



The Right Candidates Compensation Outlook 2014

TRC provides highly customized, robust, and scalable recruiting programs in various industries.





Pulling good people out of bad jobs since 1997

Headquartered in San Francisco, CA, TRC is the premier recruiting and staffing company specializing in the areas of architecture, engineering, general contracting and residential construction. "As the executive search experts," notes TRC founder and CEO Angel Ahumada, "We allow your firm to focus on your core business. We identify, attract, evaluate and acquire ideal candidates. We perfect the process so you end up with the ideal candidate without diverting your own firm's precious time, effort, or resources."

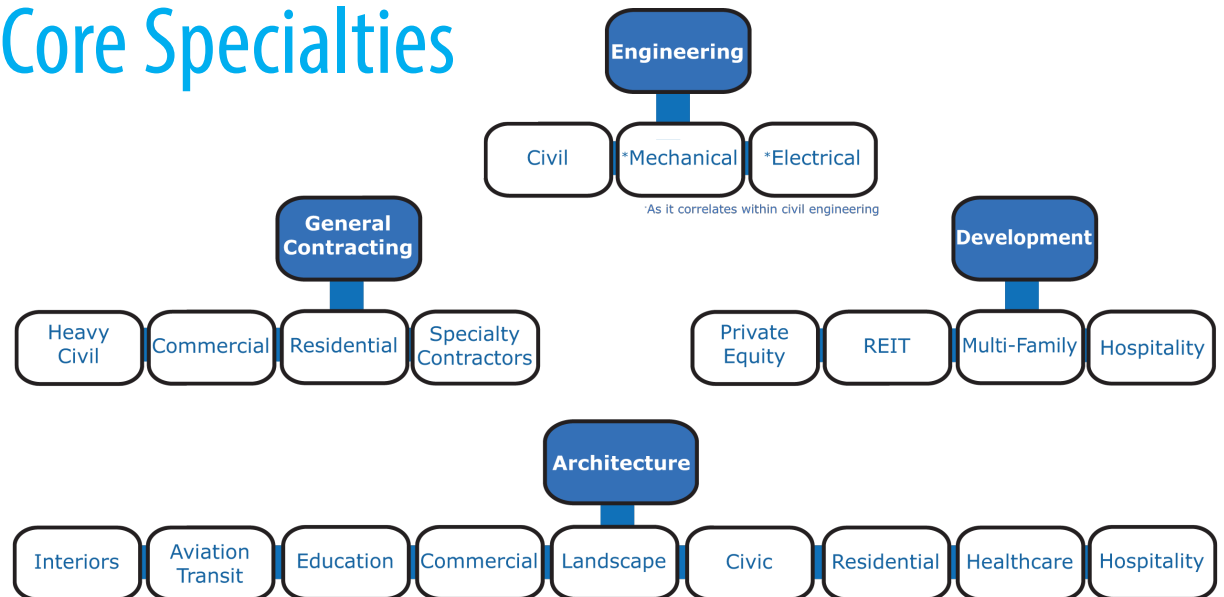
TRC pinpoints the best candidates and represents the marketplace's top talent. "We find that ideal candidate whether that professional is actively looking for a new position or not," confirms Ahumada. "Often, the best candidates aren't job hunting, but our team specializes in recruiting them nonetheless. We represent your company and bring your opportunity to that perfect professional." Beyond that, TRC recruiters land and close potential candidates giving you a competitive advantage in hiring the best candidates. View us as your outsource specialist in your executive search.

Now is the time to position your company for success.

This compensation outlook compiled with facts and statistics from across the nation will help you understand the state of the market in your industry, and help you prepare for the most success in 2014. Please use it as a market analysis tool to help strategize for the coming years.



Core Specialties





ARCHITECTURE



| POSITION | Minimum | Maximum |
|-----------------------------|----------------|----------------|
| Principal President* | \$200,000 | \$250,000 |
| Associate (Vice President)* | \$130,000 | \$155,000 |
| Associate | \$115,000 | \$125,000 |
| Project Manager | \$85,000 | \$110,000 |
| Project Architect | \$85,000 | \$100,000 |
| Landscape Architect Manager | \$85,000 | \$105,000 |
| Controller | \$85,000 | \$105,000 |
| Construction Administrator | \$84,000 | \$95,000 |
| Marketing Manager | \$100,000 | \$130,000 |
| Planner | \$75,000 | \$85,000 |
| Project Manager (Interior) | \$85,000 | \$95,000 |
| Drafting Supervisor | \$85,000 | \$95,000 |
| Architect | \$85,000 | \$95,000 |
| CAD Manager | \$85,000 | \$95,000 |
| GIS Manager | \$85,000 | \$95,000 |
| Office Manager | \$65,000 | \$75,000 |
| Landscape Architect | \$85,000 | \$95,000 |
| Specification Writer | \$75,000 | \$85,000 |
| Bookkeeper | \$75,000 | \$85,000 |
| Marketing Coordinator | \$50,000 | \$65,000 |
| Job Captain | \$50,000 | \$65,000 |
| Account | \$55,000 | \$70,000 |
| Interior Designer | \$85,000 | \$95,000 |
| GIS Analyst | \$65,000 | \$75,000 |
| Executive Assistant | \$50,000 | \$70,000 |
| Drafter | \$65,000 | \$75,000 |

*Non owner or equity partner



Compensation Outlook 2014

Pulling good people out of bad jobs since 1997

| POSITION | Minimum | Maximum |
|--|----------------|----------------|
| President/General Manager* | \$260,000.00 | \$305,500.00 |
| VP of Operations | \$227,500.00 | \$260,000.00 |
| Chief Financial Officer | \$227,500.00 | \$253,500.00 |
| Chief Estimator | \$175,500.00 | \$204,100.00 |
| Owner's Representative | \$169,000.00 | \$195,000.00 |
| Area Manager | \$149,500.00 | \$169,000.00 |
| Project Executive | \$160,000.00 | \$195,000.00 |
| Controller | \$143,000.00 | \$169,000.00 |
| Director of Safety and Quality Control | \$136,500.00 | \$162,500.00 |
| Construction Management Director | \$131,300.00 | \$156,000.00 |
| Sr. Cost Engineer - Construction | \$124,800.00 | \$169,000.00 |
| Construction Manager | \$117,000.00 | \$162,500.00 |
| Sr. Contracts Administrator | \$117,000.00 | \$156,000.00 |
| Sr. Project Manager | \$145,000.00 | \$180,500.00 |
| Sr. Field Engineer - Construction | \$110,500.00 | \$130,000.00 |
| Estimator | \$104,000.00 | \$136,500.00 |
| Project Manager | \$102,700.00 | \$136,500.00 |
| Project Accountant | \$97,500.00 | \$123,500.00 |
| Project Engineer | \$97,500.00 | \$123,500.00 |
| Cost Engineer - Construction | \$97,500.00 | \$124,800.00 |
| Field Engineer - Construction | \$91,000.00 | \$117,000.00 |
| Field Superintendent | \$88,400.00 | \$117,000.00 |
| Sr. Construction Coordinator | \$88,400.00 | \$117,000.00 |
| Construction Representative | \$66,300.00 | \$88,400.00 |

*Non owner or equity partner

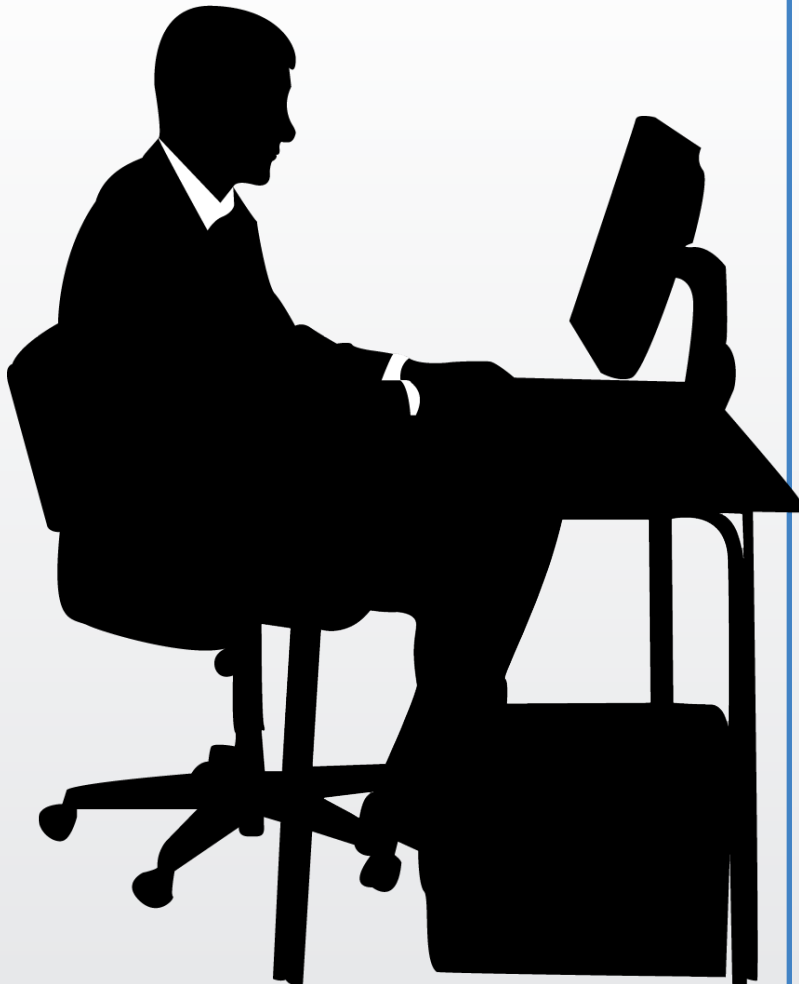
GENERAL CONTRACTORS

| POSITION | Minimum | Maximum |
|---------------------------------------|----------------|----------------|
| Construction Coordinator | \$50,000.00 | \$67,500.00 |
| Take Off Engineer | \$45,500.00 | \$55,500.00 |
| Contracts Administrator | \$52,000.00 | \$78,000.00 |
| Construction Representative Assistant | \$44,200.00 | \$58,500.00 |





ENGINEERING



| POSITION | Minimum | Maximum |
|---|----------------|----------------|
| Environ. Health & Safety Engin. Manager | \$120,900.00 | \$156,000.00 |
| Civil Engineering Supervisor | \$117,000.00 | \$159,900.00 |
| Design Engineer | \$111,800.00 | \$137,800.00 |
| Environ. Health and Safety Engineer | \$111,800.00 | \$145,600.00 |
| Equipment Engineer | \$111,800.00 | \$145,600.00 |
| Structural Engineer | \$111,800.00 | \$136,500.00 |
| Design Director | \$110,500.00 | \$130,000.00 |
| Civil Project Engineer | \$105,300.00 | \$131,300.00 |
| Civil Engineer | \$104,000.00 | \$130,000.00 |
| Environmental Engineer | \$104,000.00 | \$131,300.00 |
| Senior Civil Engineer | \$102,700.00 | \$119,600.00 |
| Equipment Engineering Manager | \$97,500.00 | \$130,000.00 |
| Quality Assurance Engin, Manager | \$97,500.00 | \$123,500.00 |
| Sr. Geotechnical Engineering | \$97,500.00 | \$120,900.00 |
| Sr. Structural Engineer | \$97,500.00 | \$123,500.00 |
| Transportation Engineer | \$97,500.00 | \$130,000.00 |
| Geotechnical Engineering | \$97,500.00 | \$123,500.00 |
| Sr. Transportation Engineer | \$91,000.00 | \$123,500.00 |
| Project Engineering Manager | \$84,500.00 | \$123,500.00 |
| Sr. Environmental Engineer | \$84,500.00 | \$123,500.00 |
| Junior Civil Engineer | \$84,500.00 | \$110,500.00 |
| Design Manager | \$78,000.00 | \$117,000.00 |
| Environmental Manager | \$78,000.00 | \$123,500.00 |
| Project Manager Civil Engineer | \$72,800.00 | \$110,500.00 |
| Quality Assurance Engineer | \$65,000.00 | \$109,200.00 |
| Environ, Engineering Technician | \$58,500.00 | \$101,400.00 |
| CAD Drafter | \$52,000.00 | \$67,600.00 |



RESIDENTIAL CONSTRUCTION

| POSITION | Minimum | Maximum |
|-----------------------------------|----------------|----------------|
| Division President | \$190,000 | \$250,000 |
| VP/Dir/Mgr of Operations | \$150,000 | \$185,000 |
| VP/Dir/Mgr of Land Acquisition | \$130,000 | \$185,000 |
| VP/Dir/Mgr of Forward Planning | \$130,000 | \$180,000 |
| VP/Dir/Mgr of Land Development | \$130,000 | \$175,000 |
| VP/Dir/Mgr of Customer Service | \$95,000 | \$110,000 |
| VP/Dir/Mgr of Construction | \$100,000 | \$150,000 |
| VP/Dir/Mgr of Sales | \$120,000 | \$160,000 |
| VP/Dir/Mgr of Marketing | \$100,000 | \$140,000 |
| VP/Dir/Mgr of Purchasing | \$90,000 | \$120,000 |
| VP/Dir or Chief Financial Officer | \$120,000 | \$185,000 |
| Construction Project Manager | \$85,000 | \$115,000 |
| Land/Entitlement Project Manager | \$85,000 | \$115,000 |
| Forward Planner | \$75,000 | \$95,000 |
| Offsite Superintendent | \$80,000 | \$95,000 |
| Senior/Purchasing Agent | \$65,000 | \$75,000 |
| Purchasing Coordinator | \$40,000 | \$55,000 |
| Contract Administrator | \$45,000 | \$65,000 |
| Senior Manager Director | \$85,000 | \$95,000 |
| Area Const Mgr/Gen Superintendent | \$85,000 | \$95,000 |
| Superintendent/Construction Mgr | \$60,000 | \$75,000 |
| Assistant Super/Asst Const Mgr | \$45,000 | \$55,000 |

| POSITION | Minimum | Maximum |
|---------------------------------|----------------|----------------|
| Customer Service Representative | \$40,000 | \$45,000 |
| Customer Coordinator | \$35,000 | \$40,000 |
| Controller | \$100,000 | \$120,000 |
| Assistant Controller | \$75,000 | \$85,000 |
| Project Controller | \$50,000 | \$65,000 |
| Financial Analyst/Land Analyst | \$65,000 | \$85,000 |
| Senior/Staff Accountant | \$45,000 | \$55,000 |
| Design Center Manager | \$60,000 | \$70,000 |
| Options Coordinator | \$40,000 | \$55,000 |
| Escrow Coordinator | \$40,000 | \$50,000 |





Compensation Outlook Estimates by Zone 2014

Personal Factors that will Impact Salary/Bonus Figures

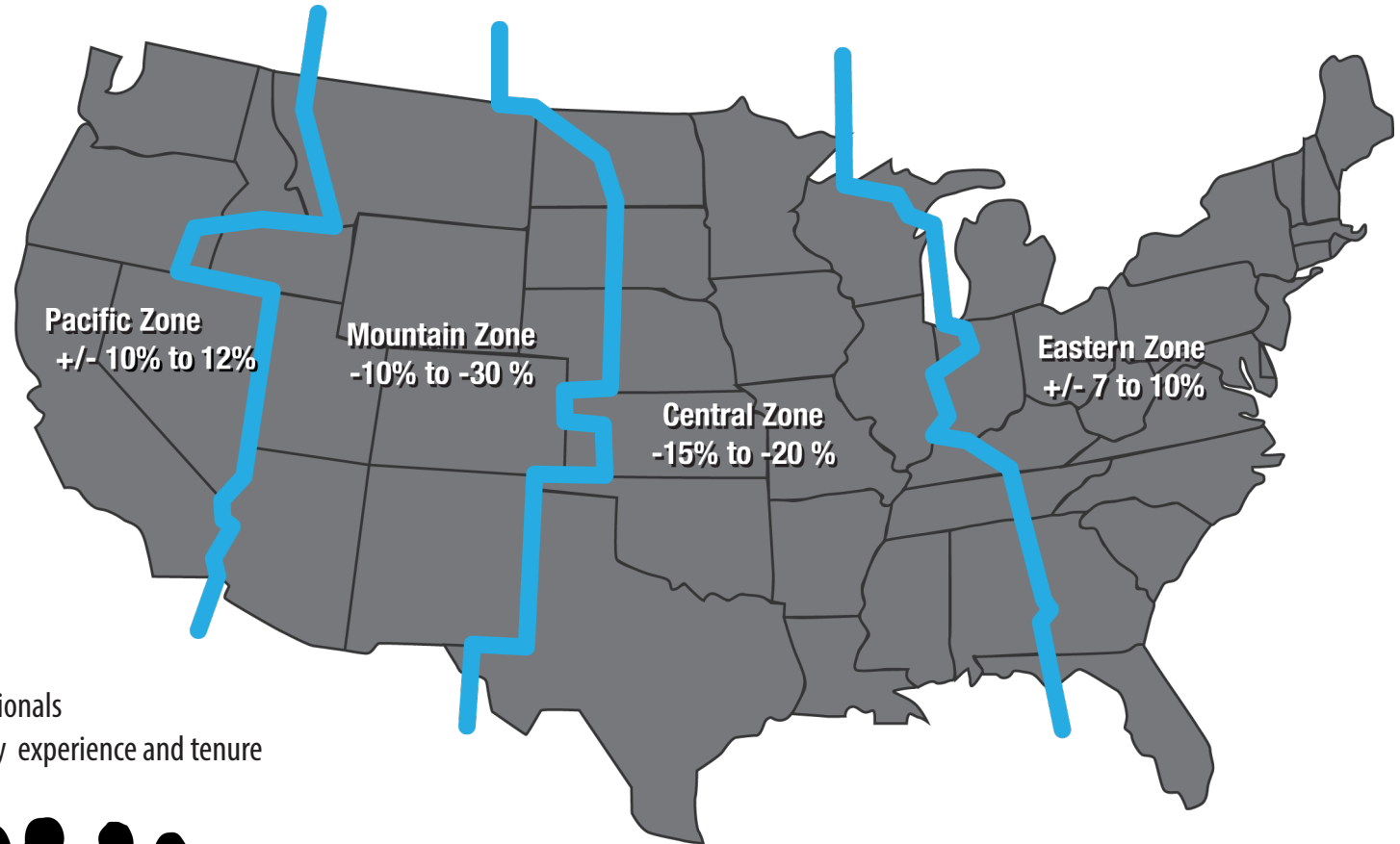
- Education/Experience
- Report to Whom?
- Number of Reports
- Negotiation Skills

External Factors that will Impact Salary/Bonus Figures

- Company size
- Revenue
- Geographical location
- Duties/responsibility
- Profits
- Industry

How We Compiled Our Information

- Our database contains over 60,000 professionals
- Completed searches •Unparalleled industry experience and tenure



* Based on the chart, some of the salary figures will vary depending on the region employment is located. This is for employment in the United States only, International rates will vary.