



# 2019 Engineering Executive Compensation Survey Questionnaire



Box 218, Perkasie, PA 18944 • Phone: (800) 654-8258 • Fax: (215) 258-1074 • E-mail: [participate@dietrichsurveys.com](mailto:participate@dietrichsurveys.com) • [www.dietrichsurveys.com](http://www.dietrichsurveys.com)

Dear Executive:

Considering today's economy, you face critical management challenges, which include compensating those key executives leading your firm. Dietrich Surveys® give you the best possible benchmarks for market pricing.

The Dietrich Engineering Executive Compensation Survey, an unparalleled resource since 1973, will report many forms of compensation for key executives by firm revenue, ownership, individual revenue accountability, and firm discipline, with comparisons to the previous year.

We invite executives, such as you, to be contributors to this industry-wide study. As a key leader in your firm, your personal compensation data is vital. Participation will provide you the best of both worlds – the most comprehensive analysis at a fraction of the regular price.

### Participant Benefits

- Free Survey Summary Report
- 87% Savings – complete survey results for only \$60 versus the regular price of \$475
- Entry in our annual participant prize drawing – prizes are as follows:

	<b>Value</b>
<b>Grand Prize</b> The Dietrich 2019 Salary Surveys.....	\$3,340
<b>2nd-5th Prize</b> Spring 2019 Engineering Salary Survey.....	\$425
<b>6th-10th Prize</b> 2019 Support Services Salary Survey.....	\$445

### Strict Confidentiality

For your peace of mind, we will keep your participation strictly confidential. We ensure that you and your firm cannot be identified in the results.

Participation by February 26, 2019 guarantees this premium resource is yours at a highly discounted price. Please send your response by email to [participate@dietrichsurveys.com](mailto:participate@dietrichsurveys.com) or by fax to (215) 258-1074. The survey results will be available in April. Thank you in advance for your participation.

Sincerely,

Wayne S. Dietrich  
President

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The Value of People®

## I Have Completed and Returned the Questionnaire:

- I'd like to be in the survey prize drawing.
- I'd like to order one copy of the complete survey for \$60.00 (discounted from \$475).

### Report Format:

- Paper
- Acrobat PDF (email required)

**RETURN DEADLINE: FEBRUARY 26, 2019**

## PARTICIPANT INFORMATION:

Name \_\_\_\_\_ Title \_\_\_\_\_  
 Company \_\_\_\_\_  
 Address \_\_\_\_\_  
 City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_  
 Tel \_\_\_\_\_ Email \_\_\_\_\_

## COMPANY INFORMATION:

1. Firm's Primary Business Focus:
  - Full-Service Engineering
  - Civil and/or Environmental
  - Discipline Specialty (i.e. structural, electrical, etc.)
  - Engineering/Architecture
  - Other: \_\_\_\_\_
2. Firm's Average 2018 Full-Time Employment # \_\_\_\_\_
3. Firm's Business Structure:
  - Sole Proprietorship
  - Partnership (# \_\_\_\_\_ partners)
  - Professional Corporation (PC)
  - Incorporated
    - Private
    - Public Stock
4. Your Personal Ownership Status:
  - % Ownership (i.e. yours)
    - 1-15%
    - 16-30%
    - 31-50%
    - Over 50%
  - One of # \_\_\_\_\_ equal partners
  - None
  - Other
5. Firm's Annual Revenue (in thousands)  
*Note: These data are critical*

Fiscal Year	Gross *	Net
2018	_____	_____
2017	_____	_____

*\*Client billings including reimbursables/subcontracts, if financially responsible. If a subsidiary, your operations revenue.)*
6. 2018 Return on Sales (ROS) \_\_\_\_\_ %  
*R.O.S. = Pre-Tax Profit as a percentage of net revenue (billings prior to Bonus/Incentive Pay-out)*

## POSITION / ORGANIZATIONAL INFORMATION:

1. Functional Job Title *(may select two if applicable)*
  - Chairperson of Board or President with 50% or more ownership
  - Owner/Sole Proprietor
  - President with less than 50% ownership
  - Executive Vice President
  - Senior Vice President
  - Vice President of Operating Unit
  - Manager/Director of Operating Unit
  - Partner
  - Managing Partner
  - Principal-Private Corporation (if no other title is applicable)
  - Branch Manager
  - Regional Manager
  - Business Development Head
  - Chief Financial Executive
  - Chief Administrative Executive
  - Human Resources Director/Executive
2. Functional Responsibility
 

Firm-Wide	Division or Dept.	
<input type="checkbox"/>	<input type="checkbox"/>	Profit/Performance Levels
<input type="checkbox"/>	<input type="checkbox"/>	Technical Operations
<input type="checkbox"/>	<input type="checkbox"/>	Administrative Operations
<input type="checkbox"/>	<input type="checkbox"/>	Business Development
<input type="checkbox"/>	<input type="checkbox"/>	Workforce Utilization and Development
<input type="checkbox"/>	<input type="checkbox"/>	"Major Project" Leadership and Development
<input type="checkbox"/>	<input type="checkbox"/>	Financial Control and Direction
<input type="checkbox"/>	<input type="checkbox"/>	Subsidiary Operations
3. Corporate Officer Title:
  - Chair of Board
  - President
  - Treasurer
  - Secretary
  - Vice President
4. Are you a member of board of directors  Yes  No
5. Annual Revenue Fees (for which you are responsible) \$ \_\_\_\_\_
6. # Employees Reporting to You \_\_\_\_\_ / \_\_\_\_\_  
Directly / Indirectly

**COMPENSATION INFORMATION**

Annual Base Salary

Effective – Jan. 1, 2019 \$ \_\_\_\_\_  
 Effective – Jan. 1, 2018 \$ \_\_\_\_\_

2018 Additional Income

Cash Bonus/Incentive \$ \_\_\_\_\_  
 Deferred Compensation (current total annual award) \$ \_\_\_\_\_  
 Stock Option (value when received) \$ \_\_\_\_\_  
 Cash Dividend Distribution \$ \_\_\_\_\_

Other Forms of Compensation (please describe and give \$ amounts):

% change in your total compensation, 2017 to 2018 \_\_\_\_\_%

**BENEFITS INFORMATION**

1. Have Company Vehicle  Yes  No
  - a. For Personal Use  Yes  No
  - b. Reimburse Co. for Personal Use  Yes  No
  - c. Estimated Annual Dollar Value to You \$ \_\_\_\_\_
  - d. Type of Vehicle Assigned:
    - Luxury  Full-Size  SUV
    - Truck  Midsize  Compact
2. Have Basic Life Insurance Coverage  Yes  No  
 Principal Amount is: \$ \_\_\_\_\_
3. Have Supplemental/Key Person Coverage  Yes  No  
 Principal Amount is: \$ \_\_\_\_\_  
 Beneficiary is:
  - Personal  Business-Related  Both
4. Co. Retirement Plan Pension  Yes  No  
 Profit Sharing  Yes  No  
 2018 Co. Contribution For You: \$ \_\_\_\_\_
5. Paid Holidays \_\_\_\_\_ days
6. Annual Vacation Days \_\_\_\_\_ days
7. Opportunity for Stock Ownership  Yes  No
  - ESOP  Stock Option  ESOP/Stock Option
  - Purchase  Other: \_\_\_\_\_
8. Which of the following do you receive?
  - Annual Physical Exams  Access to sports/cultural reserved seating  Company Plane Use
  - Professional Licenses/Dues  Social Club Membership(s)  Vacation Home Use
9. Have Co. Employee Savings Plan  Yes  No  
 If yes,
  - Percentage of salary eligible for matching: \_\_\_\_\_%
  - Percentage Co. contributes of ea. matched dollar: \_\_\_\_\_%
10. Is a cellular phone provided for you?  Yes  No  
 Is it available for personal use?  Yes  No

**PERSONAL INFORMATION**

1. Age Category (check below)

- 29 or under
- 45-49
- 65-69
- 30-34
- 50-54
- 70 or over
- 35-39
- 55-59
- 40-44
- 60-64

2. Experience (please check)

Years:	<1	1-2	3-4	5-7	8-10	11-14	15-20	21-25	26-30	>30
Eng Profession										
Current Job Title										
Current Company										

3. Highest Level of Education:

- High School  Some College  College Degree
- Masters  Doctorate

Year Received Undergraduate Degree \_\_\_\_\_

Major/Discipline: \_\_\_\_\_

4. How many hours/week does your work require? \_\_\_\_\_ hrs./wk.

5. Office Location: \_\_\_\_\_ (state)

**PERSONAL PERSPECTIVE**

Please remember, your responses will be held in strictest confidence.

1. How satisfied are you with your total compensation?  
 (Not at all) 1  2  3  4  5  (Very)
2. How satisfied are you with your benefits package?  
 (Not at all) 1  2  3  4  5  (Very)
3. Recruitment in 2018:  
 # times contacted regarding other opportunities: # \_\_\_\_\_  
 resulting in other employment offers \_\_\_\_\_
4. During 2018, which were used for professional development?
  - Books/Journals  Consultants  Formal Education
  - Mentor  Seminars  Online Subscriptions
5. Rate your company's economic outlook for the coming year  
 (Poor) 1  2  3  4  5  (Excellent)

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