PSMJ | Resources, Inc.®

Welcome to PSMJ's 2026 A/E Financial Performance Survey

Deadline: April 10th, 2026

GET STARTED

- Hover over this symbol: ⓘ to see pop-up instructions.
- Review possible errors using our Error Check pages.
- Share your survey link to collaborate with team members.

Note: your data will be visible to those you share the link with.

SET YOUR OWN PACE ⓘ

- No need to finish in one sitting — you can save your progress and complete at your own pace.
- Collaborate: share your survey link with a co-worker and they'll be able to see and edit any data you've entered (you must all share only one team member's link).
- When you share a link the recipient will pick up where you left off.

AFTER SUBMITTING YOUR DATA

- You'll receive an email confirmation and a copy of your firm's data right away.
- When the results are published, we'll email you an Excel file with your firm's data and your free Excel tool.
- You can pre-purchase the full results with your 50% participant savings.

Quick Instructions

- Save your work by clicking Save & Continue
- Question numbering may not be sequential
- Provide 2025 Year-End Data (Unaudited, internally-generated data is sufficient)

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2026 Surveys: Financial Performance

FIRM DESCRIPTIVE INFORMATION ⓘ

FIRM SIZE ⓘ

Convert part-time staff, seasonal help, and paid interns to full-time people equivalents.

1A. Professionals Who Work More Than 50% On Projects ⓘ	0	#
1B. Technical Staff Who Work More Than 50% On Projects ⓘ	0	#
1C. Other Staff Who Work More Than 50% On Projects ⓘ	0	#
1D. All Other Staff Who Work 50% Or Less On Projects ⓘ	0	#
Total	0	#

ADDITIONAL STAFF INFORMATION ⓘ

2Ai. Number Of Staff Leaving Firm In Last Year (**Voluntary**) ⓘ	0	#
2Aii. Number Of Staff Leaving Firm In Last Year (**Involuntary**) ⓘ	0	#
2B. Number Of Staff Joining Firm In Last Year ⓘ	0	#
2C. Number Of Partners/Principals In The Firm (Owners) ⓘ	0	#
2D. Number Of Project Managers In The Firm ⓘ	0	#
2E. Number Of Full-Time Business Development Staff ⓘ	0	#
2G. Number Of Accounting Staff In The Firm ⓘ	0	#
2H. Number Of IT/Computer Support Staff In The Firm ⓘ	0	#
2I. Number Of Human Resources (HR) Staff In The Firm ⓘ	0	#

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FIRM DESCRIPTIVE INFORMATION ⓘ

MAJOR PROFESSIONAL SERVICE OFFERED IN-HOUSE ⓘ

GEOGRAPHIC REGION WHERE YOU DO MORE THAN 50% OF YOUR WORK ⓘ

TYPE OF CLIENT SERVED

PRIVATE vs. PUBLIC

Must total 100%

	Approximate % of total revenues	
5A. Percentage of Total Revenues from Private Clients ⓘ	0	%
5B. Percentage of Total Revenues from Government Clients ⓘ	0	%
Total	0	%

FIRM DESCRIPTIVE INFORMATION ⓘ

MARKET SECTOR ⓘ

Must total 100%

	Approximate % of total revenues	
6A. Transportation ⓘ	0	%
6B. Other Government Agencies/Buildings ⓘ (other than those covered in this section)	0	%
6C. Water/Wastewater ⓘ	0	%
6D. Environmental/Remediation ⓘ	0	%
6E. Industrial ⓘ	0	%
6F. Energy/Utilities ⓘ	0	%
6G. Commercial (Users and Developers) ⓘ	0	%
6H. Education ⓘ	0	%
6I. Housing ⓘ	0	%
6J. Healthcare ⓘ	0	%
6K. All Other ⓘ	0	%
Total	0	%

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FIRM DESCRIPTIVE INFORMATION ⓘ

PROCUREMENT METHOD ⓘ

Must total 100%

	Approximate % of total revenues	
7A. Straight Bidding, With Selection Based On Price Only ⓘ	0	%
7B. Combination Of Qualifications And Price	0	%
7C. Qualifications Only	0	%
7D. Add-Ons To Existing Contracts	0	%
7E. Sole-Source Selections ⓘ	0	%
7F. Other	0	%
Total	0	%

CONTRACT RELATIONSHIP ⓘ

Must total 100%

	Approximate % of total revenues	
8A. Services As Prime Professional	0	%
8B. Services As Subconsultant Professional	0	%
Total	0	%

FIRM DESCRIPTIVE INFORMATION ⓘ

FEE BASIS ⓘ

Must total 100%

	Approximate % of your total work	
9A. Lump Sum, Fixed Fee, Or Unit Price	0	%
9B. Time-And-Materials Or Cost-Plus With A Not-To-Exceed Value	0	%
9C. Time-And-Materials Or Cost-Plus With No Ceiling	0	%
9D. Percentage Of Actual Construction Cost	0	%
9E. Other	0	%
Total	0	%

10A. Which of the following best describes your firm's ownership structure?

- ◯ Privately-held (no outside investors)
- ◯ Privately-held (with outside investors, such as private equity)
- ◯ Full or partial Employee Stock Ownership Plan (ESOP)
- ◯ Publicly-traded

10B. What Percentage Of Ownership Is The ESOP? ⓘ	0	%
10C. The Amount Of Any Mandatory ESOP Contributions ⓘ	$	0
10D. The Amount Of Discretionary ESOP Contributions ⓘ	$	0

	Yes	No
10E. Do You Think The ESOP Has Motivated Your Employees? ⓘ	◯	◯
10F. Do You Actively Promote Your ESOP? ⓘ	◯	◯
10G. Has Having The ESOP Improved Your Firm's Profitability? ⓘ	◯	◯
10H. Do Your Employees Think Like Owners As A Result Of The ESOP? ⓘ	◯	◯

FIRM DESCRIPTIVE INFORMATION ⓘ

ACCOUNTING BASIS FOR INTERNAL MANAGEMENT REPORTING

11A. Is The Data You're Providing Accrual Or Cash? ⓘ

- ◯ Accrual or Modified Cash-Basis
- ◯ Cash

11C. Do You Have To Prepare A FAR Compliant Overhead Statement? ⓘ

- ◯ Yes
- ◯ No

11D. How Are Your Firm's Annual Financial Statements Prepared? ⓘ

- ◯ Audited by outside consultants
- ◯ Reviewed by outside consultants
- ◯ Compiled by outside consultants
- ◯ Prepared entirely by our own staff

FIRM DESCRIPTIVE INFORMATION

STAFF LOCATION

Must total 100%

	Approximate % of total revenues	
12A. Office-based Staff	0	%
12B. Field-based Staff (Outside Of Office)	0	%
Total	0	%

PROFIT AND LOSS STATEMENT ⓘ

50. ANNUAL TOTAL (GROSS) REVENUES ⓘ	$	0
NON-LABOR DIRECT EXPENSES ⓘ		
55. Outside Professional Consultants ⓘ	$	0
56. Construction Costs ⓘ	$	0
57. Testing ⓘ	$	0
58. Surveying/Mapping ⓘ	$	0
59. Equipment Usage ⓘ	$	0
60. Bonding/Insurance ⓘ	$	0
61. Project Furnishings/Equipment ⓘ	$	0
62. Travel ⓘ	$	0
63. Models/Renderings/Photography ⓘ	$	0
64. Supplies ⓘ	$	0
65. Printing ⓘ	$	0
66. Other ⓘ	$	0
67. Rounding Adjustment ⓘ	$	0
69. Total Non-Labor Direct Expenses (55 Thru 67) ⓘ	$	0
70. Net Revenues (Item 50 Minus Item 69) ⓘ	$	0
DIRECT (INTERNAL) EXPENSES ⓘ		
71. Direct Labor Expenses ⓘ	$	0
72. Direct Project Computer and IT Costs ⓘ	$	0
73. Other/Rounding Adjustment ⓘ	$	0
75. Total Direct (Internal) Costs (Items 71 Thru 73) ⓘ	$	0
76. GROSS PROFIT From Projects (Item 70 Minus 75) ⓘ	$	0

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2026 Surveys: Financial Performance

INDIRECT (OVERHEAD) EXPENSES: PAYROLL BURDEN ⓘ

80. Mandatory Payroll Taxes ⓘ	$	0
81. Vacation, Sick Leave, Paid Time Off (PTO), Holiday, Etc. ⓘ	$	0
82. Group Insurance ⓘ	$	0
83. Annual Retirement Expense (Firms W/ ESOPs, Include Only Mandatory ESOP Contribution) ⓘ	$	0
84. All Other Fringe Benefits ⓘ	$	0
85. Rounding Adjustment ⓘ	$	0
89. Total Payroll Burden (Items 80 Thru 85) ⓘ	$	0

GENERAL OVERHEAD: WITHOUT BUSINESS DEVELOPMENT

90. Indirect Labor (Without Business Development) ⓘ	$	0
91. Indirect Computer and IT Costs (Not Including Labor) ⓘ	$	0
92. Cost Of Space ⓘ	$	0
93. Telephone ⓘ	$	0
94. Professional Liability Insurance ⓘ	$	0
95. General Insurance ⓘ	$	0
96. Interest On Borrowed Capital ⓘ	$	0
97. Bad Debt Expense ⓘ	$	0
98. Training And Education ⓘ	$	0
99. Legal And Accounting ⓘ	$	0
100. Production Supplies ⓘ	$	0
101. Office Supplies ⓘ	$	0
102. Professional License Fees ⓘ	$	0
103. Taxes And Permits ⓘ	$	0

104. Amortization And Depreciation ⓘ	$	0
105. All Other General Overhead ⓘ	$	0
106. Rounding Adjustment ⓘ	$	0
110. Total General And Administrative (without BD Labor/Expenses) (90 Thru 106) ⓘ	$	0

BUSINESS DEVELOPMENT (BD) LABOR AND EXPENSES ⓘ

115. Raw Labor Salary Of Full-Time BD Staff ⓘ	$	0
116. Raw Labor, Others Working On BD ⓘ	$	0
117. Total Business Development Labor (Item 115 Plus 116) ⓘ	$	0
120. Brochures ⓘ	$	0
121. Printing (Except Brochures, Direct Mail) ⓘ	$	0
122. Advertising (Paid) ⓘ	$	0
123. Direct Mail (Including Printing) ⓘ	$	0
124. Travel (Client Presentations, Etc.) ⓘ	$	0
125. Public Relations, Consultants ⓘ	$	0
126. Other Non-Labor Business Development Expenses ⓘ	$	0
127. Rounding Adjustment ⓘ	$	0
130. Total Non-Labor BD Expenses (Items 120 Thru 127) ⓘ	$	0
135. TOTAL BUSINESS DEVELOPMENT EXPENSES (item 117 plus 130) ⓘ	$	0
140. All Other Business Expenses ⓘ	$	0
145. TOTAL GENERAL OVERHEAD (item 89 + 110 + 135 + 140) ⓘ	$	0

PROFIT AND TAX LIABILITY

150. Income Before Tax And Discretionary Distribution Of Profit (Item 76 Minus 145) ⓘ	$	0
151. Incentive/Bonus Paid To Individuals (Including Owner Distributions) ⓘ	$	0
152. Discretionary Firm Contributions To Qualified Retirement Plans (Profit Sharing, ESOP, etc.) ⓘ	$	0
155. Total Discretionary Distributions (Item 151 Plus 152) ⓘ	$	0
158. All Other Non-Operating Income, Expense ⓘ	$	0
160. Income (Profit) Before Tax (Item 150 Minus 155 And 158) ⓘ	$	0
165. Income Tax Liability For Fiscal Year ⓘ	$	0
170. Net Income After Taxes (Item 160 Minus 165) ⓘ	$	0

BALANCE SHEET

ASSETS

180. Cash And Cash Equivalents ⓘ	$	0
181. Accounts Receivable ⓘ	$	0
182. Work In Process ⓘ	$	0
183. Other Current Assets ⓘ	$	0
184. Rounding Adjustment ⓘ	$	0
185. Total Current Assets (Items 180 Thru 184) ⓘ	$	0
186. Net Computer Equipment ⓘ	$	0
187. Net Furniture, Fixtures, Equipment ⓘ	$	0
188. Field Equipment ⓘ	$	0

189. Net Real Estate ⓘ	$	0
190. Leasehold Improvements ⓘ	$	0
191. Other Assets ⓘ	$	0
192. Rounding Adjustment ⓘ	$	0
195. Total Non-Current Assets (Items 186 Thru 192) ⓘ	$	0
200. TOTAL ASSETS (Item 185 Plus 195) Must Equal Item 235, Below ⓘ	$	0

LIABILITIES AND EQUITY

201. Accounts Payable ⓘ	$	0
202. Deferred Taxes ⓘ	$	0
203. Line Of Credit Borrowing ⓘ	$	0
204. Current Portion Long-Term Debt ⓘ	$	0
205. Other Current Liabilities ⓘ	$	0
206. Rounding Adjustment ⓘ	$	0
210. TOTAL CURRENT LIABILITIES (items 201 thru 206) ⓘ	$	0
211. Long-Term Portion, Notes Payable ⓘ	$	0
212. Other Liabilities ⓘ	$	0
215. Total Long-Term Liabilities (item 211 plus 212) ⓘ	$	0
220. TOTAL LIABILITIES (item 210 plus 215) ⓘ	$	0
225. Equity Capital ⓘ	$	0
226. Retained Earnings ⓘ	$	0
230. TOTAL EQUITY (item 225 plus 226) ⓘ	$	0
231. Rounding Adjustment ⓘ	$	0
235. TOTAL LIABILITIES AND EQUITY (items 220, 230, plus 231) Must equal item 200, above ⓘ	$	0

OTHER QUESTIONS

For the following questions, 0 (zero) is the default response.

Please enter your response OR delete the zero if you choose not to answer.

BACKLOG AND REVENUE CHANGE

240. Your Contracted Net Revenues Backlog, In Dollars? ⓘ	$	0
241. Percentage Change In Backlog Over Past 12 Months ⓘ	%	0
242. Percentage Change In **Gross Revenues** Compared To Last Year ⓘ	%	0
243. Percentage Change in **Net Revenues** Compared to Last Year ⓘ	%	0

BILLING MULTIPLIER

245. Your Target Multiplier On Direct Labor ⓘ *Provide 2 decimal places*		0

OTHER FINANCIAL INFORMATION

250. Unallowable Overhead (Disallowed By Gov't Auditors) ⓘ	$	0
251. Number Of Hours Charged To Projects (In HOURS) ⓘ		0
252. Total Hours (Direct And Indirect) For All Staff (In HOURS) ⓘ		0
253. Average Monthly Accounts Receivable ⓘ	$	0
254. Average Monthly Work In Progress ⓘ	$	0
255. Unbillable Project Charges ⓘ	$	0
256. Bank Line Of Credit ⓘ	$	0

OVERHEAD ALLOCATION

	Yes	No
260. Do You Have Different Overhead Rates For Office Vs. On-Site Work?	○	○
261. Do You Have Overhead Rates For Each Office (Profit Center)?	○	○
262. Do You Have Overhead Rates For Each Project Type (Line Of Business)?	○	○
263. Do You Have Multiple Offices (Branches) W/ Separate Overhead Rates?	○	○

PROFIT ALLOCATION

Must total 100%	*Percentage of Operating Profit Set Aside for:*	
264. Taxes	0	%
265. Retained Earnings	0	%
266. Discretionary Retirement Benefits and Profit Sharing	0	%
267. Owner Distributions	0	%
268. Owner Performance Bonuses	0	%
269. Staff Performance Bonuses	0	%
270. Other Purposes	0	%
Total	0	%

SUBCONSULTANT AND REIMBURSABLE BILLING ⓘ

271. Normal Percentage **Markup on Subconsultants**	0	%
272. Percentage of Projects with Subconsultant Markup Added	0	%
273. Normal Percentage **Markup on Reimbursables**	0	%
274. Percentage of Projects with Reimbursable Markup Added	0	%

CERTIFICATIONS

	Yes	No
275. Is Your Firm a Women's Business Enterprise (WBE) or Minority Business Enterprise (MBE) as Certified by Some Government Body?	○	○

WORK FROM HOME

276. Approximately What Percentage of Your Staff Hours Were Worked From Home During Fiscal Year 2025?	0	%