

POSITION: SENIOR PROJECT MANAGER

DESCRIPTION:

Highest level project manager responsible for overall direction of the largest revenue projects of the company. Establishes project objectives and policies, maintains liaison with prime client contracts, and monitors construction and financial activities through on-site PM's or construction managers. Position normally requires a minimum of fifteen years of project management experience.

ALL FIRMS

| | NUMBER OF FIRMS | NUMBER OF EMPLOYEES | 15TH PERCENTILE | 25TH PERCENTILE | MEDIAN 50TH PERCENTILE | AVERAGE | 75TH PERCENTILE | 85TH PERCENTILE |
|---------------------|-----------------------|---------------------------|--------------------|--------------------|------------------------------|---------|--------------------|--------------------|
| BASE SALARY | 170 | 1,211 | 92,557 | 99,324 | 113,144 | 118,688 | 131,150 | 142,950 |
| BASE SAL - NO BONUS | 64 | 446 | 91,933 | 101,154 | 110,120 | 115,347 | 128,670 | 138,531 |
| BASE SAL - BONUS | 106 | 765 | 92,647 | 97,838 | 113,877 | 120,705 | 132,863 | 148,664 |
| BONUS AMOUNT | 106 | 765 | 5,550 | 9,503 | 14,578 | 23,022 | 25,000 | 40,000 |
| TOTAL COMP - BONUS | 106 | 765 | 104,725 | 114,451 | 130,509 | 143,728 | 156,781 | 189,313 |
| TOTAL COMP - ALL | 170 | 1,211 | 100,597 | 105,055 | 125,277 | 133,043 | 143,450 | 160,950 |

***TYPE OF
CONSTRUCTION
PERFORMED***

| | NUMBER OF EMPLOYEES | AVERAGE TOTAL COMP | AVERAGE | WEIGHTED AVERAGE | 25TH PERCENTILE | 50TH PERCENTILE | 75TH PERCENTILE |
|-----------------|---------------------------|--------------------------|---------|---------------------|--------------------|--------------------|--------------------|
| BUILDING | 1,019 | 125,762 | 114,572 | 122,680 | 100,000 | 111,556 | 124,600 |
| HIGHWAY | 374 | 137,372 | 129,176 | 137,872 | 105,750 | 128,703 | 140,000 |
| HEAVY | 438 | 146,290 | 134,070 | 138,598 | 105,375 | 130,723 | 146,700 |
| INDUSTRIAL | 892 | 135,792 | 121,262 | 126,418 | 100,000 | 116,507 | 133,474 |
| MUNICIPAL UTIL. | 258 | 131,010 | 121,186 | 130,602 | 101,915 | 116,507 | 128,637 |
| RESIDENTIAL | 88 | 147,438 | 119,475 | 111,496 | 95,000 | 110,778 | 129,203 |

POSITION: SENIOR PROJECT MANAGER

BY TOTAL REVENUE

| | NUMBER OF EMPLOYEES | AVERAGE TOTAL COMP | AVERAGE | WEIGHTED AVERAGE | 25TH PERCENTILE | 50TH PERCENTILE | 75TH PERCENTILE |
|--------------------|---------------------|--------------------|---------|------------------|-----------------|-----------------|-----------------|
| UP TO 5 MILLION | 9 | 83,000 | 81,000 | 78,904 | *** | *** | *** |
| 5 TO 25 MILLION | 47 | 106,219 | 99,604 | 98,279 | 94,000 | 101,027 | 105,480 |
| 25 TO 100 MILLION | 155 | 127,485 | 114,008 | 113,823 | 95,000 | 114,000 | 124,500 |
| 100 TO 250 MILLION | 133 | 128,167 | 118,736 | 116,681 | 104,673 | 117,016 | 133,013 |
| OVER 250 MILLION | 867 | 161,199 | 137,690 | 129,544 | 113,500 | 129,741 | 147,328 |

BY BID TYPE

| | | | | | | | |
|------------|-----|---------|---------|---------|---------|---------|---------|
| COST PLUS | 717 | 137,763 | 124,029 | 128,352 | 101,250 | 116,575 | 139,290 |
| FIRM PRICE | 494 | 130,334 | 115,622 | 118,981 | 97,838 | 107,717 | 126,606 |

GC BY BID TYPE

| | | | | | | | |
|------------|-----|---------|---------|---------|---------|---------|---------|
| COST PLUS | 575 | 134,862 | 123,277 | 125,870 | 106,119 | 122,365 | 141,608 |
| FIRM PRICE | 303 | 133,378 | 117,632 | 118,831 | 100,830 | 108,623 | 131,150 |

CM BY BID TYPE

| | | | | | | | |
|------------|-----|---------|---------|---------|---------|---------|---------|
| COST PLUS | 353 | 142,576 | 129,727 | 128,201 | 110,662 | 118,946 | 143,550 |
| FIRM PRICE | 119 | 147,977 | 123,439 | 120,329 | 104,673 | 122,980 | 131,453 |

SPECIALTY BY BID TYPE

| | | | | | | | |
|------------|-----|---------|---------|---------|--------|---------|---------|
| COST PLUS | 454 | 140,299 | 126,209 | 128,869 | 99,397 | 114,000 | 138,579 |
| FIRM PRICE | 264 | 136,557 | 118,499 | 120,622 | 96,921 | 112,845 | 133,463 |

POSITION: SENIOR PROJECT MANAGER***SUMMARY
BY REGION***

| | NUMBER OF EMPLOYEES | AVERAGE TOTAL COMP | AVERAGE | WEIGHTED AVERAGE | 25TH PERCENTILE | 50TH PERCENTILE | 75TH PERCENTILE |
|-------------------------------|---------------------------|--------------------------|---------|---------------------|--------------------|--------------------|--------------------|
| REGION 1 | 388 | 153,147 | 142,281 | 132,659 | 110,662 | 129,041 | 147,500 |
| REGION 2 | 324 | 165,291 | 148,420 | 133,201 | 117,548 | 131,233 | 166,692 |
| REGION 3 | 594 | 147,353 | 133,337 | 128,378 | 105,332 | 121,273 | 137,168 |
| REGION 4 | 769 | 137,445 | 123,903 | 128,569 | 103,920 | 117,525 | 133,808 |
| REGION 5 | 715 | 137,549 | 121,541 | 126,007 | 103,499 | 110,993 | 132,363 |
| REGION 6 | 787 | 147,172 | 129,857 | 130,394 | 110,404 | 127,200 | 136,336 |
| REGION 7 | 562 | 144,367 | 128,994 | 129,172 | 105,375 | 113,877 | 134,400 |
| REGION 8 | 688 | 138,027 | 125,176 | 128,403 | 104,454 | 114,000 | 138,579 |
| REGION 9 | 592 | 145,517 | 132,594 | 130,593 | 105,960 | 127,200 | 142,500 |
| REGION 10 | 418 | 134,827 | 122,416 | 127,457 | 98,838 | 116,613 | 133,267 |
| <i>CONTRACTOR TYPE</i> | | | | | | | |
| GENERAL CONTR. | 878 | 133,922 | 119,702 | 123,441 | 101,958 | 115,350 | 133,013 |
| ELECTRICAL CONTR. | 78 | 126,391 | 104,799 | 106,639 | 92,019 | 106,886 | 116,000 |
| CONSTRUCTION MGT. | 472 | 145,277 | 126,583 | 126,217 | 107,461 | 122,486 | 141,250 |
| MECHANICAL CONTR. | 154 | 114,236 | 108,701 | 109,354 | 95,263 | 105,400 | 119,600 |
| DESIGN-BUILD | 561 | 146,234 | 128,291 | 127,218 | 104,345 | 122,000 | 136,336 |
| OTHER SPEC. CONTR. | 136 | 130,571 | 118,262 | 127,646 | 94,382 | 110,202 | 136,692 |