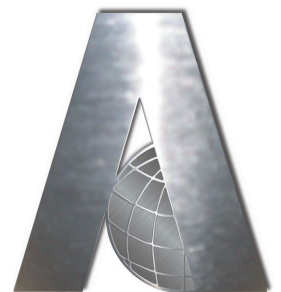


Analytical/FMI

## Benefits and Pay Practices Survey

Compensation Database - Construction, Engineering and Environmental  
Information, pricing and 2007 survey excerpts



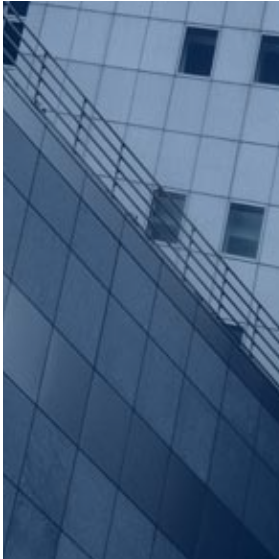
ANALYTICAL / FMI



ANALYTICAL / FMI

# Analytical/FMI Benefits and Pay Practices Survey

Information, pricing and 2007 survey excerpts



The Benefits and Pay Practices Survey is conducted annually to provide the Construction, Engineering and Environmental industries with up to date information on non-cash compensation. The 2007 survey season had a total of 47 participants: 26 from the Construction industry and 21 from the E&C, Engineering and Environmental industries. Each section of the survey contains data for all participants, followed by a Construction only or E&C, Engineering and Environmental breakout according to your company's industry. On the following pages is a list of participants and some example survey data from the 2007 Benefits and Pay Practices Survey.

<b>Price for 2008 Survey:</b>	\$1,100.00*
<b>Data Due to Analytical/FMI by:</b>	March 1, 2008
<b>Publish Date:</b>	April 4, 2008

The survey covers important subject areas such as:

1. Paid Time Off Benefits
  - PTO
  - VPs PTO
  - Vacation
  - VPs Vacation
  - Other Time-Off (Sick Leave, Holidays, Personal Days)
2. Work/Life Benefits
  - Work/Life Benefits
  - Personal Development
3. Turnover
  - Turnover by Revenue
  - Turnover by Number of Employees
  - Turnover by Industry
  - Turnover Summary and Details
4. Retirement Plans
  - 401(k) Plans
  - Other Retirement Plans
5. Severance Plans
6. Health and Welfare Benefits
  - Average Medical Coverage Rates
  - Detailed Medical Coverage Rates
  - Miscellaneous Medical
  - Average Dental Coverage Rates

## Where to Find Us

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## For More Information Please Contact

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[fminet.com](http://fminet.com)



6. Health and Welfare Benefits
  - Detailed Dental Coverage Rates
  - Other Health Benefits
  - Salary Continuation
  - Life Insurance
7. Section 125, Executive and Fringe Benefits
8. Salary Increase/Merit Budget
9. College Graduate Hiring Rates
10. Other Pay Practices
  - Other Pay
  - Area Uplifts
  - Housing Allowance
  - Exempt Overtime
11. Relocation Policy
12. Bonus Incentive Plans
  - Bonus and Project Incentive Plans
13. Automobile/Mileage Reimbursement

*\* As with all Analytical / FMI surveys, a non-participating company can purchase a copy of the report if the firm agrees to participate in the following year's survey.*

**2007 BENEFITS AND PAY PRACTICES SURVEY**

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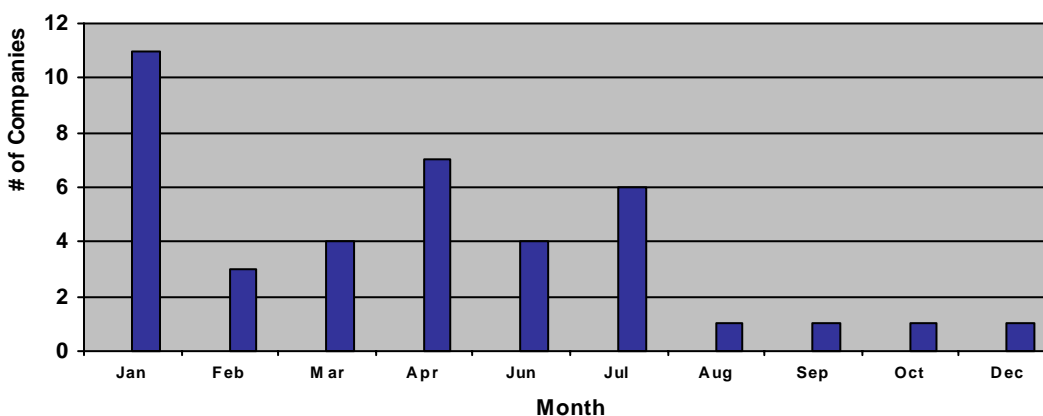
**Participants – All Companies**

Adolfson & Peterson, Inc.	Moss & Associates, LLC
Amec Americas	MWH
Arcadis	Parsons Brinckerhoff
Austin Industries, Inc.	Parsons Corporation
Barton-Malow	Pepper Construction Company
BE&K	Perini Corporation
Black & Veatch	Peter Kiewit Sons', Inc.
Bovis Lend Lease	Proto-Power Corporation
Burns & Roe	Roy Anderson Corporation
CB&I	The Shaw Group
Centex Construction	Skanska USA
Cherne Contracting Company	Sundt Construction
Dick Corporation	Swinerton, Inc.
Earth Tech, Inc.	Technip USA
Foster Wheeler	The Weitz Company
GEI Consultants	TIC-The Industrial Company
Geosyntec Consultants, Inc.	Turner Construction
Gilbane Building	Utility Engineering, Inc.
Granite Construction	Walbridge Aldinger
Graycor	Washington Group International
HDR, Inc.	Webcor Construction
JE Dunn Construction	Worley Parsons Group
Kleinfelder	Zachry Construction
M.A. Mortenson Company	

## 2007 BENEFITS AND PAY PRACTICES SURVEY

Pay Practices-Salary Increases	Yes	No
Companies with formal salary increase budgets	41	6
Companies with merit increases only	20	27
Companies with general increases only	0	47
Companies with both merit & general	24	23
Increases granted on employee anniversary date	10	37
Increases granted on a fixed date	39	8

**Fixed Increases By Month**



### Pay Practices-Merit Budget

	Average Total Salary Increase Percent	High Total Salary Increase Percent	Low Total Salary Increase Percent
Current Fiscal Year (2007) Salary Increase Budget	4.77%	8.50%	3.00%

	Average Total Salary Increase Percent	High Total Salary Increase Percent	Low Total Salary Increase Percent
Next Fiscal Year (2008) Salary Increase Budget	4.64%	6.50%	3.25%

## 2007 BENEFITS AND PAY PRACTICES SURVEY

### Pay Practices-Bonus/Incentive Plans

#	Type of Plan	Eligibility	% of EEs Eligible	# Eligible	# Receiving	Basis for Award
1	Management Incentive	CEO, COO, CFO, CIO, HR Dir, Reg Mgr, Contr, Dir of Sales/Mkt	1%	17	13	Net Income
	Management Incentive	Proj Exec, Dist Mgr, Reg Dept Head, Support Oper Mgr	8%	148	127	Business unit and company profit goals
	Project Incentive	Project Managers	16%	280	224	Project completion
	Sales Incentive	Sales	2%	30	23	Sales results
4	Management Incentive	Exempt employees	87%	636	432	Performance
6	Incentive plan	Commissioned employees		360	360	Linked with project, business unit or company performance
	Spot Award	Non-commissioned employees. Normally salaried, hourly are sometimes an exception.		1,496	1,112	Significant contributions
7	Management Incentive	Officers	0%	20	20	Performance
	Project Incentive					Determined by business units
8	Discretionary	Salaried employees	90%	4,703	1,729	Annual discretionary
	Management Incentive	Top 5 Executives		5	5	Discretionary based on earnings and performance
9	Management Incentive	Management discretion	15%	125	110	Company profits
	Project Incentive	Eligible exempt personnel	68%	560	290	Project profits
10	Management Incentive		15%	360		One of 3 areas: significant contribution to overall co. goals, amount of revenue managed or BD efforts.
	Spot Award	All regular, non-temp employees.	100%	2,400		One time extraordinary effort.
11	Annual Bonus	Determined by salary grade and performance rating	53%	2,444	2,500	
	Project Incentive				40	Varies by project
	Spot Award	Discretionary	100%	4,600		

## 2007 BENEFITS AND PAY PRACTICES SURVEY

### Project Incentive Plans

#	Pay Frequency						Funding Method			
	Annually	Completion	Milestones	Milestone Desc	Other	Other Desc	Profits	Co Funds	Other	Description
1	No	Yes	No		No		Yes	No	No	
7	No	Yes	Yes	Determined by business units	No		Yes	No	No	
9	No	Yes	Yes	Projects of more than 2 years duration	No		Yes	No	No	
12	No	Yes	No		No		Yes	No	No	
16	Yes	No	No		No		Yes	No	No	
19	No	Yes	Yes	If project length is longer than 2 years	No		Yes	No	No	
23	Yes	Yes	Yes		No		Yes	Yes	No	
24	No	Yes	Yes	Safety incentives	No		Yes	No	No	
37	No	Yes	No		No		No	Yes	No	
40	No	Yes	No		Yes	Annual at fiscal year end based on formula/performance	Yes	No	No	
44	Yes	No	No		No		Yes	No	No	
49	No	Yes	No		No		Yes	No	No	
56	Yes	No	No		No		Yes	No	No	

## 2007 BENEFITS AND PAY PRACTICES SURVEY

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### Health and Welfare Benefits-Average Medical Benefits

Plan Type	# of Plans	Average Monthly Premium Paid to Provider		Average Monthly Premium Paid by Employee	
EPO	4	EE	\$359.81	EE	\$46.03
		EE+Spouse	\$764.18	EE+Spouse	\$150.63
		EE+Child	\$715.68	EE+Child	\$131.13
		EE+Family	\$942.61	EE+Family	\$230.56
HMO	18	EE	\$382.83	EE	\$69.91
		EE+Spouse	\$826.33	EE+Spouse	\$177.48
		EE+Child	\$789.63	EE+Child	\$160.36
		EE+Family	\$1,165.44	EE+Family	\$253.70
HSA	13	EE	\$303.46	EE	\$39.10
		EE+Spouse	\$632.00	EE+Spouse	\$86.57
		EE+Child	\$591.68	EE+Child	\$87.07
		EE+Family	\$843.31	EE+Family	\$132.37
PPO	46	EE	\$418.19	EE	\$87.43
		EE+Spouse	\$885.56	EE+Spouse	\$208.32
		EE+Child	\$827.44	EE+Child	\$199.25
		EE+Family	\$1,220.89	EE+Family	\$284.08
Traditional Maj Med	11	EE	\$453.07	EE	\$82.55
		EE+Spouse	\$903.42	EE+Spouse	\$205.17
		EE+Child	\$890.03	EE+Child	\$181.41
		EE+Family	\$1,313.28	EE+Family	\$295.35

## 2007 BENEFITS AND PAY PRACTICES SURVEY

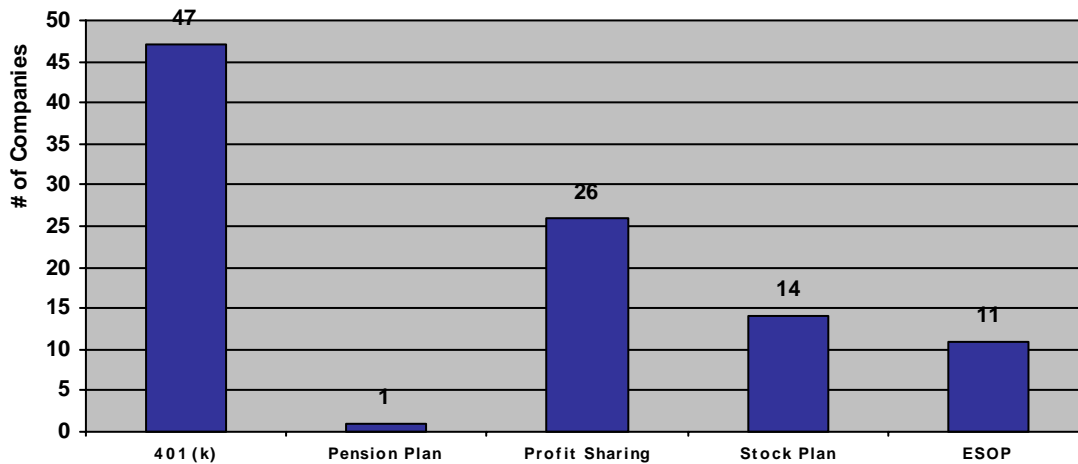
## Retirement Plans-401(k) Plans

#	Co. Match	Matching Formula	Vesting Schedule	Eligibility	Loans	Post Tax	Comments
1	No				Yes	Yes	
4	Yes	50% of first 3%	20% each year starting at 2 years.	1st quarter after hire.	Yes	No	
6	Yes	200% of first 1%	Immediately.	Jan or July 1 following 1,000 hours.	No	No	Also match 250% of next 1% and 100% of next 4%.
7	Yes	100% of first 1%	1 yr=0%, 2 yrs=20%, 3 yrs=40%, 4 yrs=60%, 5 yrs=100%.	Immediately.	Yes	No	Also match 50% of next 3%.
8	Yes	100% of first 6%	2 years=20%, 3 years=50%, 4 years=75%, 5 years=100%.	1st of month following 1 month of service.	Yes	No	
9	Yes	100% of first 4%	100% after 3 years of service.	1st of month following 90 days employment.	Yes	Yes	
10	Yes	100% of first 3%	Immediately.	Immediately.	Yes	Yes	Also match 25% of next 2%.
11	Yes	50% of first 6%	3 years.	Immediately.	Yes	No	
12	Yes	50% of first 6%	Immediate, match eligible after 1 year of service.	Immediately.	Yes	Yes	
16	Yes	100% of first 4%	Immediately.	Immediately.	Yes	No	
17	Yes		Immediately.	Immediately.	Yes	No	Match is \$1750 or \$1000 depending on base salary.
18	Yes	25% of first 6%		Immediately.	Yes	Yes	
19	Yes	50% of first 6%	100 days.	1st of month after 90 days service.	Yes	No	
20	Yes		"Safe harbor" match into ESOP for those eligible for 401k.		Yes	No	
21	Yes	100% of first 3%	Immediately.	1st day after 3 months and 250 hours service.	Yes	No	Also match 50% of next 3%.
22	Yes	50% of first 6%	3 years.	3 months employment.	Yes	Yes	

## 2007 BENEFITS AND PAY PRACTICES SURVEY

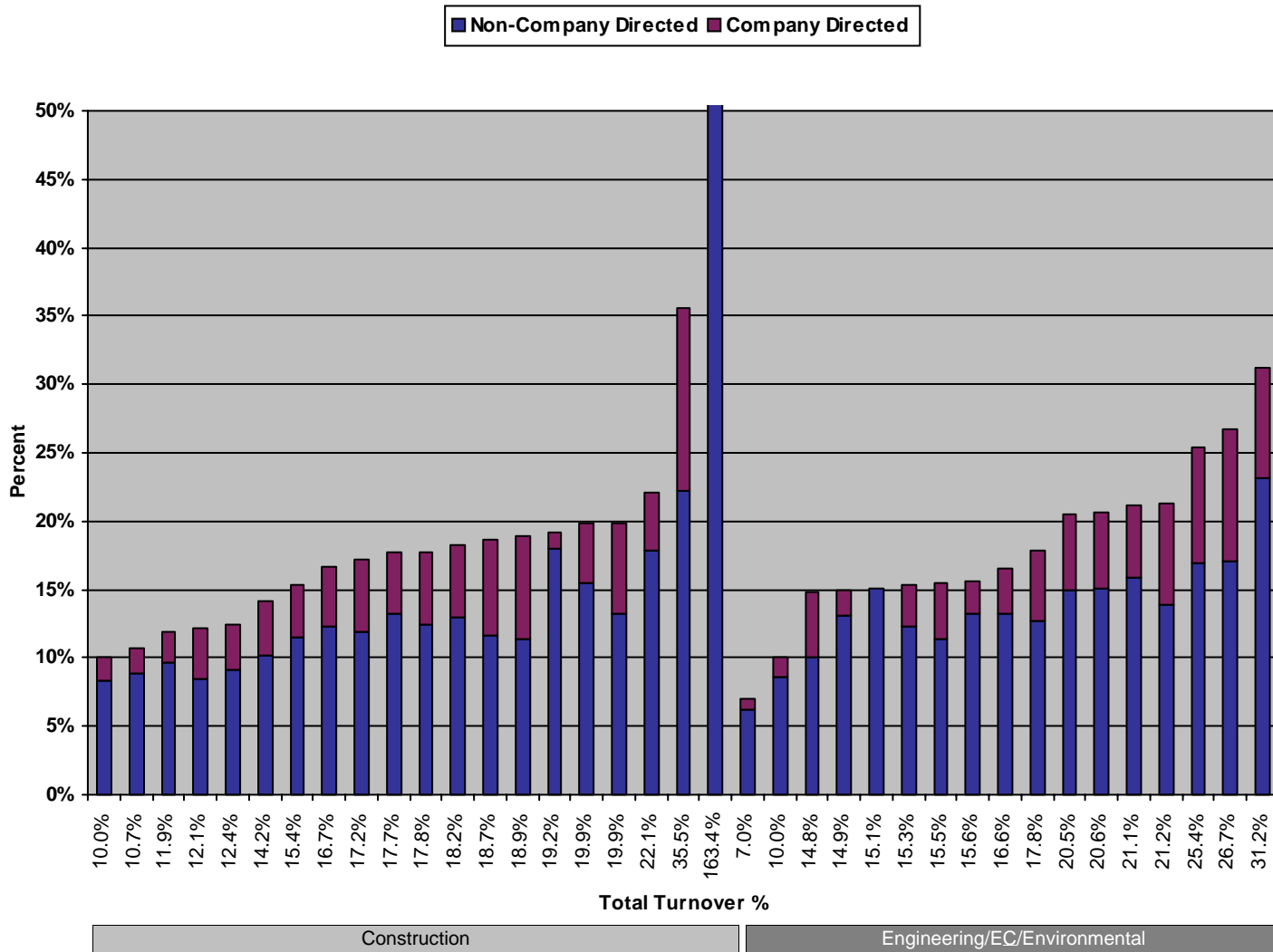
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### Retirement Plans



## 2007 BENEFITS AND PAY PRACTICES SURVEY

### Turnover Summary By Industry



## 2007 BENEFITS AND PAY PRACTICES SURVEY

### Turnover Summary

#### *Non-Company Directed Terminations*

	Retired	Deceased	Medical/ LTD	Voluntary	Other NCD	Total NCD
Number	375	74	129	8,780	460	9,818
Percent	0.5%	0.1%	0.2%	11.6%	0.6%	13.0%

#### *Company Directed Terminations*

	Proj Comp Layoff	Non-Proj Layoff	Cause	Other CD	Total CD
Number	1,468	612	1,299	348	3,727
Percent	1.9%	0.8%	1.7%	0.5%	4.9%

Grand Total	Number	13,545
	Percent	17.9%