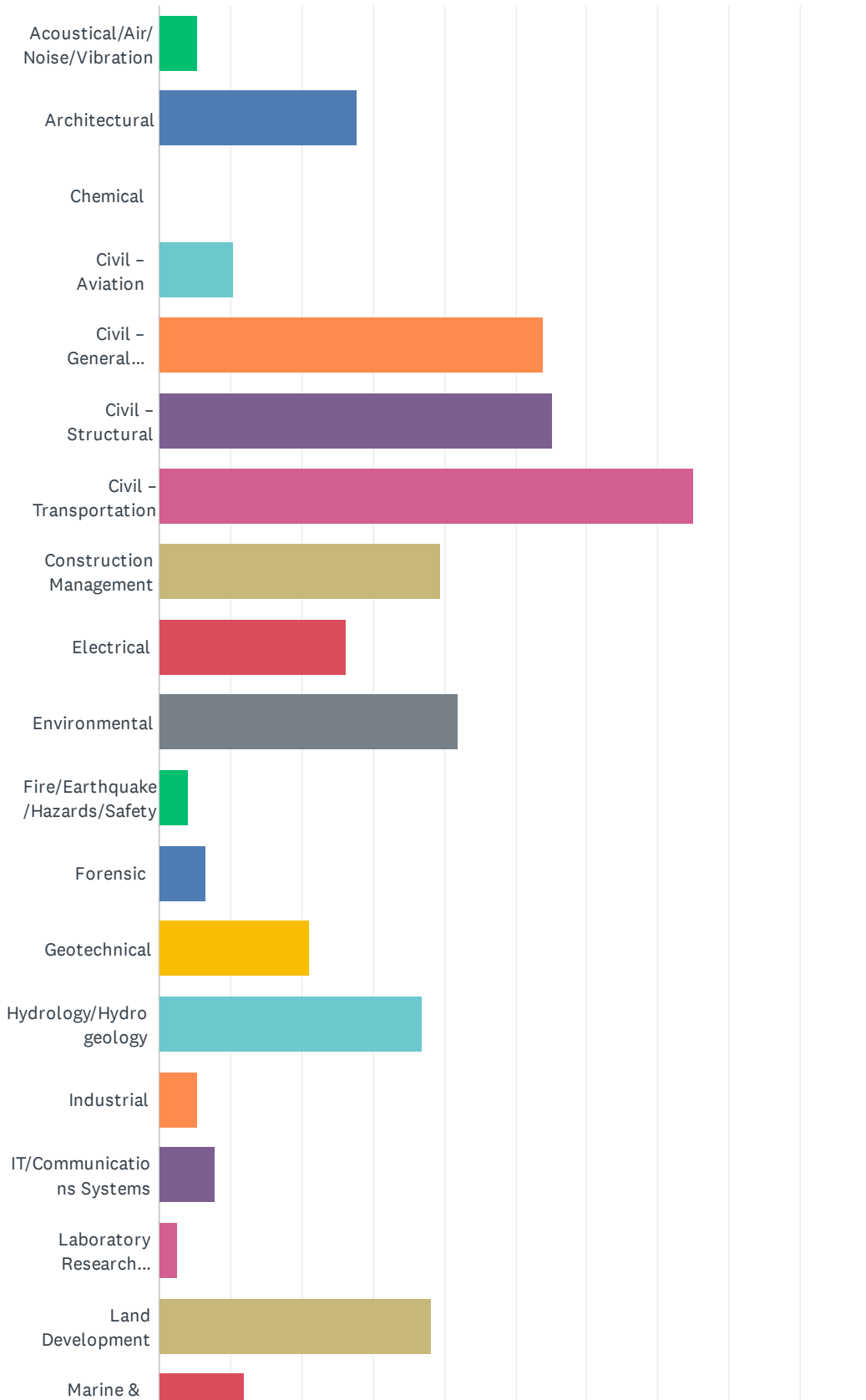
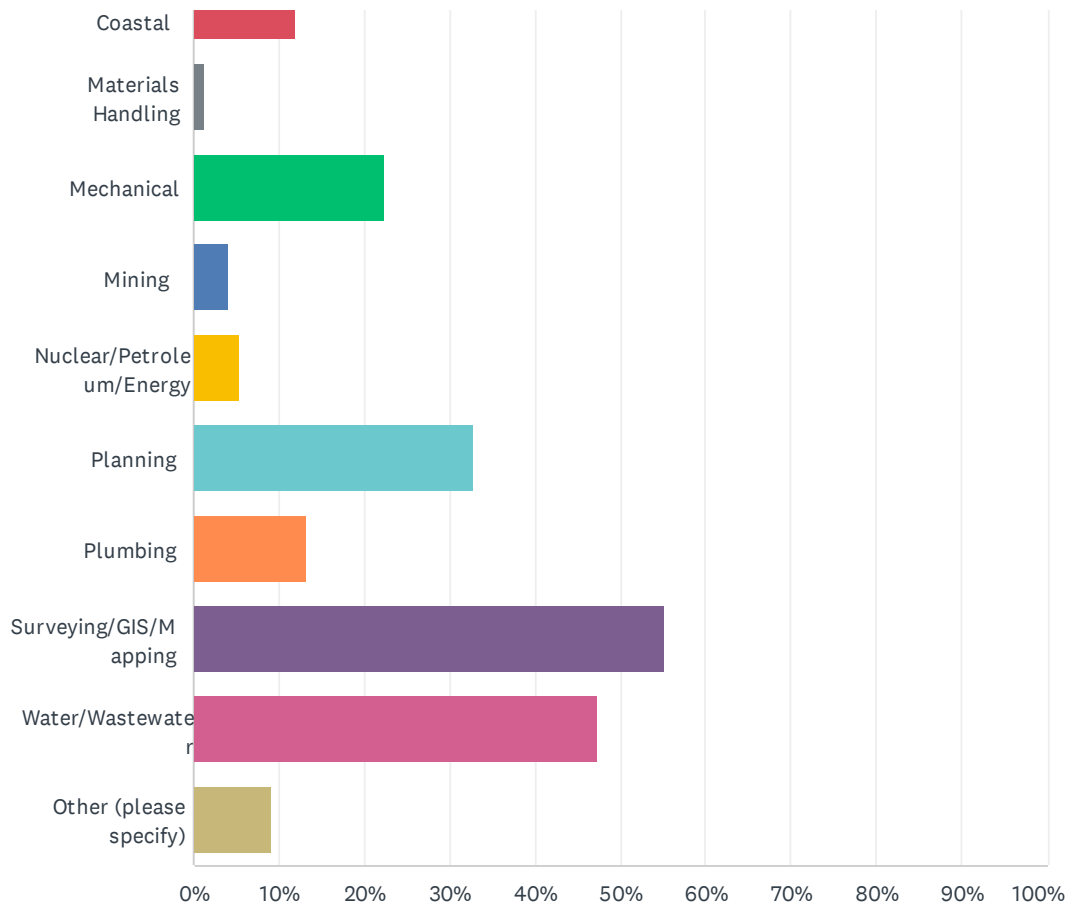


Q1 Discipline of Firm: (select all that apply)

Answered: 76 Skipped: 0





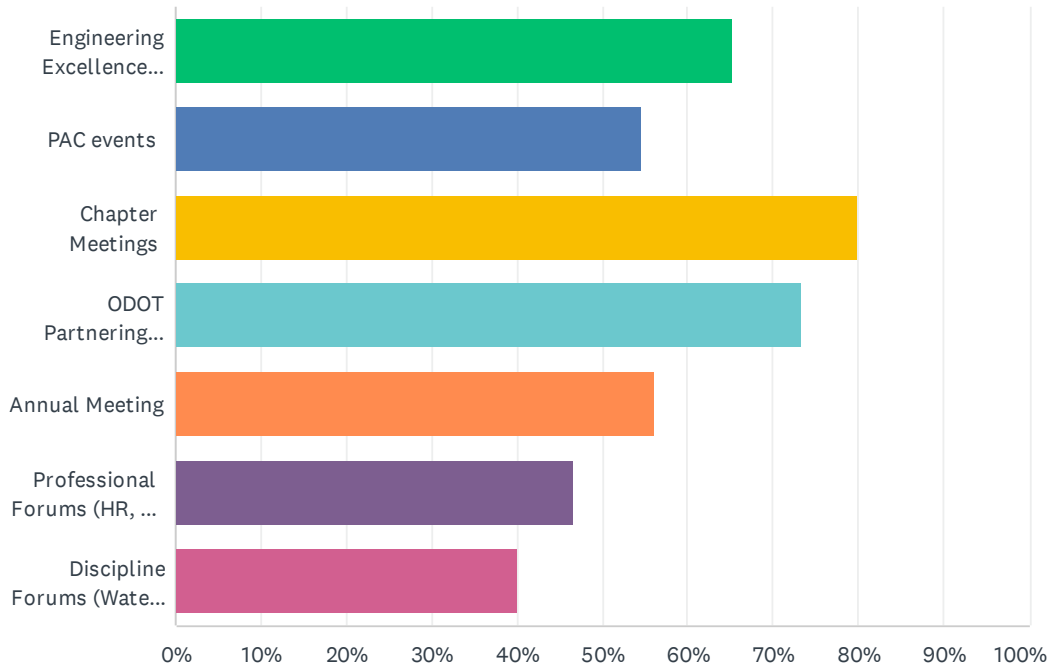
| ANSWER CHOICES | RESPONSES | |
|--------------------------------|-----------|----|
| Acoustical/Air/Noise/Vibration | 5.26% | 4 |
| Architectural | 27.63% | 21 |
| Chemical | 0.00% | 0 |
| Civil – Aviation | 10.53% | 8 |
| Civil – General Municipal | 53.95% | 41 |
| Civil – Structural | 55.26% | 42 |
| Civil – Transportation | 75.00% | 57 |
| Construction Management | 39.47% | 30 |
| Electrical | 26.32% | 20 |
| Environmental | 42.11% | 32 |
| Fire/Earthquake/Hazards/Safety | 3.95% | 3 |
| Forensic | 6.58% | 5 |
| Geotechnical | 21.05% | 16 |
| Hydrology/Hydrogeology | 36.84% | 28 |
| Industrial | 5.26% | 4 |
| IT/Communications Systems | 7.89% | 6 |
| Laboratory Research Facilities | 2.63% | 2 |
| Land Development | 38.16% | 29 |
| Marine & Coastal | 11.84% | 9 |
| Materials Handling | 1.32% | 1 |
| Mechanical | 22.37% | 17 |
| Mining | 3.95% | 3 |
| Nuclear/Petroleum/Energy | 5.26% | 4 |
| Planning | 32.89% | 25 |
| Plumbing | 13.16% | 10 |
| Surveying/GIS/Mapping | 55.26% | 42 |
| Water/Wastewater | 47.37% | 36 |
| Other (please specify) | 9.21% | 7 |
| Total Respondents: 76 | | |

| # | OTHER (PLEASE SPECIFY) | DATE |
|---|---|--------------------|
| 1 | Public Involvement and Community Relations | 6/22/2023 10:01 AM |
| 2 | Public Engagement | 6/19/2023 3:16 PM |
| 3 | Civil - C&DD Landfills, Construction Materials Testing/Consulting | 6/14/2023 6:26 PM |

| | | |
|---|---|--------------------|
| 4 | Right of Way Acquisition Services | 6/13/2023 10:47 AM |
| 5 | Policy and stakeholder/public engagement | 6/13/2023 10:19 AM |
| 6 | Commissioning and Building Performance and Sustainability and Fire Protection | 6/13/2023 8:57 AM |
| 7 | Telecom | 6/12/2023 3:38 PM |

Q2 Do you or your firm regularly participate in any of these ACEC Ohio events?

Answered: 75 Skipped: 1

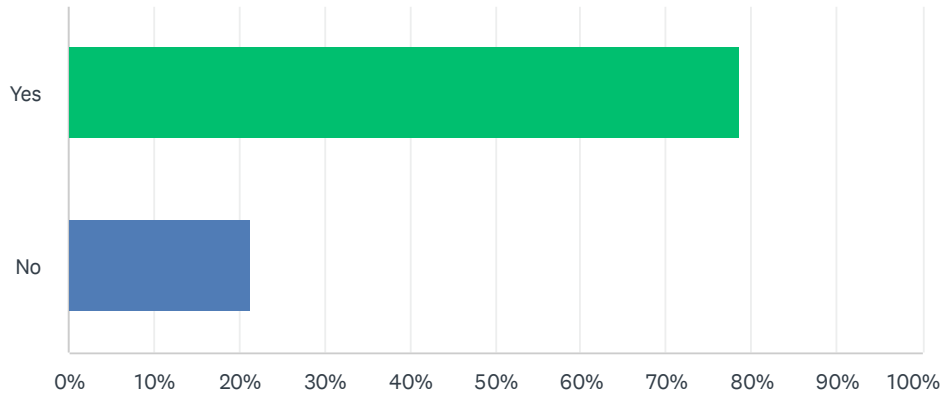


| ANSWER CHOICES | RESPONSES |
|---|-----------|
| Engineering Excellence Awards | 65.33% 49 |
| PAC events | 54.67% 41 |
| Chapter Meetings | 80.00% 60 |
| ODOT Partnering Conference | 73.33% 55 |
| Annual Meeting | 56.00% 42 |
| Professional Forums (HR, IT, Finance, CEO, Marketing) | 46.67% 35 |
| Discipline Forums (Water, Energy, Private Sector) | 40.00% 30 |
| Total Respondents: 75 | |

| # | IF NOT, MAY WE ASK WHY? | DATE |
|---|-------------------------|--------------------|
| 1 | Time | 6/13/2023 10:50 AM |

Q3 Is ACEC/ACEC Ohio your primary resource for engineering business practices information?

Answered: 75 Skipped: 1

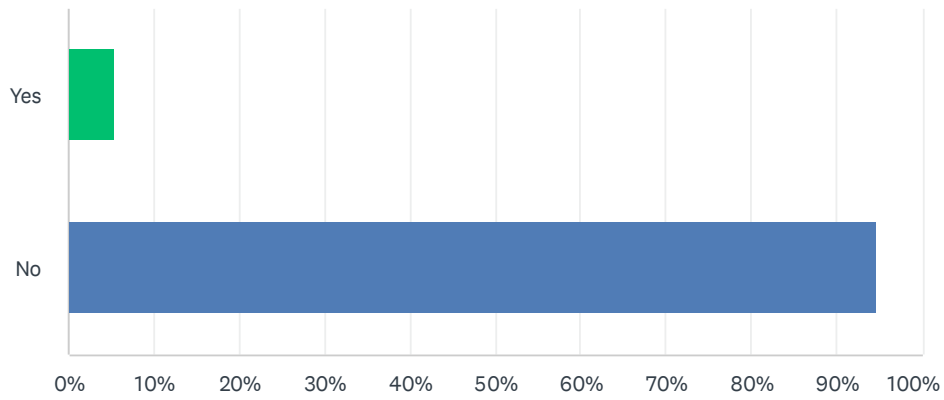


| ANSWER CHOICES | RESPONSES | |
|-----------------------|-----------|----|
| Yes | 78.67% | 59 |
| No | 21.33% | 16 |
| Total Respondents: 75 | | |

| # | IF NOT, WHAT OTHER SOURCES OF ENGINEERING OR GENERAL BUSINESS INFORMATION DO YOU RECEIVE? | DATE |
|----|---|--------------------|
| 1 | ASHE, CES, WTS, MEANEO | 6/15/2023 10:35 AM |
| 2 | Other events and direct contacts | 6/13/2023 1:52 PM |
| 3 | ASHRAE, IES | 6/13/2023 11:33 AM |
| 4 | PSMJ and Zweig White | 6/13/2023 8:57 AM |
| 5 | ASCE | 6/12/2023 6:15 PM |
| 6 | Other states , national and other groups ASCE , Awwa WEF , etc | 6/12/2023 5:48 PM |
| 7 | NSPE/OSPE | 6/12/2023 4:51 PM |
| 8 | Legal Advise on contracts and agreements | 6/12/2023 4:46 PM |
| 9 | Engineering Record | 6/12/2023 4:10 PM |
| 10 | ITR Trends Report, AISC Annual Market Review | 6/12/2023 3:45 PM |
| 11 | PSMJ, conferences | 6/12/2023 3:38 PM |
| 12 | Primary "external" resource outside of our company | 6/12/2023 3:32 PM |
| 13 | TSPE, ASHE, ASCE, etc. | 6/12/2023 3:27 PM |
| 14 | Various online training modules | 6/12/2023 3:24 PM |
| 15 | ASHE, WTS | 6/12/2023 3:20 PM |

Q4 Are you a young professional? (35 and younger)

Answered: 76 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|-----------------------|-----------|----|
| Yes | 5.26% | 4 |
| No | 94.74% | 72 |
| Total Respondents: 76 | | |

Q5 If you answered 'YES' to question 5, what can ACEC Ohio do to better serve our young professionals?

Answered: 6 Skipped: 70

| # | RESPONSES | DATE |
|---|--|--------------------|
| 1 | N/A | 6/22/2023 8:28 AM |
| 2 | Maybe include one networking event geared toward technical presentation. | 6/15/2023 10:35 AM |
| 3 | Keep getting young professionals involved. Seeing other young people on committees or actively participating will lead to more young professionals participating. It will break the thought that this is a "C Suite" organization. | 6/13/2023 10:31 AM |
| 4 | More opportunities to learn the basics - legislation for beginners, why it's important, etc. The terminology/discussions can sometimes feel overwhelming to younger staff | 6/12/2023 4:08 PM |
| 5 | Communication and more involvement. Engage the ypunger folks in brain storming. | 6/12/2023 3:52 PM |
| 6 | N/A | 6/12/2023 3:21 PM |

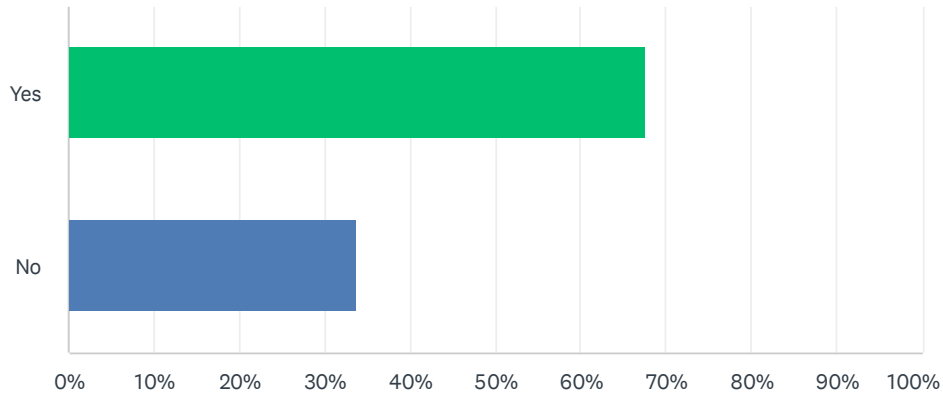
Q6 Do you have any recommendations for chapter meeting speakers? Please keep in mind our chapters are regional.

Answered: 23 Skipped: 53

| # | RESPONSES | DATE |
|----|---|--------------------|
| 1 | Keep up the good work with the types of speakers in the past. | 6/23/2023 8:46 AM |
| 2 | No | 6/22/2023 8:28 AM |
| 3 | I would really love to see more female speakers and females leading the meetings. | 6/21/2023 12:23 PM |
| 4 | For NEO, Someone from NOACA, and one Networking Event geared to technical presentation (many available speakers could be from our member companies), and local municipality, like City of Sandusky, Cleveland, University Circle, City of Akron. | 6/15/2023 10:35 AM |
| 5 | Look for speakers that can help teach engineers sorely needed soft business skills (communication skills for introverts, words to avoid in business communications, active listening). Think about offering a session for young professionals about what does it mean to be an owner in a firm and why should you consider this as a career path? | 6/14/2023 6:26 PM |
| 6 | Stay on the course of having at least one state legislator per year. | 6/14/2023 2:51 PM |
| 7 | None at this time | 6/13/2023 1:52 PM |
| 8 | D7,D6,D5, D9 DDD Event to mimic NE Chapter | 6/13/2023 11:58 AM |
| 9 | More local government officials from Counties or Municipalities on best practices. | 6/13/2023 10:35 AM |
| 10 | No. I have always enjoyed the speakers and presentations. | 6/13/2023 10:31 AM |
| 11 | Newsworthy projects, clients and policymakers in each region | 6/13/2023 10:19 AM |
| 12 | Private sector speakers or local economy experts | 6/13/2023 8:57 AM |
| 13 | Not specifically | 6/12/2023 10:27 PM |
| 14 | County Engineer(s) | 6/12/2023 6:15 PM |
| 15 | Local engineering practices QBS , lump sum, | 6/12/2023 5:48 PM |
| 16 | Eliminate price based selection and teach owners the benefits of QBS | 6/12/2023 5:17 PM |
| 17 | Review of the 1993 American Disabilities Act (ADA) of 1993, Title II & III revised in 2010 and the impacts to public agencies. | 6/12/2023 4:46 PM |
| 18 | Reps from HUD, EPA, EDA, ODOD, ODOT, ODNR, RGP, etc. As well as elected officials | 6/12/2023 4:10 PM |
| 19 | I enjoyed the DD and City of Columbus roundtables. | 6/12/2023 4:08 PM |
| 20 | Chiranjiv Zutshi- Technology and trends in our Industry Marc Montgomery- Construction Management Hassan Zaharan- Marketing, ODOT and private sector collaboration | 6/12/2023 3:52 PM |
| 21 | Business Leaders | 6/12/2023 3:44 PM |
| 22 | A lot of what I have seen seems to be transportation focused. As a firm that does not do transportation work, I would like to see a broader representation of agency/project types | 6/12/2023 3:21 PM |
| 23 | College deans to coordinate recruiting activities for more engineering students. | 6/12/2023 3:20 PM |

Q7 Do you contribute to ACEC Ohio's PAC?

Answered: 74 Skipped: 2

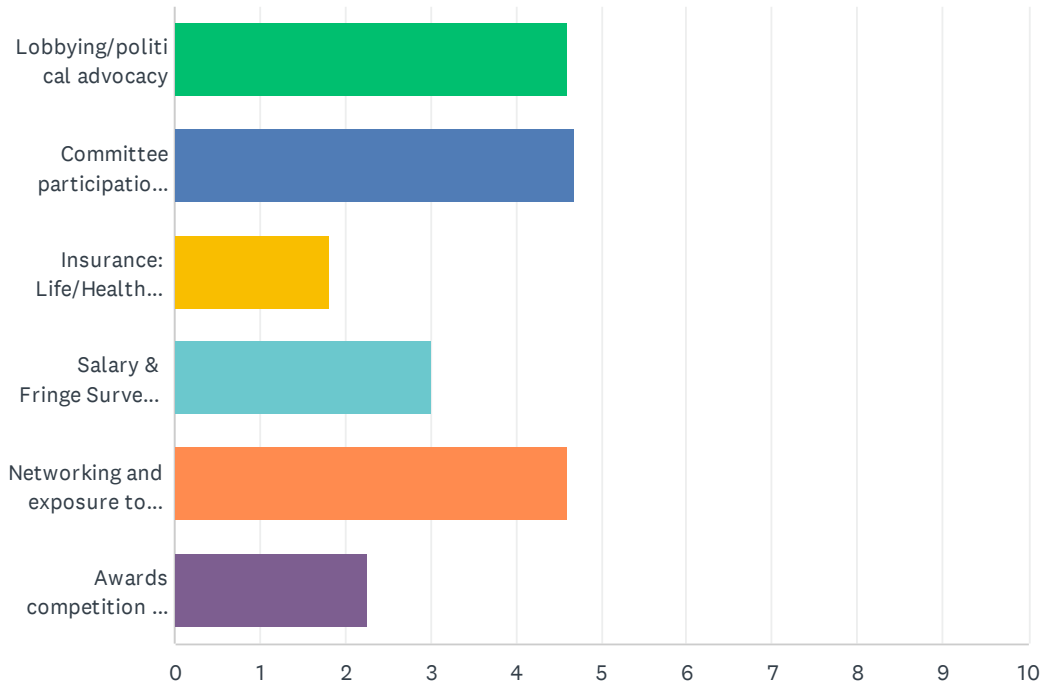


| ANSWER CHOICES | RESPONSES | |
|-----------------------|-----------|----|
| Yes | 67.57% | 50 |
| No | 33.78% | 25 |
| Total Respondents: 74 | | |

| # | IF NO, WHY OR WHAT WOULD MAKE YOU CONTRIBUTE? | DATE |
|---|--|--------------------|
| 1 | company covers this contribution | 6/19/2023 9:35 AM |
| 2 | The Company contributes | 6/13/2023 11:58 AM |
| 3 | Better understanding of where the money goes. | 6/12/2023 10:27 PM |
| 4 | Don't know much about it or how to get involved. | 6/12/2023 4:08 PM |
| 5 | Personally no, but the company does. | 6/12/2023 3:45 PM |
| 6 | Plan to contribute in future | 6/12/2023 3:32 PM |

Q8 Please prioritize the benefits of being an ACEC Ohio member, 1 to 6 (with 1 being the most important and 6 being the least important)

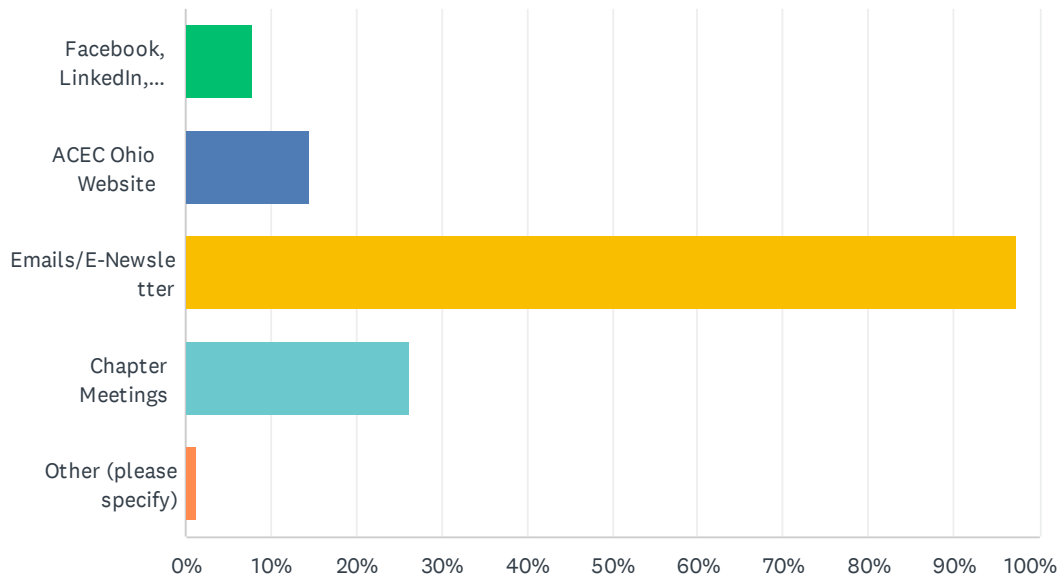
Answered: 72 Skipped: 4



| | 1 | 2 | 3 | 4 | 5 | 6 | TOTAL | SCORE |
|--|--------------|--------------|--------------|--------------|--------------|--------------|-------|-------|
| Lobbying/political advocacy | 33.33% 24 | 27.78% 20 | 18.06% 13 | 9.72% 7 | 9.72% 7 | 1.39% 1 | 72 | 4.61 |
| Committee participation and industry information | 26.39% 19 | 36.11% 26 | 23.61% 17 | 9.72% 7 | 2.78% 2 | 1.39% 1 | 72 | 4.69 |
| Insurance: Life/Health Trust, Retirement Trust, Business Insurance Trust | 2.78% 2 | 1.39% 1 | 9.72% 7 | 8.33% 6 | 16.67% 12 | 61.11% 44 | 72 | 1.82 |
| Salary & Fringe Survey and Business Practices Survey | 4.17% 3 | 11.11% 8 | 9.72% 7 | 40.28% 29 | 26.39% 19 | 8.33% 6 | 72 | 3.01 |
| Networking and exposure to state agencies/client groups, etc. | 33.33% 24 | 19.44% 14 | 30.56% 22 | 8.33% 6 | 6.94% 5 | 1.39% 1 | 72 | 4.60 |
| Awards competition and opportunity to market your firms to others | 0.00% 0 | 4.17% 3 | 8.33% 6 | 23.61% 17 | 37.50% 27 | 26.39% 19 | 72 | 2.26 |

Q9 How do you prefer to hear from ACEC Ohio?

Answered: 76 Skipped: 0



| ANSWER CHOICES | RESPONSES |
|-----------------------------|-----------|
| Facebook, LinkedIn, Twitter | 7.89% 6 |
| ACEC Ohio Website | 14.47% 11 |
| Emails/E-Newsletter | 97.37% 74 |
| Chapter Meetings | 26.32% 20 |
| Other (please specify) | 1.32% 1 |
| Total Respondents: 76 | |

| # | OTHER (PLEASE SPECIFY) | DATE |
|---|---|--------------------|
| 1 | Facebook is too personal, LinkedIn groups would be better | 6/21/2023 12:23 PM |

Q10 ACEC Ohio's overall quality of member services:

Answered: 76 Skipped: 0


3.7 ★
average rating



| | POOR | FAIR | GOOD | EXCELLENT | N/A | TOTAL | WEIGHTED AVERAGE |
|---|------------|------------|--------------|--------------|------------|-------|------------------|
| ☆ | 0.00% 0 | 3.95% 3 | 22.37% 17 | 71.05% 54 | 2.63% 2 | 76 | 3.69 |

Q11 ACEC Ohio's overall understanding of member's needs:

Answered: 75 Skipped: 1

3.5 
average rating



| | POOR | FAIR | GOOD | EXCELLENT | N/A | TOTAL | WEIGHTED AVERAGE |
|---|------------|------------|--------------|--------------|------------|-------|------------------|
| ☆ | 0.00% 0 | 8.00% 6 | 37.33% 28 | 54.67% 41 | 0.00% 0 | 75 | 3.47 |

Q12 ACEC Ohio's overall relevance to your business:

Answered: 75 Skipped: 1

3.6 
average rating



| | POOR | FAIR | GOOD | EXCELLENT | N/A | TOTAL | WEIGHTED AVERAGE |
|---|------------|------------|--------------|--------------|------------|-------|------------------|
| ☆ | 0.00% 0 | 6.67% 5 | 25.33% 19 | 68.00% 51 | 0.00% 0 | 75 | 3.61 |

Q13 What can ACEC Ohio do to be more relevant to you and your business?

Answered: 26 Skipped: 50

| # | RESPONSES | DATE |
|----|---|--------------------|
| 1 | Nothing that I can think of | 6/22/2023 8:28 AM |
| 2 | I am just getting involved with ACEC and I honestly don't know much about it. | 6/21/2023 4:40 PM |
| 3 | Expand more into the Vertical Construction | 6/15/2023 10:35 AM |
| 4 | Hard to say. Geotechnical engineers and materials experts are frequently very critical to the success of projects but they are almost always undervalued and commoditized by other design professionals. Until the industry takes geotechnical firms on as full status members of project teams instead of disposable add-ons, I'm not certain ACEC Ohio can make much of a dent at the state level. Maybe the GEO Coalition can work toward this at the national level, but I'm not holding my breath. | 6/14/2023 6:26 PM |
| 5 | Assure that the Workforce Committee gains traction. | 6/14/2023 2:51 PM |
| 6 | Offer more Firmwide opportunities for education, networking and integrate more advocacy for MEP firms. | 6/13/2023 11:33 AM |
| 7 | NA | 6/13/2023 10:35 AM |
| 8 | - | 6/13/2023 10:31 AM |
| 9 | You do an excellent job of being timely and relevant! | 6/13/2023 10:19 AM |
| 10 | Determine from member companies the most pressing issues for that year. | 6/13/2023 9:46 AM |
| 11 | Not an easy question. ACEC provides great lobbying for the engineering business. The transportation side of engineering requires more of ACEC time and lobbying efforts than the vertical side, so it's a resource and time issue. | 6/13/2023 8:57 AM |
| 12 | Nothing | 6/13/2023 7:56 AM |
| 13 | No suggestions at this time. | 6/12/2023 10:27 PM |
| 14 | Identifying additional business opportunities for DBE and SBE firms. | 6/12/2023 6:15 PM |
| 15 | Get ride of design build delivery model | 6/12/2023 5:48 PM |
| 16 | Eliminate price based selection and teach owners the benefits of QBS | 6/12/2023 5:17 PM |
| 17 | more media exposure | 6/12/2023 4:10 PM |
| 18 | young professionals group. | 6/12/2023 4:08 PM |
| 19 | With technology playing a major role in all companies, ACEC should involve tech. leaders from the Industry in their committees as well as board as advisors. | 6/12/2023 3:52 PM |
| 20 | One idea is maybe some model contract terms for prime/sub relationships that could be referred to as neutral or fair to both firms. As a small ACEC firm we are often force-fed unfair take-it-or-leave-it terms by large ACEC firms. | 6/12/2023 3:45 PM |
| 21 | Continue to diversify beyond transportation. | 6/12/2023 3:38 PM |
| 22 | Protect our industry from state/federal funding that subsidizes agencies like RCAP that compete with member firms. | 6/12/2023 3:28 PM |
| 23 | Launch a campaign to put an end to priced based selection for professional engineering services in the public sector. This is the single biggest issue facing our industry that ACED should be fighting for. | 6/12/2023 3:24 PM |

| | | |
|----|---|-------------------|
| 24 | N/A | 6/12/2023 3:21 PM |
| 25 | ACEC is has better exposure on Transportation than Water Wastwater. Maybe partner with Ohio WEF and AWWA to provide better service on water and wastewater issues. | 6/12/2023 3:16 PM |
| 26 | Challenge ODOT on the Safety Design Programmatic. They are limiting the opportunities to those consultants operating within the communities outside of Columbus. Originally, they were established to address the big push for safety by Governor Dewine. It was my understanding those would not be continued. | 6/12/2023 3:14 PM |

Q14 ACEC Ohio's overall communication:

Answered: 71 Skipped: 5

3.7 ★
average rating



| | POOR | FAIR | GOOD | EXCELLENT | N/A | TOTAL | WEIGHTED AVERAGE |
|---|------------|------------|--------------|--------------|------------|-------|------------------|
| ☆ | 0.00% 0 | 1.41% 1 | 32.39% 23 | 66.20% 47 | 0.00% 0 | 71 | 3.65 |

Q15 ACEC Ohio's overall social media:

Answered: 73 Skipped: 3

3.2 ★
average rating



| | POOR | FAIR | GOOD | EXCELLENT | N/A | TOTAL | WEIGHTED AVERAGE |
|---|------------|------------|--------------|--------------|--------------|-------|------------------|
| ☆ | 0.00% 0 | 9.59% 7 | 36.99% 27 | 27.40% 20 | 26.03% 19 | 73 | 3.24 |

Q16 ACEC Ohio's overall customer service (one-on-one interaction with staff):

Answered: 73 Skipped: 3


3.8 
average rating



| | POOR | FAIR | GOOD | EXCELLENT | N/A | TOTAL | WEIGHTED AVERAGE |
|---|------------|------------|--------------|--------------|--------------|-------|------------------|
| ☆ | 0.00% 0 | 1.37% 1 | 13.70% 10 | 69.86% 51 | 15.07% 11 | 73 | 3.81 |

Q17 ACEC Ohio's overall website:

Answered: 75 Skipped: 1

3.4 
average rating



| | POOR | FAIR | GOOD | EXCELLENT | N/A | TOTAL | WEIGHTED AVERAGE |
|---|------------|------------|--------------|--------------|------------|-------|------------------|
| ☆ | 0.00% 0 | 5.33% 4 | 45.33% 34 | 42.67% 32 | 6.67% 5 | 75 | 3.40 |

Q18 If you answered less than 4 stars for any of the above questions what can ACEC Ohio do to better serve you?

Answered: 19 Skipped: 57

| # | RESPONSES | DATE |
|----|---|--------------------|
| 1 | Nothing | 6/22/2023 8:28 AM |
| 2 | I think the website isn't very helpful to someone just getting involved. I can't find information explaining how the forums work, how to get involved, what type of time commitment. The committee information is out of date. I would like to get involved but don't know which ones are currently active and what they are trying to accomplish. I see upcoming committee meetings on the event list for ones that aren't listed as committees and nothing scheduled for some of those that are listed. | 6/21/2023 4:40 PM |
| 3 | I do not follow social media | 6/19/2023 9:35 AM |
| 4 | I do not know how Item 15 and 16 are applied/performed on the local level | 6/15/2023 10:35 AM |
| 5 | It's very hard to keep a website up to date with all technology trends. Your team is doing a fine job. | 6/14/2023 6:26 PM |
| 6 | offerings have been less relevant to me, personally, so I haven't done much with ACEC | 6/14/2023 9:44 AM |
| 7 | The website can be continually improved, but it has the information we need. Is the ACEC National Convention for 2022 or 2023? The title starts with 2022, but I haven't been to an annual convention so I am not sure. | 6/13/2023 1:52 PM |
| 8 | Did not have interaction on social media. Need more information on upcoming event, committee involvement, and other opportunities for entire staff. | 6/13/2023 11:33 AM |
| 9 | NA | 6/13/2023 10:35 AM |
| 10 | I feel like I sometimes miss communication until last minute. | 6/13/2023 10:31 AM |
| 11 | See above | 6/13/2023 8:57 AM |
| 12 | Generally a good job. | 6/12/2023 10:27 PM |
| 13 | Eliminate price based selection and teach owners the benefits of QBS | 6/12/2023 5:17 PM |
| 14 | n/a | 6/12/2023 4:08 PM |
| 15 | Have a one on one for getting together experts in the field of technology to collaborate and come up with a group of advisors who can be approached to help out smaller companies with their tech needs. | 6/12/2023 3:52 PM |
| 16 | On relevance to business, ODOT is my number 1 client, and since ACEC serves other facets of the consultant world, I understand why ACEC is not entirely focused on ODOT and OTIC | 6/12/2023 3:47 PM |
| 17 | Work on public client issues, legislative issues, etc. are excellent. Support and understanding of small business issues is not always apparent, such as impact to small businesses of DOT-driven decisions on expensive software, for instance. | 6/12/2023 3:45 PM |
| 18 | Suggest a better way to contact members when you are specifically requesting feedback. There are so many emails on a daily basis that the important asks can be lost in the mix. | 6/12/2023 3:26 PM |
| 19 | Help keep the engineering profession from becoming a commodity. | 6/12/2023 3:24 PM |

Q19 In your opinion, what are the two most significant issues facing the industry?

Answered: 66 Skipped: 10

| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|----|
| 1.) | 100.00% | 66 |
| 2.) | 95.45% | 63 |

| # | 1.) | DATE |
|----|--|--------------------|
| 1 | Maintaining program funding. | 6/23/2023 8:46 AM |
| 2 | Recruiting | 6/22/2023 8:28 AM |
| 3 | Staffing | 6/21/2023 4:40 PM |
| 4 | Finding staff | 6/21/2023 3:31 PM |
| 5 | Attracting and retaining talent | 6/21/2023 12:23 PM |
| 6 | Mentoring junior staff | 6/19/2023 6:49 PM |
| 7 | Polarization | 6/19/2023 3:16 PM |
| 8 | staffing shortages | 6/19/2023 9:35 AM |
| 9 | Shortage of professional Staff | 6/15/2023 10:35 AM |
| 10 | The "Huge firms" are eating up everyone else and ODOT and other state agencies would prefer to work with the "Huge". | 6/14/2023 6:26 PM |
| 11 | Lack of qualified engineers and engineering technicians | 6/14/2023 2:51 PM |
| 12 | crumbling infrastructure/will to fund repair | 6/14/2023 9:44 AM |
| 13 | Higher Labor Costs | 6/14/2023 8:59 AM |
| 14 | Lack of qualified candidates to fill the open positions. | 6/13/2023 1:52 PM |
| 15 | Human Resources | 6/13/2023 11:58 AM |
| 16 | Inflation | 6/13/2023 11:33 AM |
| 17 | CADD integration for small companies | 6/13/2023 10:50 AM |
| 18 | Lack of qualified candidates | 6/13/2023 10:47 AM |
| 19 | After influx of funds, what happens next? | 6/13/2023 10:35 AM |
| 20 | Staffing for the work that is coming out. | 6/13/2023 10:31 AM |
| 21 | Personally, the DBE program changes are much needed | 6/13/2023 10:19 AM |
| 22 | Professional Certification Continuing Education Requirements | 6/13/2023 9:46 AM |
| 23 | Staffing | 6/13/2023 9:00 AM |
| 24 | General economic issues (interest rates, supply chain...) | 6/13/2023 8:57 AM |
| 25 | Personnel Shortage | 6/13/2023 8:12 AM |
| 26 | financing | 6/13/2023 7:56 AM |
| 27 | workforce availability | 6/13/2023 7:02 AM |
| 28 | Staffing | 6/13/2023 6:05 AM |

| | | |
|----|---|--------------------|
| 29 | Hiring talented professionals | 6/12/2023 10:43 PM |
| 30 | Lack of manpower | 6/12/2023 10:27 PM |
| 31 | Workforce development | 6/12/2023 6:15 PM |
| 32 | R and d tax issue now | 6/12/2023 5:48 PM |
| 33 | Eliminate price based selection and teach owners the benefits of QBS | 6/12/2023 5:17 PM |
| 34 | Growing Future Leaders of the Industry | 6/12/2023 4:51 PM |
| 35 | Finding young engineers to properly staff work and help our Firms in making the world a better place. | 6/12/2023 4:46 PM |
| 36 | Lack of qualified graduate engineers | 6/12/2023 4:20 PM |
| 37 | capable engineers to fill the role of those retiring | 6/12/2023 4:18 PM |
| 38 | fire hose of resources | 6/12/2023 4:10 PM |
| 39 | lack of workforce | 6/12/2023 4:08 PM |
| 40 | Risk | 6/12/2023 3:56 PM |
| 41 | Employee shortage | 6/12/2023 3:53 PM |
| 42 | man power | 6/12/2023 3:52 PM |
| 43 | inflation | 6/12/2023 3:52 PM |
| 44 | Shortage of engineers | 6/12/2023 3:47 PM |
| 45 | Finding qualified staff | 6/12/2023 3:46 PM |
| 46 | Getting the interest of younger people in high school to join the industry. | 6/12/2023 3:45 PM |
| 47 | Labor force availability and resulting salary escalation | 6/12/2023 3:45 PM |
| 48 | Design Schedule reduction, but still expecting perfection | 6/12/2023 3:45 PM |
| 49 | Need more new graduates | 6/12/2023 3:44 PM |
| 50 | Workforce Development | 6/12/2023 3:38 PM |
| 51 | Workforce Development | 6/12/2023 3:32 PM |
| 52 | Workforce Shortage | 6/12/2023 3:32 PM |
| 53 | Staffing | 6/12/2023 3:29 PM |
| 54 | Lack of work force | 6/12/2023 3:28 PM |
| 55 | Staffing | 6/12/2023 3:27 PM |
| 56 | Recruitment/retention/labor shortage | 6/12/2023 3:26 PM |
| 57 | price based selection for professional engineer services | 6/12/2023 3:24 PM |
| 58 | People/ Student Interest in the Industry | 6/12/2023 3:22 PM |
| 59 | Not enough new people to hire. | 6/12/2023 3:21 PM |
| 60 | workforce | 6/12/2023 3:21 PM |
| 61 | Lack of available engineering talent. | 6/12/2023 3:20 PM |
| 62 | Labor shortages | 6/12/2023 3:20 PM |
| 63 | Lack of new talent coming into industry | 6/12/2023 3:16 PM |
| 64 | Workforce | 6/12/2023 3:15 PM |
| 65 | workforce | 6/12/2023 3:14 PM |

| # | 2.) | DATE |
|----|--|--------------------|
| 66 | Staffing | 6/12/2023 3:09 PM |
| 1 | Avoiding overreaching legislation that negatively impacts our businesses. | 6/23/2023 8:46 AM |
| 2 | Experience | 6/22/2023 8:28 AM |
| 3 | Not sure it's an industry wide problem but it is very hard for newer companies to get into the marketplace even with very experienced staff. | 6/21/2023 4:40 PM |
| 4 | Getting the work done with the staff we have | 6/21/2023 3:31 PM |
| 5 | Compensation and benefits | 6/21/2023 12:23 PM |
| 6 | Politicians | 6/19/2023 3:16 PM |
| 7 | clients not knowing the actual effort to perform our services | 6/19/2023 9:35 AM |
| 8 | Price Based competition. | 6/15/2023 10:35 AM |
| 9 | Large client demands for technology changes (i.e. OpenRoads/OpenGround) are forcing higher costs on everyone and not all firms are equipped for the pace and costs of these changes. | 6/14/2023 6:26 PM |
| 10 | Runaway wage inflation | 6/14/2023 2:51 PM |
| 11 | future staffing, both quantity and quality | 6/14/2023 9:44 AM |
| 12 | Supply Chain Disruptions | 6/14/2023 8:59 AM |
| 13 | DBE opportunities are still very limited and difficult for small companies to enter the market | 6/13/2023 1:52 PM |
| 14 | Human Resources | 6/13/2023 11:58 AM |
| 15 | Workforce challenges | 6/13/2023 11:33 AM |
| 16 | Workforce Development | 6/13/2023 10:50 AM |
| 17 | The increased cost for the consultants and Agencies not increasing fees at the same pace. | 6/13/2023 10:47 AM |
| 18 | Shortage of civil engineers | 6/13/2023 10:35 AM |
| 19 | Inflation. | 6/13/2023 10:31 AM |
| 20 | Need more integrated, holistic approach to funding multimodal transportation | 6/13/2023 10:19 AM |
| 21 | Staffing | 6/13/2023 9:46 AM |
| 22 | Salaries | 6/13/2023 9:00 AM |
| 23 | Artificial Intelligence | 6/13/2023 8:57 AM |
| 24 | Rising Costs | 6/13/2023 8:12 AM |
| 25 | infrastructure | 6/13/2023 7:56 AM |
| 26 | compensation expectations vs market acceptance | 6/13/2023 7:02 AM |
| 27 | Workload | 6/13/2023 6:05 AM |
| 28 | Funding of Projects | 6/12/2023 10:43 PM |
| 29 | Unreasonable clients | 6/12/2023 10:27 PM |
| 30 | Rising costs of required software (i.e. Bentley programs) | 6/12/2023 6:15 PM |
| 31 | Labor shortage , than delivery model changes | 6/12/2023 5:48 PM |
| 32 | Eliminate price based selection and teach owners the benefits of QBS | 6/12/2023 5:17 PM |
| 33 | Keeping up with/fighting for Legislation that affects the Engineering Community | 6/12/2023 4:51 PM |
| 34 | Learning to harness the use of AI to safely get the most out of the technology. | 6/12/2023 4:46 PM |
| 35 | Increase in government funding but lack of qualified engineers to handle the short term increase | 6/12/2023 4:20 PM |

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|----|---|-------------------|
| 36 | keeping the government from getting in the way | 6/12/2023 4:18 PM |
| 37 | staffing | 6/12/2023 4:10 PM |
| 38 | lack of workforce and increase in funding + workload | 6/12/2023 4:08 PM |
| 39 | Workforce | 6/12/2023 3:56 PM |
| 40 | Rising costs doing business | 6/12/2023 3:53 PM |
| 41 | Not automating enough of the jobs which can be handled by software. | 6/12/2023 3:52 PM |
| 42 | qualifications based selection | 6/12/2023 3:52 PM |
| 43 | Non-compliance with QBS by some groups that hire consultants | 6/12/2023 3:47 PM |
| 44 | Rapidly escalating cost of software and monopolistic practices by Bentley | 6/12/2023 3:45 PM |
| 45 | Commoditization | 6/12/2023 3:45 PM |
| 46 | Retention | 6/12/2023 3:44 PM |
| 47 | Inflation | 6/12/2023 3:38 PM |
| 48 | Erosion into the QBS process & contracting methods | 6/12/2023 3:32 PM |
| 49 | Remote Work Environment | 6/12/2023 3:32 PM |
| 50 | Inflation | 6/12/2023 3:29 PM |
| 51 | Inflation/Cost of Projects | 6/12/2023 3:28 PM |
| 52 | Experience Gap | 6/12/2023 3:27 PM |
| 53 | Lack of Diversity | 6/12/2023 3:26 PM |
| 54 | inability to find and hire experienced engineering staff | 6/12/2023 3:24 PM |
| 55 | Retirements and Experience Gaps | 6/12/2023 3:22 PM |
| 56 | Locals who do not follow QBS rules. | 6/12/2023 3:21 PM |
| 57 | project funding | 6/12/2023 3:21 PM |
| 58 | Liability insurance. | 6/12/2023 3:20 PM |
| 59 | political decisions | 6/12/2023 3:20 PM |
| 60 | Engineering not seen as a professional service but a commodity | 6/12/2023 3:16 PM |
| 61 | Workforce | 6/12/2023 3:15 PM |
| 62 | workforce | 6/12/2023 3:14 PM |
| 63 | Expectations of public agencies | 6/12/2023 3:09 PM |

Q20 What type of programming would you like to see more of in 2023-2024?

Answered: 34 Skipped: 42

| # | RESPONSES | DATE |
|----|---|--------------------|
| 1 | Similar to the past. Maybe more guest speakers from the state legislature. | 6/23/2023 8:46 AM |
| 2 | Nothing | 6/22/2023 8:28 AM |
| 3 | continue with the chapter meetings that bring in ODOT, County and Local leadership | 6/19/2023 9:35 AM |
| 4 | Happy with current programming | 6/15/2023 10:35 AM |
| 5 | See comments in question 6. | 6/14/2023 6:26 PM |
| 6 | bringing PSMJ and Zweig programming to Ohio | 6/14/2023 2:51 PM |
| 7 | I think the programming was about right for the year 2023. | 6/13/2023 1:52 PM |
| 8 | Women or LGBTQ community specific events or socials | 6/13/2023 12:49 PM |
| 9 | Road and Bridge | 6/13/2023 11:58 AM |
| 10 | NA | 6/13/2023 10:35 AM |
| 11 | - | 6/13/2023 10:31 AM |
| 12 | I continue to be interested in understanding Intel supply chains, workforce impacts, etc. (And implications for transportation) | 6/13/2023 10:19 AM |
| 13 | same track as current | 6/13/2023 9:00 AM |
| 14 | Something on how AI will be used in the engineering industry. | 6/13/2023 8:57 AM |
| 15 | Upcoming Project Opportunities | 6/12/2023 10:43 PM |
| 16 | Nothing in particular | 6/12/2023 10:27 PM |
| 17 | Additional chapter luncheon meetings with speakers and networking opportunities. | 6/12/2023 6:15 PM |
| 18 | AI and its impact on engineering delivery | 6/12/2023 5:48 PM |
| 19 | Eliminate price based selection and teach owners the benefits of QBS | 6/12/2023 5:17 PM |
| 20 | Focus on attracting young talent to our industry. | 6/12/2023 4:46 PM |
| 21 | info on funding resources, regulation changes | 6/12/2023 4:10 PM |
| 22 | continue the workforce discussion from the annual meeting | 6/12/2023 4:08 PM |
| 23 | More interactive meetings with people from different regions and different areas of business to get a different perspective and knowledgebase. | 6/12/2023 3:52 PM |
| 24 | Networking events | 6/12/2023 3:47 PM |
| 25 | Open to anything. One thing I've thought might be useful is an ODOT funding, planning, and programming for dummies program. Most large firms are run by ex-ODOT staffers, but small firms and new firms don't have the past history with this to always know the process, terminology, etc. | 6/12/2023 3:45 PM |
| 26 | Industry Alignment/Education Opportunities w/items like: effects technology has on industry, why quality based selection, effects commodity work has on industry, facets that support delivering successful projects, etc. | 6/12/2023 3:38 PM |
| 27 | Workforce Development, Sustainability and Resiliency | 6/12/2023 3:32 PM |

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|----|--|-------------------|
| 28 | More training for member firms with QBS so they can educate clients, also need to educate clients on the benefits of different contract types ie. lump sum, hourly, etc. | 6/12/2023 3:28 PM |
| 29 | How to attract people - in general - to the field and how to attract diversity. | 6/12/2023 3:27 PM |
| 30 | Leadership for young professionals. | 6/12/2023 3:26 PM |
| 31 | The benefits and rationale of qualifications based selection (QBS) and why all owners should utilize QBS in selection of professional engineering services. | 6/12/2023 3:24 PM |
| 32 | autonomous vehicles, safety measures, regulations | 6/12/2023 3:20 PM |
| 33 | Advocacy for water and wastewater funding from state | 6/12/2023 3:16 PM |
| 34 | Golf outing attached to the annual meeting | 6/12/2023 3:14 PM |

Q21 Name: (optional)

Answered: 22 Skipped: 54

| # | RESPONSES | DATE |
|----|--|--------------------|
| 1 | Mark Keister | 6/22/2023 10:01 AM |
| 2 | Michael Rowland | 6/19/2023 6:49 PM |
| 3 | Matthew Kairouz | 6/15/2023 10:35 AM |
| 4 | Rick Allen (Official ACEC OH "Has Been") | 6/14/2023 6:26 PM |
| 5 | Lynn Miggins | 6/14/2023 2:51 PM |
| 6 | Rajiv Huria | 6/13/2023 1:52 PM |
| 7 | Tracy Jones | 6/13/2023 10:47 AM |
| 8 | Marie | 6/13/2023 10:19 AM |
| 9 | Jim Cicero | 6/13/2023 8:57 AM |
| 10 | Jim Roberts | 6/12/2023 10:27 PM |
| 11 | Andrew Walton | 6/12/2023 6:15 PM |
| 12 | Tom mosure | 6/12/2023 5:48 PM |
| 13 | Paul Tecpanecatl | 6/12/2023 4:10 PM |
| 14 | Megan Valentine | 6/12/2023 4:08 PM |
| 15 | Chiranjiv Zutshi | 6/12/2023 3:52 PM |
| 16 | Joe Bolzenius | 6/12/2023 3:47 PM |
| 17 | Gary Gardner | 6/12/2023 3:45 PM |
| 18 | Jon Beier | 6/12/2023 3:45 PM |
| 19 | Angie Wells | 6/12/2023 3:38 PM |
| 20 | Brian McCartney | 6/12/2023 3:28 PM |
| 21 | Diane L. Oress, PE | 6/12/2023 3:26 PM |
| 22 | Brad Lowery | 6/12/2023 3:16 PM |

Q22 Firm: (optional)

Answered: 23 Skipped: 53

| # | RESPONSES | DATE |
|----|---------------------------------------|--------------------|
| 1 | MurphyEpson and Engage Public Affairs | 6/22/2023 10:01 AM |
| 2 | S&ME, Inc. | 6/19/2023 6:49 PM |
| 3 | CTL Engineering, Inc. | 6/15/2023 10:35 AM |
| 4 | Bowser-Morner | 6/14/2023 6:26 PM |
| 5 | KS Associates, Inc. | 6/14/2023 2:51 PM |
| 6 | SJCA Inc. | 6/13/2023 1:52 PM |
| 7 | O.R. Colan Associates | 6/13/2023 10:47 AM |
| 8 | Engage | 6/13/2023 10:19 AM |
| 9 | Karpinski Engineering | 6/13/2023 8:57 AM |
| 10 | Verdantas LLC | 6/12/2023 10:27 PM |
| 11 | Singh & Associates, Inc. | 6/12/2023 6:15 PM |
| 12 | Ms | 6/12/2023 5:48 PM |
| 13 | Kleinfelder | 6/12/2023 4:10 PM |
| 14 | Mead & Hunt | 6/12/2023 4:08 PM |
| 15 | CTL Engineering Inc. | 6/12/2023 3:52 PM |
| 16 | The Mannik & Smith Group | 6/12/2023 3:47 PM |
| 17 | 2LMN, Inc. | 6/12/2023 3:46 PM |
| 18 | Compass Infrastructure Group | 6/12/2023 3:45 PM |
| 19 | SMBH, Inc. | 6/12/2023 3:45 PM |
| 20 | GPD Group | 6/12/2023 3:38 PM |
| 21 | K.E. McCartney & Associates | 6/12/2023 3:28 PM |
| 22 | CT Consultants, Inc. | 6/12/2023 3:26 PM |
| 23 | Jones & Henry | 6/12/2023 3:16 PM |