



2008 MID-SIZE GENERAL CONTRACTOR COMPENSATION & BENEFITS SURVEYS

Introduction and Overview



MANAGEMENT CONSULTING • INVESTMENT BANKING
for the CONSTRUCTION INDUSTRY



ANALYTICAL / FMI

Mid-size General Contractor Executive Compensation Survey

Overview

This survey is targeted at General Contractors with \$100M to \$750M in annual revenue and provides compensation data for Corporate CEO, Corporate staff positions and important Business Unit staff positions. The survey covers 19 corporate positions and eight division positions. Each participating company receives a customized report with its data extracted and compared to other companies in the survey. Mean, median and quartile for base salary, total cash, total compensation, STI target % and range data where it has been provided. As available, statistical analysis correlating compensation to company revenue and profitability will also be provided.

Corporate Positions:

- CEO and Board Chair
- Board Chair (Non CEO)
- Chief Executive Officer (Non Board Chair)
- Chief Operating Officer
- Operations Head
- Chief Administrative Officer
- Top Human Resources Executive
- 2nd level Human Resources
- Chief Financial Officer
- Controller
- Assistant Controller
- Risk Management
- CIO/Information Systems Head
- 2nd Level Information Systems
- Top BIM
- Chief Estimator
- Pre-construction Head
- Safety Head
- Top Business Development

Division Positions:

- Division General Manager
- Division Human Resources
- Division Controller
- Division Operation Head
- Division Estimating
- Division Safety
- Division Business Development Head
- Division BIM

Sample Job Descriptions

Job Title	Job Descriptions
	Corporate Positions
CEO and Board Chair	Highest position in the organizational unit. Reports to the Board of Directors and serves as Chairman of the Board.
Top Human Resources Executive	Manages compensation, benefits, staffing, compliance with legislation and management, development and training. Incumbent may have additional areas of responsibility such as public relations, payroll, office services, safety and security.
	Division Positions
Division General Manager	Has P&L responsibility and oversees business development, project management and other operating activities for the division.
Division Business Development Head	Directly or indirectly manages all non-operations positions related to obtaining and keeping a client. Functions supervised include sales, marketing and can include proposal management.

Mid-size General Contractor Professional Compensation Survey

Overview

This survey is targeted at General Contractors with \$100M to \$750M in annual revenue and provides base salary and bonus compensation information for full-time exempt employees. The survey covers 48 positions in 20 job families. Each participating company receives a customized report with its data extracted and compared to other companies in the survey. As available, breakouts by geography, market sector and revenue will be provided.

Positions Covered:

- Project Management - Levels 1 - 5
- MEP Coordinator
- Project Superintendent - Levels 1 - 3
- General Foreman
- Estimating - Levels 1 - 5
- Engineering - Levels 1 - 3
- Project/Field Engineering - Levels 1 - 4
- Project Administration - Levels 1 - 3
- Project Accounting - Levels 1 - 3
- Safety Management - Levels 1 - 2
- Purchasing - Levels 1 - 2
- Design Drafting - Levels 1 - 3
- Building Information Modeling (BIM) Designer
- Equipment Manager
- Material Manager
- Business Development Manager - Levels 1 - 2
- Marketing Coordinator
- Scheduling - Levels 1 - 2
- Quality Control - Levels 1 - 2
- Contract Administrations - Levels 1 - 3

Sample Job Descriptions

Project Management Level 3

A Project Manager is responsible for the overall direction, completion and financial outcome of a single project or multiple construction projects. Directs and supervises work of project administration, project superintendents and engineers to establish operational priorities and maintain satisfactory relationships with owners, subcontractors, unions, etc.

Report Project Managers being paid for and capable of medium scale projects generally between \$15 to \$30 million in size. Typical position titles include Senior Project Manager, Project Manager and Project Manager III.

Project Superintendent Level 2

This level typically requires three to five years of experience as Project Superintendent Level 1. This position will function as a second level supervisor having responsibility over several Level 1 Superintendents within one or more crafts, a second line supervisor having multi-craft responsibility within designated areas or will serve as the Project Superintendent on small to medium sized projects. Typical position titles include Superintendent and Project Superintendent.

Mid-size General Contractor Benefits and Pay Practices Survey

Overview

This survey is targeted at General Contractors with \$100M to \$750M in annual revenue and is being introduced this year to provide the construction industry with up-to-date information on non-cash compensation data and pay practices.

This Survey Covers:

Paid Time Off Benefits

- PTO
- Vacation
- Other Time-Off (Sick Leave, Holidays, etc)

Work/Life Benefits

- Work/Life Benefits
- Professional Development

Turnover

- Turnover by Revenue, number of Employees, Industry
- Turnover Summary and Details

Severance Plans

Health and Welfare Benefits

- Medical Plan Summaries
- Other Medical Benefits
- Dental Plans
- Salary Continuation
- Basic Life Insurance
- Dependant Life Insurance

Retirement Plans

- 401(k) Plans and Other Retirement Plans

Severance Plans

Section 125, Executive and Fringe

Salary Increase/Merit Budget

College Graduate hiring Rates

Other Pay Practices

Relocation Policy

Bonus Incentive Plans

Automobile/Mileage Reimbursement

Schedule and Participation Information

Schedule and Process

Data collection forms are sent out to participating companies for all three surveys on 7/1/2008 and participants have until 8/15/2008 to return the completed forms. The Payroll date for all three survey is no later than 7/1/2008. The target publication dates for each report is as follows:

Mid-size General Contractor Executive Compensation Survey: **10/15/2008**

Mid-size General Contractor Professional Compensation Survey: **10/30/2008**

Mid-size General Contractor Benefits and Pay Practices: **11/15/2008**

Participation

Participants are asked to complete a survey reply form designating which surveys they wish to participate in.

Price for Participation

Mid-size General Contractor Executive - \$3,500

Mid-size General Contractor Professional - \$3,500

Mid-size General Contractor Benefits and Pay Practices - \$1,100

Combo Package

If a company participates in all three surveys, the cost is \$6,500 (a \$1,600 savings!)

SURVEY REPLY FORM

Analytical/FMI Mid-size General Contractor Compensation and Benefits Surveys

We will participate in these surveys: (please check)

- Mid-size General Contractor Executive Compensation Survey - \$3,500
- Mid-size General Contractor Professional Compensation Survey - \$3,500
- Mid-size General Contractor Benefits & Pay Practices - \$1,100
- Combo Package (all three surveys) - \$6,500 (a \$1,600 savings!)

Please send form to:
Analytical/FMI
Fax: (602) 381-8228
Email: midsizesurveys@fminet.com

Billing will be handled in two separate progress billings - a 50% deposit at survey sign-up, with the balance billed upon report delivery. Additional copies of any of the surveys will be available at \$100 per copy.

Contact Information:

Company _____

Mailing Address _____

City/State/Zip _____

Primary Contact _____

Phone _____ Fax _____

Email _____

Alternate Contact _____

Phone _____ Fax _____

Email _____

Approximate Annual Revenue _____

Data Collection Forms will be sent out on July 1, 2008, if you wish to participate, please return the survey reply form by June 24, 2008. For any questions about our surveys, please contact FMI by phone at 602.381.8108 or by email at midsizesurveys@fminet.com.

Analytical/FMI offers a wide array of other compensation and benefits surveys for the construction and engineering industries. For more information call 602.381.8108.



MANAGEMENT CONSULTING • INVESTMENT BANKING

for the CONSTRUCTION INDUSTRY

About FMI

FMI is the largest provider of Management Consulting and Investment Banking to the worldwide building and construction industry.

Founded in 1953 by Dr. Emol A. Fails, FMI delivers innovative, customized solutions to contractors; construction materials producers; manufacturers and suppliers of building materials and construction equipment; private owners, managers, and developers; engineers and architects; utility companies; surety companies; and industry trade associations.

FMI creates value through enhanced performance of companies, teams and individuals and by mitigating risk.

FMI's management consulting practice provides a wide array of services, including strategy development, training and talent development, leadership and organizational development, marketing and related research, business development and project delivery improvement. FMI's investment banking practice provides merger and acquisition advisory services, capital placement and financial advisory services.

Analytical/FMI

In June 2007, FMI Corporation acquired Analytical Consulting Companies and formed the business unit Analytical/FMI. By doing this, FMI Corporation gained 30 years of experience in survey design/administration and acquired the participant base to be the go to resource for over 100 of the world's largest construction, engineering and environmental firms looking to acquire compensation related data.

FMI is launching the Mid-size General Contractor Compensation & Benefits Surveys to bring the mid-size contractor the same high quality and rigorous statistical analysis used by "billion dollar" firms.