

Compensation Database
Engineering/Construction/Environmental

Engineering/Environmental Professional Module 6A

Payroll Date: May 1, 2011
Data Due: June 17, 2011
Results Published: September 5, 2011

For Questions, Call:
Eric Lane 602.7723436

Analytical/FMI
5080 North 40th Street
Suite 245
Phoenix, AZ 85018
www.analyticalfmi.com
www.fminet.com



**Compensation Database
Engineering/Construction/Environmental
Module 6A Engineering/Environmental Professional Positions**

Please return this page with your data:

Company Name _____

Street Address _____

City, State, Zip _____

Who should be contacted to answer questions about your survey submission?

Name _____

Title _____

Phone # () _____ FAX # () _____

E-Mail _____

To whom should the survey results be sent? (If different than above.)

Name _____

Title _____

Phone # () _____ FAX # () _____

E-Mail _____

Address if differs from _____

Please return by June 17, 2011 to:

**Denise McMahon
Analytical/FMI
5080 North 40th Street, Suite 245
Phoenix, AZ 85018
Phone: (602) 772-3436
Fax: (602) 381-8228
e-mail: dnmcmahon@fminet.com**

**For questions, contact Eric Lane:
(602) 772-3436**

**Compensation Database
Engineering/Construction/Environmental
Module 6A Engineering/Environmental Professional Positions**

This survey covers 23 job families with a total of 128 levels. To help organize survey data collection and to expedite your data entry, the forms are in two segments: company information and incumbent data.

This survey is for exempt personnel only.

Form 1 - Company Information: Report fiscal year most recent revenues. Please enter whole numbers; do not round. Below enter the total employment and total salaried employment, and your company's principal business activities. Information formerly collected on company practices in this survey is now reported in our Benefits and Pay Practices Survey.

Form 2 - Annual Base Salary and Bonus Compensation: Please report job titles for each position. These will be reported generically for each position. If your company has a reasonable match to the survey position and level, please report your incumbents. If your company has more levels within a job family and they do not fit within the position descriptions, exclude them. If there are no incumbents to report in a level, do not move up or down a level, mark "N/A" for that level. For example, in a four level job family, your company may only have two levels. Do not make them levels 1 and 2 unless they are matches for 1 and 2. If they more closely match Levels 2 and 4, report them as such and place "N/A" in Levels 1 and 3.

Report annual base salary and annual current year bonus in thousands (i.e., 83,432 = 83.4). Base salary is as of **May 1, 2011** or the nearest payroll date. Enter the annual bonus paid for the most recently completed fiscal year. If an incumbent received a pro-rata bonus (new hires, promotions, etc.), annualize the amount. If the incumbent is not eligible to receive a bonus, leave the annual bonus amount column blank. We have changed the bonus section slightly in recent years. Instead of asking whether the employee's bonus was Annual, Discretionary or Project, we are asking you to estimate the percentage of the bonus that comes from a Company or Division plan and the percentage that comes from a Project plan. The section at the bottom of the page concerns formal salary ranges. If your company does not have a formal salary range structure, leave this section blank.

Please report the zip code for each incumbent's main office location. If the incumbent works in multiple locations, use your best judgment to indicate the person's main location. Survey results include a regional map and metropolitan data for each position on which we have enough data. Data on individual incumbents are required to produce accurate regional maps, so we ask that you do not report averages for job levels.

Compensation Database
Engineering/Construction/Environmental

The 2011 Engineering/Environmental Survey has 23 job families:

- ◆ General Engineering – 7 levels
- ◆ Design Drafting – 8 levels
- ◆ Process Engineering – 7 levels
- ◆ Environmental Engineering – 8 levels
- ◆ Project Engineering – 3 levels
- ◆ Project Management – 7 levels
- ◆ Project Controls – 7 levels
- ◆ Estimating – 6 levels
- ◆ Purchasing – 5 levels
- ◆ Field Engineering – 6 levels
- ◆ Construction Supervision – 6 levels
- ◆ Environmental Health & Safety – 5 levels
- ◆ Field Inspection – 4 levels
- ◆ Start-up Engineering – 5 levels
- ◆ Architect – 6 levels
- ◆ Quality Assurance – 5 levels
- ◆ Scientist – 7 levels
- ◆ Client Acquisition – 3 levels
- ◆ Proposal Management – 4 levels
- ◆ Marketing Specialist – 3 levels
- ◆ Global Information Systems – 5 levels
- ◆ Contract Administration – 5 levels
- ◆ Building Information Modeling – 4 levels

Reproduce forms as needed for each reported position to report all incumbents. Do not report more than one level per form. We encourage you to report as many incumbents as possible. In all cases, Level 1 represents the least experience and responsibility.

For several job families, we provide breakout reports by Class, Industry Type, and Project Type to allow more refined use of the results. The codes are included in the job descriptions. Please show the corresponding numbers in the fields next to the incumbent's salary data:

- ◆ Class – General Engineering, Project Controls, Scientist, Quality Assurance
- ◆ Industry Type – General Engineering, Project Engineering, Project Management, Project Controls
- ◆ Project Type – Project Engineering, Project Management, Project Controls

Please call us—602.772.3436—if you have any questions. Thanks!

Compensation Database
Engineering/Construction/Environmental

◆ **Company Size**

Please enter in whole numbers. Do not round.

Fiscal Year Most Recent Revenues _____

Total Number of Employees _____

Number of Salaried Employees _____

◆ **Principal Business Activities**

Rank the relative size of the markets served by your organization. Leave blank any you do not serve. The largest segment would be shown as '1'.

Power	_____	Oil & Gas	_____
Industrial Process	_____	Telecommunications	_____
Mining	_____	Operations & Maintenance	_____
Civil	_____	Environmental	_____
Infrastructure	_____	Other	_____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

General Engineering-Level 4

Your Position Title: _____

With minimal supervision, independently applies advanced engineering techniques and analyses for problems and methods. May provide technical guidance to drafters/designers and engineers. Has extensive progressive experience in general engineering. Requires at least 7 years experience, with typical engineering experience from 10 to 15 years.

Civil, electrical, industrial, mechanical, metallurgical, mining, piping, and structural engineers but not architectural, chemical, or environmental engineers. Report chemical engineers in the process industry in process engineering.

Please classify general engineers, in the "Engineering Class" column as:

- | | | |
|-------------------------------|-------------------|----------------------------|
| 21 - Instrumentation/Controls | 22 - Mechanical | 23 - Electrical |
| 24 - Civil/Structural | 25 - Geotechnical | 26 - Nuclear |
| 27 - Licensing | 28 - Welding | 29 - Intellectual Property |
| 30 - Other | | |

Please further classify general engineers, in the "Industry Type" column as:

- | | | |
|--------------------------|--------------------------------|---------------------|
| 201 - Power | 202 - Industrial Process | 203 - Mining |
| 204 - Civil | 205 - Infrastructure | 206 - Oil & Gas |
| 207 - Telecommunications | 208 - Operations & Maintenance | 209 - Environmental |
| 210 - Other | | |

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Eng Class	Industry Type	Nuclear Survey (Y/N)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Eng Class	Industry Type	Nuclear Survey (Y/N)	Office Location (zip code)

- ◆ **Bonus Percentage:**
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

◆ **Formal position salary range:** Min Mid Max

\$ _____ \$ _____ \$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

General Engineering-Level 7

Your Position Title: _____

Heads engineering in a single engineering discipline--often called chief engineer or discipline chief. Sets policy and procedures. Directs strategic and tactical work force staffing and budgeting, and establishes and maintains technical standards within the discipline. May be the company expert within a discipline or specialty able to conceive and develop creative/innovative technology critical to company success.

Civil, electrical, industrial, mechanical, metallurgical, mining, piping, and structural engineers but not architectural, chemical, or environmental engineers. Report chemical engineers in the process industry in process engineering.

Please classify general engineers, in the "Engineering Class" column as:

- | | | |
|-------------------------------|-------------------|----------------------------|
| 21 - Instrumentation/Controls | 22 - Mechanical | 23 - Electrical |
| 24 - Civil/Structural | 25 - Geotechnical | 26 - Nuclear |
| 27 - Licensing | 28 - Welding | 29 - Intellectual Property |
| 30 - Other | | |

Please further classify general engineers, in the "Industry Type" column as:

- | | | |
|--------------------------|--------------------------------|---------------------|
| 201 - Power | 202 - Industrial Process | 203 - Mining |
| 204 - Civil | 205 - Infrastructure | 206 - Oil & Gas |
| 207 - Telecommunications | 208 - Operations & Maintenance | 209 - Environmental |
| 210 - Other | | |

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Eng Class	Industry Type	Nuclear Survey (Y/N)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Eng Class	Industry Type	Nuclear Survey (Y/N)	Office Location (zip code)

- ◆ **Bonus Percentage:**
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

◆ **Formal position salary range:** Min Mid Max

\$ _____ \$ _____ \$ _____

**Compensation Database
Module 6A Engineering/Environmental Professional Positions**

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Design Drafting-Level 2

Your Position Title: _____

Incumbents perform drafting/design functions using computer graphic equipment (CADD), either occasionally or one hundred percent of the time. Knowledge and/or use of CADD in this family is not required, but generally is preferred.

Report intermediate-level drafting jobs. Under general supervision, with some exercise of judgment, prepares engineering drawings from rough sketches or from general engineering and design information according to established standards and procedures. Will begin to utilize skills in developing graphics using CADD. Normally requires at least 2 years experience.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Design Drafting-Level 3

Your Position Title: _____

Incumbents perform drafting/design functions using computer graphic equipment (CADD), either occasionally or one hundred percent of the time. Knowledge and/or use of CADD in this family is not required, but generally is preferred.

Report senior-level drafting jobs. Develops working drawings, within company and industry standards and codes, from equipment specifications and detailed drawings. Fully understands materials and methods normal to the discipline and has some elementary exposure to design. May apply intermediate level techniques in CADD. Normally requires at least 4 years experience or a BS degree. Include traditional senior drafting jobs and transitional entry level designer jobs.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range: Min Mid Max
\$ _____ \$ _____ \$ _____

**Compensation Database
 Module 6A Engineering/Environmental Professional Positions**

(use more sheets as necessary)

Design Drafting-Level 4

Your Position Title: _____

Incumbents perform drafting/design functions using computer graphic equipment (CADD), either occasionally or one hundred percent of the time. Knowledge and/or use of CADD in this family is not required, but generally is preferred.

Report journey-level design jobs. With minimal direction, performs layout and design work from basic data. Uses theoretical and practical engineering knowledge. May apply advanced techniques in CADD and standard design applications using this equipment. Normally requires at least 5 years experience or a BS degree and 3 to 4 years experience.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

**Compensation Database
Module 6A Engineering/Environmental Professional Positions**

(use more sheets as necessary)

Design Drafting-Level 5

Your Position Title: _____

Incumbents perform drafting/design functions using computer graphic equipment (CADD), either occasionally or one hundred percent of the time. Knowledge and/or use of CADD in this family is not required, but generally is preferred.

Report senior-level, non-supervisory design jobs (but not lead designers). This highest level of non-supervisory design work includes senior CADD designers. Normally requires at least 7 years experience or a BS degree and 5 to 6 years experience.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range: Min Mid Max
 \$ _____ \$ _____ \$ _____

**Compensation Database
Module 6A Engineering/Environmental Professional Positions**

(use more sheets as necessary)

Design Drafting-Level 6

Your Position Title: _____

Incumbents perform drafting/design functions using computer graphic equipment (CADD), either occasionally or one hundred percent of the time. Knowledge and/or use of CADD in this family is not required, but generally is preferred.

Report lead-design jobs (perhaps called squad leader or boss). Technically directs design work. Assigns and schedules work and is responsible for progress and quality of drawings of a section or group of designers/drafters generally assigned to a single project or working in a specialized field. Does not have administrative supervisory responsibilities. Normally requires at least 8 to 10 years experience, or a BS degree and 6 to 9 years experience.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Design Drafting-Level 7

Your Position Title: _____

Incumbents perform drafting/design functions using computer graphic equipment (CADD), either occasionally or one hundred percent of the time. Knowledge and/or use of CADD in this family is not required, but generally is preferred.

Report first-level administrative drafting/design supervisors. Plans and schedules work and staffing, assigns lead roles, evaluates performance, and counsels assigned personnel. Include only first-level administrative supervisors. Generally exempt under FLSA regardless of individual company overtime pay practices. Normally requires at least 12 years experience, including experience as a lead designer.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

◆ Formal position salary range: Min Mid Max

 \$ _____ \$ _____ \$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Design Drafting-Level 8

Your Position Title: _____

Incumbents perform drafting/design functions using computer graphic equipment (CADD), either occasionally or one hundred percent of the time. Knowledge and/or use of CADD in this family is not required, but generally is preferred.

Report administrative and/or supervisory jobs including all positions above those reported in Level 7, but not including, engineer, chief engineer, or department manager. (The department manager is the individual in the operating unit who has sole responsibility for design/drafting only.) Prepares design criteria for design of projects and equipment, estimates drawings and resources needed to design projects, and manages company resources efficiently to accomplish assigned work.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Process Engineering-Level 1

Your Position Title: _____

Report entry-level BS or MS engineers. Under close supervision, performs routine engineering requiring knowledge and application of basic engineering principles. Using prescribed methods, performs specific and limited portions of engineering assignments.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

♦ Bonus Percentage:

- Estimated percentage attributed to Annual Company/Division Plan: _____%
- Estimated percentage attributed to Project Plan: _____%

♦ Formal position salary range:

Min Mid Max
 \$ _____ \$ _____ \$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Process Engineering-Level 2

Your Position Title: _____

Under general supervision, evaluates, selects, and applies standard process engineering techniques, procedures, and criteria. Assignments are generally well defined. With additional experience within one area, assists in larger and more complex assignments. Normally requires at least 2 years experience, with typical process engineering experience from 3 to 7 years.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range: Min Mid Max

\$ _____ \$ _____ \$ _____

**Compensation Database
 Module 6A Engineering/Environmental Professional Positions**

(use more sheets as necessary)

Process Engineering-Level 3

Your Position Title: _____

Under general supervision, does all conventional process engineering and analysis. Plans and conducts independent evaluation, selection, and adaptation of engineering techniques, procedures, and criteria. May provide technical guidance to designers/drafters and less experienced process engineers. Requires at least 4 years experience, with typical engineering experience from 6 to 10 years.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

**Compensation Database
 Module 6A Engineering/Environmental Professional Positions**

(use more sheets as necessary)

Process Engineering-Level 4

Your Position Title: _____

With minimal supervision, independently applies advanced process engineering techniques and analyses for problems and methods. May provide technical guidance to drafters/designers and process engineers. Has extensive progressive experience in process engineering. Requires at least 7 years experience, with typical process engineering experience from 10 to 15 years.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Process Engineering-Level 5

Your Position Title: _____

Supervises a group of engineers or is a technical specialist who develops and applies advanced process engineering concepts and approaches to unique process engineering problems. Supervisors technically direct groups and may give employee performance appraisals. Normally requires at least 10 years experience, with typical process engineering experience over 15 years.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%
- ◆ Formal position salary range:

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Process Engineering-Level 6

Your Position Title: _____

Under management direction, administers, supervises, and/or is a technical specialist above Level 5 not including chief engineer or discipline chief. Includes the most technically competent department-expert process engineers. Supervisory engineers typically tactically supervise process engineering on several small to medium projects or a single major project.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%
- ◆ Formal position salary range:

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Process Engineering-Level 7

Your Position Title: _____

Heads process engineering--often called chief engineer or discipline chief. Sets policy and procedures. Directs strategic and tactical work force staffing and budgeting, and establishes and maintains technical standards within the discipline. May be the company expert within a discipline or specialty able to conceive and develop creative/innovative technology critical to company success.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Environmental Engineer - Level 1

Your Position Title: _____

Plans, designs, and oversees engineering of environmental plants such as water, wastewater, and chemical waste processing. Selects and locates equipment, and ensures its interface with other systems, reliability, and safety. These are entry-level BS or MS engineers with 0 - 2 years experience. Under close supervision, performs routine engineering requiring knowledge and application of basic engineering principles. Using prescribed methods, performs specific and limited portions of engineering assignments.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range: Min Mid Max

\$ _____ \$ _____ \$ _____

**Compensation Database
 Module 6A Engineering/Environmental Professional Positions**

(use more sheets as necessary)

Environmental Engineer - Level 2

Your Position Title: _____

Plans, designs, and oversees engineering of environmental plants such as water, wastewater, and chemical waste processing. Under general supervision, evaluates, selects and applies standard engineering techniques, procedures and criteria for generally well defined tasks that are larger, more difficult and more varied than at level 1. With additional experience within one area, aids in larger and more complex designs such as emission inventories, dispersion model units, clean-up criteria determination and surface water discharge permits. Requires at least 2 years experience with typical engineering experience from 3 - 6 years.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ **Bonus Percentage:**
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ **Formal position salary range:**

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Environmental Engineer - Level 3

Your Position Title: _____

Plans, designs, and oversees engineering of environmental plants such as water, wastewater, and chemical waste processing. Selects and locates equipment, and ensures its interface with other systems, reliability, and safety. Under general supervision, does all conventional environmental engineering and analysis. Plans and independently evaluates, selects, and adapts environmental engineering techniques, procedures, and criteria. May conduct site testing, inspections, and recommend design systems. May technically guide drafters/designers and less-experienced engineers. Requires at least 4 years experience, with typical engineering experience from 5 to 9 years. Normally requires professional registration (PE).

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ **Bonus Percentage:**
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ **Formal position salary range:**

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

**Compensation Database
Module 6A Engineering/Environmental Professional Positions**

(use more sheets as necessary)

Environmental Engineer - Level 5

Your Position Title: _____

Plans, designs, and oversees engineering of environmental plants such as water, wastewater, and chemical waste processing. Selects and locates equipment, and ensures its interface with other systems, reliability, and safety. Supervises/leads a group of engineers or is a technical specialist who develops and applies advanced engineering concepts and approaches to unique environmental problems. Supervisors/leaders technically direct groups and may give employee performance appraisals. Normally requires at least 10 years experience, with typical engineering experience over 14 years.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range: Min Mid Max

\$ _____ \$ _____ \$ _____

**Compensation Database
 Module 6A Engineering/Environmental Professional Positions**

(use more sheets as necessary)

Environmental Engineer - Level 6

Your Position Title: _____

Plans, designs, and oversees engineering of environmental plants such as water, wastewater, and chemical waste processing. Under management direction, administers, supervises, and/or is a technical specialist above Level 5 not including chief engineer or discipline chief. Includes the most technically competent department-expert engineers. Supervisory engineers typically supervise engineering on several small to medium projects or a single major project.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

◆ **Bonus Percentage:**

- Estimated percentage attributed to Annual Company/Division Plan: _____%
- Estimated percentage attributed to Project Plan: _____%

◆ **Formal position salary range:**

Min
Mid
Max
 \$ _____ \$ _____ \$ _____

**Compensation Database
Module 6A Engineering/Environmental Professional Positions**

(use more sheets as necessary)

Environmental Engineer- Level 7

Your Position Title: _____

Plans, designs, and oversees engineering of environmental plants such as water, wastewater, and chemical waste processing. This level includes administrative, supervisory and/or technical specialist positions above those described in level 6, but below Discipline Chief Engineer. Typically responsible for supervising engineering and design on several small to medium projects or for a single major project.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range: Min Mid Max
 \$ _____ \$ _____ \$ _____

**Compensation Database
 Module 6A Engineering/Environmental Professional Positions**

(use more sheets as necessary)

Environmental Engineer - Level 8

Your Position Title: _____

Plans, designs, and oversees engineering of environmental plants such as water, wastewater, and chemical waste processing. This level is referred to as Discipline Chief engineer. Responsible for staffing, budgeting, establishing and maintaining technical standards.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

**Compensation Database
 Module 6A Engineering/Environmental Professional Positions**

(use more sheets as necessary)

Project Engineering - Level 1

Your Position Title: _____

The individual is responsible for project engineering *on small projects (less than \$50 million) or portions of larger projects*. A project engineer is defined for survey purposes as *either* an individual who has responsibility for coordinating the various engineering, construction, purchasing, scheduling, and start-up aspects of a project(s) *or* an individual who has responsibility for the *technical excellence* of the engineering portion of a project(s) across all disciplines. Typically, the individual at this level has been promoted from a General Engineering Level 3 position or higher or transferred from another position of comparable level. A professional registration or license is preferred. Normally requires a BS or MS degree and a minimum of seven years of experience in engineering, with typical engineering experience ranging from 10 to 15 years.

To select an incumbent's level, use the (current, past, or previous employer) project assignment that best represents the person's management capability.

Please classify Project Engineers, in the "Industry Type" column as:

- | | | |
|--------------------------|--------------------------------|---------------------|
| 201 – Power | 202 – Industrial Process | 203 - Mining |
| 204 – Civil | 205 – Infrastructure | 206 – Oil & Gas |
| 207 – Telecommunications | 208 – Operations & Maintenance | 209 – Environmental |
| 210 – Other | | |

Please further classify Project Engineers, in the "Project Type" column as:

- | | | |
|----------------|-------------------|------------------|
| 401 – EPC/EPCM | 402 – Design Only | 403 - Consulting |
| 408 – Other | | |

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Industry Type	Project Type	Nuclear Survey (Y/N)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

◆ Formal position salary range: Min Mid Max

\$ _____ \$ _____ \$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Project Engineering - Level 2

Your Position Title: _____

The individual is responsible for serving as a project engineer, as defined above in Level 1, on *medium to large projects (\$50 to \$150 million)*. Typically, a Level 2 project engineer reports directly to the project manager. A professional registration or license is preferred. Normally requires a BS or MS degree and a minimum of ten years of related experience with typical experience ranging 15 to 20 years. This should include several years of project engineering experience at Level 1. To select an incumbent's level, use the (current, past, or previous employer) project assignment that best represents the person's management capability.

Please classify Project Engineers, in the "Industry Type" column as:

- | | | |
|--------------------------|--------------------------------|---------------------|
| 201 – Power | 202 – Industrial Process | 203 - Mining |
| 204 – Civil | 205 – Infrastructure | 206 – Oil & Gas |
| 207 – Telecommunications | 208 – Operations & Maintenance | 209 – Environmental |
| 210 – Other | | |

Please further classify Project Engineers, in the "Project Type" column as:

- | | | |
|----------------|-------------------|------------------|
| 401 – EPC/EPCM | 402 – Design Only | 403 - Consulting |
| 408 – Other | | |

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Industry Type	Project Type	Nuclear Survey (Y/N)	Office Location (zip code)

- ◆ **Bonus Percentage:**
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ **Formal position salary range:**

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Project Engineering - Level 3

Your Position Title: _____

The Level 3 project engineer is responsible for project engineering on *very large projects (greater than \$150 million)*. Participates in all major technical, cost, scheduling, and performance decisions. Develops and maintains customer contacts for expanding product/service capabilities. A professional registration or license is preferred. Normally requires a BS or MS degree and a minimum of 15 years of related experience, but individuals typically possess 20 or more years of experience.

To select an incumbent's level, use the (current, past, or previous employer) project assignment that best represents the person's management capability.

Please classify Project Engineers, in the "Industry Type" column as:

- | | | |
|--------------------------|--------------------------------|---------------------|
| 201 – Power | 202 – Industrial Process | 203 - Mining |
| 204 – Civil | 205 – Infrastructure | 206 – Oil & Gas |
| 207 – Telecommunications | 208 – Operations & Maintenance | 209 – Environmental |
| 210 – Other | | |

Please further classify Project Engineers, in the "Project Type" column as:

- | | | |
|----------------|-------------------|------------------|
| 401 – EPC/EPCM | 402 – Design Only | 403 - Consulting |
| 408 – Other | | |

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Industry Type	Project Type	Nuclear Survey (Y/N)	Office Location (zip code)

◆ **Bonus Percentage:**

- Estimated percentage attributed to Annual Company/Division Plan: _____%
- Estimated percentage attributed to Project Plan: _____%

◆ **Formal position salary range:**

	<u>Min</u>	<u>Mid</u>	<u>Max</u>
	\$ _____	\$ _____	\$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Project Management - Level 1

Your Position Title: _____

This is an entry-level project manager responsible for all phases of planning and execution on small projects (less than \$25 million). Plans, organizes, coordinates, and controls small engineering projects in accordance with the established policies, procedures, systems, and requirements approved by the company. Supervises project personnel through subordinate leaders. May serve as a proposal manager for small projects. Normally requires a BS degree in appropriate discipline and *less than* seven years of related experience, with typical experience ranging from six to ten years. Certification as licensed professional is preferred. The project's economic risk factor will typically be none.

To select an incumbent's level, use the (current, past, or previous employer) project assignment that best represents the person's management capability.

Please classify Project Managers, in the "Industry Type" column as:

- | | | |
|--------------------------|--------------------------------|---------------------|
| 201 – Power | 202 – Industrial Process | 203 - Mining |
| 204 – Civil | 205 – Infrastructure | 206 – Oil & Gas |
| 207 – Telecommunications | 208 – Operations & Maintenance | 209 – Environmental |
| 210 – Other | | |

Please further classify Project Managers, in the "Project Type" column as:

- | | | |
|----------------|-------------------|------------------|
| 401 – EPC/EPCM | 402 – Design Only | 403 - Consulting |
| 408 – Other | | |

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Industry Type	Project Type	Office Location (zip code)

◆ **Bonus Percentage:**

- Estimated percentage attributed to Annual Company/Division Plan: _____%
- Estimated percentage attributed to Project Plan: _____%

◆ **Formal position salary range:**

	<u>Min</u>	<u>Mid</u>	<u>Max</u>
	\$ _____	\$ _____	\$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Project Management - Level 2

Your Position Title: _____

Responsible for all phases of planning and execution on small projects (less than \$50 million). Plans, organizes, coordinates, and controls small engineering projects in accordance with the established policies, procedures, systems, and requirements approved by the company. Supervises project personnel through subordinate leaders. May serve as a proposal manager for small projects. Normally requires a BS degree in appropriate discipline and a minimum of seven years of related experience, with typical experience ranging from 10 to 15 years. Certification as licensed professional is preferred. The project's economic risk factor will typically be none to low.

To select an incumbent's level, use the (current, past, or previous employer) project assignment that best represents the person's management capability.

Please classify Project Managers, in the "Industry Type" column as:

- | | | |
|--------------------------|--------------------------------|---------------------|
| 201 – Power | 202 – Industrial Process | 203 - Mining |
| 204 – Civil | 205 – Infrastructure | 206 – Oil & Gas |
| 207 – Telecommunications | 208 – Operations & Maintenance | 209 – Environmental |
| 210 – Other | | |

Please further classify Project Managers, in the "Project Type" column as:

- | | | |
|----------------|-------------------|------------------|
| 401 – EPC/EPCM | 402 – Design Only | 403 - Consulting |
| 408 - Other | | |

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Industry Type	Project Type	Office Location (zip code)

◆ **Bonus Percentage:**

- Estimated percentage attributed to Annual Company/Division Plan: _____%
- Estimated percentage attributed to Project Plan: _____%

◆ **Formal position salary range:**

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Project Management - Level 3

Your Position Title: _____

Responsible for all phases of planning and execution on medium sized (\$50 to \$100 million) engineering, procurement, and construction projects or may be responsible for technical excellence on large, complex projects (\$100 to \$150 million). Plans, organizes, coordinates, and controls engineering projects in accordance with the established policies, procedures, systems, and requirements approved by the company. When functioning as the Project Manager for medium-sized projects, is responsible for the entire project. Supervises project personnel through subordinate leaders. May serve as a proposal manager of medium sized projects. Normally requires a BS degree in appropriate discipline and a minimum of ten years of related experience, with typical experience ranging from 15 to 20 years. Certification as licensed professional is preferred. The project's economic risk factor will typically be low.

To select an incumbent's level, use the (current, past, or previous employer) project assignment that best represents the person's management capability.

Please classify Project Managers, in the "Industry Type" column as:

- | | | |
|--------------------------|--------------------------------|---------------------|
| 201 – Power | 202 – Industrial Process | 203 - Mining |
| 204 – Civil | 205 – Infrastructure | 206 – Oil & Gas |
| 207 – Telecommunications | 208 – Operations & Maintenance | 209 – Environmental |
| 210 – Other | | |

Please further classify Project Managers, in the "Project Type" column as:

- | | | |
|----------------|-------------------|------------------|
| 401 – EPC/EPCM | 402 – Design Only | 403 - Consulting |
| 408 - Other | | |

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Industry Type	Project Type	Nuclear Survey (Y/N)	Office Location (zip code)

- ◆ **Bonus Percentage:**
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ **Formal position salary range:**

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Project Management - Level 4

Your Position Title: _____

This position has bottom line responsibility for the financial and technical success of the project. Responsible for all phases of planning and execution on large sized (\$100 to \$150 million) engineering, procurement, and construction projects. Plans, organizes, coordinates, and controls domestic and international projects in accordance with the established policies, procedures, systems and requirements approved by the company. Supervises project personnel through subordinate leaders. Serves as the proposal manager for large domestic and international project proposals. Normally requires a BS degree in appropriate discipline and a minimum of 15 years of related experience, with typical experience of 20 or more years. Certification as licensed professional is preferred. The project's economic risk factor will typically be medium.

To select an incumbent's level, use the (current, past, or previous employer) project assignment that best represents the person's management capability.

Please classify Project Managers, in the "Industry Type" column as:

- | | | |
|--------------------------|--------------------------------|---------------------|
| 201 – Power | 202 – Industrial Process | 203 - Mining |
| 204 – Civil | 205 – Infrastructure | 206 – Oil & Gas |
| 207 – Telecommunications | 208 – Operations & Maintenance | 209 – Environmental |
| 210 – Other | | |

Please further classify Project Managers, in the "Project Type" column as:

- | | | |
|----------------|-------------------|------------------|
| 401 – EPC/EPCM | 402 – Design Only | 403 - Consulting |
| 408 - Other | | |

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Industry Type	Project Type	Nuclear Survey (Y/N)	Office Location (zip code)

- ◆ **Bonus Percentage:**
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ **Formal position salary range:**

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

**Compensation Database
Module 6A Engineering/Environmental Professional Positions**

(use more sheets as necessary)

Project Management--Level 5

Your Position Title: _____

This position has bottom line responsibility for the financial and technical success of the project. Responsible for all phases of planning and execution on very large (\$150 to \$250 million) engineering, procurement, and construction projects. Plans, organizes, coordinates, and controls domestic and international projects in accordance with the established policies, procedures, systems, and requirements approved by the company. Alternatively, may have responsibility for management and contract performance on two or more smaller projects. Supervises project personnel through subordinate leaders. May serve as the proposal manager for major domestic and international project proposals. Normally requires a BS degree in appropriate discipline and a minimum of 15 years of related experience, with typical experience of 20 or more years, including several years of experience at Level 3. Certification as licensed professional is preferred. The project's economic risk factor will typically be medium to high.

To select an incumbent's level, use the (current, past, or previous employer) project assignment that best represents the person's management capability.

Please classify Project Managers, in the "Industry Type" column as:

- | | | |
|--------------------------|--------------------------------|---------------------|
| 201 – Power | 202 – Industrial Process | 203 - Mining |
| 204 – Civil | 205 – Infrastructure | 206 – Oil & Gas |
| 207 – Telecommunications | 208 – Operations & Maintenance | 209 – Environmental |
| 210 – Other | | |

Please further classify Project Managers, in the "Project Type" column as:

- | | | |
|----------------|-------------------|------------------|
| 401 – EPC/EPCM | 402 – Design Only | 403 - Consulting |
| 408 - Other | | |

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Industry Type	Project Type	Nuclear Survey (Y/N)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Project Management--Level 6

Your Position Title: _____

This position has bottom line responsibility for the financial and technical success of very large projects. Responsible for all phases of planning and execution on major (mega) engineering, procurement, and construction projects (typically a major project or group of projects over \$250 million). Serves as the unifying agent accomplishing direction, coordination, and control of the overall project in accordance with the established policies, procedures, systems, and requirements approved by the company. Serves as the liaison with the owner on all project matters. Can manage and coordinate domestic, as well as international multiple projects, alliances, and joint ventures. Supervises project personnel through subordinate leaders. Can also direct the proposal effort for these multi-faceted projects. Normally requires a BS degree in appropriate discipline and a minimum of 15 years of related experience, with typical experience of 20 or more years. Certification as licensed professional is preferred. The project's economic risk factor will typically be high.

To select an incumbent's level, use the (current, past, or previous employer) project assignment that best represents the person's management capability.

Please classify Project Managers, in the "Industry Type" column as:

- | | | |
|--------------------------|--------------------------------|---------------------|
| 201 – Power | 202 – Industrial Process | 203 - Mining |
| 204 – Civil | 205 – Infrastructure | 206 – Oil & Gas |
| 207 – Telecommunications | 208 – Operations & Maintenance | 209 – Environmental |
| 210 – Other | | |

Please further classify Project Managers, in the "Project Type" column as:

- | | | |
|----------------|-------------------|------------------|
| 401 – EPC/EPCM | 402 – Design Only | 403 - Consulting |
| 408 - Other | | |

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Industry Type	Project Type	Nuclear Survey (Y/N)	Office Location (zip code)

◆ **Bonus Percentage:**

- Estimated percentage attributed to Annual Company/Division Plan: _____%
- Estimated percentage attributed to Project Plan: _____%

◆ **Formal position salary range:**

	<u>Min</u>	<u>Mid</u>	<u>Max</u>
	\$ _____	\$ _____	\$ _____

**Compensation Database
Module 6A Engineering/Environmental Professional Positions**

(use more sheets as necessary)

Project Management - Level 7

Your Position Title: _____

Responsible for complete management of the largest and most complex projects (valued in excess of \$1 billion). The basic objective is to complete these projects to the client's satisfaction, consistent with cost, schedule, and contractual requirements to maximize financial objectives. In the proposal phase, the incumbent works closely with sales, evaluating the inquiry and interpreting the client's requirements. Upon award of the contract, the incumbent becomes the "General Manager" of the project, and the prime point of contact between the client and the company. Project Executive develops the precise scope of work, defining any changes between the original proposal and the final contractual agreement, and becomes responsible for negotiating with the client on all changes to the job in accordance with the company procedures. This position has bottom line responsibility for the financial and technical success of these projects and is responsible for all phases of project planning and execution. Serves as the unifying agent accomplishing direction, coordination, and control of the overall project in accordance with the established policies, procedures, systems, and requirements approved by the company. Can manage and coordinate domestic, as well as international multiple projects, alliances, and joint ventures. Supervises project personnel through subordinate leaders. Normally requires a BS degree in appropriate discipline and a minimum of 15 years of related experience, with typical experience of 20 or more years. Certification as licensed professional is preferred. The project's economic risk factor will typically be high.

To select an incumbent's level, use the (current, past, or previous employer) project assignment that best represents the person's management capability.

Please classify Project Managers, in the "Industry Type" column as:

- | | | |
|--------------------------|--------------------------------|---------------------|
| 201 – Power | 202 – Industrial Process | 203 – Mining |
| 204 – Civil | 205 – Infrastructure | 206 – Oil & Gas |
| 207 – Telecommunications | 208 – Operations & Maintenance | 209 – Environmental |
| 210 – Other | | |

Please further classify Project Managers, in the "Project Type" column as:

- | | | |
|----------------|-------------------|------------------|
| 401 – EPC/EPCM | 402 – Design Only | 403 – Consulting |
| 408 - Other | | |

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Industry Type	Project Type	Nuclear Survey (Y/N)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Project Controls-Level 1

Your Position Title: _____

Report all project controls personnel regardless of physical location (may be assigned to an engineering office or a job-site office).

Report entry-level jobs for a BS or MS graduate, and may include those with previous experience in other functional areas. Under close supervision, performs routine planning/scheduling and/or cost engineering requiring knowledge and application of basic project controls principles. Using prescribed methods, performs specific and limited portions of planning/scheduling and/or cost engineering.

Please classify Project Controllers, in the "Project Controls Class" column as:

- | | | |
|------------|-----------------|--------------------------|
| 41 – Cost | 42 – Scheduling | 43 – Cost and Scheduling |
| 48 – Other | | |

Please further classify Project Controllers, in the "Industry Type" column as:

- | | | |
|--------------------------|--------------------------------|---------------------|
| 201 – Power | 202 – Industrial Process | 203 – Mining |
| 204 – Civil | 205 – Infrastructure | 206 – Oil & Gas |
| 207 – Telecommunications | 208 – Operations & Maintenance | 209 – Environmental |
| 210 – Other | | |

Please further classify Project Controllers, in the "Project Type" column as:

- | | | |
|----------------|-------------------|------------------|
| 401 – EPC/EPCM | 402 – Design Only | 403 – Consulting |
| 408 – Other | | |

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Project Controls Class	Industry Type	Project Type	Nuclear Survey (Y/N)	Office Location (zip code)

◆ **Bonus Percentage:**

- Estimated percentage attributed to Annual Company/Division Plan: _____%
- Estimated percentage attributed to Project Plan: _____%

◆ **Formal position salary range:**

	<u>Min</u>	<u>Mid</u>	<u>Max</u>
	\$ _____	\$ _____	\$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Project Controls - Level 2

Your Position Title: _____

Report all project controls personnel regardless of physical location (may be assigned to an engineering office or a job-site office).

Under general supervision, performs more complex project controls. With additional experience within one specialty, assists in larger and more complex project controls. Normally requires at least 2 years experience in planning/scheduling and/or cost engineering with typical experience from 3 to 7 years; but may include additional experience in other functional areas.

Please classify Project Controllers, in the "Project Controls Class" column as:

- | | | |
|------------|-----------------|--------------------------|
| 41 – Cost | 42 – Scheduling | 43 – Cost and Scheduling |
| 48 – Other | | |

Please further classify Project Controllers, in the "Industry Type" column as:

- | | | |
|--------------------------|--------------------------------|---------------------|
| 201 – Power | 202 – Industrial Process | 203 – Mining |
| 204 – Civil | 205 – Infrastructure | 206 – Oil & Gas |
| 207 – Telecommunications | 208 – Operations & Maintenance | 209 – Environmental |
| 210 – Other | | |

Please further classify Project Controllers, in the "Project Type" column as:

- | | | |
|----------------|-------------------|------------------|
| 401 – EPC/EPCM | 402 – Design Only | 403 – Consulting |
| 408 – Other | | |

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Project Controls Class	Industry Type	Project Type	Nuclear Survey (Y/N)	Office Location (zip code)

◆ **Bonus Percentage:**

- Estimated percentage attributed to Annual Company/Division Plan: _____%
- Estimated percentage attributed to Project Plan: _____%

◆ **Formal position salary range:**

	<u>Min</u>	<u>Mid</u>	<u>Max</u>
	\$ _____	\$ _____	\$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Project Controls - Level 3

Your Position Title: _____

Report all project controls personnel regardless of physical location (may be assigned to an engineering office or a job-site office).

Under general supervision, performs all aspects of planning/scheduling and/or cost engineering. May provide technical guidance to less experienced project controls personnel. Requires at least 4 years experience in planning/scheduling and/or cost engineering, with typical experience from 6 to 10 years.

Please classify Project Controllers, in the "Project Controls Class" column as:

- | | | |
|------------|-----------------|--------------------------|
| 41 – Cost | 42 – Scheduling | 43 – Cost and Scheduling |
| 48 – Other | | |

Please further classify Project Controllers, in the "Industry Type" column as:

- | | | |
|--------------------------|--------------------------------|---------------------|
| 201 – Power | 202 – Industrial Process | 203 – Mining |
| 204 – Civil | 205 – Infrastructure | 206 – Oil & Gas |
| 207 – Telecommunications | 208 – Operations & Maintenance | 209 – Environmental |
| 210 – Other | | |

Please further classify Project Controllers, in the "Project Type" column as:

- | | | |
|----------------|-------------------|------------------|
| 401 – EPC/EPCM | 402 – Design Only | 403 – Consulting |
| 408 – Other | | |

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Project Controls Class	Industry Type	Project Type	Nuclear Survey (Y/N)	Office Location (zip code)

◆ **Bonus Percentage:**

- Estimated percentage attributed to Annual Company/Division Plan: _____%
- Estimated percentage attributed to Project Plan: _____%

◆ **Formal position salary range:**

	<u>Min</u>	<u>Mid</u>	<u>Max</u>
	\$ _____	\$ _____	\$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Project Controls-Level 4

Your Position Title: _____

Report all project controls personnel regardless of physical location (may be assigned to an engineering office or a job-site office).

With minimal supervision, independently applies advanced project controls techniques and analyses. May provide technical guidance to less experienced planning/scheduling and/or cost engineering personnel.

Usually requires extensive progressive experience in planning/scheduling and/or cost engineering. Requires at least 7 years experience in planning/scheduling and/or cost engineering, with typical experience from 10 to 15 years.

Please classify Project Controllers, in the "Project Controls Class" column as:

- | | | |
|------------|-----------------|--------------------------|
| 41 – Cost | 42 – Scheduling | 43 – Cost and Scheduling |
| 48 – Other | | |

Please further classify Project Controllers, in the "Industry Type" column as:

- | | | |
|--------------------------|--------------------------------|---------------------|
| 201 – Power | 202 – Industrial Process | 203 – Mining |
| 204 – Civil | 205 – Infrastructure | 206 – Oil & Gas |
| 207 – Telecommunications | 208 – Operations & Maintenance | 209 – Environmental |
| 210 – Other | | |

Please further classify Project Controllers, in the "Project Type" column as:

- | | | |
|----------------|-------------------|------------------|
| 401 – EPC/EPCM | 402 – Design Only | 403 – Consulting |
| 408 – Other | | |

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Project Controls Class	Industry Type	Project Type	Nuclear Survey (Y/N)	Office Location (zip code)

◆ **Bonus Percentage:**

- Estimated percentage attributed to Annual Company/Division Plan: _____%
- Estimated percentage attributed to Project Plan: _____%

◆ **Formal position salary range:**

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Project Controls-Level 5

Your Position Title: _____

Report all project controls personnel regardless of physical location (may be assigned to an engineering office or a job-site office).

Supervises/leads a group of project controls personnel or is a technical specialist who develops advanced concepts. Supervisors/leaders technically direct a group and may give employee performance appraisals. Normally requires at least 10 years experience in planning/scheduling and/or cost engineering, with typical experience of 15 or more years.

Please classify Project Controllers, in the "Project Controls Class" column as:

- | | | |
|------------|-----------------|--------------------------|
| 41 – Cost | 42 – Scheduling | 43 – Cost and Scheduling |
| 48 – Other | | |

Please further classify Project Controllers, in the "Industry Type" column as:

- | | | |
|--------------------------|--------------------------------|---------------------|
| 201 – Power | 202 – Industrial Process | 203 – Mining |
| 204 – Civil | 205 – Infrastructure | 206 – Oil & Gas |
| 207 – Telecommunications | 208 – Operations & Maintenance | 209 – Environmental |
| 210 – Other | | |

Please further classify Project Controllers, in the "Project Type" column as:

- | | | |
|----------------|-------------------|------------------|
| 401 – EPC/EPCM | 402 – Design Only | 403 – Consulting |
| 408 – Other | | |

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Project Controls Class	Industry Type	Project Type	Nuclear Survey (Y/N)	Office Location (zip code)

◆ **Bonus Percentage:**

- Estimated percentage attributed to Annual Company/Division Plan: _____%
- Estimated percentage attributed to Project Plan: _____%

◆ **Formal position salary range:**

	<u>Min</u>	<u>Mid</u>	<u>Max</u>
	\$ _____	\$ _____	\$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Project Controls - Level 6

Your Position Title: _____

Report all project controls personnel regardless of physical location (may be assigned to an engineering office or a job-site office).

Under management direction, administers, supervises, and/or is a technical specialist above Level 5 not including department head of a single project controls discipline. Includes the most technically competent project control personnel. Supervisors typically supervise project control on several small to medium projects or a single major project.

Please classify Project Controllers, in the "Project Controls Class" column as:

- | | | |
|------------|-----------------|--------------------------|
| 41 – Cost | 42 – Scheduling | 43 – Cost and Scheduling |
| 48 – Other | | |

Please further classify Project Controllers, in the "Industry Type" column as:

- | | | |
|--------------------------|--------------------------------|---------------------|
| 201 – Power | 202 – Industrial Process | 203 – Mining |
| 204 – Civil | 205 – Infrastructure | 206 – Oil & Gas |
| 207 – Telecommunications | 208 – Operations & Maintenance | 209 – Environmental |
| 210 – Other | | |

Please further classify Project Controllers, in the "Project Type" column as:

- | | | |
|----------------|-------------------|------------------|
| 401 – EPC/EPCM | 402 – Design Only | 403 – Consulting |
| 408 – Other | | |

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Project Controls Class	Industry Type	Project Type	Nuclear Survey (Y/N)	Office Location (zip code)

◆ **Bonus Percentage:**

- Estimated percentage attributed to Annual Company/Division Plan: _____%
- Estimated percentage attributed to Project Plan: _____%

◆ **Formal position salary range:**

	<u>Min</u>	<u>Mid</u>	<u>Max</u>
	\$ _____	\$ _____	\$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Project Controls - Level 7

Your Position Title: _____

Report all project controls personnel regardless of physical location (may be assigned to an engineering office or a job-site office).

Heads a single project controls discipline. Sets policy and procedures. Directs strategic and tactical work force staffing and budgeting, and establishes and maintains technical standards within the discipline.

Please classify Project Controllers, in the "Project Controls Class" column as:

- | | | |
|------------|-----------------|--------------------------|
| 41 – Cost | 42 – Scheduling | 43 – Cost and Scheduling |
| 48 – Other | | |

Please further classify Project Controllers, in the "Industry Type" column as:

- | | | |
|--------------------------|--------------------------------|---------------------|
| 201 – Power | 202 – Industrial Process | 203 – Mining |
| 204 – Civil | 205 – Infrastructure | 206 – Oil & Gas |
| 207 – Telecommunications | 208 – Operations & Maintenance | 209 – Environmental |
| 210 – Other | | |

Please further classify Project Controllers, in the "Project Type" column as:

- | | | |
|----------------|-------------------|------------------|
| 401 – EPC/EPCM | 402 – Design Only | 403 – Consulting |
| 408 – Other | | |

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Project Controls Class	Industry Type	Project Type	Nuclear Survey (Y/N)	Office Location (zip code)

◆ **Bonus Percentage:**

- Estimated percentage attributed to Annual Company/Division Plan: _____%
- Estimated percentage attributed to Project Plan: _____%

◆ **Formal position salary range:**

	<u>Min</u>	<u>Mid</u>	<u>Max</u>
	\$ _____	\$ _____	\$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Estimating-Level 1

Your Position Title: _____

Report all estimating personnel regardless of physical location (may be assigned to an engineering office or a job site office).

Report entry-level jobs for a BS or MS graduate. Under close supervision, performs routine estimating requiring knowledge of basic estimating principles. May be exposed to other aspects of estimating.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ♦ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ♦ Formal position salary range: Min Mid Max
 \$ _____ \$ _____ \$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Estimating-Level 2

Your Position Title: _____

Report all estimating personnel regardless of physical location (may be assigned to an engineering office or a job site office).

Performs more complex estimating assignments under general supervision. With additional experience within one specialty, assist in larger and more complex estimating assignments. Normally requires at least 2 years experience in estimating.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Estimating-Level 3

Your Position Title: _____

Report all estimating personnel regardless of physical location (may be assigned to an engineering office or a job site office).

Report all journey-level estimators below Level 4. Performs all aspects of estimating with minimal supervision. May provide technical guidance to less-experienced estimating personnel. Normally requires at least 4 years experience in estimating.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

♦ Bonus Percentage:

- Estimated percentage attributed to Annual Company/Division Plan: _____%
- Estimated percentage attributed to Project Plan: _____%

♦ Formal position salary range:

Min Mid Max
 \$ _____ \$ _____ \$ _____

**Compensation Database
Module 6A Engineering/Environmental Professional Positions**

(use more sheets as necessary)

Estimating-Level 4

Your Position Title: _____

Report all estimating personnel regardless of physical location (may be assigned to an engineering office or a job site office).

Report lead estimators who technically direct a group of estimators and technical specialists formulating and developing advanced estimating concepts. Normally requires at least 10 years experience in estimating.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

◆ Formal position salary range: Min Mid Max

\$ _____ \$ _____ \$ _____

**Compensation Database
 Module 6A Engineering/Environmental Professional Positions**

(use more sheets as necessary)

Estimating-Level 5

Your Position Title: _____

Report all estimating personnel regardless of physical location (may be assigned to an engineering office or a job site office).

Report administrative, supervisory, and technical specialists above Level 4 not including chief estimators and department managers (who have sole responsibility for estimating in the operating unit). May be bonus eligible.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

◆ Formal position salary range: Min Mid Max

\$ _____ \$ _____ \$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Estimating-Level 6

Your Position Title: _____

Report all estimating personnel regardless of physical location (may be assigned to an engineering office or a job site office).

Report chief estimators and department managers responsible for estimating only. Sets policy and procedures. Directs strategic and tactical work force staffing and budgeting, and establishes and maintains technical estimating standards.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Purchasing-Level 1

Your Position Title: _____

Report contract administrators with purchasing duties only.

Report entry-level jobs for a BS graduate. Under close supervision, performs routine purchasing as a trainee.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

◆ **Bonus Percentage:**

- Estimated percentage attributed to Annual Company/Division Plan: _____%
- Estimated percentage attributed to Project Plan: _____%

◆ **Formal position salary range:**

Min Mid Max
 \$ _____ \$ _____ \$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Purchasing-Level 2

Your Position Title: _____

Report contract administrators with purchasing duties only.

Report journey-level purchasers up to Level 3. Conducts all aspects of purchasing a specific commodity desk within a commodity group, a complete smaller project, or a portion of a larger project. Normally requires a BS degree and at least 4 years experience in purchasing.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Purchasing-Level 3

Your Position Title: _____

Report contract administrators with purchasing duties only.

Report the most senior non-supervisory purchasers who purchase all materials in a commodity group or for a major project. May technically assist less experienced purchasing personnel. Normally requires a BS degree and at least 5 years experience in purchasing.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)	Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range: Min Mid Max
 \$ _____ \$ _____ \$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Purchasing-Level 4

Your Position Title: _____

Report contract administrators with purchasing duties only.

Report the first level of direct supervisors of a group of purchasers. Normally requires a BS degree and at least 7 years experience in purchasing.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

**Compensation Database
Module 6A Engineering/Environmental Professional Positions**

(use more sheets as necessary)

Purchasing-Level 5

Your Position Title: _____

Report contract administrators with purchasing duties only.

Report all supervisors and managers in purchasing above first level but not the highest level purchasing manager in the operating unit.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range: Min Mid Max
\$ _____ \$ _____ \$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Field Engineering-Level 1

Your Position Title: _____

Report field engineers, but not field service engineers who normally should be reported in job family 12 (Start-Up Engineering).

Report entry-level jobs for BS or MS graduates in engineering. Under close supervision, performs routine engineering assignments requiring knowledge of basic field engineering principles. May be exposed to various aspects of field engineering and construction and may guide craft personnel.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ **Bonus Percentage:**
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

◆ **Formal position salary range:** Min Mid Max
 \$ _____ \$ _____ \$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Field Engineering-Level 2

Your Position Title: _____

Report field engineers, but not field service engineers who normally should be reported in job family 12 (Start-Up Engineering).

Under general supervision, performs well-defined field engineering. Compares work in progress to specifications and design requirements, and assists construction personnel with general technical details. With additional experience within field engineering, assists field superintendents and construction management in portions of larger, more complex activities. Normally requires at least 2 years experience in field engineering, with typical experience from 3 to 7 years.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Field Engineering-Level 3

Your Position Title: _____

Report field engineers, but not field service engineers who normally should be reported in job family 12 (Start-Up Engineering).

Under general supervision, performs all aspects of field engineering including complete planning, scheduling, and subcontractor review of performance to assure contract compliance, application of accepted construction technology, and acceptable standardization of materials and supplies. May provide technical guidance to less-experienced field engineering personnel. Requires at least 4 years experience in field engineering, with typical experience from 6 to 10 years.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range: Min Mid Max

\$ _____ \$ _____ \$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Field Engineering-Level 4

Your Position Title: _____

Report field engineers, but not field service engineers who normally should be reported in job family 12 (Start-Up Engineering).

With minimal supervision, independently performs all aspects of field engineering. May provide technical guidance to field engineering personnel. Has extensive progressive experience in field engineering.
Requires at least 7 years experience, with typical experience from 10 to 15 years.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

◆ Formal position salary range: Min Mid Max
 \$ _____ \$ _____ \$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Field Engineering-Level 5

Your Position Title: _____

Report field engineers, but not field service engineers who normally should be reported in job family 12 (Start-Up Engineering).

Supervises or leads a group of field engineers within a discipline or specialty and coordinates engineering within construction management or is a technical specialist formulating and developing advanced field engineering. Supervisors provide technical direction and may give employee performance appraisals. Normally requires at least 10 years experience in field engineering, with typical experience above 15 years.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Field Engineering-Level 6

Your Position Title: _____

Report field engineers, but not field service engineers who normally should be reported in job family 12 (Start-Up Engineering).

Report administrators, supervisors, and technical specialists above Level 5 within a field engineering discipline, under management direction, on site.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range: Min Mid Max
 \$ _____ \$ _____ \$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Construction Supervision-Level 1

Your Position Title: _____

Report those who direct craft supervisors involved in one or more specialized disciplines. In union companies, report the lowest level salaried supervisors.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%
- ◆ Formal position salary range:

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Construction Supervision-Level 2

Your Position Title: _____

These project superintendents function as second line supervisors with responsibility over several level one supervisors. On small projects serves as the senior construction supervisor. Normally requires a minimum of 8 years of experience.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%
- ◆ Formal position salary range:

	<u>Min</u>	<u>Mid</u>	<u>Max</u>
	\$ _____	\$ _____	\$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Construction Supervision-Level 3

Your Position Title: _____

These senior superintendents are responsible for organization, work methods, scheduling, cost control, conformity with drawings, workmanship and assignment of work. Normally requires a minimum of 10 years of experience.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Construction Supervision-Level 4

Your Position Title: _____

These construction managers direct and coordinate all on-site construction activities. For medium sized projects ranging in size from 250,000 to 2 million construction man hours or total installed cost from \$50 to \$100 million.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%
- ◆ Formal position salary range:

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Construction Supervision-Level 5

Your Position Title: _____

These construction managers direct and coordinate all on-site construction activities. For medium sized projects ranging in size from 2 million to 5 million construction man hours or total installed cost from \$100 to \$150 million.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range: Min Mid Max
 \$ _____ \$ _____ \$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Construction Supervision-Level 6

Your Position Title: _____

These construction managers direct and coordinate all on-site construction activities. For medium sized projects ranging in size greater than 5 million construction man-hours or total installed cost greater than \$150 million.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range: Min Mid Max
- \$ _____ \$ _____ \$ _____

**Compensation Database
 Module 6A Engineering/Environmental Professional Positions**

(use more sheets as necessary)

Environmental Health & Safety - Level 1

Your Position Title: _____

Responsible for developing, implementing and administering safety, health, environmental protection and substance abuse prevention programs. Provides technical assistance to ensure compliance with government and company regulations. This is the entry-level position normally requiring a BS or equivalent prior training. Performs routine duties following well-defined procedures.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Nuclear Survey (Y/N)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Nuclear Survey (Y/N)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range: Min Mid Max
 \$ _____ \$ _____ \$ _____

**Compensation Database
 Module 6A Engineering/Environmental Professional Positions**

(use more sheets as necessary)

Environmental Health & Safety - Level 2

Your Position Title: _____

Responsible for developing, implementing and administering safety, health, environmental protection and substance abuse prevention programs. Provides technical assistance to ensure compliance with government and company regulations. This intermediate position requires knowledge and application of fundamental concepts, practices and procedures. Normally requires a minimum of 2 to 4 years experience in the field.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Nuclear Survey (Y/N)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Nuclear Survey (Y/N)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

**Compensation Database
Module 6A Engineering/Environmental Professional Positions**

(use more sheets as necessary)

Environmental Health & Safety - Level 3

Your Position Title: _____

Responsible for developing, implementing and administering safety, health, environmental protection and substance abuse prevention programs. Provides technical assistance to ensure compliance with government and company regulations. This journey level position requires exercising independent and professional judgment. Under limited supervision applies accepted policies, practices and standards to promote the ES&H program. May administer the program for a small to medium sized project. Normally requires a minimum of 4 years experience in the field.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Nuclear Survey (Y/N)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Nuclear Survey (Y/N)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Environmental Health & Safety - Level 5

Your Position Title: _____

Responsible for developing, implementing and administering safety, health, environmental protection and substance abuse prevention programs. Provides technical assistance to ensure compliance with government and company regulations. These technical experts and managers are responsible for developing and implementing ES&H programs. Supervises other ES&H specialist to the project. May be responsible for an ES&H program on a large complex project or multiple projects. Should be certified in CIH, CSP, CHMM, PE or CHP.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Nuclear Survey (Y/N)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Nuclear Survey (Y/N)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

**Compensation Database
 Module 6A Engineering/Environmental Professional Positions**

(use more sheets as necessary)

Field Inspection-Level 1

Your Position Title: _____

Those individuals located on project site, subcontractors site, vendors site whose responsibilities are comprised of various degrees of inspection, of materials and workmanship for conformance to specifications. This is an entry-level position with individuals serving as a technician or craftsman. On a project basis, this position receives technical assistance from level 3 or higher inspector.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Field Inspection-Level 2

Your Position Title: _____

Those individuals located on project site, subcontractors site, vendors site whose responsibilities are comprised of various degrees of inspection, of materials and workmanship for conformance to specifications. This is the journey level and is distinguished from level 1 by the degree of supervision received and the complexity of the work assigned. May be required to be certified and have working knowledge of certain examination techniques.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Field Inspection-Level 3

Your Position Title: _____

Those individuals located on project site, subcontractors site, vendors site whose responsibilities are comprised of various degrees of inspection, of materials and workmanship for conformance to specifications. This is the highest non-supervisory position and provides technical assistance to lower level inspectors and should be certified. Has extensive knowledge of certain examination techniques.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

◆ Formal position salary range: Min Mid Max

\$ _____ \$ _____ \$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Field Inspection-Level 4

Your Position Title: _____

Those individuals located on project site, subcontractors site, vendors site whose responsibilities are comprised of various degrees of inspection, of materials and workmanship for conformance to specifications. This is a supervisory level and individuals are concerned with technical direction and administration of subordinate inspectors. May get involved with complex inspection duties. Reports to the department manager.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range: Min Mid Max

\$ _____ \$ _____ \$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Start-Up Engineering-Level 1

Your Position Title: _____

These are entry-level start-up engineers with a BS in engineering. Under direct supervision, does pre-commissioning tests and aids development of start-up schedules and procedures to ensure facilities meet pre-commissioning requirements. Compiles information and aids start-up activities. Requires basic knowledge of start-up operations.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Nuclear Survey (Y/N)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Nuclear Survey (Y/N)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%
- ◆ Formal position salary range: Min Mid Max
\$ _____ \$ _____ \$ _____

**Compensation Database
 Module 6A Engineering/Environmental Professional Positions**

(use more sheets as necessary)

Start-Up Engineering-Level 2

Your Position Title: _____

Under general supervision, coordinates and directs pre-commissioning activities, testing of plant systems and equipment to ensure safe and reliable operation of the facility. Technically guides and directs operations engineers, technicians, client personnel, and others performing specific assignments. May train clients. Normally requires a BS in engineering and at least 2 years experience in start-up and plant operations, with typical experience from 3 to 8 years.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Nuclear Survey (Y/N)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Nuclear Survey (Y/N)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Start-Up Engineering-Level 3

Your Position Title: _____

These are journey-level and higher non-supervisory start-up engineers. Plans, schedules, and implements sequential pre-commissioning testing and initial start-up and operation of plant facilities. Receives minimal supervision and applies specialized knowledge of start-up and operational methods. May train clients. Normally requires a BS in engineering and at least 4 years experience in start-up and plant operations, with typical experience over 8 years.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Nuclear Survey (Y/N)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Nuclear Survey (Y/N)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range: Min Mid Max
 \$ _____ \$ _____ \$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Start-Up Engineering-Level 4

Your Position Title: _____

These are first-level direct supervisors of testing and start-up personnel. Plans, implements, and directs pre-commissioning testing and start-up engineering on project(s), and ensures interpreting, organizing, executing, and coordinating all assignments. Normally requires a BS in engineering and at least 10 years experience in start-up and plant operations, with typical experience over 14 years.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Nuclear Survey (Y/N)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Nuclear Survey (Y/N)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range: Min Mid Max
\$ _____ \$ _____ \$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Start-Up Engineering-Level 5

Your Position Title: _____

These are administrators, supervisors, and technical specialists in start-up engineering above first level but not the chief engineer or department manager. Directs start-up and operations staff. Manages all start-up and facility operations, recommends policy and procedural changes, reviews project designs, and recommends design changes to ensure safe and operable projects.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Nuclear Survey (Y/N)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Nuclear Survey (Y/N)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range: Min Mid Max
- \$ _____ \$ _____ \$ _____

Compensation Database
 Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Architect-Level 1

Your Position Title: _____

These are entry-level jobs for BS/BA or MS/MA graduates in architecture. Under close supervision, does routine architecture requiring knowledge and application of basic architectural principles and concepts. Using prescribed methods and standards, does specific and limited architecture involving interior space layouts and exterior appearance.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%
- ◆ Formal position salary range:

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Architect-Level 2

Your Position Title: _____

Under general supervision, evaluates, selects, and applies standard architectural techniques, procedures, and standards. Analyzes proposals and vendor submittals. Assignments are generally well defined. With additional specialized experience, may do parts of larger and more complex architecture. Normally requires at least 2 years experience with typical architectural experience from 3 to 7 years.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Architect-Level 3

Your Position Title: _____

These are journey-level architects. Under general supervision, performs all conventional architectural design and development. Plans and conducts architecture requiring more advanced techniques. May technically guide and supervise designers/drafters and less-experienced architects. Requires at least 4 years experience with typical experience from 6 to 10 years.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Architect-Level 4

Your Position Title: _____

With minimal supervision independently applies advanced architectural concepts and designs for interior layout and design and exterior appearance. May technically guide and supervise designers/drafters and less-experienced architects. Requires at least 7 years experience with typical experience from 10 to 15 years.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ♦ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ♦ Formal position salary range:

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Architect-Level 5

Your Position Title: _____

With very limited supervision is an architectural project manager on small to medium projects, a supervisory architect for a small group of architects and designers/drafters, or a senior architect responsible for a specific architectural area. Reviews and approves conceptual designs. Directs development of new methods or techniques. Normally requires at least 10 years experience with typical experience ranging from 14 to 20 years.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range: Min Mid Max
 \$ _____ \$ _____ \$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Architect-Level 6

Your Position Title: _____

With supervision through general directives is an architectural project manager on medium to large projects, a supervisory architect for a major group of architects and designers/drafters, or a senior architect responsible for architecture by a firm. Reviews and approves conceptual designs. Directs development of new methods or techniques. Normally requires at least 15 years experience with typical experience from 19 to 25 years.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

**Compensation Database
Module 6A Engineering/Environmental Professional Positions**

(use more sheets as necessary)

Quality Assurance-Level 1

Your Position Title: _____

Responsible for establishing programs and processes that ensure client requirements are met. Must understand the companies processes and develop auditing procedures. This is the entry-level position for a BS graduate in engineering. Under close supervision ensures that the company's and client's quality standards are met. Reviews drawings, procedures, procurement documents and quality control reports. Identifies and reports problems in the assigned area. Recommends appropriate corrective action.

Please classify Quality Assurance professionals, in the "QA Class" column as:

51 – Quality Assurance 52 – Quality Control 53 – Quality Assurance & Quality Control 54 - Other

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	QA Class (51-54)	Nuclear Survey (Y/N)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	QA Class (51-54)	Nuclear Survey (Y/N)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range: Min Mid Max

\$ _____ \$ _____ \$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Quality Assurance-Level 2

Your Position Title: _____

Responsible for establishing programs and processes that ensure client requirements are met. Must understand the companies processes and develop auditing procedures. Under general supervision ensures that the company's and client's quality standards are met. Reviews drawings, procedures, procurement documents and quality control reports. Identifies and reports problems in the assigned area. Recommends appropriate corrective action. Participates in project wide system audits including vendor or subcontractor audits. BS with 2 to 4 years of experience.

Please classify Quality Assurance professionals, in the "QA Class" column as:

51 – Quality Assurance 52 – Quality Control 53 – Quality Assurance & Quality Control 54 - Other

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	QA Class (51-54)	Nuclear Survey (Y/N)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	QA Class (51-54)	Nuclear Survey (Y/N)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

**Compensation Database
Module 6A Engineering/Environmental Professional Positions**

(use more sheets as necessary)

Quality Assurance-Level 3

Your Position Title: _____

Responsible for establishing programs and processes that ensure client requirements are met. Must understand the company's processes and develop auditing procedures. Provides quality assurance support for an assigned area to ensure that designs, procurement and installation meet quality standards. Leads project wide system audits as directed by senior quality assurance managers. Requires a BS in Engineering with 7 to 10 years of experience.

Please classify Quality Assurance professionals, in the "QA Class" column as:

51 – Quality Assurance 52 – Quality Control 53 – Quality Assurance & Quality Control 54 - Other

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	QA Class (51-54)	Nuclear Survey (Y/N)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	QA Class (51-54)	Nuclear Survey (Y/N)	Office Location (zip code)

- ◆ **Bonus Percentage:**
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

◆ **Formal position salary range:** Min Mid Max
 \$ _____ \$ _____ \$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Quality Assurance-Level 4

Your Position Title: _____

Responsible for establishing programs and processes that ensure client requirements are met. Must understand the company's processes and develop auditing procedures. Provides leadership for quality assurance support for an assigned area to ensure that designs, procurement and installation meet quality standards. This level provides leadership for new systems development, procedures and implementation. Makes frequent decisions based on quality principles and performs as job leader. Requires a BS in Engineering with 15 to 20 years of experience.

Please classify Quality Assurance professionals, in the "QA Class" column as:

51 – Quality Assurance 52 – Quality Control 53 – Quality Assurance & Quality Control 54 - Other

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	QA Class (51-54)	Nuclear Survey (Y/N)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	QA Class (51-54)	Nuclear Survey (Y/N)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range: Min Mid Max

\$ _____ \$ _____ \$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Quality Assurance-Level 5

Your Position Title: _____

Responsible for establishing programs and processes that ensure client requirements are met. Must understand the company's processes and develop auditing procedures. This level has supervisory responsibility over a group of quality engineers. Provides technical direction and may be responsible for employee performance evaluation. Requires a BS in Engineering with 20 years of experience.

Please classify Quality Assurance professionals, in the "QA Class" column as:

- 51 – Quality Assurance 52 – Quality Control 53 – Quality Assurance & Quality Control 54 - Other

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	QA Class (51-54)	Nuclear Survey (Y/N)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	QA Class (51-54)	Nuclear Survey (Y/N)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%
- ◆ Formal position salary range: Min Mid Max
 \$ _____ \$ _____ \$ _____

**Compensation Database
 Module 6A Engineering/Environmental Professional Positions**

(use more sheets as necessary)

Scientist-Level 3

Your Position Title: _____

Under general supervision, performs all conventional science within a specific discipline. Independently plans and evaluates, selects, and adapts standard scientific techniques, procedures, and criteria. May technically guide less-experienced science personnel. Reviews procedures for compliance with environmental regulations. Helps prepare proposals, cost estimates, and reports. May conduct site assessment and investigations. Typically requires at least 4 years experience, with typical scientific experience from 6 to 10 years.

Please classify Scientists, in the "Scientist Class" column as:

- | | | |
|------------------------------|----------------------------------|-----------------------|
| 61 – Chemist | 62 – Biologist | 63 – Geologist |
| 64 – Environmental Scientist | 65 – Hydrologist/Hydro Geologist | 68 – Other Scientists |

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)	Scientist Class

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)	Scientist Class

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

 - ◆ Formal position salary range: Min Mid Max
- \$ _____ \$ _____ \$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Scientist-Level 4

Your Position Title: _____

With minimal supervision, independently applies advanced science and analyses for problems and methods. May technically guide other scientists. Usually has extensive progressive experience within the scientific discipline. May monitor health standards, plan remedial action, and conduct environmental audits. Requires at least 7 years experience, with typical scientific experience from 10 to 15 years.

Please classify Scientists, in the "Scientist Class" column as:

- | | | |
|------------------------------|----------------------------------|-----------------------|
| 61 – Chemist | 62 – Biologist | 63 – Geologist |
| 64 – Environmental Scientist | 65 – Hydrologist/Hydro Geologist | 68 – Other Scientists |

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)	Scientist Class

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)	Scientist Class

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range: Min Mid Max
- \$ _____ \$ _____ \$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Scientist-Level 7

Your Position Title: _____

This level is referred to as Discipline Chief Engineer. Responsible for staffing, budgeting, establishing and maintaining technical standards.

Please classify Scientists, in the "Scientist Class" column as:

- 61 – Chemist 62 – Biologist 63 – Geologist
 64 – Environmental Scientist 65 – Hydrologist/Hydro Geologist 68 – Other Scientists

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)	Scientist Class

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)	Scientist Class

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range: Min Mid Max
 \$ _____ \$ _____ \$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Client Acquisition - Level 1

Your Position Title: _____

These first level business developers, develop client lists, track planned projects and maintain client relationships within an industry or geographic area. Position requires a minimum of industry experience.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Nuclear Survey (Y/N)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Nuclear Survey (Y/N)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

**Compensation Database
Module 6A Engineering/Environmental Professional Positions**

(use more sheets as necessary)

Client Acquisition - Level 3

Your Position Title: _____

These developers lead teams that track selling opportunities with clients in industries or geographic areas or are specialists in fields important to company success. Incumbents play a lead roll in client negotiations. Position requires a minimum of 8 years in the industry, with typical experience over 15 years. Typically reports to the top business development manager in an organizational unit.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Nuclear Survey (Y/N)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Nuclear Survey (Y/N)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

**Compensation Database
 Module 6A Engineering/Environmental Professional Positions**

(use more sheets as necessary)

Government Sales Manager

Your Position Title: _____

Establishes effective business contacts with government agencies for the purpose of promoting and selling current and potential services/products. Provides company with information concerning government and competitive activities that may impact business.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ **Bonus Percentage:**
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%
- ◆ **Formal position salary range:**

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Proposal Management-Level 2

Your Position Title: _____

These are proposal managers more involved in overall proposal planning and strategy. Helps develop formal presentations, including audio/visual material. Coordinates office or project-site visits by client. Helps plan special presentations, tours, and seminars. Normally requires a BS degree and 4 to 7 years experience.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Proposal Management-Level 4

Your Position Title: _____

These are managers of proposal function. Reports to director or ranking vice president. Ensures development, approval, and presentation of large, complex proposals with significant impact on firm. Sets proposal standards and ensures quality. Investigates new methods and techniques for proposal development and presentation.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ **Bonus Percentage:**
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ **Formal position salary range:**

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Marketing Specialist – Level 2

Your Position Title: _____

Provides support and assistance in several of the following areas: identification of key business trends unique to the industry, design of company and unit marketing literature. Review of database systems, company intranet and web site. Typically BA/BS with 3 to 7 years experience.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%
- ◆ Formal position salary range: Min Mid Max

\$ _____ \$ _____ \$ _____

**Compensation Database
 Module 6A Engineering/Environmental Professional Positions**

(use more sheets as necessary)

Marketing Specialist – Level 3

Your Position Title: _____

Manages a group in marketing or is a specialist who develops and applies concepts and approaches to overall marketing opportunities. May give employee performance appraisals. Normally requires at least 8 years experience, with typical experience over 15 years.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Global Information Systems-Level 1

Your Position Title: _____

These are entry-level GIS jobs. Under supervision, translates and inputs existing data, including hard-copy maps, topographical maps, site plans, electronic maps, and GPS (Global Positioning System) data, into a common format. Uses software to present map-based information. Factors in differences in map projections and overlays information from different sources. Organizes and presents tabular data supporting electronic map data. Develops data sets and maps, helps develop data formats, maintains computerized data, and supports end users. May collect field data. May conduct needs assessment. Typically requires a bachelor's degree in geography, planning, engineering, computer science, or related field, with no more than 2 years of experience.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Contract Administration-Level 2

Your Position Title: _____

Responsible for financial management, financial contract administration, and financial contract compliance. Deals exclusively with contract issues between company and client, but does not procure or price. Ensures compliance with company policy and Federal Acquisition Regulations.

Under supervision, manages contracts with specific terms and conditions, and may analyze financial reports. Accounts receivable analysis is normally more detailed, and requires substantial interaction with program and project manager. May deal with most contract types and both private and government clients. Typically requires a BS and 3 to 5 years of contract experience.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

**Compensation Database
 Module 6A Engineering/Environmental Professional Positions**

(use more sheets as necessary)

Contract Administration-Level 4

Your Position Title: _____

Responsible for financial management, financial contract administration, and financial contract compliance. Deals exclusively with contract issues between company and client, but does not procure or price. Ensures compliance with company policy and Federal Acquisition Regulations.

These are the key managers in contracts who advise both client and program manager. Has extensive knowledge of Federal Acquisition Regulations, 7 to 10 years of contract/financial experience and extensive client contact.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range:

<u>Min</u>	<u>Mid</u>	<u>Max</u>
\$ _____	\$ _____	\$ _____

Compensation Database
Module 6A Engineering/Environmental Professional Positions

(use more sheets as necessary)

Contract Administration-Level 5

Your Position Title: _____

Responsible for financial management, financial contract administration, and financial contract compliance. Deals exclusively with contract issues between company and client, but does not procure or price. Ensures compliance with company policy and Federal Acquisition Regulations.

These are the key managers in contracts who are similar to day-to-day program managers on very large dollar contracts. Has significant experience with all contract types and with negotiation, and can advise or mentor all other financial personnel.

(Report compensation in thousands)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

Annual Base Salary	Annual Bonus (current year)	Office Location (zip code)

- ◆ Bonus Percentage:
 - Estimated percentage attributed to Annual Company/Division Plan: _____%
 - Estimated percentage attributed to Project Plan: _____%

- ◆ Formal position salary range: Min Mid Max
 \$ _____ \$ _____ \$ _____

**Module 6B Nuclear Industry Survey Positions
Benefits & Pay Practices**

PAGES 134-143 ARE ONLY FOR COMPANIES ALSO PARTICIPATING IN THE NUCLEAR INDUSTRY SURVEY.

Salary Increases/Merit Budget

Does the company have a formal salary increase budget?
(For merit, general or both)

Yes No

If yes, are the increases merit, general or both?

Merit
 General
 Both

When are salary increases granted?

Anniversary
 Fixed

If fixed date, what is the date?

(Month) (Day)

What percentage of salaried employees received an increase?

%

Report the following as a % of total salaried payroll:

- Merit Budget
- General Increase
- Equity Adjustments
- Promotion Budget

2010	2011
<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>
<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>
<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>
<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>

College Graduate Hiring Rates

List average starting salaries paid to new graduates by degree and indicate the dollar amount average sign-on bonuses or relocation allowances. Use one line for each degree.

Degree Name	Salary Offer	Sign-On Bonus Amount	Relocation Bonus Amount
Civil Engineering (Bachelors)	<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>
Civil Engineering (Masters)	<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>
Electrical Engineering (Bachelors)	<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>
Electrical Engineering (Masters)	<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>
Mechanical Engineering (Bachelors)	<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>
Mechanical Engineering (Masters)	<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>
Construction Mgmt/Bldg Technology (Bachelors)	<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>
Construction Mgmt/Bldg Technology (Masters)	<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>
Nuclear Engineering (Bachelors)	<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>
Nuclear Engineering (Masters)	<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>	<input style="width: 100%; height: 20px;" type="text"/>

Does your company use formal hiring rates?

Yes No

 If yes, was the prior year's rate adjusted?

Yes No

Does your company provide a formal mentor system?

Yes No

Does your company provide a formal training program?

Yes No

Module 6B Nuclear Industry Survey Positions

PAGES 134-143 ARE ONLY FOR COMPANIES ALSO PARTICIPATING IN THE NUCLEAR INDUSTRY SURVEY.

Does your company provide signing bonuses?

Yes

No

Module 6B Nuclear Industry Survey Positions
Benefits & Pay Practices

PAGES 134-143 ARE ONLY FOR COMPANIES ALSO PARTICIPATING IN THE NUCLEAR INDUSTRY SURVEY.

Other Pay

Do you provide sign-on bonuses for positions other than college hires?

Yes No

Do you have a per diem policy?

Yes No

If yes, what are eligibility requirements?

How are amounts determined?

Are they grossed up for taxes?

Yes No

Do you provide area uplifts?

Yes No

If yes, which cities or regions?

City/Region	Percent

Do you provide a housing allowance? (Separate from per diem)

Yes No

If yes, what are eligibility requirements?

How are amounts determined?

Do you provide exempt overtime?

Yes No

If yes, what are eligibility requirements?

If yes, is it straight time?

Yes No

If yes, is it hour for hour or is there a casual OT requirement that must be met first?

Module 6B Nuclear Industry Survey Positions
Benefits & Pay Practices

PAGES 134-143 ARE ONLY FOR COMPANIES ALSO PARTICIPATING IN THE NUCLEAR INDUSTRY SURVEY.

Bonus/Incentive Plans

If your company offers bonus and incentive compensation plans, please describe them below.

Plan 1

Type of Plan: Management Project Incentive Spot Award

If other, please describe:

Eligibility

Basis for Award

% of Employees Eligible

Employees Eligible

Employees Receiving

Plan 2

Type of Plan: Management Project Incentive Spot Award

If other, please describe:

Eligibility

Basis for Award

% of Employees Eligible

Employees Eligible

Employees Receiving

Plan 3

Type of Plan: Management Project Incentive Spot Award

If other, please describe:

Eligibility

Basis for Award

% of Employees Eligible

Employees Eligible

Employees Receiving

Plan 4

Type of Plan: Management Project Incentive Spot Award

If other, please describe:

Eligibility

Basis for Award

% of Employees Eligible

Employees Eligible

Employees Receiving

**Module 6B Nuclear Industry Survey Positions
Benefits & Pay Practices**

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If you indicated a project incentive plan on the previous page, please answer the following questions:

When are project incentives paid?

Annually	<input type="checkbox"/>
Upon Project Completion	<input type="checkbox"/>
Interim Milestones	<input type="checkbox"/>
Other	<input type="checkbox"/>

If milestones, describe:

If other, describe:

How are project incentives funded?

Project Profits	<input type="checkbox"/>
Pools of Company Funds	<input type="checkbox"/>
Other	<input type="checkbox"/>

If other, describe:

Benefits/Pay Practices Comments:

**Module 6B Nuclear Industry Survey
 Executive Positions**

PAGES 134-143 ARE ONLY FOR COMPANIES ALSO PARTICIPATING IN THE NUCLEAR INDUSTRY SURVEY.

Job Number	Job Title	Job Description
701	Chief Executive Officer or Head of Nuclear Division	Highest position in the company or division. At corporate, is usually referred to as Chief Executive Officer and often serves as Chairman of the Board.
702	Top Client Acquisition Executive	This is the senior sales and marketing position at corporate. Manages directly or indirectly all non-operations positions related to obtaining and keeping a client. Functions supervised include sales, marketing and can include proposal management and public relations.
703	Quality Management Head	At the corporate level, this position manages directly or indirectly the quality assurance engineers.
704	Top Marketing Executive (without Sales)	Plans, directs and coordinates the marketing of the company's products/services. Evaluates the timely adjustment of marketing plans and strategies to meet changing economic conditions.
705	Top Sales Executive (without Marketing)	Plans, controls and directs activities of the sales force to attain maximum revenue for the company's products/services.
706	Top Construction Executive	Coordinates and supervises activities of Superintendents and General Foremen. Reports to Project Management Head.
707	Legal Resource	This is the senior legal executive and has no unrelated staff activities reporting to it.

**Module 6B Nuclear Industry Survey
Executive Positions**

PAGES 134-143 ARE ONLY FOR COMPANIES ALSO PARTICIPATING IN THE NUCLEAR INDUSTRY SURVEY.

HQ Location _____ Most Recent Company Revenue (M) _____ # of Salaried Employees _____

(Report compensation and salary ranges in thousands.)

	Function	Employee #	Levels from Parent CEO (from 0)	Base Salary (as of May 1)	Target STI (%)	Annual STI (Bonus)	Salary Range			LTI (Circle letters that apply)	Perks (Circle numbers that apply)
							Min	Mid	Max		
701	Chief Executive Officer or Head of Nuclear Division			.		.	.	.	.	A B C D E F	1 2 3 4 5 6 7 8 9 10
702	Top Client Acquisition Executive			.		.	.	.	.	A B C D E F	1 2 3 4 5 6 7 8 9 10
703	Quality Management Head			.		.	.	.	.	A B C D E F	1 2 3 4 5 6 7 8 9 10
704	Top Marketing Executive (without Sales)			.		.	.	.	.	A B C D E F	1 2 3 4 5 6 7 8 9 10
705	Top Sales Executive (without Marketing)			.		.	.	.	.	A B C D E F	1 2 3 4 5 6 7 8 9 10
706	Top Construction Executive			.		.	.	.	.	A B C D E F	1 2 3 4 5 6 7 8 9 10
707	Legal Resource			.		.	.	.	.	A B C D E F	1 2 3 4 5 6 7 8 9 10

LTI Legend

- A - Incentive Stock Option
- B - Non Qualified Stock Option
- C - Restricted Stock Option
- D - Long-Term Cash Plan
- E - Stock Appreciation Rights
- F - Phantom Stock

Perks Legend

- 1 - Automobile/Allowance
- 2 - Luncheon Club
- 3 - Airline Club
- 4 - Country Club
- 5 - First Class Air
- 6 - Deferred Compensation
- 7 - Supplemental Vacation
- 8 - Supplemental Medical
- 9 - Supplemental Disability
- 10 - Supplemental Retirement