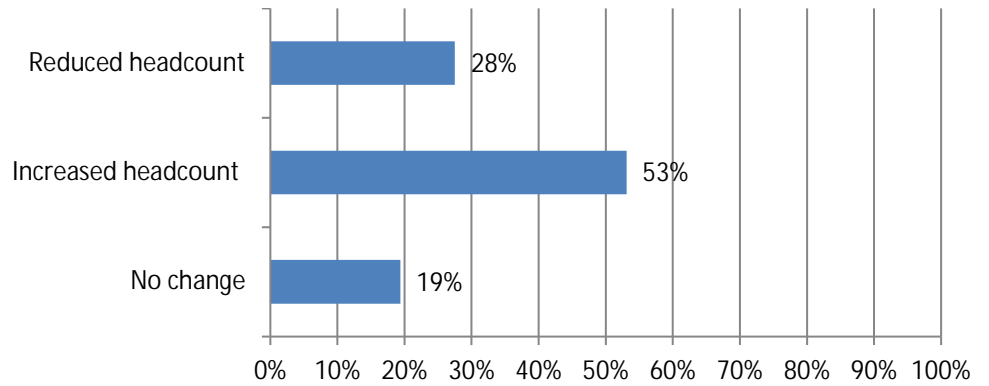


2022 Workforce Survey Results

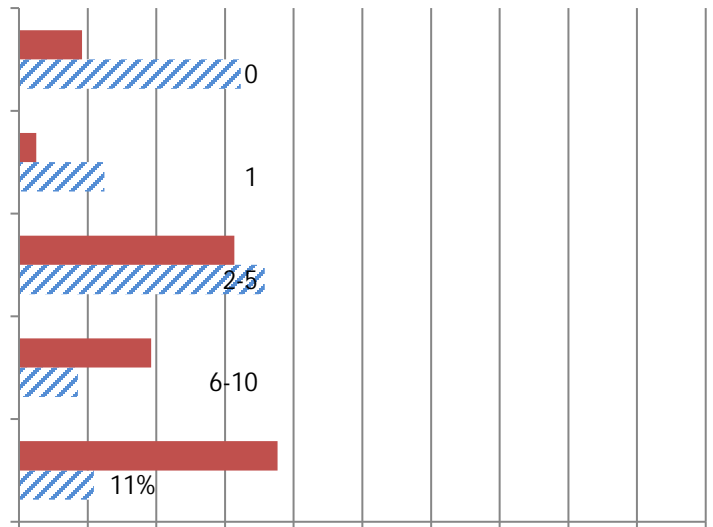
Utility Infrastructure Results

Total responses: 258, but number varies by question.

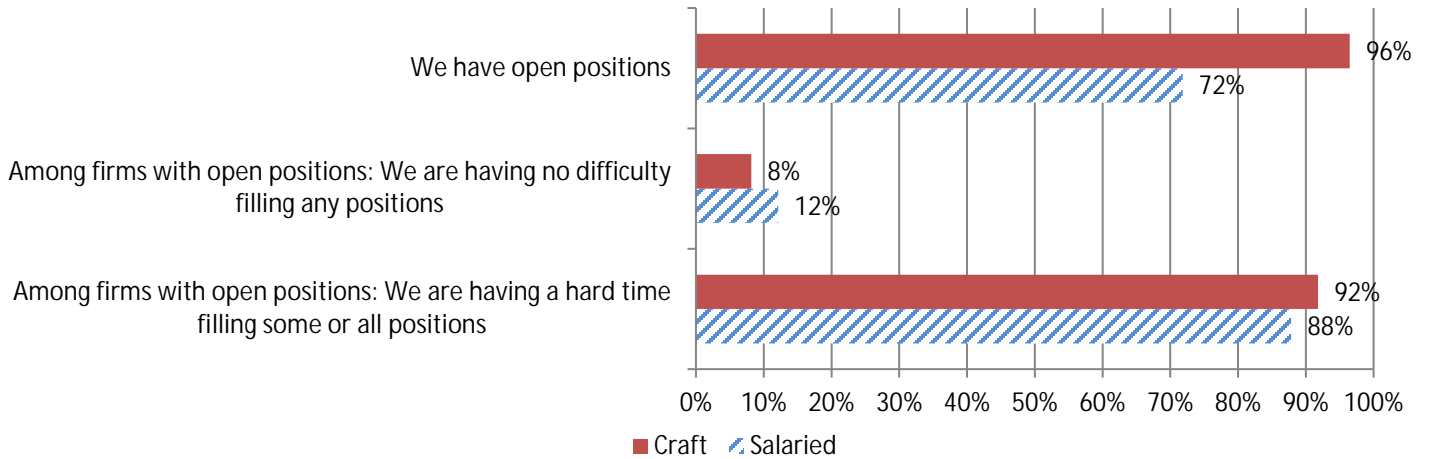
1. By what percentage has your firm's headcount changed in the past 12 months? Responses: 258



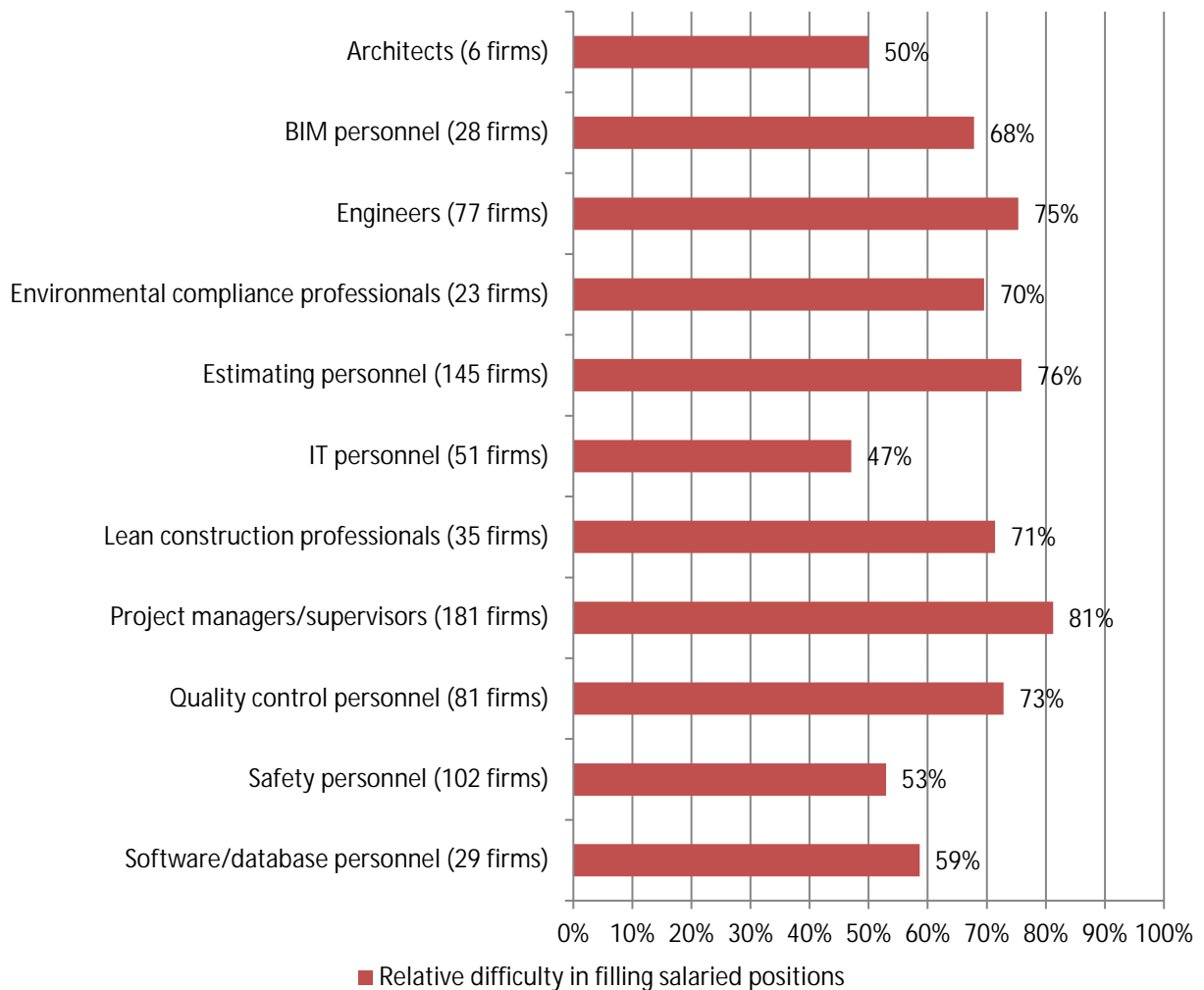
2. How many unfilled hourly craft or salaried positions did you have on June 30, 2022? Responses: 257 Salaried; 257 Craft



3. How would you describe your current situation in filling hourly craft or salaried positions? Responses: 252 Salaried; 228 Craft



4. If your firm is having trouble filling salaried positions, please indicate all the position types you are having trouble filling (Mark all that apply): 245

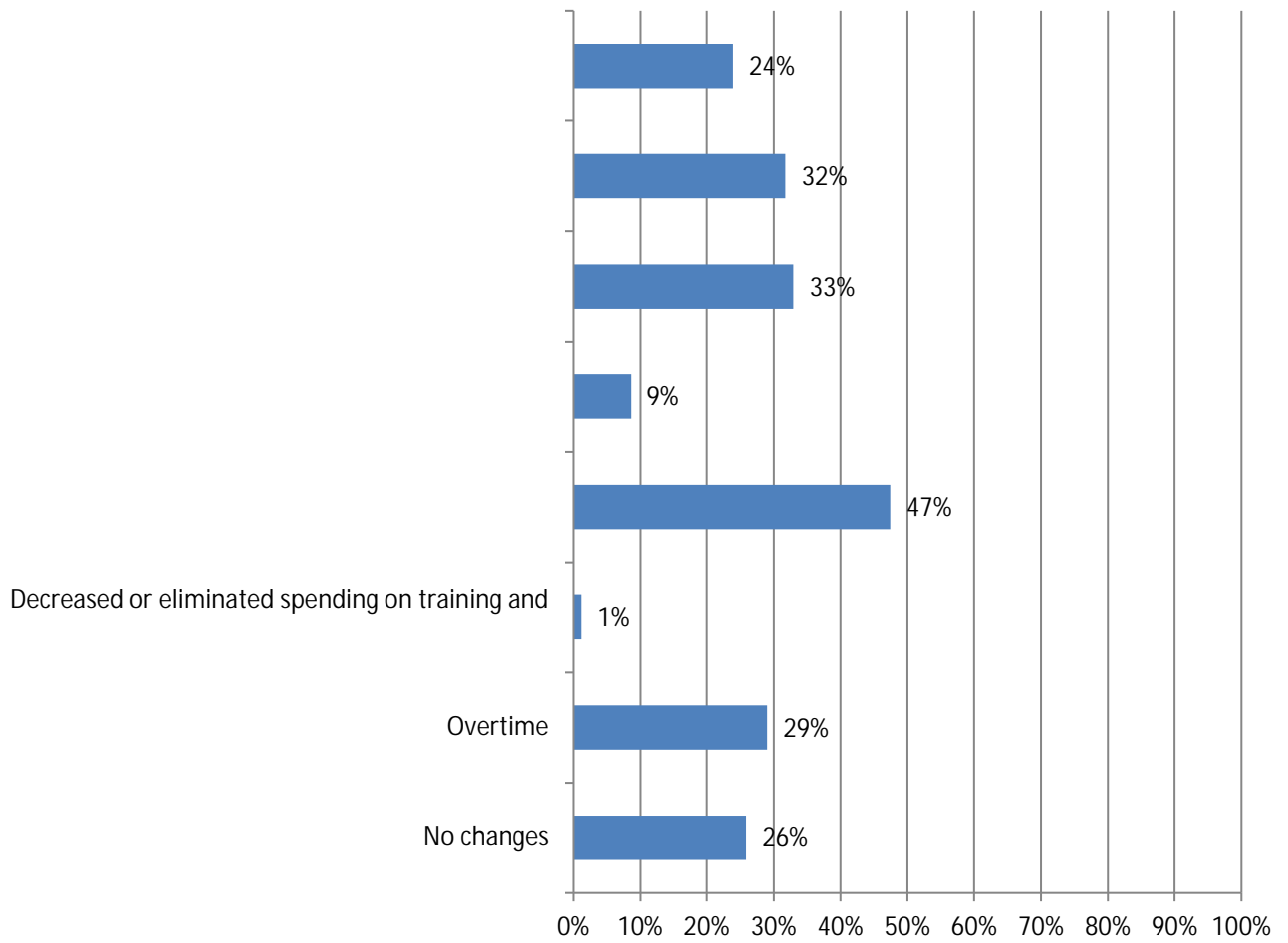


5. If your firm is having trouble filling hourly craft positions, please indicate all the position types you are having

6. If you are having a hard time filling available positions, what are the reason(s)? (Mark all that apply)
Responses: 252

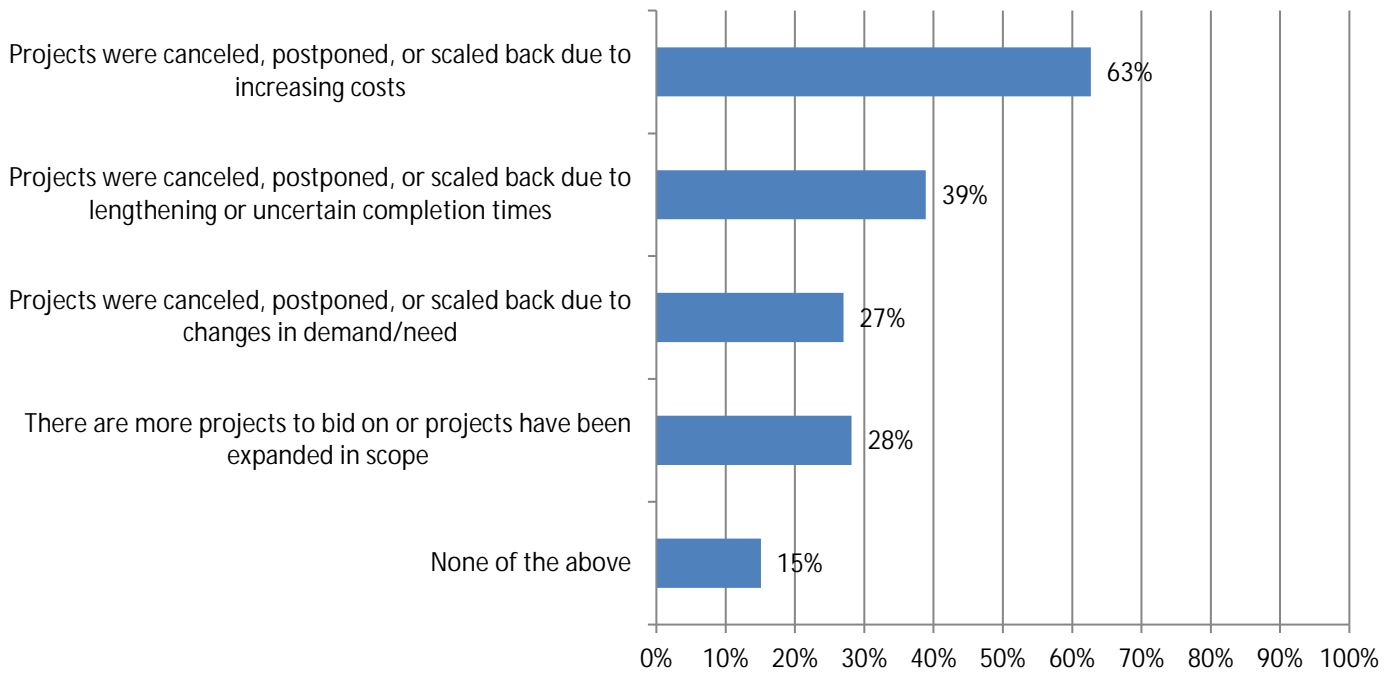
7. Has your firm added or increased use of the following to provide workers in the past 12 months? (Mark all that apply) Responses: 256

8. Has your firm made changes in hiring, training or scheduling in the past 12 months? (Mark all that apply) Responses: 255

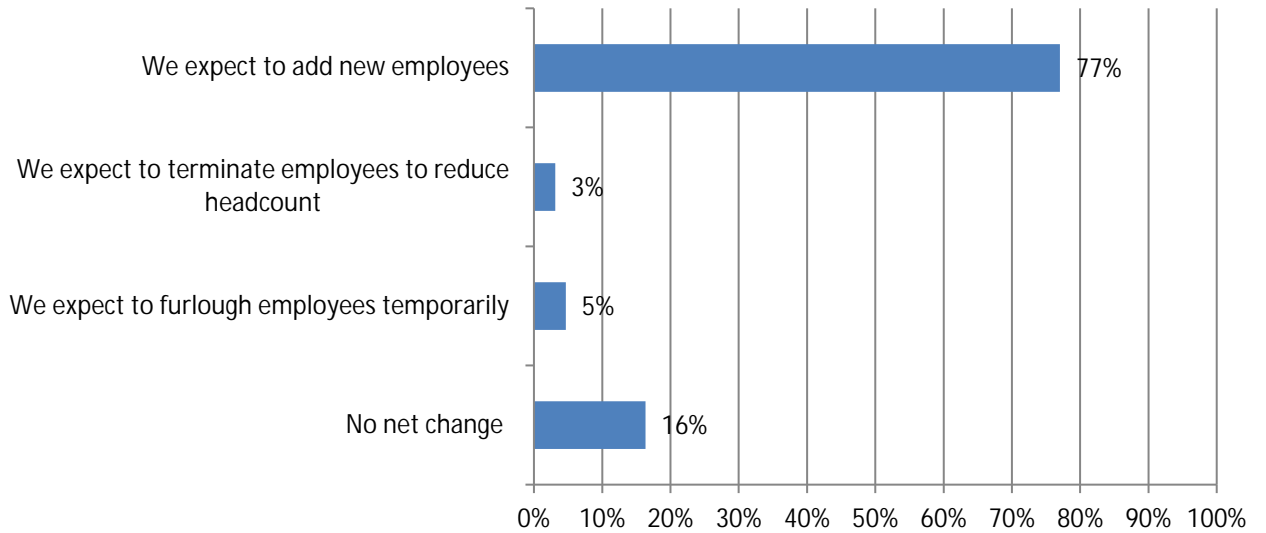


9. Has your firm adjusted pay and/or benefits for hourly craft or salaried personnel in the past 12 months? (Mark all that apply) Responses: 257

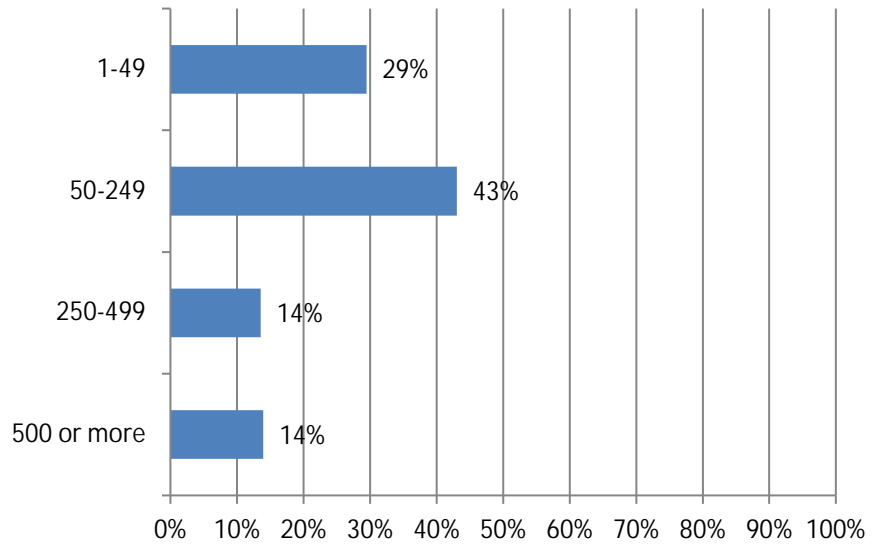
12. What impact, if any, are you experiencing with respect to upcoming or expected projects? (Mark all that apply) Responses: 252



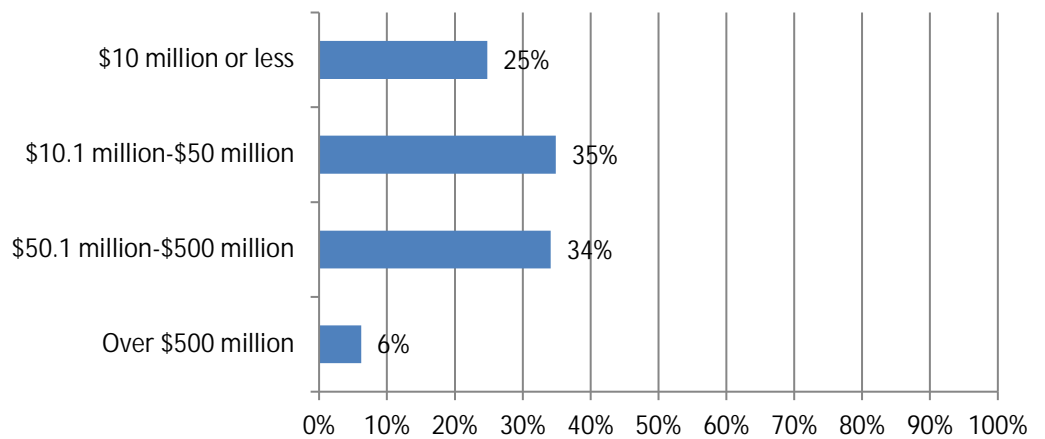
13. How do expect your firm's headcount to change in the next 12 months? (Mark all that apply). Responses: 257



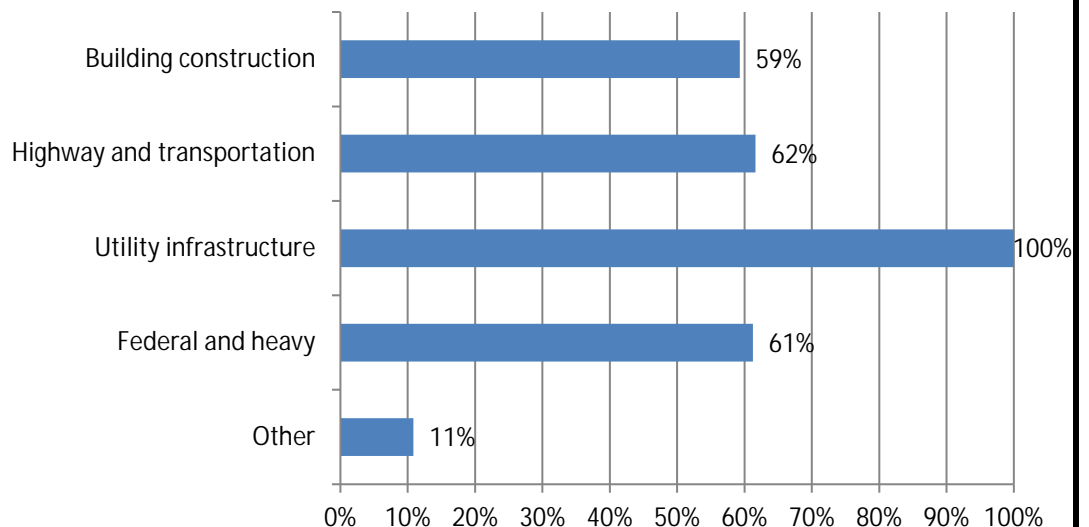
14. How many total employees did your firm employ at all of its locations as of June 30, 2022? Responses: 258



15. Estimate the total dollar amount of work your firm performed during the past 12 months. Responses: 258



16. Please indicate which of the following types of construction projects your firm performs (Mark all that apply) Responses: 258



17. When you self-perform construction work, do you operate as a union contractor or an open-shop contractor?
Responses: 253

