

Table 22  
**Factors Used to Determine Incentive Payments**

	<b>Firm Profitability</b>	<b>Team/ Department Profitability</b>	<b>Individual Performance</b>	<b>Project Performance</b>
Overall	93%	49%	90%	64%
Staff Size 1 to 20	93	38	93	61
Staff Size 21 to 50	86	50	89	69
Staff Size 51 to 100	96	48	87	57
Staff Size 101 to 200	100	48	92	52
Staff Size 201 to 350	87	50	87	75
Staff Size 351 to 500	100	75	75	75
Staff Size over 500	100	83	100	100
Architectural	91	26	86	56
Architectural/Interiors	93	37	93	75
Engineering (Prime)	95	45	84	63
Engineering (Subconsultant)	86	56	95	69
Engineering (Survey)	66	16	66	50
A/E	100	80	93	73
A/E/P/I	100	71	100	28
Environmental	100	57	100	71
All U.S.	88	57	88	65
Northeast	86	47	86	65
South	100	52	92	56
Midwest	94	32	88	55
Southwest	92	38	84	76
Mountain	80	60	80	60
West	100	68	100	77
Canada	100	40	100	60
Private	92	51	92	65
Government	97	55	91	70
Mixed	92	39	85	56

Table 54  
Holidays Observed

<i>(Percentage observing)</i>	Christmas Eve	Christmas Day	New Year's Eve	New Year's Day	Floating Holiday
Overall	49%	100%	14%	99%	39%
Staff Size 1 to 20	61	100	35	100	32
Staff Size 21 to 50	43	100	10	97	34
Staff Size 51 to 100	39	100	9	100	57
Staff Size 101 to 200	52	100	8	100	40
Staff Size 201 to 350	37	100	0	100	37
Staff Size 351 to 500	75	100	0	100	0
Staff Size over 500	83	100	16	100	50
Architectural	47	100	13	100	43
Architectural/Interiors	37	100	12	100	43
Engineering (Prime)	56	100	2	100	39
Engineering (Subconsultant)	56	100	30	95	34
Engineering (Survey)	50	100	0	100	50
A/E	53	100	20	100	46
A/E/P/I	42	100	28	100	42
Environmental	57	100	0	100	28
All U.S.	53	100	15	100	42
Northeast	39	100	21	100	56
South	64	100	4	100	24
Midwest	52	100	17	97	41
Southwest	76	100	15	100	38
Mountain	20	100	0	100	40
West	31	100	9	100	31
Canada	20	100	40	100	60
Private	48	100	16	100	46
Government	50	100	8	97	26
Mixed	51	100	14	100	39