

## PSMJ Resources, Inc. Announces 2013's Circle of Excellence Firms

NEWTON, Mass.--***PSMJ Resources, Inc.***, the premier management consulting firm for the architecture, engineering, and construction industries, is thrilled to announce this year's members of the **2013 Circle of Excellence**. Congratulations to 54 exceptional firms that have risen to the top this year!

PSMJ's exclusive **Circle of Excellence** is designed to highlight firms that are successfully managed, based on 13 key performance metrics that demonstrate outstanding achievements in profitability, overhead, cash flow, productivity, business development, staff growth, and turnover. The **Circle of Excellence** represents the top 20% of participants in PSMJ's annual ***A/E Financial Performance Benchmark Survey***.

"The diversity of these firms is proof that success isn't necessarily defined by the size of a firm, their practice area, geographic location, or even the markets they serve, but instead by a strong commitment to solid business practices," says Kate Allen, P.E., Director of PSMJ's A/E/C Industry Surveys. "Our passion may be our practice, but in today's economy top-notch business practices are critical for sustainability."

***PSMJ Resources, Inc.*** is proud to announce the members of the **2013 Circle of Excellence**:

A/R/C Associates, Inc.  
Allied Engineering Services, Inc.  
Argus Consulting, Inc.  
Arrow Engineering Inc.  
BAM Architecture Studio  
Baylis Architects  
BB&E Consulting Engineers and Professionals  
Brown Engineers, LLC  
BWBR  
Chappell Engineering Associates, LLC  
Design Engineers  
Diekema Hamann Architects, Inc.  
Eskew+Dumez+Ripple APC  
Freese and Nichols, Inc.  
GEC Architecture  
Great West Engineering, Inc  
Greeley and Hansen LLC  
Grounded Engineering Services, LLC  
GUY Engineering Services, Inc.  
HBT Architects, LLP  
Hyde Engineering + Consulting, Inc.  
I&S Group, Inc.  
INSIGHT Structures  
JKR Partners, LLC  
Jones & DeMille Engineering Inc.  
KLJ  
Klohn Crippen Berger Ltd.

LMN Architects  
LSC Design Inc.  
moore engineering, inc.  
Niles Bolton Associates, Inc.  
NK Architects  
OBEC Consulting Engineers, Inc.  
Pape-Dawson Engineers, Inc.  
Penfield & Smith Engineers, Inc.  
Polk Stanley Wilcox Architects  
Powers Brown Architecture  
Process Plus, LLC  
R.A. Smith National, Inc.  
Randall-Paulson Architects, Incorporated  
Ready Engineering Corporation  
Robinson Consultants Inc.  
Rodgers Consulting Inc.  
rowland+broughton  
RTM & Associates  
Sherwood Design Engineers  
SPEC Services, Inc.  
Studio Meng Strazzara, Inc.  
Thomas, Miller & Partners, PLLC  
USKH Inc.  
Weber Thompson  
Williams Blackstock Architects, PC  
Wright-Pierce

*The firms listed above have agreed to have their names published in association with PSMJ's Circle of Excellence. Firm names are listed in alphabetical order.*

# PSMJ | Resources, Inc. ®

“The firms recognized in the **Circle of Excellence** stand out among their peers, proving that outstanding business results are possible in today’s economy,” says Allen. “Some firms have been in this prestigious group year after year!”

We look to these firms for both the basic and creative best practices in the business. ***PSMJ’s A/E/C Industry Summit*** will bring together some of the industry’s top leaders and most successful firms to share their experiences and honor this year’s **Circle of Excellence** members. Located at the Four Seasons Hotel in Las Vegas, NV, on December 5–6, 2013, this year’s cutting-edge conference focuses on getting ***Back to Growth for 2014***, and is essential for any firm looking to stand out as a leader among the crowd.

With data from 269 A/E firms across the United States and Canada, the ***2013 PSMJ A/E Financial Performance Benchmark Survey Report*** is *the* go-to industry resource for firms wanting to increase cash flow, lower overhead, and improve overall financial results. Now in its 33rd edition, the comprehensive report provides the most valuable research and insight available for making critical decisions that impact the success of a firm.

**About PSMJ** For over 35 years, ***PSMJ Resources, Inc.*** has been recognized as the world’s leading authority, publisher, and consultant on the effective management of architecture, engineering, and construction firms. With offices in the United States as well as the United Kingdom and Australia, PSMJ offers over 150 titles in book, audio, and video format. In addition, the company publishes several monthly periodicals and delivers dozens of seminars, roundtables, conferences, webinars, and in-house training sessions every year for A/E professionals around the world. PSMJ’s sought-after consulting expertise covers a range of critical business areas such as strategic planning, project management, valuation, succession planning, and mergers & acquisitions.

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## About PSMJ's Circle of Excellence

PSMJ's exclusive Circle of Excellence is designed to recognize firms that are successfully managed, based on 13 key performance metrics that demonstrate outstanding achievements in profitability, overhead, cash flow, productivity, business development, staff growth, and turnover. The Circle of Excellence represents the top 20% of participants in PSMJ's annual **A/E Financial Performance Benchmark Survey**.

Since the award's creation in 2006, Circle of Excellence members have consistently represented all facets of the industry. "The key differentiator between PSMJ's Circle of Excellence and other industry awards is that all firms in the A/E industry are eligible, and firms are not excluded based on firm type, size, gross revenue, net revenue, practice area or location," says Kate Allen, P.E., Director of PSMJ's A/E/C Industry Surveys. "This award recognizes those firms that are not only good at their practice but also at running their practice as a business."

## Circle of Excellence Performance Metrics

In order to determine which of the 269 participating A/E firms were eligible to become members of the **2013 PSMJ Circle of Excellence**, each firm was ranked against the other 268 firms in the overall survey with respect to 13 individual benchmarks. The following metrics are indicative of performance in the various aspects of business operations, including cash flow, overhead control, business development, project performance, staff utilization, and overall profitability:

- Net Direct Labor Multiplier Achieved
- Operating Profit (% of Net Revenues)
- Net Profit (After Tax) per Total Staff
- Staff Size Change
- Return on Overhead
- Utilization (Labor Dollars) Rate
- Overhead Rate Before Distribution
- AR Collection Period (Days)
- Net Revenues Backlog (% Net Revenues)
- Return on Working Capital Assets
- Gross Revenue Growth Rate
- Staff Turnover Rate
- Net Revenues per Total Staff

“The firms recognized in the **Circle of Excellence** stand out among their peers, proving that outstanding business results are possible in today’s economy,” says Kate Allen, P.E., Director of PSMJ’s A/E/C Industry Surveys. “Some firms have been in this prestigious group year after year!”

## PSMJ's A/E/C Industry Summit: Bringing Together the Very Best Minds in the Industry

We look to Circle of Excellence firms for both the basic and creative best practices in the business. PSMJ's A/E/C Industry Summit will bring together some of the industry's top leaders and most successful firms to share their experiences and honor this year's **Circle of Excellence** members. Located at the Four Seasons Hotel in Las Vegas, NV, on December 5–6, 2013, this year's cutting-edge conference focuses on getting Back to Growth for 2014, and is essential for any firm looking to stand out as a leader among the crowd.

## PSMJ's 2013 A/E Financial Performance Benchmark Survey Report: Sets the Standard for Excellence

The Circle of Excellence represents the top 20% of participants in PSMJ's annual **A/E Financial Performance Benchmark Survey**, which is open to all firms in the industry, regardless of firm type, size, gross revenue, net revenue, practice area, or location.

Circle of Excellence members understand the importance of benchmarking and they have raised the bar as a result of top-notch business practices. "*Benchmarking for Performance* is essential to understand how your firm compares to peers within an industry," says Kate Allen, P.E., Director of PSMJ's A/E/C Industry Surveys. "*Best Practices Benchmarking* takes it to the next level by comparing your firm to the top-performing firms in that industry. Both are crucial when planning for success!"

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**PSMJ Resources, Inc.**  
**Over 35 Years of Helping A/E/C Firms Achieve Business Success**

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