



In partnership with:



**Participate in 2011 Engineering Salary Survey and receive \$300 off the full report!**

**TO:** Presidents, CEOs, and human resources staff of civil, structural, electrical, mechanical, geotechnical, environmental, traffic/transportation, planning, and surveying firms

**FROM:** Margot Suydam, Managing Editor, ZweigWhite Management Surveys

**RE:** 2011 *Salary Survey* series for engineering firms

**DATE:** September 2010

To bring you reliable and up-to-date information about current compensation in engineering firms, **ZweigWhite** is partnering with selected state member organizations of the **American Council of Engineering Companies (ACEC)** and the **Florida Institute of Consulting Engineers** to produce the **2011 Salary Survey series for engineering firms**. The series will include three different survey reports:

- ⇒ **Northeast & South Atlantic:** Maine, New Hampshire, Vermont, Massachusetts, Rhode Island, Connecticut, New York, New Jersey, Pennsylvania; Delaware, Maryland, District of Columbia, Virginia, West Virginia, North Carolina, South Carolina, Georgia, Florida
- ⇒ **Central (north & south):** Ohio, Indiana, Illinois, Michigan, Wisconsin, Minnesota, Iowa, Missouri, North Dakota, South Dakota, Nebraska, Kansas, Kentucky, Tennessee, Alabama, Mississippi, Arkansas, Louisiana, Oklahoma, Texas
- ⇒ **Mountain & Pacific:** Montana, Idaho, Wyoming, Colorado, New Mexico, Arizona, Utah, Nevada, Washington, Oregon, California, Alaska, Hawaii

We'd like to get your input for these publications! By completing this survey questionnaire, **you'll be eligible to purchase each report for only \$95**. You will also be contributing to the body of information on compensation, which will help you and your peers in other engineering firms make sure you're paying your staff what they're worth.

The data collected in this survey report will provide the answers you need as a leader of an engineering firm. The questionnaire covers salaries for engineers, scientists, planners, land surveyors, technicians, management, IT systems staff, marketing/public relations staff, and administrative staff. The information you provide will help us publish this important report. Rest assured that your answers to these important and sensitive questions will remain confidential. **We have a strict policy on confidentiality— you'll notice there is no place to enter your name on the questionnaire.** We're interested in what you have to say, not who you are.

To receive your report at the participants' price **complete the enclosed questionnaire and order form and return them by October 15, 2010**, to:

ZweigWhite  
192 Worcester Road  
Natick, MA 01760

Or fax it to ZweigWhite at (800) 842-1560. Please return all pages of the questionnaire.

If you have any questions about the questionnaire or the survey report, please call Margot Suydam at ZweigWhite at (800) 466-6275 x238 or e-mail her at [msuydam@zweigwhite.com](mailto:msuydam@zweigwhite.com). Thank you!

## DEFINITIONS

**Average salary:** Average of actual salaries paid to full-time employees for the position in question as of October 2009. Does not include overtime, bonuses, or profit sharing. Use only data for 12 months of full-time employment. Do not include data of new, departed, or part-time employees unless it is adjusted to 12 months of full-time employment. Report actual salary amounts, not ranges. If there is only one person in the given position, report that person's salary.

**Average years of experience:** The average number of years of experience (post-bachelor's degree) of the employees with the title/position in question.

## FIRM OVERVIEW

**Responses are required to questions on this page. Questionnaires without answers to these questions will not be accepted and will not receive the survey participants' discounted price!**

**How many people are currently employed by your firm?** (firm-wide, full-time equivalent; check one)

- 1 - 24 <sup>A</sup>                       25 - 99 <sup>B</sup>                       100 + <sup>C</sup>

**What is/are the location(s) of the office(s) you will report on in this survey?** (IMPORTANT, CHECK ONE ONLY! If you check more than one box, your questionnaire will be invalid. If your firm has offices in more than one check box, please see note below.)

### Northeast

- Maine, New Hampshire, Vermont <sup>A</sup>
- Southeast New England (Eastern/Central Massachusetts, Rhode Island) <sup>B</sup>
- Southwest New England/Albany (Western Massachusetts, Connecticut (other than Metro New York City), Upper Hudson Valley, Albany) <sup>C</sup>
- Metro New York City (Southern Connecticut, Long Island, Lower Hudson Valley, Northern New Jersey) <sup>D</sup>
- Northern/Central/Western New York (Rochester, Syracuse, Buffalo, Binghamton) <sup>E</sup>
- Metro Philadelphia (Eastern/Central Pennsylvania, Southern New Jersey) <sup>F</sup>
- Western Pennsylvania (Pittsburgh, Erie) <sup>G</sup>

### South Atlantic

- Delaware, Maryland, District of Columbia, Eastern Virginia <sup>A</sup>
- Western Virginia, West Virginia <sup>B</sup>
- North Carolina, South Carolina <sup>C</sup>
- Georgia <sup>D</sup>
- Northern Florida \* <sup>E</sup>
- Central Florida \* <sup>F</sup>
- Southwest Florida \* <sup>G</sup>
- Southeast Florida \* <sup>H</sup>

\* Definitions of these regions by county are available. Please contact Margot Suydam at [msuydam@zweigwhite.com](mailto:msuydam@zweigwhite.com).

### North Central

- Ohio, Indiana <sup>A</sup>
- Michigan, Wisconsin <sup>B</sup>
- Illinois <sup>C</sup>
- Kansas, Missouri <sup>D</sup>
- Iowa, Nebraska <sup>E</sup>
- Minnesota, North Dakota, South Dakota <sup>F</sup>

### South Central

- Kentucky, Tennessee <sup>A</sup>
- Alabama, Louisiana, Mississippi <sup>B</sup>
- Arkansas, Oklahoma <sup>C</sup>
- Texas <sup>D</sup>

### Mountain

- Idaho, Montana, Utah, Wyoming <sup>A</sup>
- Colorado <sup>B</sup>
- Nevada <sup>C</sup>
- Arizona, New Mexico <sup>D</sup>

### Pacific

- California <sup>A</sup>
- Oregon <sup>B</sup>
- Washington <sup>C</sup>
- Alaska/Hawaii <sup>D</sup>

#### **If your firm has more than one office:**

If your firm has multiple offices within the same subregion check box, please combine all data into the same questionnaire. If your firm has offices in more than one subregion check box, please photocopy this questionnaire and complete a separate questionnaire for each subregion box.

#### **Example:**

Firm has SIX offices: Boston, MA; New York City, NY; Newark, NJ; Chicago, IL; San Francisco, CA; and Los Angeles, CA. This firm should submit a total of FOUR questionnaires: Northeast "B," Northeast "D," North Central "C," and Pacific "A." There should be only one checked subregion above per questionnaire.

#### **If you have questions:**

Because this page is **extremely important** to our ability to provide accurate and comprehensive data for each state or region, **it is vital that these questions be completed correctly.** If you have questions, please don't hesitate to contact Margot Suydam at ZweigWhite, (800) 466-6275 x3238, or [msuydam@zweigwhite.com](mailto:msuydam@zweigwhite.com).

### Position definitions: Engineers, scientists, planners, architects & construction managers

	<b>Entry-Level</b>	<b>Project Engineer</b>	<b>Project Manager</b>
<b>General Characteristics</b>	This is the entry level for professional work.	Plans and conducts work requiring judgment regarding the independent evaluation, selection, and substantial adaptation and modification of standard techniques, procedures, and criteria.	Plans and develops projects concerning unique or controversial problems that have an important effect on major organization programs.
<b>Direction Received</b>	Receives close supervision on new aspects of assignments.	Independently performs most assignments with instructions as to the general results expected.	Administrative.
<b>Typical Duties and Responsibilities</b>	Using prescribed methods, performs specific and limited portions of a broader assignment of an experienced professional.	One or more of the following: (1) In a supervisory capacity, plans, develops, coordinates, and directs a large and important project or a number of small projects with many complex features. (2) As individual researcher or worker, carries out complex or novel assignments that require the development of new or improved techniques and procedures. (3) As staff specialist, usually performs as a staff advisor and consultant for a technical specialty, a type of facility or equipment, or a program function.	One or more of the following: (1) In a supervisory capacity, (a) plans, develops, coordinates, and directs a number of large and important projects or a project of major scope and importance, or (b) is responsible for the entire program of her/his profession of an organization when the program is of limited complexity and scope. (2) As individual researcher or worker, conceives, plans, and conducts much in problem areas of considerable scope and complexity. (3) As a staff specialist, serves as the technical specialist.
<b>Responsibilities for Direction of Others</b>	May be assisted by a few aides or technicians.	May supervise, coordinate, and/or review the work of other professionals who assist in specific assignments.	Plans, organizes, and supervises the work of a staff of professionals and technicians.
<b>Typical Position Titles</b>	Staff or Junior Engineer/Scientist	Engineer/Scientist or Senior Engineer/Scientist	Senior Engineer/Scientist
<b>Education Minimum</b>	Bachelor's degree	Bachelor's degree	Bachelor's degree
<b>Registration Status</b>	Certified Engineer/Scientist in Training	Registered Professional Engineer/Scientist	Registered Professional Engineer/Scientist
<b>Typical Professional Attainments</b>	Member of professional and technical societies.	Member of professional and technical societies. May publish professional papers.	Member of professional and technical societies. Publishes professional papers.

**Position definitions: Engineers, scientists, planners, architects & construction managers (continued)**

	<b>Department Manager</b>	<b>Principal</b>
<b>General Characteristics</b>	Makes decisions and recommendations that are recognized as authoritative and have a far-reaching impact on the company's activities.	A professional at this level is either: (1) in charge of programs so extensive and complex as to require staff and resources of sizable magnitude; or (2) is an individual researcher or consultant who is a national and/or international authority and leader.
<b>Direction Received</b>	Administrative.	Administrative.
<b>Typical Duties and Responsibilities</b>	One or both of the following: (1) In a supervisory capacity, is responsible for an important segment or a very extensive and highly diversified program. (2) As an individual researcher and consultant, formulates and guides the attempt to solve problems of exceptional difficulty and marked importance to the organization or industry.	N/A
<b>Responsibilities for Direction of Others</b>	Supervises several subordinate supervisors or team leaders.	N/A
<b>Typical Position Titles</b>	Senior, Principal, or Chief Engineer/Scientist; Department Manager or Head; Director or Assistant Director of Research; Senior Advisor or Consultant	Director of Engineering; General Manager; Vice President; President; Partner
<b>Education Minimum</b>	Bachelor's degree	Bachelor's degree
<b>Registration Status</b>	Registered Professional Engineer/Scientist	Registered Professional Engineer/Scientist
<b>Typical Professional Attainments</b>	Member of professional and technical societies. Publishes professional papers.	Member of professional and technical societies. Publishes professional papers.

**Salary data: Engineers, scientists, planners, architects & construction managers**

	average salary	average years of experience
<b>Civil Engineer</b>		
Entry-Level	\$ _____	_____
Project Engineer	\$ _____	_____
Project Manager	\$ _____	_____
Department Manager	\$ _____	_____
Principal	\$ _____	_____

<b>Structural Engineer</b>		
Entry-Level	\$ _____	_____
Project Engineer	\$ _____	_____
Project Manager	\$ _____	_____
Department Manager	\$ _____	_____
Principal	\$ _____	_____

<b>Electrical Engineer</b>		
Entry-Level	\$ _____	_____
Project Engineer	\$ _____	_____
Project Manager	\$ _____	_____
Department Manager	\$ _____	_____
Principal	\$ _____	_____

<b>Mechanical Engineer</b>		
Entry-Level	\$ _____	_____
Project Engineer	\$ _____	_____
Project Manager	\$ _____	_____
Department Manager	\$ _____	_____
Principal	\$ _____	_____

<b>Geotechnical Engineer/Scientist</b>		
Entry-Level	\$ _____	_____
Project Engineer	\$ _____	_____
Project Manager	\$ _____	_____
Department Manager	\$ _____	_____
Principal	\$ _____	_____

<b>Environmental Engineer/Scientist</b>		
Entry-Level	\$ _____	_____
Project Engineer	\$ _____	_____
Project Manager	\$ _____	_____
Department Manager	\$ _____	_____
Principal	\$ _____	_____

	average salary	average years of experience
<b>Traffic/Transportation Engineer</b>		
Entry-Level	\$ _____	_____
Project Engineer	\$ _____	_____
Project Manager	\$ _____	_____
Department Manager	\$ _____	_____
Principal	\$ _____	_____

<b>Planner</b>		
Entry-Level	\$ _____	_____
Project Engineer	\$ _____	_____
Project Manager	\$ _____	_____
Department Manager	\$ _____	_____
Principal	\$ _____	_____

<b>GIS Professional</b>		
Entry-Level	\$ _____	_____
Project Engineer	\$ _____	_____
Project Manager	\$ _____	_____
Department Manager	\$ _____	_____
Principal	\$ _____	_____

<b>Architect</b>		
Entry-Level	\$ _____	_____
Project Engineer	\$ _____	_____
Project Manager	\$ _____	_____
Department Manager	\$ _____	_____
Principal	\$ _____	_____

<b>Landscape Architect</b>		
Entry-Level	\$ _____	_____
Project Engineer	\$ _____	_____
Project Manager	\$ _____	_____
Department Manager	\$ _____	_____
Principal	\$ _____	_____

<b>Construction Manager</b>		
Entry-Level	\$ _____	_____
Project Engineer	\$ _____	_____
Project Manager	\$ _____	_____
Department Manager	\$ _____	_____
Principal	\$ _____	_____

Please refer to the previous two pages for the definitions of entry-level, project engineer, project manager, department manager, and principal.

**Land surveyors**

	average salary	average years of experience
<p><b>Instrument Person I</b> Entry-level position with basic knowledge of specific skills. Zero or more years of experience.</p>	\$ _____	_____
<p><b>Survey Technician</b> Experienced in one or more CADD platforms such as AutoCAD, Intergraph, etc., and able to produce engineering drawings from design information provided by engineers. Able to create graphic information databases using a GIS platform, such as ARC/INFO. Technical school or community college graduate.</p>	\$ _____	_____
<p><b>Field Survey Party Chief</b> Directs field crew, computes survey projects, or produces survey drawings with minimum supervision. Four or more years of experience.</p>	\$ _____	_____
<p><b>Project Surveyor</b> Coordinates with client's representatives on projects, direct supervision of research, computation field work, and drafting. Stamps and signs surveys done under his or her direct supervision. College graduate, college credits, or equivalent, with six or more years of additional experience. Licensed surveyor.</p>	\$ _____	_____
<p><b>Survey Department Manager</b> Has overall responsibility for client contact, contract negotiations, staffing, department policies, research, computation, field work, and drafting. Stamps and signs surveys done under his or her direct supervision. College graduate, college credits, or equivalent, with eight or more years of additional experience. Licensed surveyor.</p>	\$ _____	_____

## Technicians & CADD/GIS operators

### Grades

- Entry-Level** This category should be used for technical personnel who have one to two years of experience in the same position.
- Mid-Level** This category should be used for technical personnel who have three to seven years of experience in the same position.
- Senior-Level** This category is for technical personnel who have more than seven years of experience in the same position.

	average salary	average years of experience	grade
<b>Civil Engineering Technician</b>			
Knowledge of codes and design and construction practices. Able to perform basic engineering design using CADD with supervision. Technical school or community college graduate. Entry level for this position would usually be preceded by experience in another technical category, e.g., CADD Operator, Field Inspector, etc. (Note: Also include the position of Laboratory Technician as applicable.)	\$ _____	_____	Entry-level
	\$ _____	_____	Mid-level
	\$ _____	_____	Senior-level
<b>Mechanical Engineering Technician</b>			
Knowledge of codes and design and construction practices. Able to perform basic engineering design using CADD with supervision. Technical school or community college graduate. Entry level for this position would usually be preceded by experience in another technical category, e.g., CADD Operator, Field Inspector, etc. (Note: Also include the position of Laboratory Technician as applicable.)	\$ _____	_____	Entry-level
	\$ _____	_____	Mid-level
	\$ _____	_____	Senior-level
<b>CADD Operator</b>			
Experienced in one or more CADD platforms such as AutoCAD, Intergraph, etc., and able to produce engineering drawings from design information provided by engineers. Technical school or community college graduate.	\$ _____	_____	Entry-level
	\$ _____	_____	Mid-level
	\$ _____	_____	Senior-level
<b>GIS Operator</b>			
Able to create graphic information databases using a GIS platform, such as ARC/INFO. Technical school or community college graduate.	\$ _____	_____	Entry-level
	\$ _____	_____	Mid-level
	\$ _____	_____	Senior-level
<b>Field Technician</b>			
Responsible for inspecting and reporting on specific aspects of construction works in progress, such as concrete pours, rebar placement, drainage pipe placement, etc. May also be responsible for inspection and sampling of construction materials as they arrive on site. Assists geotechnical engineers in the field during soil and materials investigations. Technical school or community college graduate.	\$ _____	_____	Entry-level
	\$ _____	_____	Mid-level
	\$ _____	_____	Senior-level

**Administrative personnel**

	average salary	average years of experience
<p><b>Office Administrator/Manager</b> Supervises administrative staff for support of office functions. Has thorough knowledge of company policies and practices. Responsibilities may include bookkeeping, accounting, editing, word processing, handling incoming and outgoing mail, etc. Able to work with little or no direction. Requires good computer skills. Community college graduate with appropriate training.</p>	\$ _____	_____
<p><b>Executive Assistant</b> Performs diversified duties for company executive(s). Handles correspondence of a complex and/or confidential nature, and assists in designated administrative details requiring initiative and judgement. Requires knowledge of company policy and organization, and good computer skills. Responsibilities may include supervision of computer operators and administrative assistants. Secretarial school or high-school graduate with appropriate training.</p>	\$ _____	_____
<p><b>Administrative Assistant</b> Performs routine administrative office functions under the direction of the Office Administrator/Manager. Responsibilities may include filing, bookkeeping, word processing, handling incoming and outgoing mail, etc. Requires basic computer skills. High-school graduate.</p>	\$ _____	_____
<p><b>Bookkeeper/Accounting Supervisor</b> Works under Financial Manager/Comptroller. Responsible for maintaining a complete and systematic set of records of business transactions. Balances books and prepares reports to show receipts, expenditures, accounts receivable and payable, and various other items pertinent to the operation of a business. Supervises accounting clerks. Good computer skills required. Applicable degree and/or business school training.</p>	\$ _____	_____
<p><b>Accounting/Payroll Clerk</b> Under supervision, performs a variety of routine bookkeeping tasks. Duties may include reconciling bank accounts, posting to and balancing general and subsidiary ledgers, processing payroll, preparing draft invoices, assisting in maintenance of accounting files, etc. Ability to use appropriate spreadsheet computer software. Business school or community college graduate.</p>	\$ _____	_____
<p><b>Human Resources Director/Manager</b> Responsible for coordinating the hiring, training, and retention of professional, technical, administrative, and marketing personnel, including personnel benefits, EEO, and continued education programs. College graduate with appropriate training.</p>	\$ _____	_____
<p><b>Human Resources Coordinator/Assistant</b> Works under Human Resources Director/Manager. Assists in the administration of various areas of human resources, including: employment, personnel benefits, compensation, and recruitment. High-school or college graduate.</p>	\$ _____	_____
<p><b>Receptionist/Phone Operator</b> Responsible for operating the telephone system and welcoming visitors to the office and directing them to the appropriate person within the firm. May do incidental word processing and routine clerical duties as assigned. High-school graduate.</p>	\$ _____	_____

### Information technology/computer personnel

	average salary	average years of experience
<p><b>CIO/IT Director</b> Responsible for all corporate information systems and the development of policies and procedures, technical standards and methods, and priorities. Develops overall strategy for systems development. Oversees interface of information systems with other functions in the company. May directly supervise or provide functional direction and/or guidance to all information systems staff. Bachelor's or master's degree in computer science.</p>	\$ _____	_____
<p><b>IT Manager/Specialist</b> Responsible for determining individual staff equipment requirements. Plans and coordinates activities such as the installation and upgrading of hardware and software, programming and systems design, the development of computer networks, and the implementation of Internet and intranet sites. Bachelor's degree in computer science.</p>	\$ _____	_____
<p><b>CADD Manager</b> Responsible for management of CADD systems, including installation and upgrading of system software, site modifications, controlling system operations, and resources and future planning. Provides assistance and engineering support to engineers in the development and modification of engineering computer programs in both graphic (CADD) and non-graphic applications.</p>	\$ _____	_____

**Marketing/public relations personnel**

	average salary	average years of experience
<p><b>Marketing Director</b> Senior member of firm management who is responsible for all marketing activities. Establishes marketing programs, policies, and procedures. Directs preparation of marketing plan and has major influence on the substance of the plan. Is empowered to make commitments on behalf of the firm. Supervises marketing staff and directs technical staff in marketing duties. Typically represents firm to clients, peer organizations, and business associates.</p>	\$ _____	_____
<p><b>Marketing Manager/Coordinator</b> Primary responsibilities are to maintain marketing information systems and to edit, coordinate, and help write proposals, brochures, and other marketing materials. May assist the Marketing Director in developing the marketing plan, facilitate/coordinate marketing staff meetings, and/or oversee proposal preparation, client contact database maintenance, and help manage marketing support staff.</p>	\$ _____	_____
<p><b>Marketing Assistant</b> Provides administrative support for marketing activities. Client contact restricted to updating routine file information. Maintains databases, client files, project description files, and mailing lists. May complete government forms and assemble qualification packages from existing marketing materials with direction from principal or marketing management. May research target markets and potential clients.</p>	\$ _____	_____
<p><b>Business Development Representative</b> This individual seeks business opportunities for the firm. Majority of time is spent outside the firm making client contacts. Responsible for developing client relationships and soliciting project opportunities. Reports on planned and executed sales activities to appropriate level of management.</p>	\$ _____	_____
<p><b>Graphic Designer</b> Provides support in graphics-related projects, including the development of new graphic designs and packaging materials.</p>	\$ _____	_____

## Management

	average salary	average years of experience
<p><b>CEO/President/Managing Partner</b> Has overall responsibility for leadership of firm; expresses corporate viewpoint to external interests and to staff; conveys mission, culture, and vision to staff; leads management team meetings; conducts shareholder meetings; and serves as mentor for principals and officers of firm.</p>	\$ _____	_____
<p><b>Executive Vice President</b> As second in command, assists the CEO with overall firm responsibilities. Responsibilities are usually coordinated with the CEO so each individual has day-to-day responsibility for designated areas. This position will usually assume the CEO's operational duties in the absence of the CEO.</p>	\$ _____	_____
<p><b>Vice President</b> The vice president is typically responsible for a segment of the firm's practice, such as a discipline, geographic area, or project type. This position usually reports directly to the CEO.</p>	\$ _____	_____
<p><b>CFO/Financial Manager</b> Directs all financial functions, including development and enhancement of appropriate systems for financial planning, control, and accounting. The CFO will report to the CEO. Can play a key role in company leadership, as well as strategic and tactical planning. The CFO will be a seasoned financial professional with public accounting experience (audit capacity). Also called Director of Finance, Vice President of Finance, Comptroller, or Corporate Controller. Supervises accounting staff and is responsible for all financial matters.</p>	\$ _____	_____
<p><b>COO</b> Leads strategic planning for corporate departments such as marketing, public relations, and legal, and facilitates whatever changes are necessary. Oversees the activities of all branch offices and sites and encourages cooperation among regional offices. Heads the compensation committee. May act as the senior contact for major clients.</p>	\$ _____	_____
<p><b>Branch Office Manager</b> The branch office manager has on-site responsibility for day-to-day operations of a firm office separate from the main office. In some firms, this title is used for the manager of a group with a particular project specialty. Alternative titles include Profit Center Manager and Division Manager. Typical responsibilities include local marketing efforts, local human resources management, and project production. Typically, the local management responsibilities are carried out under the direction of the headquarters office.</p>	\$ _____	_____

# 2011 Engineering Salary Survey series order form

**TO ORDER:** To receive your survey report(s) at the participants' price, complete and return this form, along with a completed questionnaire. This offer expires October 29, 2010. **Your order must be paid before the report is shipped (December 2010).**

Title	Quantity	Participant price	Non-participant price	Total
2011 Salary Survey of Northeast & South Atlantic Engineering Firms <i>covers Maine, New Hampshire, Vermont, Massachusetts, Rhode Island, Connecticut, New York, New Jersey, Pennsylvania; Delaware, Maryland, District of Columbia, Virginia, West Virginia, North Carolina, South Carolina, Georgia, Florida</i>		\$95	\$295	
2011 Salary Survey of Central Engineering Firms <i>covers Ohio, Indiana, Illinois, Michigan, Wisconsin, Minnesota, Iowa, Missouri, North Dakota, South Dakota, Nebraska, Kansas, Kentucky, Tennessee, Alabama, Mississippi, Arkansas, Louisiana, Oklahoma, Texas</i>		\$95	\$295	
2011 Salary Survey of Mountain & Pacific Engineering Firms <i>covers Montana, Idaho, Wyoming, Colorado, New Mexico, Arizona, Utah, Nevada, Washington, Oregon, California, Alaska, Hawaii</i>		\$95	\$295	
<i>Shipping</i>		\$8.00	\$8.00	
<i>Tax</i> <i>charged for orders shipped to Massachusetts and Illinois (6.25%), VA (5%)</i>	n/a	n/a	n/a	
<b>Total</b>				

**PAYMENT METHOD:**

Charge my:

- VISA
- MasterCard
- American Express

CARDHOLDER \_\_\_\_\_

CARD # \_\_\_\_\_

EXPIRATION DATE \_\_\_\_\_

SIGNATURE \_\_\_\_\_

My check is enclosed.

Please bill my firm. PO#: \_\_\_\_\_

**ACEC (or FICE) MEMBERSHIP:**

If your firm belongs to a state member organization of ACEC (or to FICE), and you ordered one or more survey reports to which state member organization does your firm belong? *(Please complete so that we can credit your ACEC member organization.)*

Firm belongs to ACEC of \_\_\_\_\_

**DELIVERY METHOD:**

Print  Electronic (PDF)

**SHIP TO:**

NAME \_\_\_\_\_ TITLE \_\_\_\_\_

FIRM \_\_\_\_\_ STAFF SIZE \_\_\_\_\_

STREET \_\_\_\_\_

CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP \_\_\_\_\_

PHONE \_\_\_\_\_

E-MAIL \_\_\_\_\_

**RETURN TO:**

ZweigWhite  
192 Worcester Road  
Natick MA 07160  
Tel: (800) 466-6275  
Fax: (800) 842-1560

Please make a copy of this order form for your own records.

*In partnership with:*

