

# EFCG Compensation Analyses

EFCG conducts customized benchmarking on your firm's executive and non-executive positions, enabling you to understand how you compare to peer firms and where you can make the right investment in compensation decisions.

## APPROACH

EFCG uses its proprietary AEC Industry Executive and Non-Executive Professional Compensation Databases to provide reliable benchmarks based on your services, company size, geographic metro areas, and closest competitors for talent. We work with you to understand what you need to do to stay competitive in one of the most challenging environments for talent in the last 30 years.



## PRACTICE LEAD



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## EFCG COMPENSATION DATA

### Executive Compensation

- **Positions:** External board member, chair, c-suite executives, and organizational unit executives
- **Data:** Base salary, cash bonus, 401(k) contributions, ESOP contributions, ownership stock value, other non-cash comp, and total compensation
- 250+ survey participants

### Non-Executive / Professional Compensation

- **Positions:** Professional FTEs in engineering, sciences, architecture, planning, construction, underlying support, revenue support job families
- **Data:** Base salary, cash bonus, 401(k) contributions, ESOP contributions, other non-cash comp, and total compensation, with geographic metro areas, and work location (i.e., remote, hybrid, or in-office)
- 100+ survey participants

## EFCG EXPERTISE AND EXCLUSIVE DATA

- 33+ years of industry analysis using EFCG's proprietary AEC Industry data
- Advisor to leadership teams from 500+ firms on strategy and execution
- 180+ M&A transactions advised on
- 80+ industry leadership conferences hosted