

EFCG HR and Compensation Results Released

EFCG is pleased to report the availability of its annual HR and Compensation Survey Results. The data is industry-wide and current through December 31, 2010 for participating firms. Indeed, the metrics derive from 73 firms incorporating data from more than 250,000 e/c industry employees, equally distributed among large, medium and small firms and encompassing more than \$77 billion in 2010 revenues.

We believe the EFCG HR and Compensation Survey Results to be the most comprehensive in the e/c industry, in terms of both content and participation. The HR and Compensation Surveys are strictly focused on the characteristics, priorities and people-related conditions of the engineering/consulting industry from an executive perspective.

The more than 40 page HR Survey Results provides information regarding:

- CEO priorities for HR
- HR involvement in business decision-making
- Sustainability practices
- Budget allocations and outsourcing
- Benefit metrics
- Recruiting, demographics, diversity, training and leadership development, among others.

Similarly, the more than 50 page Compensation Survey Results conveys:

- Senior executive, executive, management, and professional compensation
- Board of director involvement
- Salaries
- Incentives
- Long term compensation (LTC)
- Executive equity
- Breakdowns by engineering, scientific and construction disciplines, hierarchy and geography.

The HR and Compensation Survey Results as a combined package is provided for a price of \$995 while the price of each otherwise is \$695. Given the interplay of business, financial and people metrics in this industry, we strongly feel this is a useful tool for firms of all sizes. Moreover, we encourage consideration of tailored state-of-the-art Peer Benchmarking Reporting for HR and Compensation metrics that can provide even greater depth and clarity to the complex issues facing HR and Compensation managers.