



EFCG

Environmental Financial
Consulting Group



2024 Total Rewards & Compensation Forum

For Architecture, Engineering, and Consulting Firms

Event Partner

HNTB

Date & Time:

Thursday, October 24th

8:00 am – 4:00 pm Central Time

Venue Location:

HNTB Downtown Kansas City Office
715 Kirk Dr, Kansas City, MO 64105

Attire:

Business casual

WELCOME



EFCG

Environmental Financial Consulting Group

Total Rewards & Compensation Forum

October 24, 2024



ABOUT EFCG

The Environmental Financial Consulting Group (EFCG) is the leading advisor to architecture, engineering, and consulting (AEC) firms. Its mission is to provide a data-driven and strategic edge to AEC firms to advance the innovation, sustainability, and success of the industry. We provide end-to-end, integrated solutions to support executive leaders with their most critical strategic and financial decisions.

In the last 35 years, EFCG has served as a retained advisor to 500+ firms, developed a proprietary industry database of financial and business metrics, held nearly 100 executive conferences, and advised on 200+ M&A transactions. The relationships we have formed with the executive teams at every major AEC firm make us the most trusted corporate finance, strategic, and M&A advisor.

EFCG is the leading advisor to AEC firms, providing expertise in:

Management Consulting

500+
AEC Firms Advised

- Strategic Planning
- Corporate Financial Benchmarking
- Valuations
- Talent & Compensation
- Technology & Innovation
- Sustainability & ESG

Mergers & Acquisitions

200+
M&A Transactions Advised On

- Sell- and Buy-Side Assignments
- Consultation on Capital Raises
- Market Creation for a Merger or Sale of a Firm
- Post-Merger Integration

Leadership Conferences

100+
Conferences Hosted

- Analysis on AEC Trends from EFCG's Proprietary Industry Database
- Perspectives from Subject Matter Experts and Industry Executives
- Invaluable Peer-Networking Opportunities

Advanced Data Analytics & Insights

EFCG has the most comprehensive proprietary database in the industry

6 Annual Surveys

1M+ Data Points Every Year

500+ Database Contributing Firms



(All Times in Central Time)

Wednesday, October 23, 2024

6:00 pm – 7:30 pm

Welcome Reception

Thursday, October 24, 2024

8:15 am – 9:00 am

Breakfast Meet-and-Greet

9:00 am – 10:00 am

Session 1: Fringe Benefits

Firms have been offering additional and creative benefits to employees to differentiate themselves from other firms. In this session, the group will share some of the new and most appreciated offerings.

10:00 am – 10:30 am

Morning Coffee Social

10:30 am – 11:15 am

Session 2: Compensation Trends and Future Increases

While compensation demand and increases have slowed from that of the last few years, more than “normal” salary increases are still expected for next year. In this session, the group will discuss how firms are dealing with these increases and where, if anywhere, firms are having to adjust their total compensation packages to remain on budget.

11:25 am – 12:15 pm

Session 3: New Incentives and Program Structure

Firms recently, seemingly more so than the past, have been scrutinizing their incentive plans and are trying to “right size” their strategy to their short and long-term company goals. This session will have the group discuss what new metrics and strategy trends firms are adopting, and more importantly how firms can more effectively communicate the new strategy to their employees.

12:15 pm – 1:15 pm

Lunch

1:15 pm – 2:00 pm

Session 4: Overtime Pay

Overtime policies for both exempt and non-exempt employees vary widely across the industry. In this session, the group will discuss how we each handle such situations.

2:00 pm – 2:45 pm

Session 5: Choose Your Topic

This session is designated to allow attendees to discuss questions and topics that they would like to bring up to the larger group that will not be covered in other sessions.

2:45 pm – 3:15 pm

Afternoon Break

3:15 pm – 4:00 pm

Session 6: Remote / Hybrid Work

Since the pandemic, many employees have demanded the flexibility to work from away from the office on a temporary or permanent basis. However, ultimate work location has an impact on their compensation market comparables. In this session, the group will discuss how firms are handling remote/hybrid employees and what their specific compensation strategies are going forward.



Questions? Email Dimitri Milionis
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