

Q7. CIO/Head of IT
(Percent of Respondents)

	Total	Region				2017 Expected Dollar Volume				
		Northeast	Midwest	South	West	Less than \$1 million	\$1 million to \$4,999,999	\$5 million to \$9,999,999	\$10 million to \$14,999,999	\$15 million or over
Does Position Exist?										
Yes, full-time	3	4	3	3	5	3	1	1		14
Yes, part-time	1		2	1	3		1	3		2
No	95	96	95	97	92	97	98	97	100	85
Responses	301	24	59	155	63	30	121	58	32	59
Is it filled by person(s) with experience in construction trades?										
Always										
Sometimes										
Never/Almost never										
Responses										
Salary										
Less than \$50,000	20									
\$50,000 to \$99,999	50									
\$100,000 or more	30									
Mean	\$79,600									
Median	\$67,500									
Responses	10									
Bonus/Commissions										
Yes	40									
No	60									
Responses	10									
Bonus (among all with salary)										
Zero	60									
\$10,000 or more	40									
Mean	\$19,250									
Median	\$0									
Responses	10									

Q7. CIO/Head of IT
(Percent of Respondents)

	2017 Expected Single-Family Starts			Number of Employees			
	1 to 10	11 to 99	100 or more	0 to 2	3 to 4	5 to 9	10 or more
Does Position Exist?							
Yes, full-time	1	3	6		2	1	6
Yes, part-time	1	3				3	1
No	98	94	94	100	98	95	93
Responses	153	109	31	51	63	87	97
Is it filled by person(s) with experience in construction trades?							
Always							
Sometimes							
Never/Almost never							
Responses							
Salary							
Less than \$50,000							
\$50,000 to \$99,999							
\$100,000 or more							
Mean							
Median							
Responses							
Bonus/Commissions							
Yes							
No							
Responses							
Bonus (among all with salary)							
Zero							
\$10,000 or more							
Mean							
Median							
Responses							

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Q7. VP of Construction
(Percent of Respondents)

	Total	Region				2017 Expected Dollar Volume				
		Northeast	Midwest	South	West	Less than \$1 million	\$1 million to \$4,999,999	\$5 million to \$9,999,999	\$10 million to \$14,999,999	\$15 million or over
Does Position Exist?										
Yes, full-time	36	42	29	34	46	30	21	26	44	75
Yes, part-time	1		2	1	2		2		3	2
No	63	58	69	65	52	70	78	74	53	24
Responses	300	24	58	155	63	30	121	57	32	59
Is it filled by person(s) with experience in construction trades?										
Always	96	100	100	97	90		94		100	97
Sometimes	2				10					3
Never/Almost never	1			3			6			
Responses	81	10	14	37	20		18		13	38
Salary										
Less than \$50,000	7	10	6	8	4		13		7	
\$50,000 to \$99,999	51	40	53	53	50		75	64	64	28
\$100,000 or more	42	50	41	39	46		13	36	29	72
Mean	\$94,293	\$98,260	\$92,382	\$88,724	\$103,779		\$70,275	\$86,500	\$85,393	\$119,589
Median	\$85,000	\$97,500	\$85,000	\$80,000	\$89,250		\$70,000	\$85,000	\$85,000	\$108,000
Responses	104	10	17	49	28		24	14	14	43
Bonus/Commissions										
Yes	76	50	65	82	82		58	86	79	88
No	24	50	35	18	18		42	14	21	12
Responses	104	10	17	49	28		24	14	14	43
Bonus (among all with salary)										
Zero	24	50	35	18	18		42	14	21	12
\$1,000 to \$4,999	3		6		7				7	2
\$5,000 to \$9,999	3			4	4			14		2
\$10,000 or more	70	50	59	78	71		58	71	71	84
Mean	\$37,625	\$37,500	\$34,176	\$34,480	\$45,268		\$21,208	\$21,857	\$49,821	\$54,709
Median	\$20,000	\$5,000	\$20,000	\$20,000	\$27,500		\$10,000	\$15,000	\$20,000	\$35,000
Responses	104	10	17	49	28		24	14	14	43

Q7. VP of Construction
(Percent of Respondents)

	2017 Expected Single-Family Starts				Number of Employees			
	1 to 10	11 to 99	100 or more		0 to 2	3 to 4	5 to 9	10 or more
Does Position Exist?								
Yes, full-time	24	40	81		12	27	31	57
Yes, part-time		4				2	1	2
No	76	56	19		88	71	68	41
Responses	152	109	31		51	63	87	96
Is it filled by person(s) with experience in construction trades?								
Always	96	97	95				100	98
Sometimes	4		5					2
Never/Almost never		3						
Responses	25	31	22				21	47
Salary								
Less than \$50,000	15	5				13	15	15
\$50,000 to \$99,999	65	60	24			75	62	37
\$100,000 or more	21	36	76			13	23	63
Mean		\$88,472	\$124,680			\$68,563	\$74,792	\$112,737
Median		\$85,000	\$108,000			\$67,500	\$77,500	\$102,161
Responses	34	42	25			16	26	54
Bonus/Commissions								
Yes	56	83	88			63	69	87
No	44	17	12			38	31	13
Responses	34	42	25			16	26	54
Bonus (among all with salary)								
Zero	44	17	12			38	31	13
\$1,000 to \$4,999	3	5				6		4
\$5,000 to \$9,999	3	2	4				4	4
\$10,000 or more	50	76	84			56	65	80
Mean		\$40,310	\$55,260			\$24,750	\$26,231	\$47,130
Median		\$20,000	\$50,000			\$10,000	\$15,000	\$30,000
Responses	34	42	25			16	26	54

Q7. VP of Construction
(Percent of Respondents) - continued

	Total	Region				2017 Expected Dollar Volume				
		Northeast	Midwest	South	West	Less than \$1 million	\$1 million to \$4,999,999	\$5 million to \$9,999,999	\$10 million to \$14,999,999	\$15 million or over
Bonus (among only those who actually got bonuses)										
\$1,000 to \$4,999	4		9		9				9	3
\$5,000 to \$9,999	4			5	4			17		3
\$10,000 or more	92		91	95	87		100	83	91	95
Mean	\$49,532									
Median	\$30,000		\$52,818	\$42,238	\$55,109		\$36,357	\$25,500	\$63,409	\$61,908
Responses	79		\$35,000	\$30,000	\$30,000		\$25,000	\$20,000	\$35,000	\$50,000
			11	40	23		14	12	11	38
Benefits										
Health Insurance	88	100	81	83	96		63	86	100	100
Dental Insurance	46	30	44	47	54		8	29	46	79
Vision Program	29	20	19	30	38		0	21	31	52
Prescription Program	36	40	38	36	35		8	21	54	55
Life Insurance	42	40	50	45	35		17	29	31	64
Short Term Disability	27	50	31	23	23		13	14	23	43
Long Term Disability	26	40	38	19	27		17	7	38	38
Flex Spending	25	20	38	19	31		13	7	23	43
401 K	63	60	81	51	73		46	50	54	83
Paid Vacation Leave	90	90	94	89	88		88	86	85	93
Paid Sick Leave	73	60	75	77	69		79	57	54	81
Tuition Reimbursement	17	20	31	11	19		13	7	31	21
Training	34	40	31	26	50		38	21	8	43
Other	11	20	13	11	8		13	21	0	10
Responses	99	10	16	47	26		24	14	13	42

*Q7. VP of Construction
(Percent of Respondents) - continued*

	2017 Expected Single-Family Starts			Number of Employees			
	1 to 10	11 to 99	100 or more	0 to 2	3 to 4	5 to 9	10 or more
Bonus (among only those who actually got bonuses)							
\$1,000 to \$4,999	5	6			10		4
\$5,000 to \$9,999	5	3	5			6	4
\$10,000 or more	89	91	95		90	94	91
Mean	\$27,158	\$48,371	\$62,795		\$39,600	\$37,889	\$54,149
Median	\$15,000	\$25,000	\$51,750		\$30,500	\$15,000	\$35,000
Responses	19	35	22		10	18	47
Benefits							
Health Insurance	71	93	100		63	83	100
Dental Insurance	13	49	79		0	29	70
Vision Program	3	24	63		0	21	42
Prescription Program	19	34	58		0	38	49
Life Insurance	16	39	75		19	38	53
Short Term Disability	10	27	42		6	25	34
Long Term Disability	6	22	50		13	13	36
Flex Spending	10	20	46		6	17	34
401 K	48	63	75		38	54	77
Paid Vacation Leave	87	90	92		88	88	91
Paid Sick Leave	68	73	79		75	58	77
Tuition Reimbursement	16	7	29		6	13	21
Training	35	24	46		38	25	36
Other	10	15	4		13	13	11
Responses	31	41	24		16	24	53

OPERATIONS JOBS
Q7. Head/Director of Purchasing
(Percent of Respondents)

	Total	Region				2017 Expected Dollar Volume				
		Northeast	Midwest	South	West	Less than \$1 million	\$1 million to \$4,999,999	\$5 million to \$9,999,999	\$10 million to \$14,999,999	\$15 million or over
Does Position Exist?										
Yes, full-time	17	21	17	17	16		1	16	22	58
Yes, part-time	1			1			1	2		
No	82	79	83	82	84	100	98	83	78	42
Responses	301	24	59	155	63	30	121	58	32	59
Is it filled by person(s) with experience in construction trades?										
Always	67			62						78
Sometimes	26			33						19
Never/Almost never	8			5						4
Responses	39			21						27
Salary										
Less than \$50,000	8			12						71
\$50,000 to \$99,999	67			76	50					29
\$100,000 or more	24			12	50					
Mean	\$80,884			\$74,360	\$90,200					\$86,903
Median	\$70,000			\$70,000	\$90,000					\$75,500
Responses	49			25	10					34
Bonus/Commissions										
Yes	73			80	70					79
No	27			20	30					21
Responses	49			25	10					34
Bonus (among all with salary)										
Zero	27			20	30					21
\$1,000 to \$4,999	4			4						3
\$5,000 to \$9,999	12			16	20					12
\$10,000 or more	57			60	50					65
Mean	\$20,014			\$15,600	\$28,550					\$24,976
Median	\$10,000			\$10,000	\$12,500					\$17,500
Responses	49			25	10					34

OPERATIONS JOBS
Q7. Head/Director of Purchasing
(Percent of Respondents)

	2017 Expected Single-Family Starts			Number of Employees			
	1 to 10	11 to 99	100 or more	0 to 2	3 to 4	5 to 9	10 or more
Does Position Exist?							
Yes, full-time	3	22	68	2		10	41
Yes, part-time	1	1			2	1	
No	97	77	32	98	98	89	59
Responses	153	109	31	51	63	87	97
Is it filled by person(s) with experience in construction trades?							
Always		63	76				77
Sometimes		26	18				13
Never/Almost never		11	6				10
Responses		19	17				31
Salary							
Less than \$50,000		13					
\$50,000 to \$99,999		79	67				74
\$100,000 or more		8	33				26
Mean		\$67,760	\$88,743				\$83,727
Median		\$62,500	\$85,000				\$75,000
Responses		24	21				39
Bonus/Commissions							
Yes		63	86				77
No		38	14				23
Responses		24	21				39
Bonus (among all with salary)							
Zero		38	14				23
\$1,000 to \$4,999		4					3
\$5,000 to \$9,999		17	10				13
\$10,000 or more		42	76				62
Mean		\$7,375	\$28,271				\$21,236
Median		\$5,000	\$25,000				\$15,000
Responses		24	21				39

*Q7. Head/Director of Purchasing
(Percent of Respondents) - continued*

	Total	Region				2017 Expected Dollar Volume				
		Northeast	Midwest	South	West	Less than \$1 million	\$1 million to \$4,999,999	\$5 million to \$9,999,999	\$10 million to \$14,999,999	\$15 million or over
Bonus (among only those who actually got bonuses)										
\$1,000 to \$4,999	6			5						4
\$5,000 to \$9,999	17			20						15
\$10,000 or more	78			75						81
Mean	\$27,242			\$19,500						\$31,452
Median	\$20,000			\$12,500						\$20,000
Responses	36			20						27
Benefits										
Health Insurance	90			100	90					91
Dental Insurance	63			64	80					76
Vision Program	49			52	60					59
Prescription Program	49			64	30					50
Life Insurance	51			60	30					65
Short Term Disability	33			28	20					35
Long Term Disability	39			36	30					41
Flex Spending	33			20	50					38
401 K	73			72	80					82
Paid Vacation Leave	96			96	90					94
Paid Sick Leave	80			76	90					85
Tuition Reimbursement	22			12	20					24
Training	29			16	40					38
Other	8			4	0					6
Responses	49			25	10					34

*Q7. Head/Director of Purchasing
(Percent of Respondents) - continued*

	2017 Expected Single-Family Starts					Number of Employees			
	1 to 10	11 to 99	100 or more	0 to 2	3 to 4	5 to 9	10 or more		
Bonus (among only those who actually got bonuses)									
\$1,000 to \$4,999		7						3	
\$5,000 to \$9,999		27	11					17	
\$10,000 or more		67	89					80	
Mean		\$11,800	\$32,983					\$27,607	
Median		\$10,000	\$29,750					\$20,000	
Responses		15	18					30	
Benefits									
Health Insurance		79	100					90	
Dental Insurance		50	81					74	
Vision Program		33	67					54	
Prescription Program		42	62					51	
Life Insurance		29	76					59	
Short Term Disability		21	43					36	
Long Term Disability		25	52					44	
Flex Spending		17	48					38	
401 K		67	81					77	
Paid Vacation Leave		96	95					95	
Paid Sick Leave		88	71					82	
Tuition Reimbursement		13	29					23	
Training		8	48					33	
Other		8	5					8	
Responses		24	21					39	

Q7. Head /Director of Land Acquisition
(Percent of Respondents)

	Total	Region				2017 Expected Dollar Volume				
		Northeast	Midwest	South	West	Less than \$1 million	\$1 million to \$4,999,999	\$5 million to \$9,999,999	\$10 million to \$14,999,999	\$15 million or over
Does Position Exist?										
Yes, full-time	8	17	7	6	8		1	2	3	34
No	92	83	93	94	92	100	99	98	97	66
Responses	301	24	59	155	63	30	121	58	32	59
Is it filled by person(s) with experience in construction trades?										
Always	87									85
Never/Almost never	13									15
Responses	15									13
Salary										
\$50,000 to \$99,999	32									21
\$100,000 or more	68									79
Mean	\$124,114									\$130,816
Median	\$120,255									\$125,000
Responses	22									19
Bonus/Commissions										
Yes	77									79
No	23									21
Responses	22									19
Bonus (among all with salary)										
Zero	23									21
\$1,000 to \$4,999	5									5
\$5,000 to \$9,999	5									5
\$10,000 or more	68									68
Mean	\$49,352									\$52,671
Median	\$35,000									\$35,000
Responses	22									19