



Pearl Meyer

Global Engineering, Procurement, and Construction Management Compensation Survey (EPCM)

2017 Prospectus



About the Survey

The **Global Engineering, Procurement, and Construction Management Compensation Survey (EPCM)** is a global compensation information source specifically focused on engineering and construction/construction management companies. This survey is truly a global source of compensation information, collecting data for Australia, Brazil, Canada, Chile, India, Indonesia, Malaysia, Mexico, Netherlands, People's Republic of China, Poland, Qatar, Russian Federation, Saudi Arabia, Singapore, South Africa, Thailand, United Arab Emirates and United Kingdom.

Data Reported

- Base/Basic Salary
- Short-Term Incentives
- Long-Term Incentive Eligibility
- Perquisite and Allowance Amounts
- Merit Budgets by Country

Data is reported in aggregated form only ensuring the confidentiality of each firm's submitted information.



Key Dates

Data Effective Date:

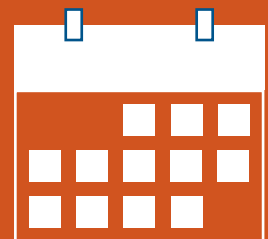
May 15, 2017

Submissions Due:

Week of July 14, 2017

Report Publication:

Week of September 15, 2017



Membership Fee – US \$3,500



The Results Report Contains:

- **Participating Companies List**
- **Report Descriptions and Definitions** (data elements, variable names and their definitions)
- **Results by Position** (survey data)
- **Policies and Practices** (characteristics of participating organizations and salary administration processes)
- **Level Charts and Job Descriptions** (descriptions of all job families included in the survey as well as level descriptions for jobs within job families).

This survey displays data for each position where at least four companies and eight incumbents have been matched.

2016 EPCM Survey

- 12 Companies
- Over 31,000 Incumbents
- Detailed Policies and Practices Information



2016 Participating Companies

Amec Foster Wheeler	CH2M HILL Companies, Ltd.
American Bureau of Shipping (ABS)	Fluor Corporation
Beca Asia Holdings	Jacobs Engineering Group Inc.
Bechtel Global Corporation	KBR, Inc.
Black & Veatch Corporation	MWH Global
CDM Smith Inc.	WorleyParsons Corp.



Sample Data

Results By Position							
General Engineering - Level 4 (204)							
Australia, AUD							
Characteristics Summary							
Number of Employees - Total Sample						328	
# Empl - Reweighted						224	
Number of Companies						7	
Average Age						39.9	
Salary Ranges and Base Pay							
Salary Range Minimum						99,516	
Salary Range Midpoint						126,149	
Salary Range Maximum						152,781	
Company Weighted Average Base Pay						130,822	
Company Weighted Average Total Cash						131,434	
Base Pay of Those Receiving Bonus						117,576	
Base Pay of Those Not Receiving Bonus						131,610	
Variable Pay Summary							
Percent of All Incumbents Eligible for Variable Pay						6.2%	
Percent of All Incumbents Receiving Variable Pay						4.9%	
Percent of All Incumbents Reporting a Target Bonus Percentage						3.0%	
Average Target Bonus Percentage (Excl 0)						0.0%	
Average Performance Bonus (Excl 0)						4.9%	
Percent of All Incumbents Receiving Discretionary Bonus						4.27%	
Average Discretionary Bonus (Excl 0)						1.3%	
Percent of All Incumbents Receiving Retention Bonus						0.0%	
Average Retention Bonus (Excl 0)						0.0%	
Percent of All Incumbents Receiving Sign-On Bonus						0.0%	
Average Sign-On Bonus (Excl 0)						0.0%	
Percent of All Incumbents Receiving Project Bonus						0.0%	
Average Project Bonus (Excl 0)						0.0%	
Long Term Incentives							
Percent Eligible for Long Term Incentives						0.0%	
Percent Reporting Long Term Incentives						0.0%	
Compensation Summary							
	# Empl - Total Sample	# Empl - Reweighted	Number of Companies	Base Pay	Actual Variable Pay	Total Cash	
All Firms	328	224	7	130,321	210	151,131	
Average	328	224	7	109,550	0	109,000	
25th Ptile	328	224	7	126,382	0	127,000	
50th Ptile	328	224	7	150,000	0	150,000	
75th Ptile	328	224	7				
Compensation by Primary Responsibility / Revenue Responsibility /							
	# Empl - Total Sample	# Empl - Reweighted	Number of Companies	Base Pay Average	Base Pay 50th Ptile	Total Cash Average	Total Cash 50th Ptile
Civil/Structural	89	72	6	129,853	124,857	130,144	124,857
Electrical	50	9	5	141,762	138,617	142,338	138,617
Mechanical	40	14	5	135,250	137,107	135,778	137,107
Instrument Control	30	0	0				
Nuclear	0	30	6	121,853	125,000	122,149	125,000
Environmental	46	16	5	135,789	123,423	135,789	123,423
Other	53	1	1				
Chemical (excl Process Eng)	1	4	4	147,202	147,596	147,202	147,596
Piping/Plant Design	11	4	2				
Offshore/Subsea	7	7	1				
Geotechnical	1	1	1				
Geological	7	1	0				
Compensation by Employee Type							
	# Empl - Total Sample	# Empl - Reweighted	Number of Companies	Base Pay Average	Base Pay 50th Ptile	Total Cash Average	Total Cash 50th Ptile
Local National	327	222	7	130,765	126,096	130,970	126,874
Expatriate paid on home country payroll	1	1	1				
Expatriate paid on host country payroll	0	0	0				
Other Country National, paid in the work country	0	0	0				



Contact Us

To learn more about our EPCM Survey or to participate, contact the survey group at survey@pearlmeyster.com.

You will be assigned a dedicated account manager who will be available 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.

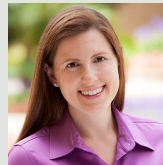
- **To contact us by email:** survey@pearlmeyster.com or rebecca.toman@pearlmeyster.com
- **To contact us by phone:** ask for the survey group from our general number 508-460-9600 or call Rebecca Toman, Survey Operations Manager, at 508-630-1475



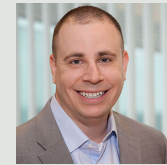
Dedicated Team of Account Managers



Ken Cardinal
Managing Director



Rebecca Toman
Survey Operations Manager



Andrew Guigno
Survey Account Manager



Wyatt Allread
Survey Account Manager



Sue Brown
Associate Survey
Account Manager



Jordan Gagnon
Associate Survey
Account Manager

About Pearl Meyer (www.pearlmeyster.com | www.pearlmeyster.com/surveys)

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 and FTSE 350. The firm has offices in New York, Atlanta, Boston, Charlotte, Chicago, Houston, London, Los Angeles, and San Francisco.



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