



MEDIA KIT

INCLUDES:

- Press Release
- Circle of Excellence Logo
- Background Information
- Performance Metrics
- Conference Honors Information
- More about PSMJ's *2019 Financial Performance Benchmark Survey Report*



Dear Circle of Excellence Firm Leader:

Welcome to PSMJ's 2019 Circle of Excellence! Membership in the Circle of Excellence places your firm in an elite group of the industry's most successful firms. To help you get the most from your significant achievement, the 2019 Circle of Excellence media kit includes the following items:

- Press Release
- Circle of Excellence and PSMJ logos — [click here](#) to download.
- Circle of Excellence Background Information
- Performance Metrics
- Conference Honors Info — The Growth, Profit, and Success Summit for A/E/C Firm Leaders
- Background Information on PSMJ's **2019 Financial Performance Benchmark Survey Report**

Exclusive Benefits for 2019 Circle of Excellence Member Firms:

- **Great Publicity:** PSMJ distributes a press release announcing the latest Circle of Excellence members, through Business Wire, which reaches thousands of press contacts nationwide and internationally. Previous press releases have been picked up by sites including Yahoo! Finance, MarketWatch, International Business Times, Ask.com, and Newsday. In addition, PSMJ's staff adds a personal touch by reaching out to national news contacts, including *The Wall Street Journal*, *Boston Business Journal*, *Forbes*, and *ENR*, among others. The Circle of Excellence is also promoted front and center on the PSMJ web site and via regular posts on PSMJ's blog, Twitter feed, Facebook page, and other social media channels.
- **Recognition You Deserve:** Each year, PSMJ honors Circle of Excellence members at A/E/C THRIVE, the leading growth and profitability summit that brings together the very best minds in the architecture and engineering industry. Be sure to contact our [Education Department](#) for details on your special registration discount.
- **Networking Breakfast:** Get together with your 2019 Circle of Excellence peers for a special networking breakfast at A/E/C THRIVE. Don't miss this opportunity to engage with other COE firm leaders in an open discussion on successes and challenges. There is no set agenda! We've set aside this special time to allow our industry's top firms to network and discuss the issues that matter most.
- **Complimentary Report:** 2019 members receive a pdf of the 22-page *2019 Circle of Excellence: Best Practices Summary*, which provides data comparisons from the 10th to 90th percentiles for each of the 13 metrics used to determine the Circle of Excellence. The report will be emailed in the next two weeks, but see page 6 of this media kit for a sneak peek of the data.

We congratulate you again for your firm's outstanding performance! If I can answer any questions, please feel free to contact me any time.

Respectfully,

Jill V.H. Stoodley
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PRESS RELEASE

PSMJ Resources Announces the Top-Performing Architecture and Engineering Firms for 2019

PSMJ's exclusive Circle of Excellence highlights firms that demonstrate outstanding business achievement in the architecture and engineering industry.

July 24, 2019 (Newton, MA)—PSMJ Resources, Inc., the world's leading authority on the effective management of architecture, engineering, and construction firms, announces the members of the **2019 Circle of Excellence**. Seventy-two exceptional architecture and engineering firms made it onto the exclusive list this year.

PSMJ designed the **Circle of Excellence** to highlight successfully managed firms that demonstrate outstanding achievements in areas such as profitability, overhead management, cash flow, productivity, business development, staff growth, and turnover. The **Circle of Excellence** represents the top 20 percent of participants in PSMJ's annual A/E Financial Performance Benchmark Survey, based on 13 key performance metrics.

"Each year, the Circle of Excellence firms come from all corners of the A/E space. This diversity demonstrates that success isn't defined by a specific firm size, location, or market niche," says Frank A. Stasiowski, FAIA, Founder and CEO of PSMJ Resources. "The top-performing firms just think and act differently from the rest of the pack to achieve extraordinary business performance."

PSMJ Resources, Inc. announces the following firms as members of the **2019 Circle of Excellence**:

3J Consulting	Garmann/Miller Architects-Engineers	Prein&Newhof
Albeck Gerken, Inc., an Iteris Company	Glotman Simpson Consulting Engineers	Prime Engineering, Inc.
Aqua Engineering, Inc.	HMC Architects	Rainforth Grau Architects
Architectural Engineering Consultants, Inc.	HVJ Associates®	Research Facilities Design
Austin Brockenbrough & Associates	Integrus Architecture, P.S.	Reveer Group, LLC
Axiom Engineers, Inc.	ISG	Robert Peccia & Associates, Inc.
Beck Engineering, Inc.	Johnson Braund, Inc.	Rodgers Consulting, Inc.
Bollig Engineering	Keller Associates, Inc.	Ruekert & Mielke, Inc.
Bowen Collins & Associates	Kimley-Horn	Runberg Architecture Group
Brown Engineers, LLC	Klohn Crippen Berger	Seamon Whiteside
brwarchitects, p.c.	Knutzen Engineering	Shear Structural
BSTI	Korda/Nemeth Engineering, Inc.	Spicer Group
Carpenter Marty Transportation	LBVD Engineers	StudioJAED Architects, Engineers, Planners
CMBA Architects	Looney Ricks Kiss	Sugarpine Engineering
Commonwealth Engineers, Inc.	LPAS Architecture + Design	Summer Consultants, Inc.
CSW Stuber-Stroeh Engineering Group, Inc. (CSWST2)	M+H Architects	The Watershed Company
Curtain Wall Design & Consulting, Inc.	Morris-Berg Architects, Inc.	Tighe & Bond, Inc.
DELTA V Forensic Engineering, Inc.	Niles Bolton Associates, Inc.	TMPartners, PLLC
DGR Engineering	O'Dell Engineering	TowerPinkster
dk Engineering	PAE Consulting Engineers, Inc.	VLK Architects
EDG	Pape-Dawson Engineers, Inc.	Ward Scott Architecture, Inc.
Engineering System Solutions (ES ²)	Pevida Highway Designers, LLC	Weber Thompson
FEH Design	Pope Architects, Inc.	Williams Blackstock Architects
FEI	Praxis3	Wright-Pierce

The firms listed alphabetically above agreed to have their names published in association with PSMJ's Circle of Excellence.



“The firms recognized in the **Circle of Excellence** set the standard for outstanding and sustainable business results,” says Stasiowski. “Some firms have been in this prestigious group year after year!”

Circle of Excellence members understand the importance of benchmarking, and have raised the bar through top-notch business practices. PSMJ will honor these high-performing firms at **A/E/C THRIVE 2019: The Growth, Profit, and Success Summit for A/E/C Firm Leaders** on October 2-4, 2019, in New Orleans, LA. This unique conference is an opportunity to hear directly from the leaders of top-performing A/E firms and other industry visionaries on specific growth, profit, and performance improvement practices and how to replicate them.

With data from 353 A/E firms across the United States and Canada, PSMJ’s **2019 A/E Financial Performance Benchmark Survey Report** is the go-to industry resource for firms aiming to increase cash flow, lower overhead, and improve overall financial results. Now in its 39th edition, the comprehensive report provides the most valuable research and insight available for making critical decisions that impact the success of a firm.

About PSMJ: For more than 40 years, **PSMJ Resources, Inc.** has been recognized as the leading publishing, executive education, and advisory group devoted completely to improving the business performance of A/E/C organizations worldwide. PSMJ’s sought-after expertise covers a range of critical business areas such as project management, financial management, human resources, business development, transition planning, and mergers and acquisitions.

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PSMJ's Circle of Excellence

PSMJ designed the exclusive Circle of Excellence to recognize successfully managed firms that demonstrate outstanding achievements in profitability, overhead management, cash flow, productivity, business development, staff growth, and turnover. The Circle of Excellence represents the top 20 percent of participants in PSMJ's annual A/E Financial Performance Benchmark Survey, based on 13 key performance metrics.

Since PSMJ created the award in 2006, Circle of Excellence members have consistently represented all industry facets. "The key differentiator between PSMJ's Circle of Excellence and other industry awards is that all firms in the A/E industry are eligible. Members are not rewarded for a single outcome such as profit or revenue growth, but on thirteen factors that drive the overall performance of a firm," says Dave Burstein, P.E., Senior Principal at PSMJ. "This award recognizes those firms that are not only good at their practices but also at running their practices as businesses."



Circle of Excellence Performance Metrics

To select the 2019 Circle of Excellence members, PSMJ ranked each of this year's 353 participating firms against the following 13 critical benchmarks for a well-run firm, including cash flow, overhead control, business development, project performance, staff utilization, and overall profitability.

2019 Circle of Excellence Firms (72 firms) in BOLD & 2019 Overall Survey Results (353 firms)					
BENCHMARK	10 th	25 th	50 th	75 th	90 th
Net Direct Labor Multiplier Achieved	3.08	3.31	3.55	3.98	4.31
	2.68	2.91	3.21	3.51	4.06
Operating Profits (EBBT) as % of Net Revenues	25.8%	28.5%	32.2%	39.1%	43.7%
	6.1%	11.1%	18.8%	27.3%	33.7%
Operating Profits (EBBT) per Total Staff	\$40,033	\$46,037	\$57,760	\$74,158	\$91,344
	\$7,561	\$14,704	\$26,953	\$43,145	\$62,608
Staff Size Change (Percentage)	0.0%	3.5%	9.3%	17.6%	24.0%
	-7.8%	0.0%	5.1%	11.8%	20.0%
Return on Overhead (ROO)	57.0%	68.3%	85.0%	114.1%	142.2%
	10.4%	19.2%	39.3%	61.2%	92.1%
Labor Utilization Rate (Payroll Dollars)	58.1%	61.0%	65.1%	68.8%	72.5%
	50.5%	55.0%	59.2%	65.3%	70.2%
Operating Overhead Rate Before Incentive/Bonus	104.1%	121.5%	136.4%	154.4%	176.8%
	115.3%	135.9%	157.3%	183.2%	214.9%
Accounts Receivable Collections (Days)	30	37	54	83	94
	37	51	66	84	99
Net Revenues Backlog as % of Annual Net Revenues	47.1%	65.6%	98.4%	140.0%	162.2%
	27.0%	52.9%	82.6%	114.3%	157.0%
Return on Working Capital Assets (RoWC)	13.6%	42.5%	75.1%	114.3%	186.6%
	4.5%	11.5%	27.2%	55.5%	103.7%
Gross Revenues Change (From Last Year)	2.8%	8.8%	16.4%	30.5%	53.9%
	-5.0%	2.0%	10.0%	19.3%	32.0%
Staff Turnover Rate	1.5%	5.2%	8.6%	13.1%	18.7%
	4.8%	8.6%	13.0%	20.7%	29.9%
Net Revenues per Total Staff	\$147,226	\$165,228	\$177,933	\$201,643	\$215,719
	\$116,649	\$128,152	\$149,522	\$171,643	\$198,918

"The firms recognized in the **Circle of Excellence** set the bar for outstanding business results, confirming that several demonstrable factors drive success," says Frank A. Stasiowski, FAIA, Founder and CEO of PSMJ Resources. "Some firms have been in this prestigious group year after year—they understand the importance of benchmarking and improving performance."



PSMJ's THRIVE: The Growth, Profit, and Success Summit for A/E/C Firm Leaders Bringing Together the Very Best Minds in the Industry

The Circle of Excellence represents the year's most successful A/E firms, based on 13 key metrics submitted by participants in PSMJ's annual A/E Financial Performance Benchmark Survey. PSMJ honors these high-performing U.S. and Canadian firms at **THRIVE 2019: The Growth, Profit, and Success Summit for A/E/C Firm Leaders** on October 2 – 4, 2019 in New Orleans, LA.

THRIVE is a chance for firm leaders—and future leaders—to share proven strategies, exchange professional approaches, and learn from the best as they explore such topics as client satisfaction, attracting and retaining top talent, protecting profit margins, and more.

THRIVE brings together committed professionals to share their experiences and celebrate achievements along with this year's Circle of Excellence members.



PSMJ's 2019 A/E Financial Performance Benchmark Survey Report: Sets the Standard for Excellence

The Circle of Excellence represents the highest performing participants (top 20 percent) in PSMJ's annual A/E Financial Performance Benchmark Survey, which is open to all firms in the industry, regardless of firm type, size, gross revenue, net revenue, practice area, or location.

Circle of Excellence members understand the importance of benchmarking and they pursue top-notch business practices and raise the industry bar. "Benchmarking for performance is essential to understand how your firm compares to peers within an industry," says Dave Burstein, P.E., Senior Principal at PSMJ. "Best practices benchmarking takes you to the next level by comparing your firm to the top-performing firms in that industry. Both are crucial when planning for success!"

With data from 353 A/E firms across the United States and Canada, PSMJ's **2019 A/E Financial Performance Benchmark Survey Report** is the go-to industry resource for firms aiming to increase cash flow, lower overhead, and improve overall financial results. Now in its 39th edition, the comprehensive report provides the most valuable research and insight available for making critical decisions that impact the overall success of a firm.



PSMJ Resources, Inc.

40 Years of Helping A/E/C Firms Achieve Business Success

PSMJ Resources, Inc. is the world's leading authority, publisher, and consultant on the effective management of architecture, engineering, and construction firms. With offices in the United States as well as the United Kingdom and Australia, PSMJ offers over 150 titles in book, audio, and video format. In addition, the company publishes a monthly newsletter and delivers dozens of seminars, roundtables, conferences, webinars, and in-house training sessions every year for A/E/C professionals around the world. PSMJ's sought-after consulting expertise covers every facet of A/E firm management, from strategic planning and project management to valuation, succession planning, and mergers and acquisitions. PSMJ is also active within the community, using the resources and contacts at our fingertips within the A/E/C industry to help those in need.