


A|E|C
**COMPENSATION
ANALYSIS
SERVICES**

YOUR PAYROLL DONE RIGHT

**Ready to recruit and retain
top talent with a better A/E/C
compensation program, one
that aligns with your firm's
market and financial
performance objectives?**



Way more than a generic payroll review — you get the industry's most accurate salary, incentive and benefits data, and our team of expert compensation consultants delivering a strategically-crafted pay structure that aligns with your firm's culture and financial objectives.

www.psmj.com

Common Compensation Mistakes

How PSMJ Avoids Them

Failing to consider the impact of increased compensation on financial performance

Wage increases impact your firm's competitiveness for winning projects, so it's critical to benchmark each employee with metrics like utilization and billing rate multiplier. Your PSMJ compensation analysis lets you adjust these metrics and forecast revenues as base salaries increase, helping maintain profitability.

Using only one compensation survey, and only looking at A/E/C data

In addition to proprietary surveys, PSMJ applies several external data sources to ensure accurate results, including relevant non-A/E/C industry data.

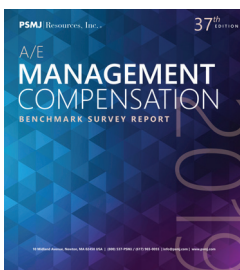
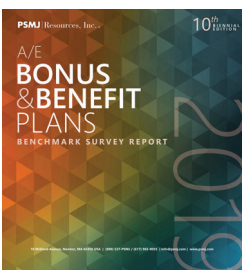
Assuming that salaries are confidential

Unbalanced, unfair compensation systems create lower employee engagement and higher turnover. Your report reveals internal degree-based inequities so we can remedy them before they cause morale and productivity problems.

Failing to link compensation strategy with growth goals

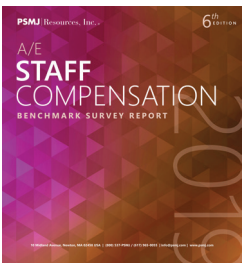
Facilitating a discussion among your firm's key leaders means your firm's growth and profitability goals drive any recommendations.

MAKE SMARTER DECISIONS WHEN YOU KNOW WHAT PEER FIRMS AND COMPETITORS HAVE ACCOMPLISHED



When it comes to compensation, benefits, and the bottom line, how do you stack up against other A/E firms?

Guide your firm to growth and greater profitability with data found only in PSMJ's Benchmark Survey Reports.



"The only source we know that provides such extensive data for our industry."

Rosie Saldivar, Business Manager
Harris Consulting Engineers

www.psmj.com

A Compensation Plan Built on Deep Expertise Optimizes Financial Performance and Employee Satisfaction

Over time, A/E/C firm compensation can become unbalanced, uncompetitive, and even unfair—leading to unhappy employees looking elsewhere and a bloated payroll failing to deliver ROI.

Your PSMJ compensation analysis covers all elements of non-exempt, exempt, PMs/middle management, and senior management compensation, including rates, incentives, and benefits.

Engaging PSMJ in a compensation analysis results in a pay structure that is....



WORKING TOGETHER, WE:

- ✓ **Determine** which of your firm's base salaries and bonus levels are competitive with A/E/C firms in your market/region and which need attention.
- ✓ **Propose** adjustments for positions based on best possible ROI.
- ✓ **Develop** a performance bonus strategy that rewards and incentivizes peak performance.
- ✓ **Establish** appropriate utilization goals and billing rates for each employee, enabling you to track performance.
- ✓ **Predict** the financial impact of every compensation adjustment.

"It was great having PSMJ's expertise to help us understand how to use the right tools for financial analysis and to see where our firm fits and get the best results."

Jay Brotman, Partner / Svigals + Partners, LLP

PSMJ's Comprehensive Approach Starts and Ends With You

FAMILIARIZATION WITH YOUR FIRM

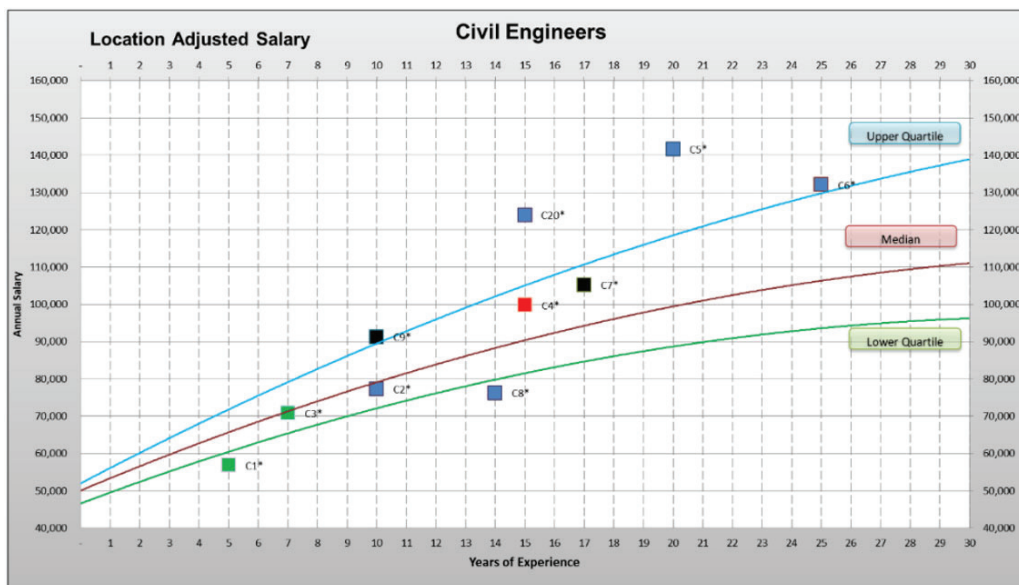
We begin by listening and learning about your current job descriptions, compensation data, employee benefits, and more. We then facilitate meaningful conversations between PSMJ consultants and your key personnel to reveal goals, challenges, and opportunities.

LABOR MARKET ANALYSIS

PSMJ matches each employee's position to a comparable position in surveys based on job title, job description, relevant experience, and level of responsibility. With the matches made, your consultant uses two or three published surveys—including PSMJ's exclusive compensation surveys—to analyze how your compensation practices compare to the labor market.

EQUITY ANALYSIS

Using PSMJ's proprietary Salary Equity Tool, your firm will be able to ensure that there is internal equity between positions, establish appropriate utilization goals and billing rates for each employee, and understand the financial impacts of any salary adjustments.



Why Choose PSMJ?

- **Industry experts**—At PSMJ Resources, the A/E/C industry isn't just another client sector; it's our only business focus and has been for over 40 years.
- **More than two decades of compensation experience**—PSMJ has studied compensation and bonus programs for over 20 years, resulting in us having an impressive amount of data and knowledge about what works and what doesn't.
- **Exclusive, industry-leading benchmarking data**—We use PSMJ's exclusive A/E compensation surveys to benchmark your firm against similar ones in your industry—including our surveys on management compensation, staff compensation, bonus and benefit plans, and financial performance. The use of our surveys—paired with external surveys—leads to exhaustive, data-driven recommendations.
- **Use of PSMJ's proprietary Salary Equity Tool**—Using this exclusive tool, you can ensure that the base salaries for all your employees are internally equitable, create utilization goals and billing rates for each employee, and determine the financial impacts of any salary increases.
- **We don't match positions based solely on job title**—PSMJ's consultants look deeper into each employee's role, taking into account relevant experience, level of responsibility, job description, and geographic location.
- **Consultants that bring real-world experience**—PSMJ consultants have successfully managed top design and engineering firms and deliver proven advice and real-world solutions.

Contact Us

Stay competitive and keep top talent engaged and productive with an A/E/C Compensation Analysis from PSMJ Resources.

Contact Betty Elrod, Head of Client Services at PSMJ Resources, Inc.

Call or email us today for a **FREE complimentary consultation with one of our expert compensation consultants**



CALL:
(617) 965-0055



E-MAIL:
consulting@psmj.com



VISIT:
www.psmj.com

MEET OUR COMPENSATION ANALYSIS EXPERTS



Dave Burstein, P.E. is a Director and Senior Consultant with PSMJ. He provides consulting and training on a wide range of management and leadership topics. Prior to joining PSMJ, Dave worked for 26 years at Parsons Corporation, one of the world's largest and most respected engineering-construction firms. During his tenure at Parsons, Dave held a variety of positions including President of Parsons' 1,600-person, environmental subsidiary and President of Parsons' 120-person, planning subsidiary.



Jenifer Navard is the Principal and Director of Finance at Eskew+Dumez+Ripple with over 25 years of experience in business and financial management. Her experience ranges from auditing with one of the top 5 public accounting firms to financial accounting and management of mid-sized companies in a diverse range of industries. This background has provided Jenifer with a broad set of skills to draw from in managing a growing A/E/C firm.



Veronicann Koren is a consultant with PSMJ Resources, Inc., the nation's largest provider of management information to the engineering/architectural professions. Through her work with PSMJ, she provides consulting services for all aspects of compensation including executive compensation and programs for implementing alternate work schedules and remote work arrangements. She has been involved in compensation for the A/E/C industry for the past 37 years. Her most recent position was Director of Compensation for North America for one of our industry's largest and most respected firms.

LET'S GET STARTED

For more information about how PSMJ Resources can help put your firm on the right path to sustained growth and increased profitability, contact Betty Elrod at the following:



CALL:
(617) 965-0055



E-MAIL:
consulting@psmj.com



VISIT:
www.psmj.com/advisory-services