

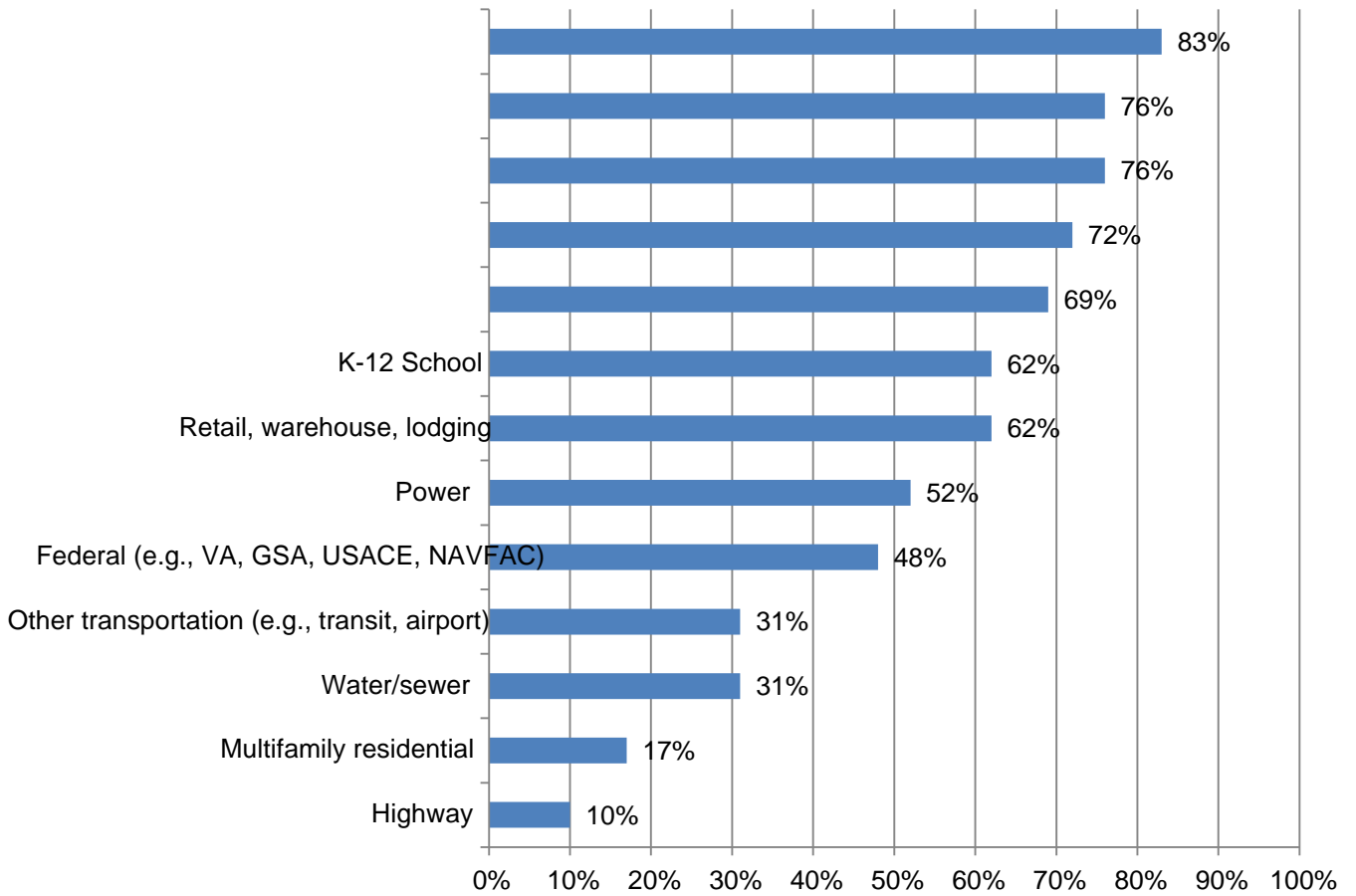


# 2017 Workforce Survey Results

## Michigan Results

Total responses: 299 Responses varied for some questions.

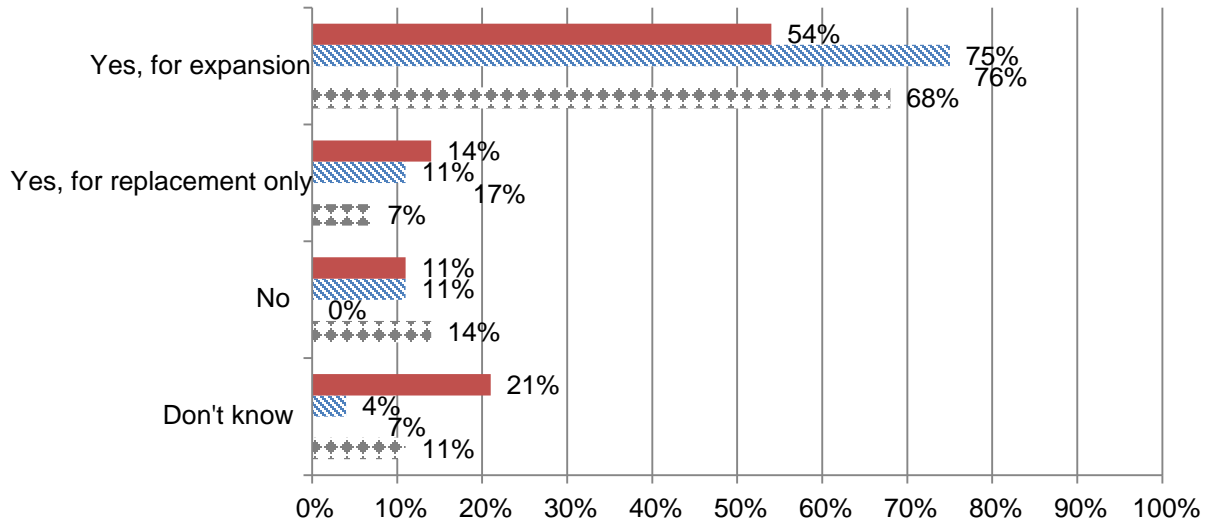
1. Please indicate which of the following types of construction projects your firm performs (mark all that apply)





3. In the next 12 months, do you expect your firm will hire additional or replacement:

■ Hourly office personnel   ■ Hourly craft personnel   ■ Salaried office personnel   ■ Salaried field personnel



4. How would you describe your current recruitment situation?

5. If your firm is having trouble filling salaried positions, please indicate the position types you are having trouble filling (responses shown for position types employed by 10 or more respondents):

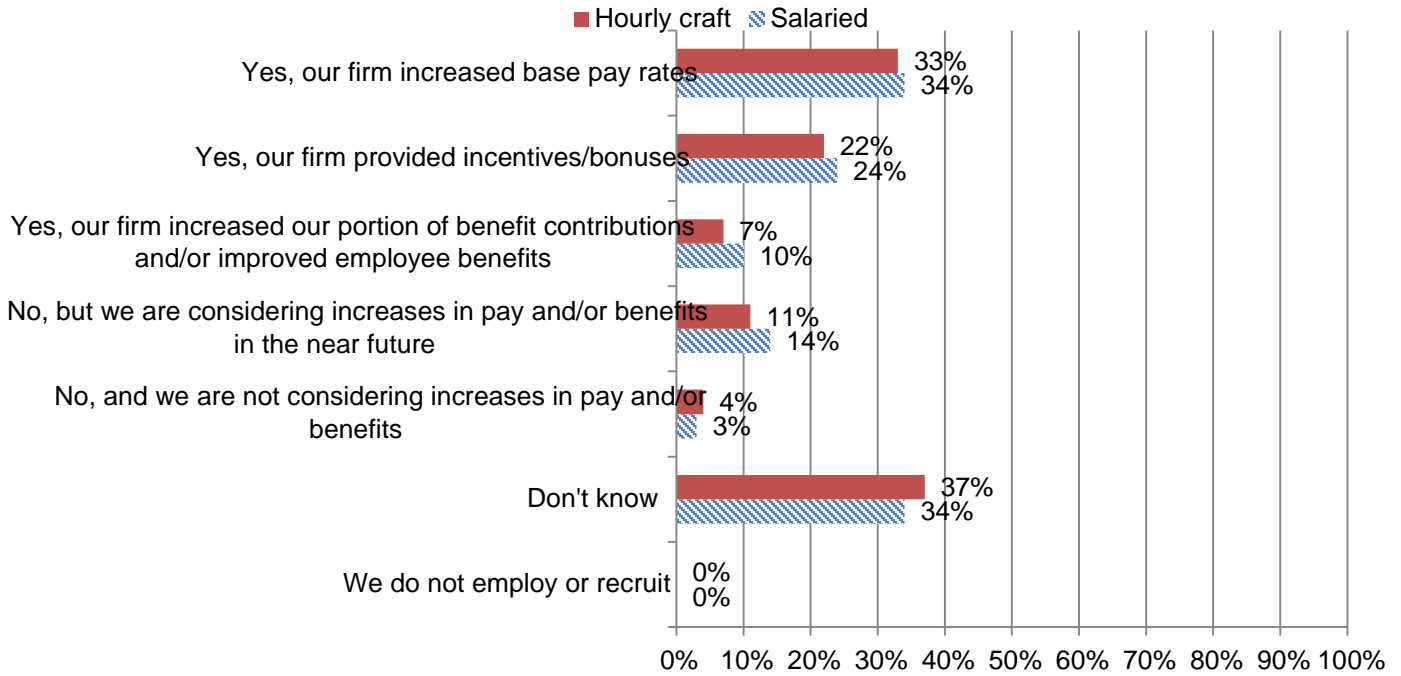


10. Which, if any, of these categories of workers does your firm make special efforts to recruit and/or retain (mark all that apply)?

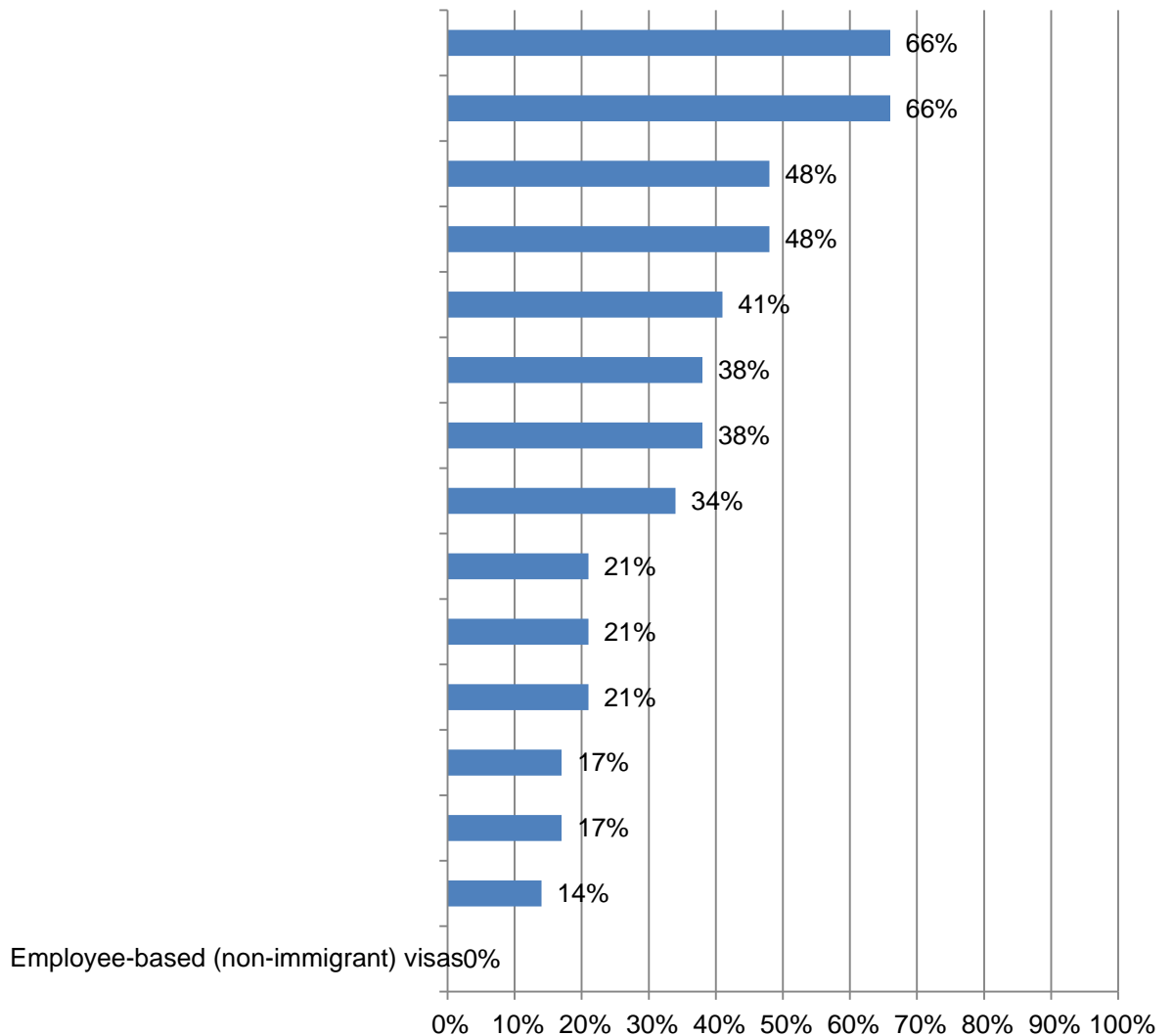
11. What methods does your firm use to recruit these categories of workers (mark all that apply)?

12. What methods does your firm use to retain these categories of workers (mark all that apply)?

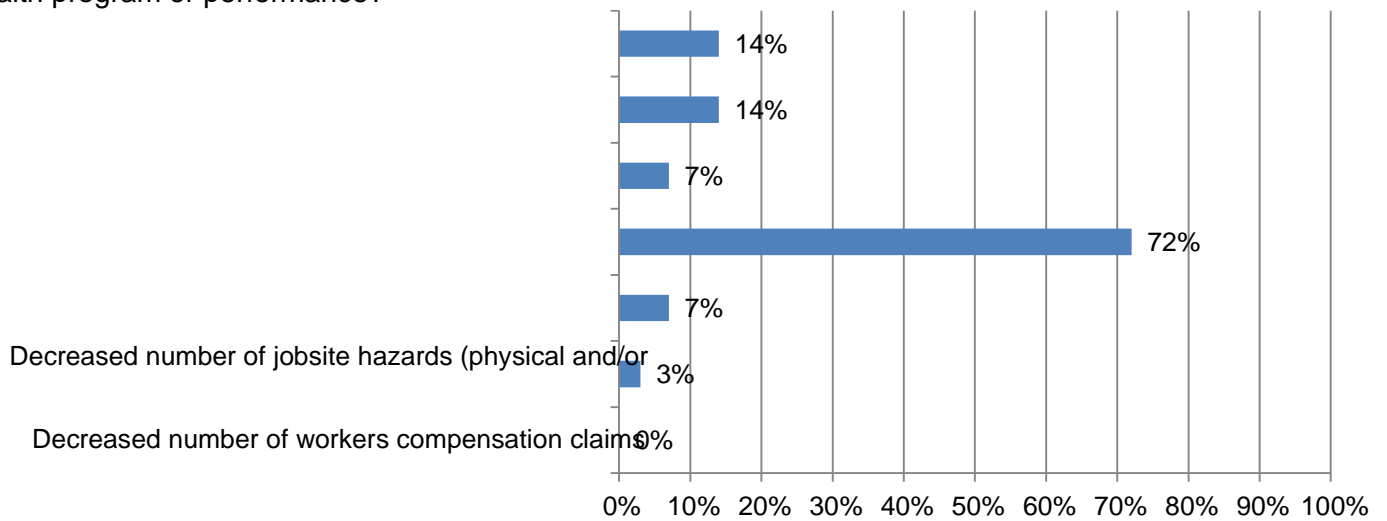
14. Has your firm increased pay and/or benefits for hourly craft or salaried personnel in the last year because of difficulty in filling positions (mark all that apply)?



15. Have you increased your use of any of the following during the past year because of difficulty in filling positions (mark all that apply)?



16. If your firm is experiencing staffing challenges, how would you describe the impact on your company's safety and health program or performance?



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

18. Would/ do you encourage your children to pursue careers in construction?

19. How many total employees does your firm employ at all of its locations?

20. Estimate the total dollar amount of work your firm performed during the past 12 months.