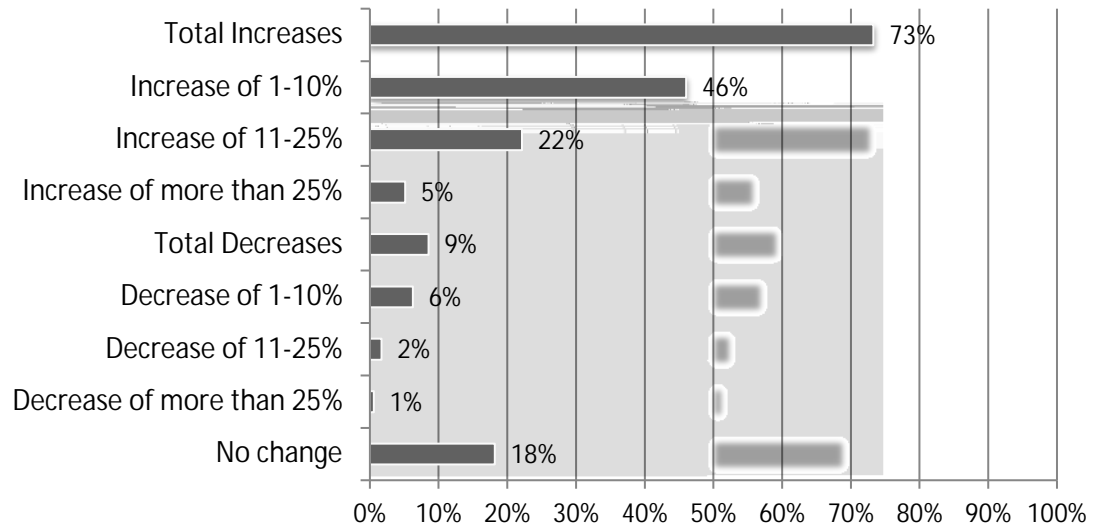
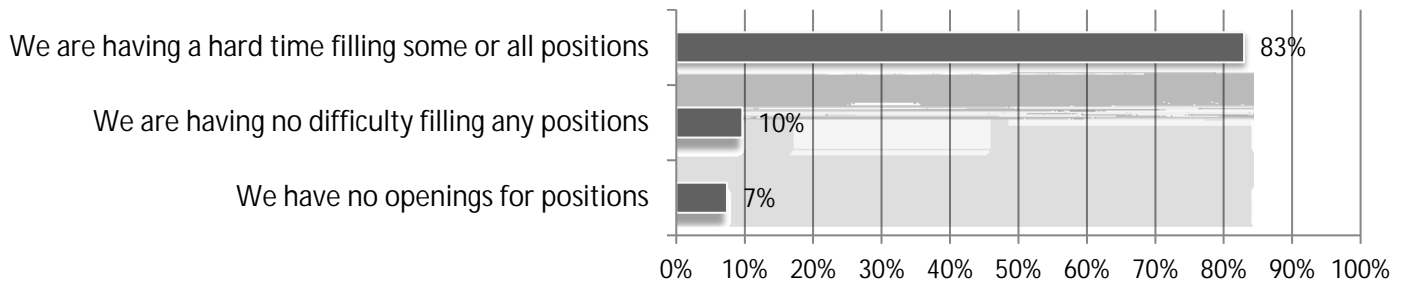


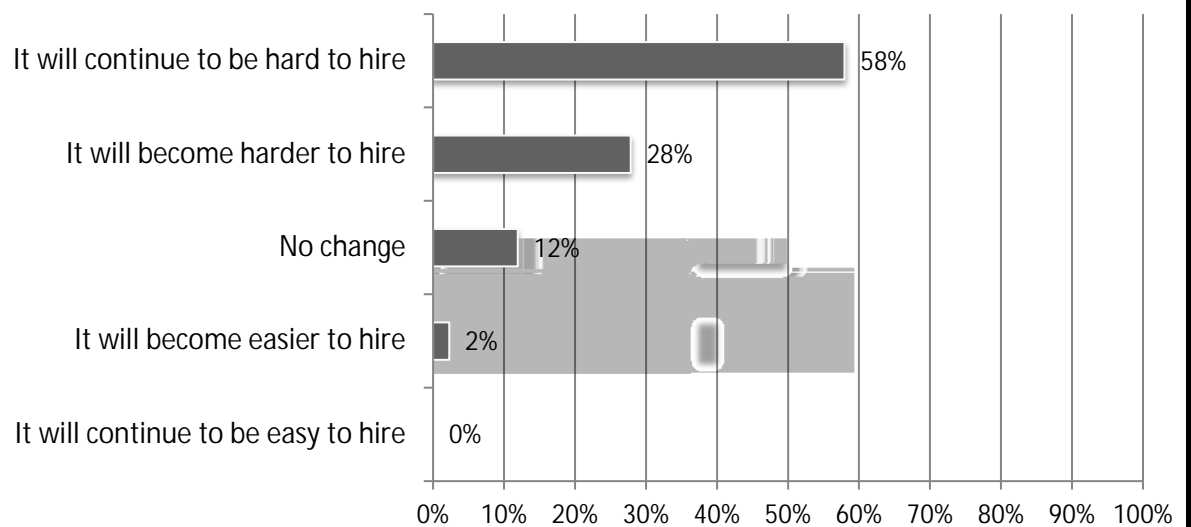
2. What percent change do you expect in your headcount in 2022? Responses: 176



3. How would you describe your current situation in filling salaried and hourly craft positions? Responses: 176



4. Do you expect any changes in the availability of hourly craft or salaried personnel over the coming 12 months? Responses: 176

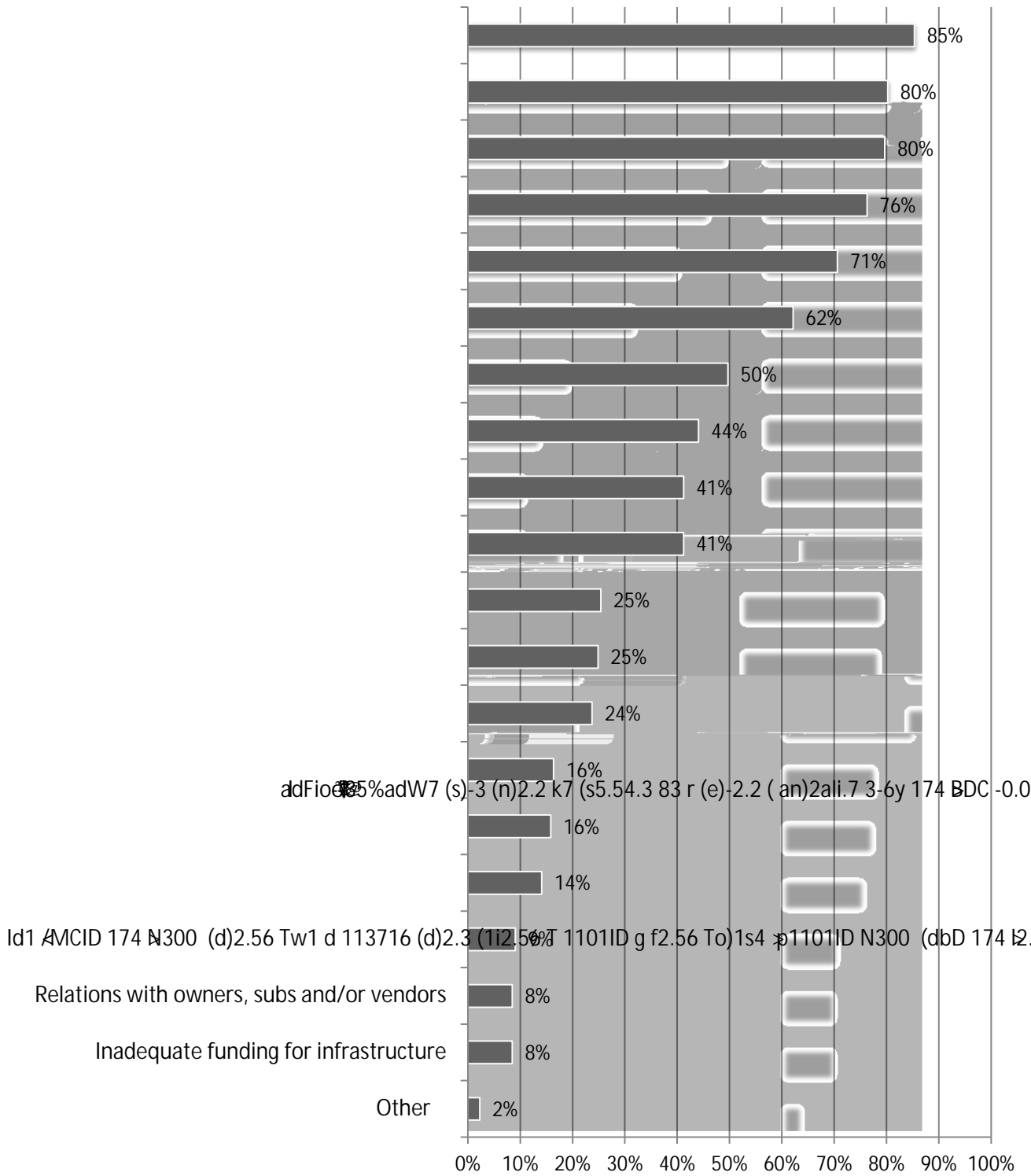


5. Did your firm increase or decrease pay or benefits in 2021? (mark all that apply) Responses: 175

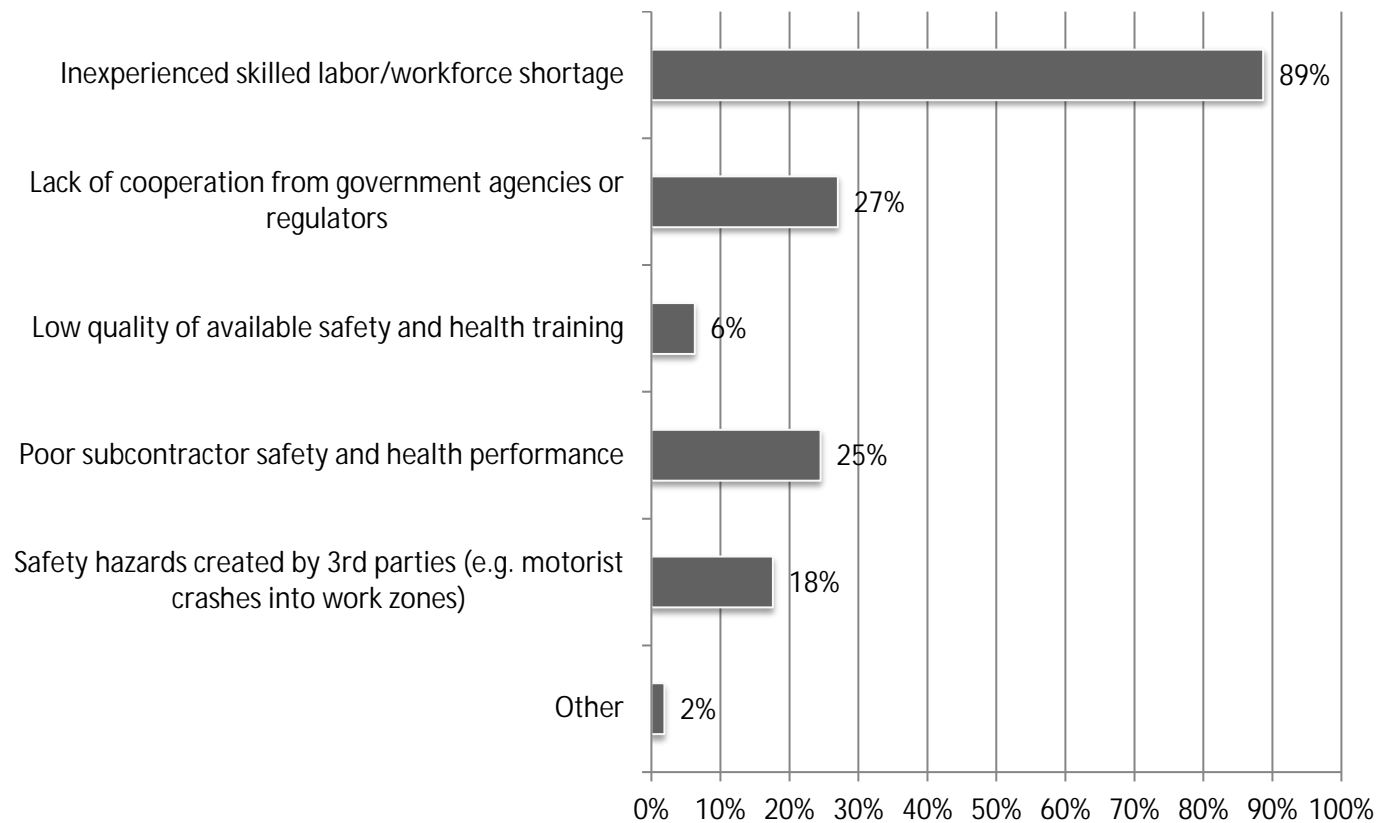
7. How has your firm responded to supply-chain issues, if any? (mark all that apply) Responses: 172

8. Did an owner postpone or cancel any projects that were scheduled to start in 2021 or 2022? (mark all that apply) Responses: 173

11. What are your biggest concerns for 2022? (mark all that apply) Responses: 177



12. What challenges, if any, do you see regarding the safety and health of your firm's workers (mark all that apply)? Responses: 159

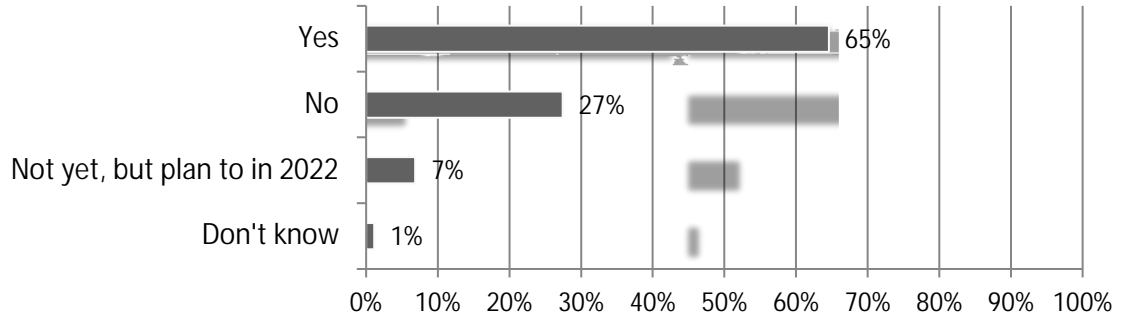


13. Compared to 2021, will your firm's 2022 investment in the following technologies change? (mark all that apply) Responses: 171

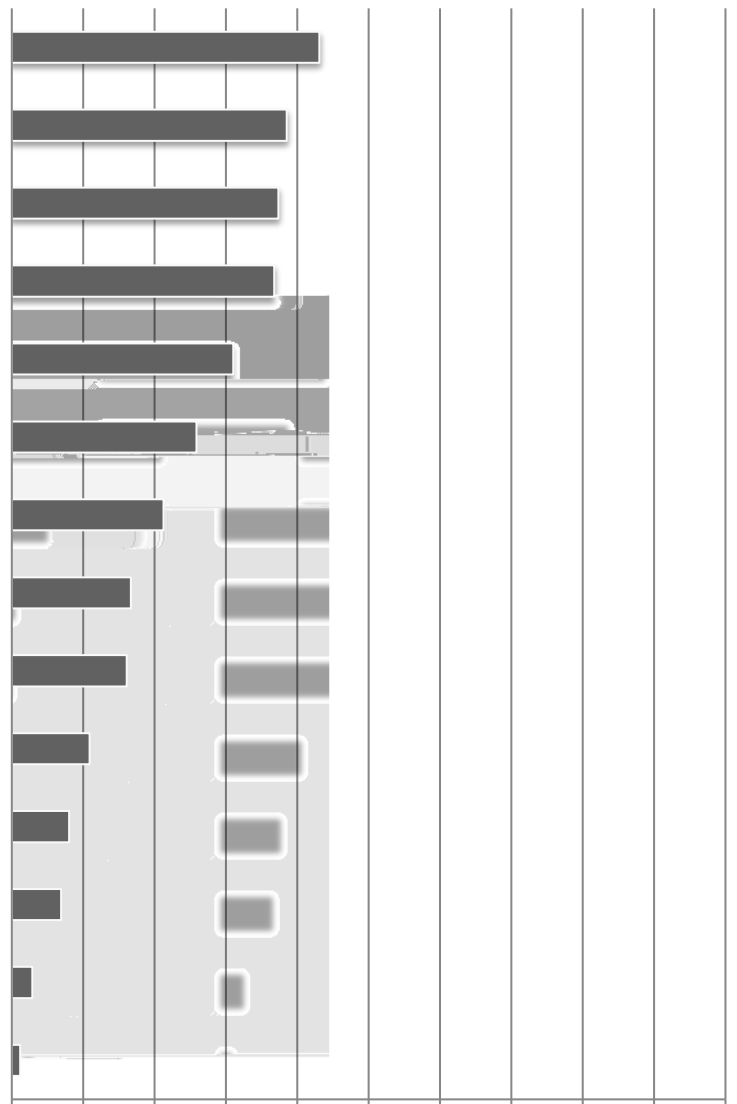
	Increase	Decrease	No change
Document management software	35%	1%	63%
Estimating software	31%	1%	68%
Fleet tracking/management software	29%	2%	69%
Project management software	28%	2%	70%
Tool/asset management/tracking	28%	1%	72%
Accounting software	24%	1%	75%
Human resources (HR) software	23%	1%	76%
Client relationship management (CRM) software	22%	1%	77%
Payroll software	22%	2%	76%
Project collaboration software	18%	1%	81%
Scheduling software	17%	1%	81%
Building Information Modeling (BIM)	16%	1%	83%
Subcontractor bid management/ITB software	11%	1%	89%
Prequalification software	10%	0%	90%
Service management software	8%	2%	91%

14. How does your company plan to use mobile software

15. Does your firm currently have a formal IT plan to support your business objectives? Responses: 175



16. What are your biggest IT challenges (mark all that apply)? Responses: 174



17. Does your firm use cloud-hosted technology in any of the following ways (mark all that apply)?
Responses: 162

18.

