

The 39<sup>th</sup> 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 425 firms in the U.S. and Canada. How does your firm measure up to the average A&E firm? Check your firm's score below and identify your key areas of improvement.

	FINANCIAL METRICS	YOUR 2017 GOAL	YOUR 2017 ACTUAL	CLARITY AVERAGE	CLARITY HIGH PERFORMERS
	Operating Profit on Net Revenue			13.2%	22.3%
	Net Labor Multiplier			2.96	3.34
	Utilization Rate			59.4%	59.8%
	Total Payroll Multiplier			1.74	2.03
	Overhead Rate			155%	156%
	Net Revenue Per Employee			\$132,731	\$152,347
	Average Collection Period			71	67
	Backlog in Months			7.7	6.9
	Current Ratio			2.66	3.43
	BUSINESS DEVELOPMENT	YOUR 2017 GOAL	YOUR 2017 ACTUAL	CLARITY AVERAGE	CLARITY HIGH PERFORMERS
	Net Revenue Growth Forecast			5.2%	0.0%
	Win Rate			50.0%	52.0%
	Capture Rate			44.6%	44.9%
	Revenue Contributed by Top 3 Clients			53%	43%
	PROJECT MANAGEMENT	YOUR 2017 GOAL	YOUR 2017 ACTUAL	CLARITY AVERAGE	CLARITY HIGH PERFORMERS
	Projects On or Under Budget			80%	80%
	Projects On or Ahead of Schedule			75%	85%
	HUMAN CAPITAL MANAGEMENT	YOUR 2017 GOAL	YOUR 2017 ACTUAL	CLARITY AVERAGE	CLARITY HIGH PERFORMERS
	Staff Growth/Decline			4.3%	4.2%
	Employee Turnover			12.8%	11.9%
	Succession Planning			43%	50%