



Pearl Meyer

Architectural, Engineering, and Construction Salary Surveys

Providing the highest quality compensation and policies
and practices data for AEC organizations.



Pearl Meyer's Architectural, Engineering and Construction Compensation Surveys

For over 47 years D. Dietrich Associates, Inc. has been conducting compensation surveys for architectural, engineering, and construction (AEC) organizations. We are pleased to announce that these surveys will continue under the leadership of Pearl Meyer.

Pearl Meyer is a leading compensation consulting firm that publishes over 40 annual surveys including several in the AEC industry. We are committed to providing participants with the same information and quality that they have received from D. Dietrich Associates.

Our suite of engineering surveys include data on:

Architectural

- 37 Job Titles
- 59 Organizations

Drafting Compensation

- 15 Drafting/Design Roles
- 67 Organizations

Engineering Compensation

- 9 Engineering Roles
- 79 Organizations

Construction Compensation

- 31 Construction Roles
- 54 Organizations

Engineering Executive Compensation

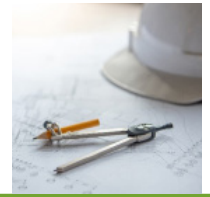
- 10 Executive Roles
- 35 Organizations

Science and Lab Compensation

- 13 Scientist and Laboratory Roles
- 19 Organizations

Support Services Compensation

- 88 Support Services Roles
- 56 Organizations



This comprehensive analysis of salaries include data on:

Engineering Executive Compensation Survey Positions

Chairperson of Board or President with 50% or more ownership	Manager / Director of Operating Unit Principal-Private Corporation (if no other title is applicable)
President with less than 50% ownership	Business Development Head
Executive Vice President	Chief Financial Executive
Senior Vice President	Human Resources Director / Executive
Vice President of Operating Unit	

Engineering Compensation Survey Positions

Engineer 1	Engineer 6
Engineer 2	Engineer 7
Engineer 3	Engineer 8
Engineer 4	Engineer 9 / Dept. Head
Engineer 5	

Construction Executive Compensation Survey Positions

Construction Coordinator 1	Planner / Scheduler 1
Construction Coordinator 2	Planner / Scheduler 2
Construction Coordinator 3	Planner / Scheduler 3
Resident Engineer 3	Planner / Scheduler 4
Contract Administrator 1	Planner / Scheduler 5
Contract Administrator 2	Dir Construction Mgt
Contract Administrator 3	Sr Construction Mgr
Contract Administrator 4	Construction Mgr
Contract Administrator 5	Construction / Project Mgr
Cost / Estimating Engineer 1	Resident Construction Mgr 2
Cost / Estimating Engineer 2	Resident Construction Mgr 1
Cost / Estimating Engineer 3	Field Superintendent
Cost / Estimating Engineer 4	Jr / Asst Construction Rep
Cost / Estimating Engineer 5	Construction Rep
Field Engineer 1	Sr Construction Rep
Field Engineer 2	Chief Construction Rep
Field Engineer 3	Mgr Construction Inspection Svcs



This comprehensive analysis of salaries include data on (continued):

Science and Lab Compensation Survey Positions

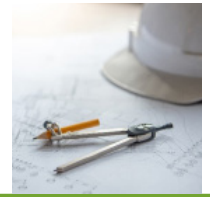
Scientist 1	Scientist 8 / Department Head
Scientist 2	Laboratory Technician 1
Scientist 3	Laboratory Technician 2
Scientist 4	Laboratory Technician 3
Scientist 5	Laboratory Technician 4
Scientist 6	Supervising Lab Tech / Lab Tech 6
Scientist 7	

Drafting Compensation Survey Positions

CAD Drafter 1	Designer 4
CAD Drafter 2	Design Manager
CAD Drafter 3	GIS Analyst 1
CAD Drafter 4	GIS Analyst 2
Drafting Supervisor	GIS Analyst 3
Designer 1	GIS Analyst 4
Designer 2	GIS Analyst 5
Designer 3	

Support Services Compensation Survey Positions

Admin. Assist. to Chief Executive	Purchasing Manager
Administrative Assistant	Receptionist
Administrative Services, Manager	Receptionist / Switchboard Operator
Administrative Support 1	Audio-Visual Specialist
Administrative Support 2	Graphic Artist
Administrative Support 3	Graphic Artist, Senior
Buyer	Graphics Manager
Buyer, Senior	Technical Editor
General Clerk "A"	Engineering Technician 1
General Clerk "B"	Engineering Technician 2
Mail / File Clerk	Engineering Technician 3
Office Manager	Engineering Technician 4



Instrument Technician
Land Surveyor
Maintenance Manager
Maintenance Specialist
Party Chief
Accountant, Entry Level
Accountant, Project
Accountant, Senior
Accounting Clerk
Accounting Clerk - Entry Level
Accounting Clerk, Senior
Accounting, General Manager
Billing Clerk
Billing Clerk, Senior
Billing Supervisor
Controller
Director of Finance
Financial Analyst
Financial Analyst, Senior
Payroll Clerk
Payroll Supervisor
Benefits Administrator
Benefits Manager
Employment Manager
Employment / Recruitment Specialist
HRIS Manager
Human Resources Assistant
Human Resources Coordinator / Administrator
Human Resources Director / Manager
Human Resources, Vice President
Safety Director / Manager
Training Manager
Attorney

Attorney, Senior
Head Counsel
Legal Secretary
Para-Legal Specialist
Business Development Consultant (Sales)
Business Development Consultant (Sales), Senior
Business Development Representative (Sales)
Business Development Representative, Assistant
Communications Director
Marketing Coordinator
Marketing Director
Marketing / Sales Director
Proposal Admin. / Coordinator
Proposal Admin. / Coordinator, Senior
Proposal Manager
Public Relations Director
Computer Operations, Manager
Computer Operator
Computer Operator, Senior
Help Desk Coordinator
Information Technology Dir. / Mgr.
Network Administrator
Programmer
Programmer / Analyst
Programmer, Lead
Software Systems Engineer
Software Systems Engineer, Senior
Systems Analyst
Systems Analyst, Senior
Web Design Specialist
Webmaster

Pearl Meyer



COMPREHENSIVE

We provide one-to-one account support through our dedicated team of senior survey experts. This customized approach helps you go beyond the data to understand how the survey results apply to your organization and its unique compensation needs.

CUSTOMIZED

Looking for a snapshot into the pay practices of your peers? Look no further than our comprehensive and objective compensation report.

All of this provides you with the most accurate, affordable, reliable data that you can use to attract and retain your most important, and often most expensive, asset.

Contact Us

To learn more about our Architectural, Engineering, and Construction Salary Surveys or to participate, please contact our survey group at survey@pearlmeier.com. You will be assigned a dedicated account manager who will be able to walk you through the survey submission process, making it easy to integrate and match your information with our database. Our account managers have several years of survey experience, ensuring you the highest level of data quality and integrity. Your account manager will email you a link to the submission materials, your log-in credentials, and instructions on how to complete and return your survey data.

- **To contact us by email:** survey@pearlmeier.com
- **To contact us by phone:** ask for the survey group from our general number 508-460-9600

About Pearl Meyer (www.pearlmeier.com)

Pearl Meyer is the leading advisor to boards and senior management on the alignment of compensation with organizational and leadership strategies, making pay programs a powerful catalyst for value creation and competitive advantage. Our survey team provides organizations with accurate, on-point information supporting effective business decisions. Pearl Meyer's global clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private companies to the Fortune 500. The firm has offices in Atlanta, Boston, Charlotte, Chicago, Houston, Los Angeles, New York, and San Jose.



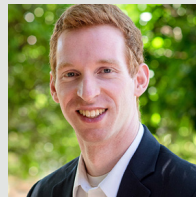
Dedicated Team of Account Managers



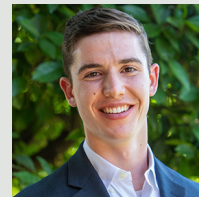
Rebecca Toman
Vice President, Survey
Business Unit



Nana Adu
Associate Account
Manager



Dan Besser
Survey Account
Manager



Matt Donahue
Associate Account
Manager



Jordan Gagnon
Survey Project
Manager



Andrew Guigno
Survey Operations
Manager



Alexander Pasternack
Associate Account
Manager



Benji Sheiffer
Associate Account
Manager



Rhonda Snyder
Survey Account
Manager



Veronika Valcheva
Associate Account
Manager



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