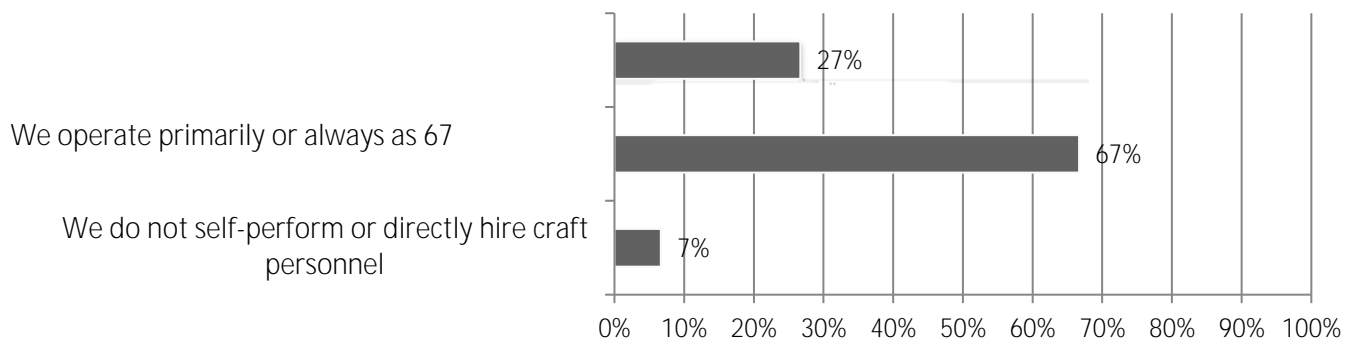


17. What best describes your firm? Responses: 31

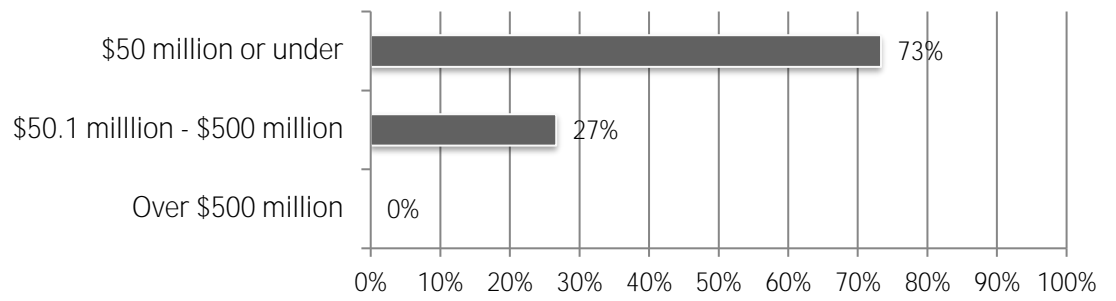


18. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor?

Responses: 30



19. Estimate the total dollar amount of work your firm performed in 2024. Responses: 30



20. How many total employees does your firm employ at all of its locations? Responses: 31

