




CLARITY


What Does Your Scorecard Look Like?

The 37th Annual Deltek Clarity Architecture & Engineering Industry Report is the oldest and most comprehensive resource for A&E leaders and this year's study includes responses from more than 250 participants in the U.S. and Canada. How does your firm measure up to the average A&E firm and the high performing firms in the industry? Check your firm's score below and identify your key areas of improvement.

|  FINANCIAL METRICS | YOUR 2015 GOAL | YOUR 2015 ACTUAL | CLARITY AVERAGE | CLARITY HIGH PERFORMERS |
|---|----------------|------------------|-----------------|-------------------------|
| Operating Profit on Net Revenue | | | 12.8% | 28.3% |
| Utilization Rate | | | 60.9% | 65% |
| Net Labor Multiplier | | | 2.96 | 3.52 |
| Total Payroll Multiplier | | | 1.79 | 2.21 |
| Overhead Rate | | | 155.2% | 149% |
| Net Revenue per Employee | | | \$139,042 | \$159,444 |
| Average Collection Period | | | 73 | 73 |
| Current Ratio | | | 2.71 | 2.78 |
| Return on Equity | | | 28.8% | 37% |

|  TALENT MANAGEMENT | YOUR 2015 GOAL | YOUR 2015 ACTUAL | CLARITY AVERAGE | CLARITY HIGH PERFORMERS |
|---|----------------|------------------|-----------------|-------------------------|
| Staff Growth or Decline | | | 3.5% | 5.8% |
| Employee Turnover | | | 13.3% | 14% |
| Average Time to Fill Position | | | 45 days | 45 days |

|  BUSINESS DEVELOPMENT | YOUR 2015 GOAL | YOUR 2015 ACTUAL | CLARITY AVERAGE | CLARITY HIGH PERFORMERS |
|--|----------------|------------------|-----------------|-------------------------|
| Win Rate | | | 45% | 44.9% |
| Revenue Contributed by Top 3 Clients | | | 43% | 33% |

|  PROJECT MANAGEMENT | YOUR 2015 GOAL | YOUR 2015 ACTUAL | CLARITY AVERAGE | CLARITY HIGH PERFORMERS |
|--|----------------|------------------|---|---|
| Projects On or Under Budget | | | 70% | 71.4% |
| Top 3 Project Management KPIs tracked | | | <ul style="list-style-type: none"> • Profitability • Multipliers • Average Collection Period | <ul style="list-style-type: none"> • Profitability • Multipliers • Average Collection Period |

For more benchmarks, download the full report at <http://more.delttek.com/clarity-ae-2016>