



**11TH EDITION**

# **2021 A/E BONUS & BENEFIT PLANS**

**BENCHMARK SURVEY REPORT**

**The A/E Industry's Most Trusted and Comprehensive:**

- KPIs for Superior Business Performance
- Decision Data for Resource Allocation
- Proof of Best-Practices and Industry Standards

**PSMJ** | Resources, Inc.®


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PSMJ | **Resources, Inc.**

A/E Bonus & Benefit Plans  
Benchmark Survey Report

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11th Edition

 2021

## **A/E Bonus & Benefit Plans Benchmark Survey Report**

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# Preface

This is the 11<sup>th</sup> biennial edition of PSMJ's *A/E Bonus & Benefit Plans Benchmark Survey Report*. The survey covers the various types of incentive bonus plans and employee benefits provided by firms in the design industry. We report the results by firm size, type of service, geographic location, and type of client. Before reading this report, please be sure to refer to the *Executive Summary* and *How to Benchmark Your Firm* — these sections provide helpful information on beginning your benchmarking process and making sure you use the data appropriately.

The 251 firms that responded to PSMJ's survey represent what we believe is the largest base of information currently available regarding bonus and benefit plans in the design industry. We publish all information in compiled form — results do not represent the responses of any individual firm.

We designed this report to complement the information in other PSMJ Resources surveys:

- *A/E Management Compensation Benchmark Survey Report*
- *A/E Staff Compensation Benchmark Survey Report*
- *A/E Financial Performance Benchmark Survey Report*

Together these survey reports provide information on a wide range of current economic trends and conditions in the profession. You may wish to refer to these reports to obtain additional information on other current design profession conditions and practices. We invite inquiries from users who require more data on a particular topic.

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- William F. Fanning, who developed the original questionnaire and managed PSMJ's Survey Program for more than 30 years.

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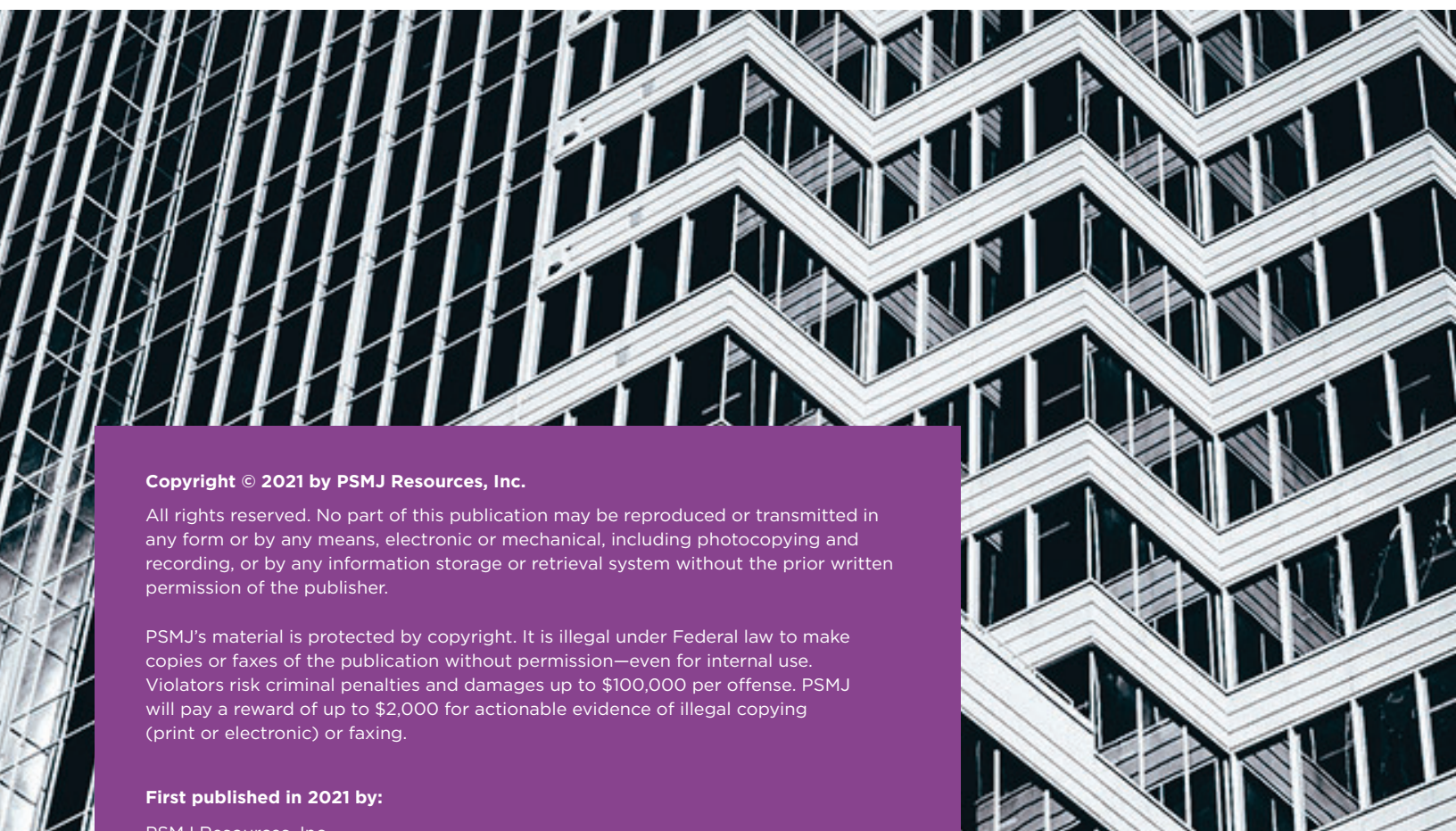
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