



2020 Engineering Executive Compensation Survey Questionnaire



Box 218, Perkasio, PA 18944 • Phone: (800) 654-8258 • Fax: (215) 258-1074 • E-mail: participate@dietrichsurveys.com • 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
- 88% Savings – complete survey results for only \$60 versus the regular price of \$495
- Entry in our annual participant prize drawing – prizes are as follows:

	Value
Grand Prize The Dietrich 2020 Salary Surveys.....	\$3,455
2nd-5th Prize Spring 2020 Engineering Salary Survey.....	\$450
6th-10th Prize 2020 Support Services Salary Survey.....	\$450

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.

← **SPECIAL extension: 4/2**

Participation by ~~February 20, 2020~~ guarantees this premium resource is yours at a significantly discounted price. Please send your response by email to 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 \$495).

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:

SPECIAL extension: 4/2

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 2019 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
2019	_____	_____
2018	_____	_____

**Client billings including reimbursables/subcontracts, if financially responsible. If a subsidiary, your operations revenue.)*

6. 2019 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, 2020 \$ _____
 Effective – Jan. 1, 2019 \$ _____

2019 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, 2018 to 2019 _____%

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
 2019 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 Access to sports/cultural Exams Company Plane Use reserved seating
 - 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 2019:
 # times contacted regarding other opportunities: # _____
 resulting in other employment offers _____
4. During 2019, 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)

SPECIAL extension: 4/2

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