

SE3-OR:

Structural Engineering Engagement and Equity of Oregon 2023 Transparency Survey Report

This Survey is inspired by the NCSEA 2020 SE3 Survey and is intended to provide a more targeted insight into the profession specifically in Oregon.

The SE3-OR Committee, under SEAO (Structural Engineers Association of Oregon), conducted its first state-wide survey of structural engineers in the State of Oregon - primarily in the Portland metro area - from July to August 2023. This publication summarizes key results from the 2023 SE3-OR Transparency Survey. The survey is intended to provide Oregon and Southwest Washington structural engineers and their employers with information to better understand the current professional climate.

To collect responses, a survey link was published to the SEAO newsletter and additionally circulated to the structural engineering community through the SE3-OR email list. A high majority of respondents worked in Oregon rather than Southwest Washington, so geographical reference to the results herein will only reference Oregon.

This report is an effort to identify trends, to understand the underlying factors, and to initiate conversations on engagement and equity within the profession.

The 2023 SE3-OR Survey focuses on three key study topics pertaining to work-life balance: compensation, work flexibility, and work satisfaction.

Acknowledgement of Limitations:

- **Participation:** There were a **total of 85 respondents** from 17 different firms. For reference, the 2020 NCSEA survey collected 164 respondents from Oregon, and SEAO has approximately 300 members.
- **Demographics:** While most responses are included throughout the report, identity-based responses with few individuals were excluded from correlations to protect individual identities and improve statistical significance. We value all responses and hope to include more diverse data in future surveys.
- **Compensation:** According to the Bureau of Labor Statistics CPI Inflation Calculator, as of November of 2025 (about 2.5 years after the survey was launched), inflation has risen 6.0%. Please keep that in mind when reviewing data related to salary.
[\[https://www.bls.gov/data/inflation_calculator.htm\]](https://www.bls.gov/data/inflation_calculator.htm)
- **Report Creation:** This report was created over months (well, years) by SE3-OR members volunteering their time to provide this information for free to the community. If you have any comments, questions, or would like to get involved with SE3-OR, please reach out to us at se3.seao@gmail.com with the subject line "Transparency Survey".

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Firm Composition

The following describes the composition of firms that respondents work for. The following factors were considered: type of industry of firm and the size of the firm.

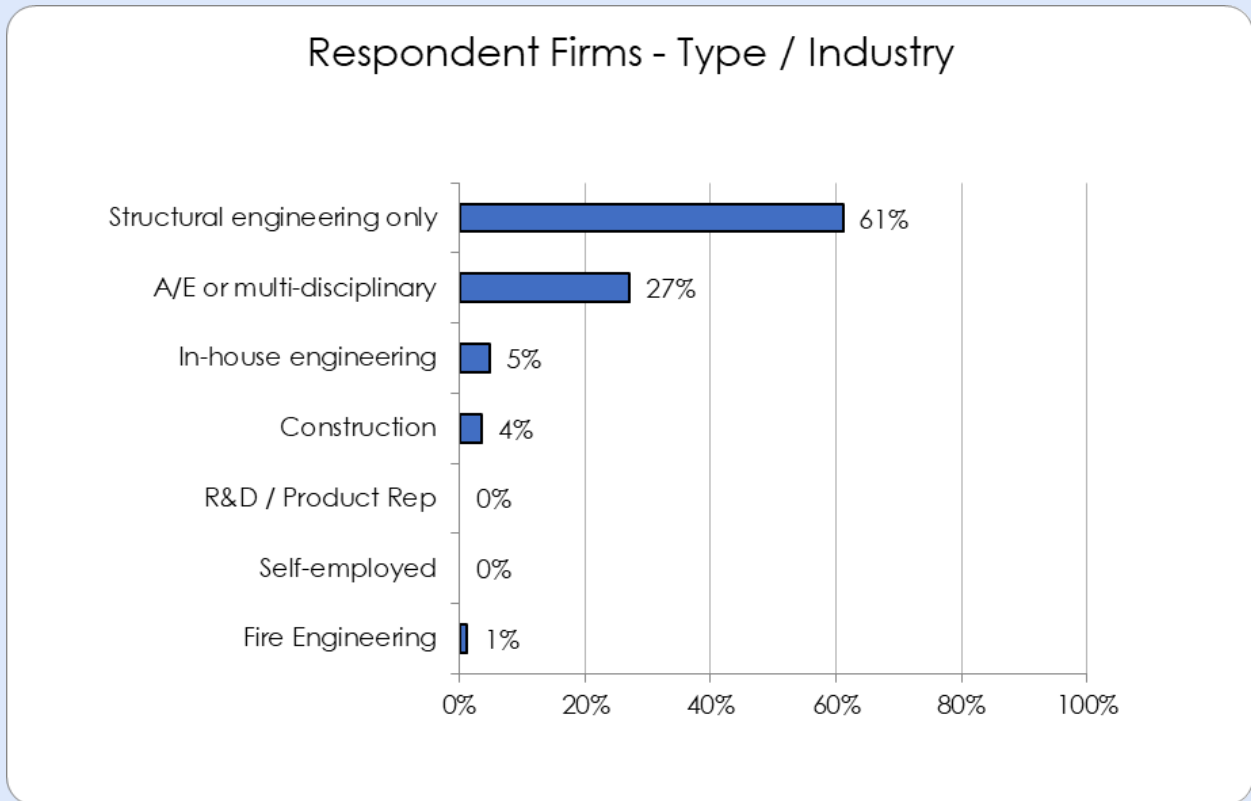


Figure 1 - Firm Type / Industry:

Please note: The above figure was a “select all that apply” question type.

- Roughly 61% (52) of respondents indicated their firm focuses on Structural Engineering only.
- Roughly 27% (23) respondents indicated their firm is A/E or multi-disciplinary.
- Roughly 1% (1) of respondents indicated their firm does Fire Engineering.
- No respondents indicated their firm does R&D/Product Development/Product Representative.

Firm Number of Structural Designers/Engineers

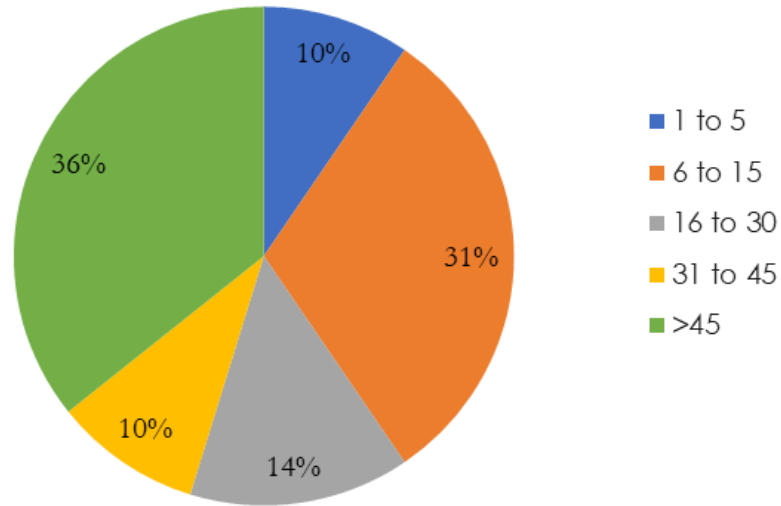


Figure 2 - Firm Size (Number of Structural Designers/Engineers):

- Roughly 10% (8) of respondents work for firms with 1 to 5 structural designers.
- Roughly 31% (26) of respondents work for firms with 6 to 15 structural designers.
- Roughly 14% (12) of respondents work for firms with 16 to 30 structural designers.
- Roughly 10% (8) of respondents work for firms with 31 to 45 structural designers.
- Roughly 36% (30) of respondents work for firms with more than 45 structural designers.

Respondent Level of Experience

The following describes the level of experience attained by the respondents. The following factors were considered: highest level of education, licensure, years of experience as a structural engineer, and the position/level held at the time of the survey.

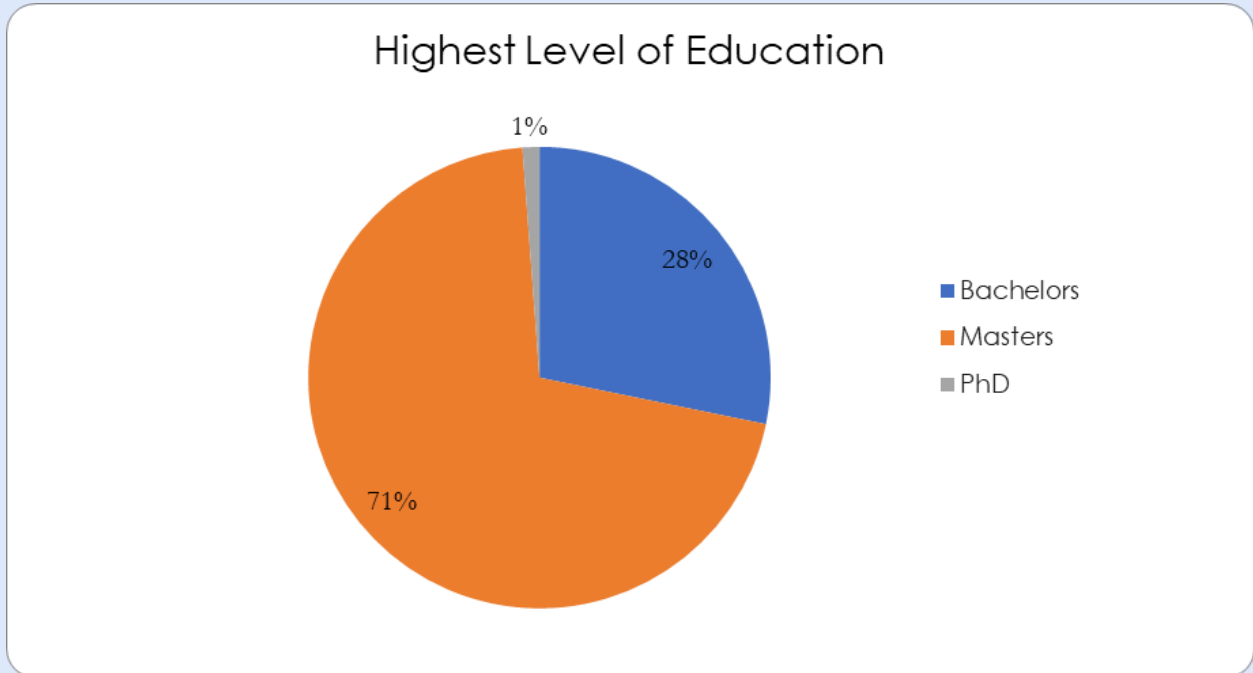


Figure 3 - Highest Level of Education:

- Roughly 28% (24) of respondents indicated their highest level of education to be a Bachelor's degree.
- Roughly 71% (69) of respondents indicated their highest level of education to be a Master's degree.
- Roughly 1% (1) of respondents indicated PhD for their highest level of education.
- No respondents indicated their highest level of education to be less than a Bachelor's degree.

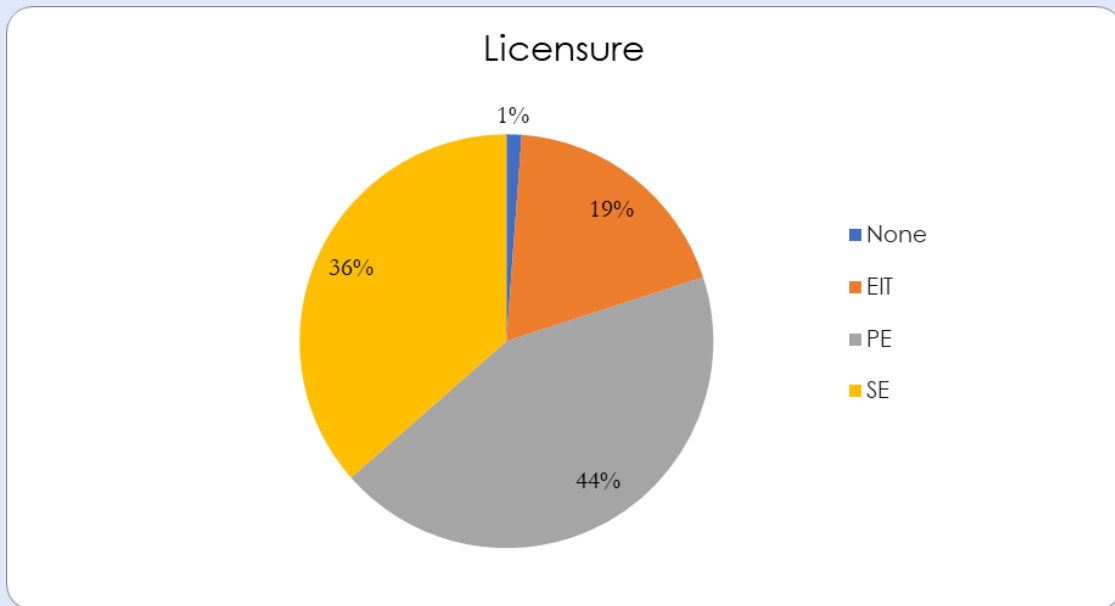


Figure 4 - Highest Level of Licensure:

- Roughly 19% (16) of respondents are an EIT.
- Roughly 44% (37) of respondents have a PE license.
- Roughly 36% (31) of respondents have an SE license.
- Roughly 1% (1) of respondents have no license.

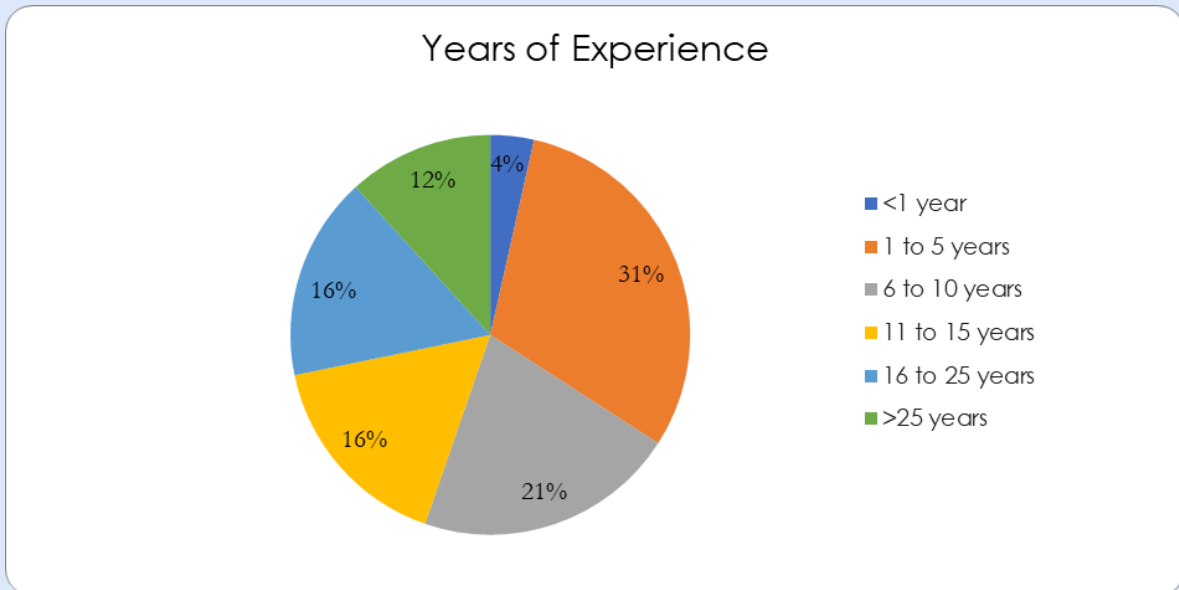


Figure 5 - Years of Experience:

- Roughly 4% (4) of respondents have less than 1 year of experience.
- Roughly 31% (26) of respondents have 1 to 5 years of experience.
- Roughly 21% (18) of respondents have 6 to 10 years of experience.
- Roughly 16% (14) of respondents have 11 to 15 years of experience.
- Roughly 16% (14) of respondents have 16 to 25 years of experience.
- Roughly 12% (10) of respondents have over 25 years of experience.

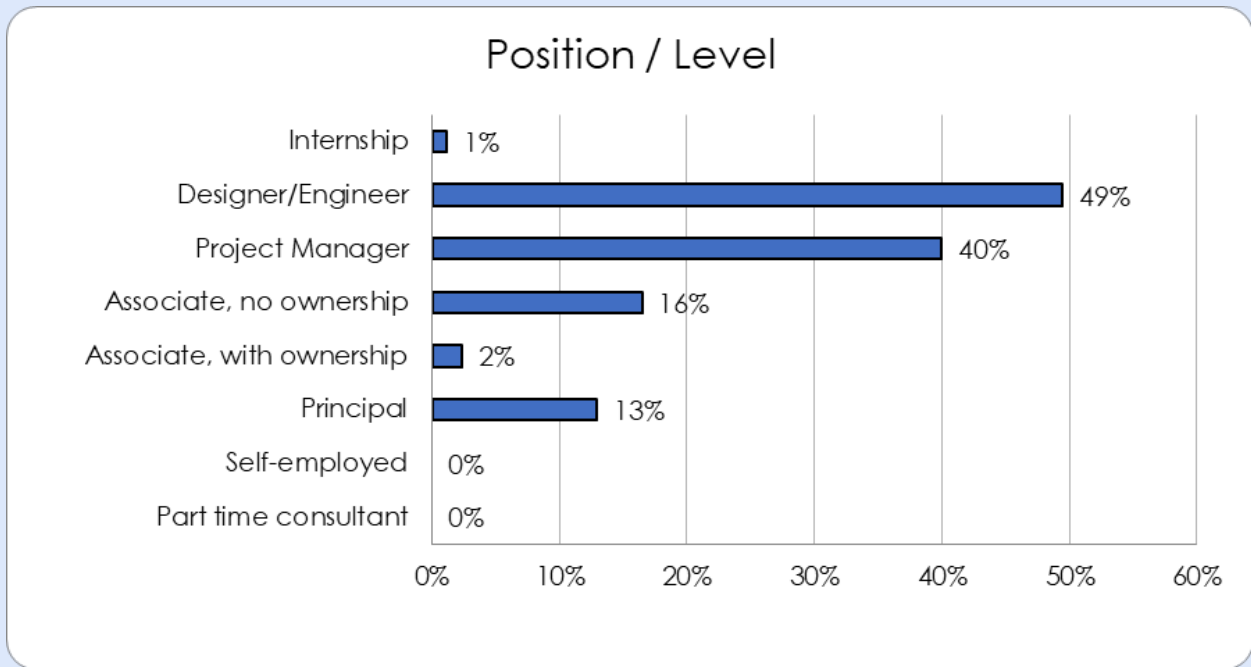


Figure 6 - Position / Level:

Please note: This question was a “select all that apply” format.

- Roughly 1% (1) of respondents are an Intern.
- Roughly 49% (42) of respondents are a Designer/Engineer.
- Roughly 40% (34) of respondents are a Project Manager.
- Roughly 16% (14) of respondents are an Associate with no ownership.
- Roughly 2% (2) of respondents are an Associate with ownership.
- Roughly 13% (11) of respondents are a Principal.
- No respondents are self-employed or part time consultants.

Respondent Demographics

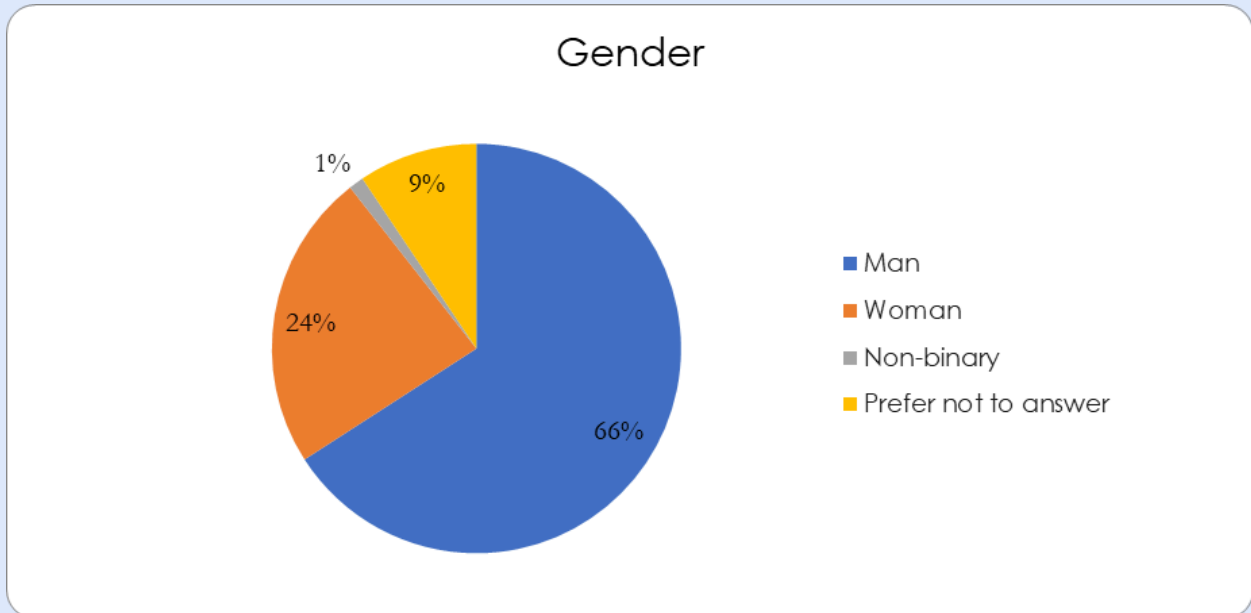


Figure 7 - Gender:

Please note: For various data correlations based on gender, identity-based responses with few individuals were not included in correlations to protect individual identities and improve statistical significance. For this reason, gender correlations in this report only include responses that identify as men or women.

- Roughly 66% (56) of respondents identified as a man.
- Roughly 24% (20) of respondents identified as a woman.
- Roughly 1% (1) of respondents identified as non-binary.
- Roughly 9% (8) respondents preferred not to answer.

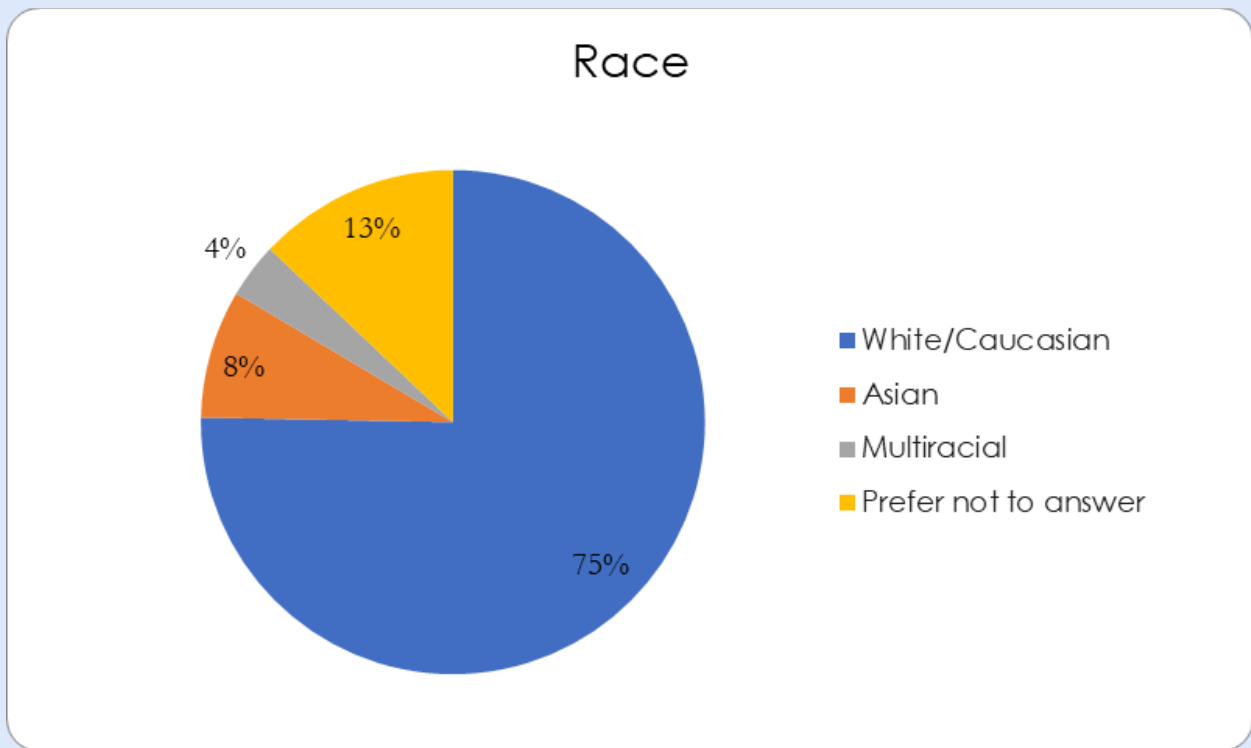


Figure 8 - Race:

Please note: This question was a “select all that apply” format. The specific racial identities charted above indicate respondents who selected only one option. Respondents who selected multiple races are included under Multiracial.

- Roughly 75% (64) of respondents identified as White/Caucasian.
- Roughly 8% (7) of respondents identified as Asian.
- Roughly 4% (3) respondents identified as Multiracial. Out of those (3):
 - (2) identified as White/Caucasian
 - (2) identified as Asian
 - (1) identified as American Indian or Alaska Native
 - (1) identified as Native Hawaiian or Other Pacific Islander.
- Roughly 13% (11) of respondents preferred not to answer or left blank.
- No respondents identified as Black/African American

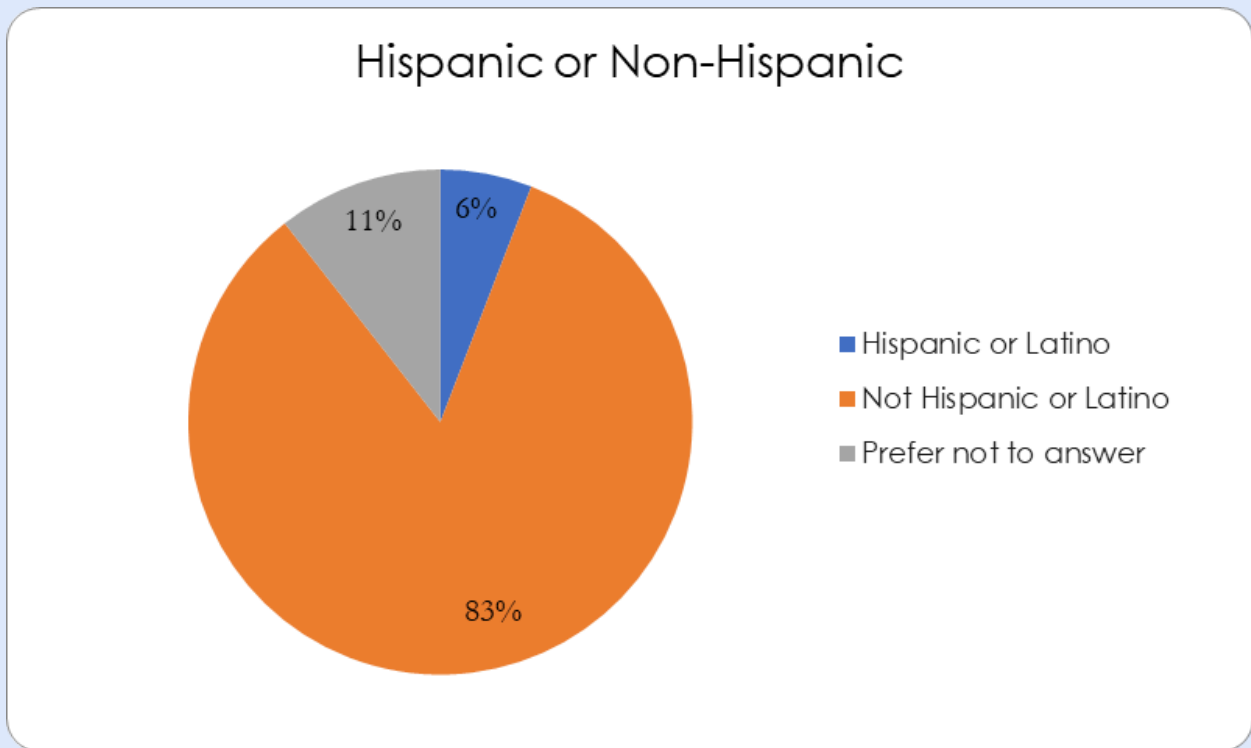


Figure 9 - Hispanic or Non-Hispanic:

Please note: The current U.S. Census defines “Hispanic or Latino” as a person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.

- Roughly 83% (71) of respondents identified as “Not Hispanic or Latino”.
- Roughly 6% (5) of respondents identified as “Hispanic or Latino”.
- Roughly 11% (9) of respondents preferred not to answer.

Respondent Working Conditions

The following describes the typical working conditions of the respondents at their employment. The following factors were considered: average hours worked per week, option for remote work, pay structure, overtime compensation, bonus pay, employer contribution to retirement, PTO received, professional development, insurance-based benefits, and other benefits.

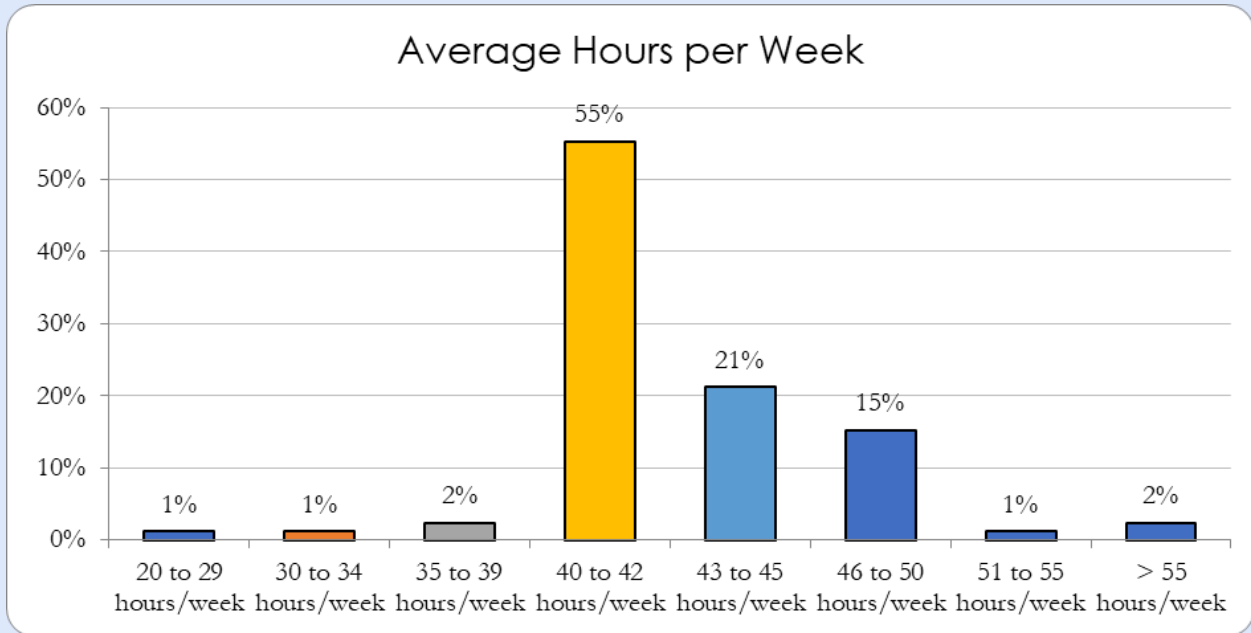


Figure 10 - Average Hours per Week:

- Roughly 1% (1) of respondents reported a typical work week of 20 to 29 hours.
- Roughly 1% (1) of respondents reported a typical work week of 30 to 34 hours.
- Roughly 2% (2) of respondents reported a typical work week of 35 to 39 hours.
- Roughly 55% (47) of respondents reported a typical work week of 40 to 42 hours.
- Roughly 21% (18) of respondents reported a typical work week of 43 to 45 hours.
- Roughly 15% (13) of respondents reported a typical work week of 46 to 50 hours.
- Roughly 1% (1) of respondents reported a typical work week of 51 to 55 hours.
- Roughly 2% (2) of respondents reported a typical work week of more than 55 hours.
- No respondents reported a typical work week of less than 20 hours a week.

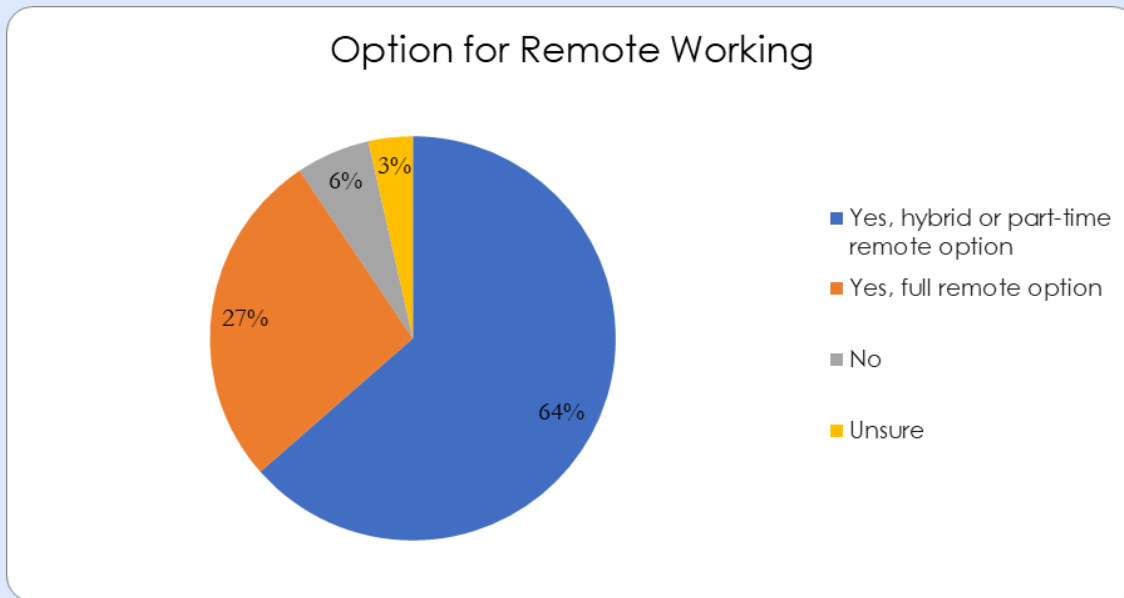


Figure 11 - Option for Remote Working:

- Roughly 64% (54) of respondents reported their company offered options for working hybrid or part-time remote schedules.
- Roughly 27% (23) of respondents reported their company offered an option to work fully remote.
- Roughly 6% (5) of respondents reported their company did not offer any option to work remotely.
- Roughly 4% (3) of respondents were unsure.

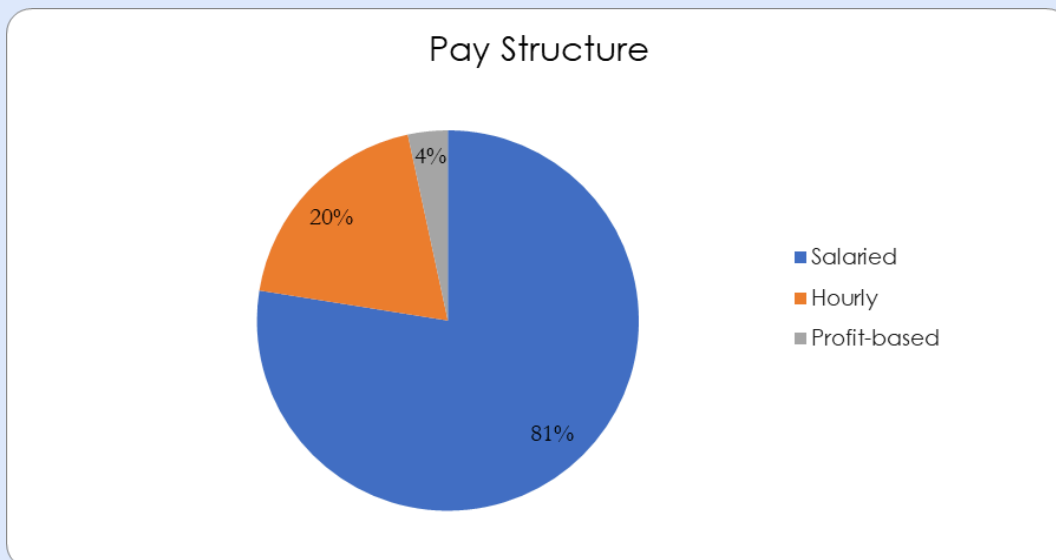


Figure 12 - Pay Structure:

Please note: The above figure was a “select all that apply” question type.

- Roughly 81% (69) of respondents reported their pay structure is salaried.
- Roughly 20% (17) of respondents reported their pay structure is hourly.
- Roughly 4% (3) of respondents reported their pay structure is profit-based.

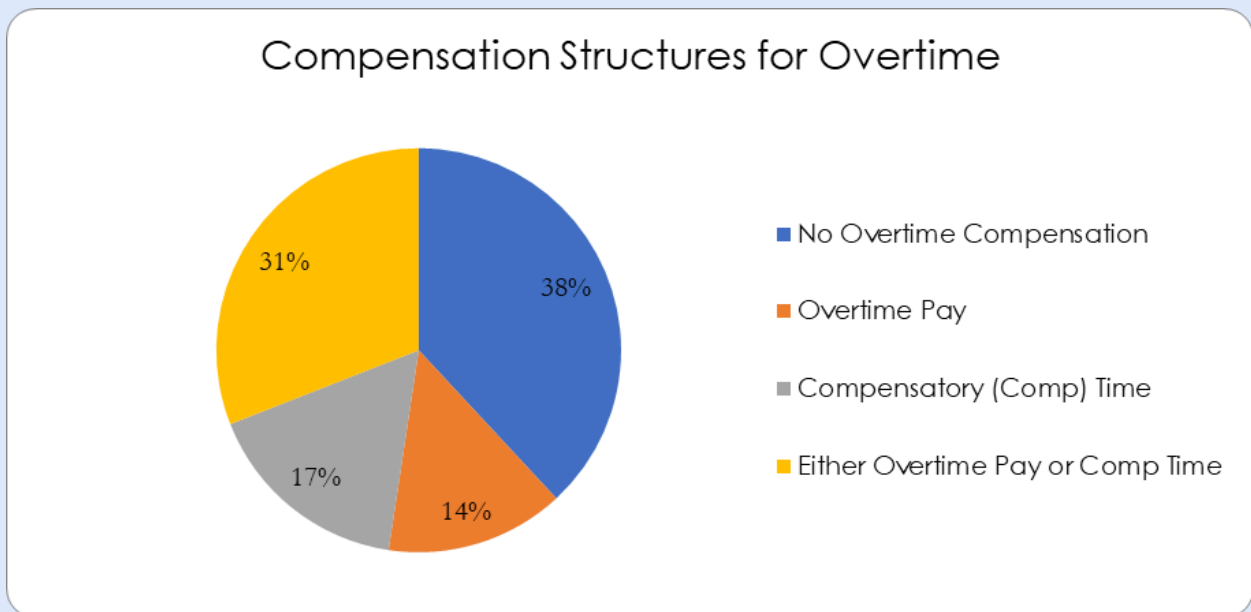


Figure 13 - Overtime Compensation Structure:

Please note: Overtime, or hours worked beyond 40 hours per week (for most employees), is not legally required to be compensated in the state of Oregon for “exempt” employees. Most engineering professionals fall under the “exempt” category. A majority (71%) of respondents benefit from doing overtime in the form of monetary compensation or from getting “comp time,” which entails being able to take time off to make up for the extra hours worked previously. This is sometimes referred to as “flex time.” Nearly all respondents that receive monetary compensation get it at 1x, or equivalent to their hourly salary.

- Roughly 38% (32) of respondents reported not getting any compensation for overtime.
- Roughly 14% (12) of respondents reported getting monetary compensation for overtime.
- Roughly 17% (14) of respondents reported getting comp time for overtime.
- Roughly 31% (26) of respondents reported getting either comp time or monetary compensation.

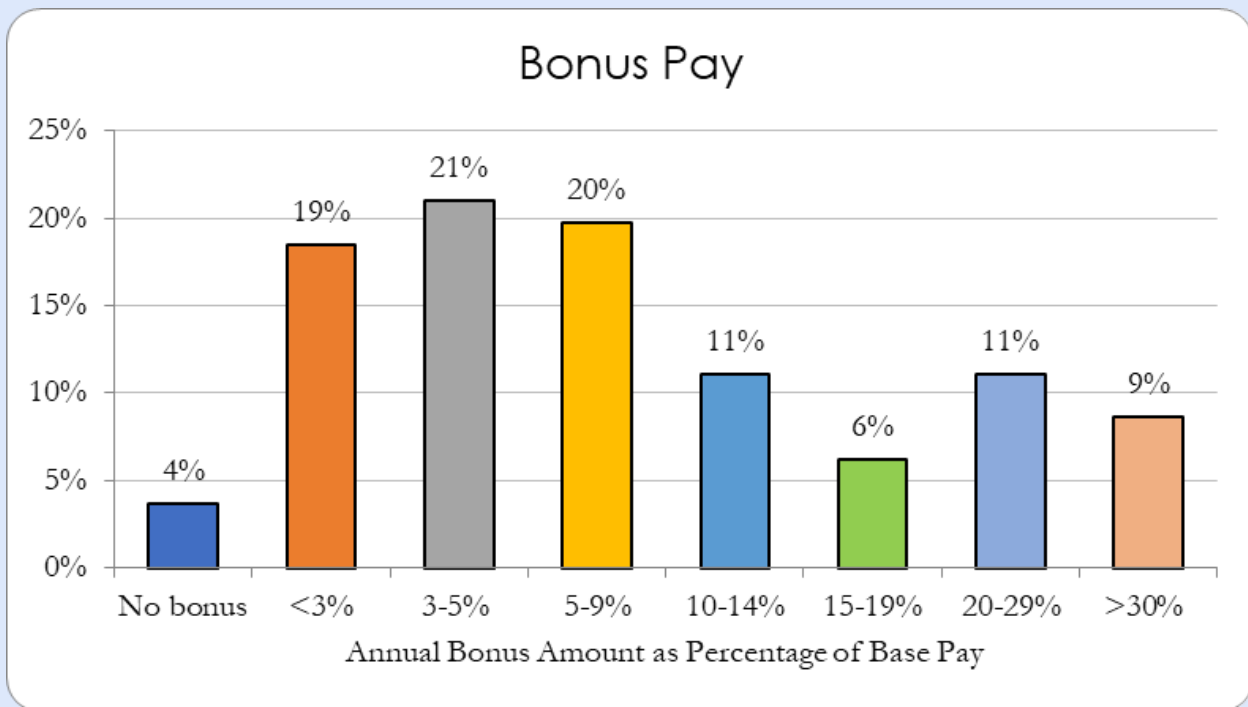


Figure 14 - Bonus Pay:

- Roughly 4% (3) of respondents reported getting no bonus.
- Roughly 19% (15) of respondents estimated their bonus to be <3% of their base salary.
- Roughly 21% (17) of respondents estimated their bonus to be 3-5% of their base salary.
- Roughly 20% (16) of respondents estimated their bonus to be 5-9% of their base salary.
- Roughly 11% (9) of respondents estimated their bonus to be 10-14% of their base salary.
- Roughly 6% (5) of respondents estimated their bonus to be 15-19% of their base salary.
- Roughly 11% (9) of respondents estimated their bonus to be 20-29% of their base salary.
- Roughly 9% (7) of respondents estimated their bonus to be >30% of their base salary.

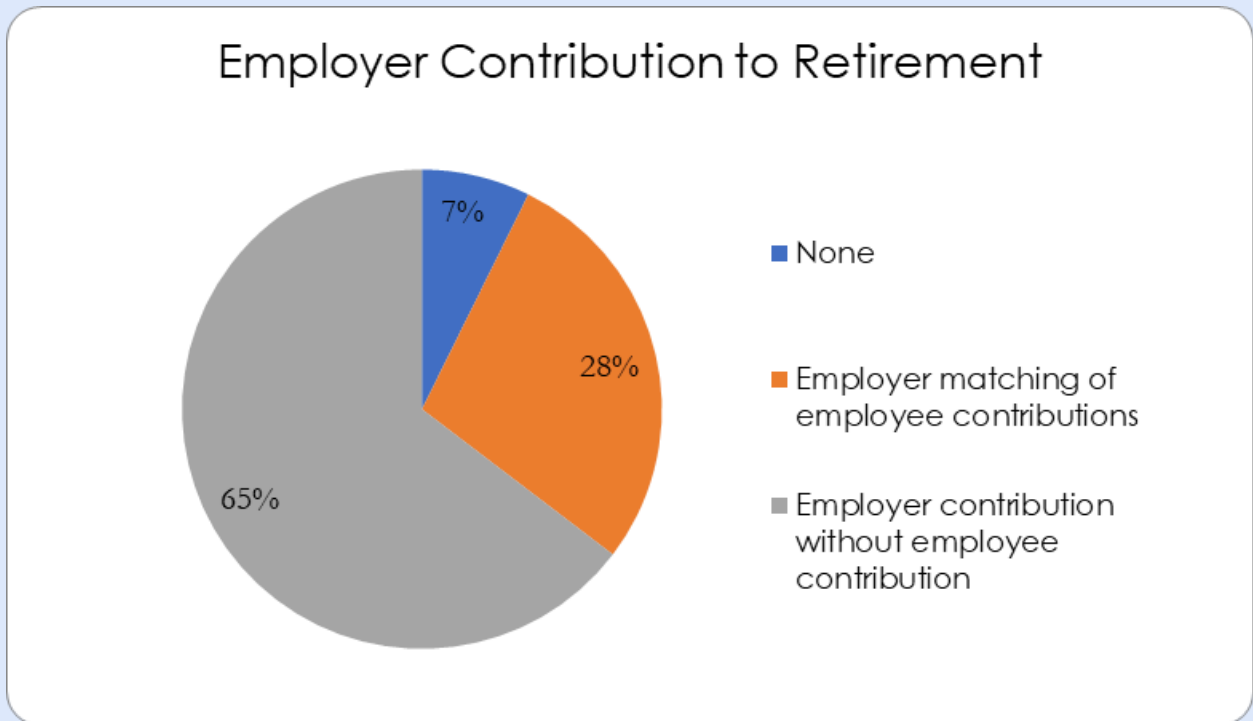


Figure 15 - Employer Contribution to Retirement:

A majority (93%) of respondents reported receiving employer contributions to retirement fund accounts. Most commonly, employers contribute or match 3% of respondents' base salary. The average reported employer contribution was 4.8%.

- Roughly 7% (6) of respondents reported getting no retirement contributions from their employer.
- Roughly 28% (23) of respondents reported getting employer matching of their contributions.
- Roughly 65% (53) of respondents reported getting employer contributions without having to contribute themselves.

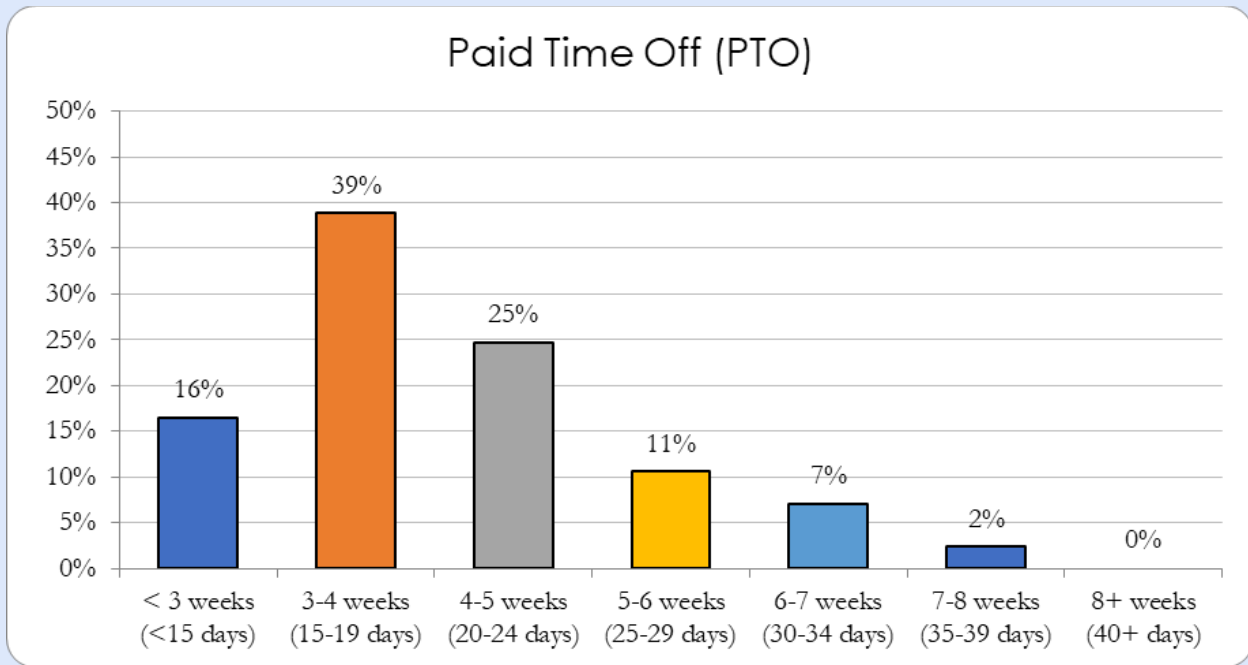


Figure 16 - Paid Time Off (PTO):

Please note: Respondents were asked to report their total PTO including sick time.

- Roughly 16% (14) of respondents reported receiving less than 3 weeks (15 to 19 days) of PTO.
- Roughly 39% (33) of respondents reported receiving 3 to 4 weeks (15 to 19 days) of PTO.
- Roughly 25% (21) of respondents reported receiving 4 to 5 weeks (20 to 24 days) of PTO.
- Roughly 11% (9) of respondents reported receiving 5 to 6 weeks (25 to 29 days) of PTO.
- Roughly 7% (6) of respondents reported receiving 6 to 7 weeks (30 to 34 days) of PTO.
- Roughly 2% (2) of respondents reported receiving 7 to 8 weeks (35 to 39 days) of PTO.
- No respondents reported having more than 8 weeks (40 days) of PTO.

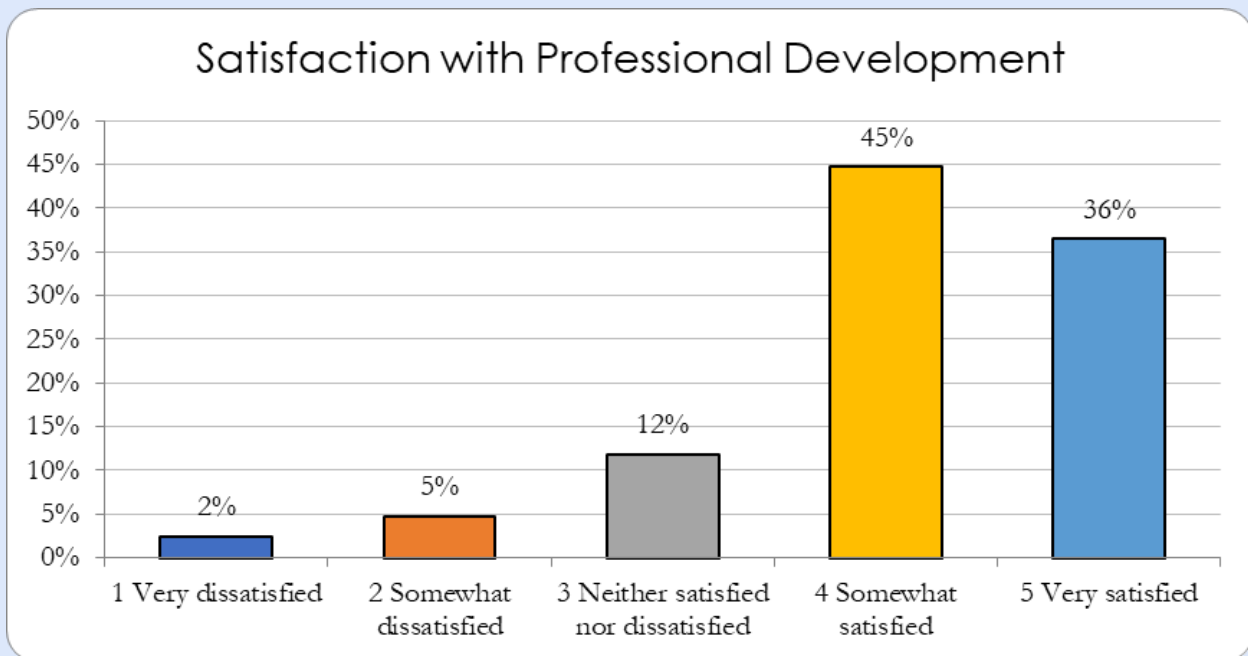


Figure 17 - Professional Development Satisfaction:

- Roughly 2% (2) of respondents reported that they were very dissatisfied with their company's involvement in their professional development.
- Roughly 5% (4) of respondents reported that they were somewhat dissatisfied with their company's involvement in their professional development.
- Roughly 12% (10) of respondents reported that they were neither satisfied nor dissatisfied with their company's involvement in their professional development.
- Roughly 45% (38) of respondents reported that they were somewhat satisfied with their company's involvement in their professional development.
- Roughly 36% (31) of respondents reported that they were very satisfied with their company's involvement in their professional development.

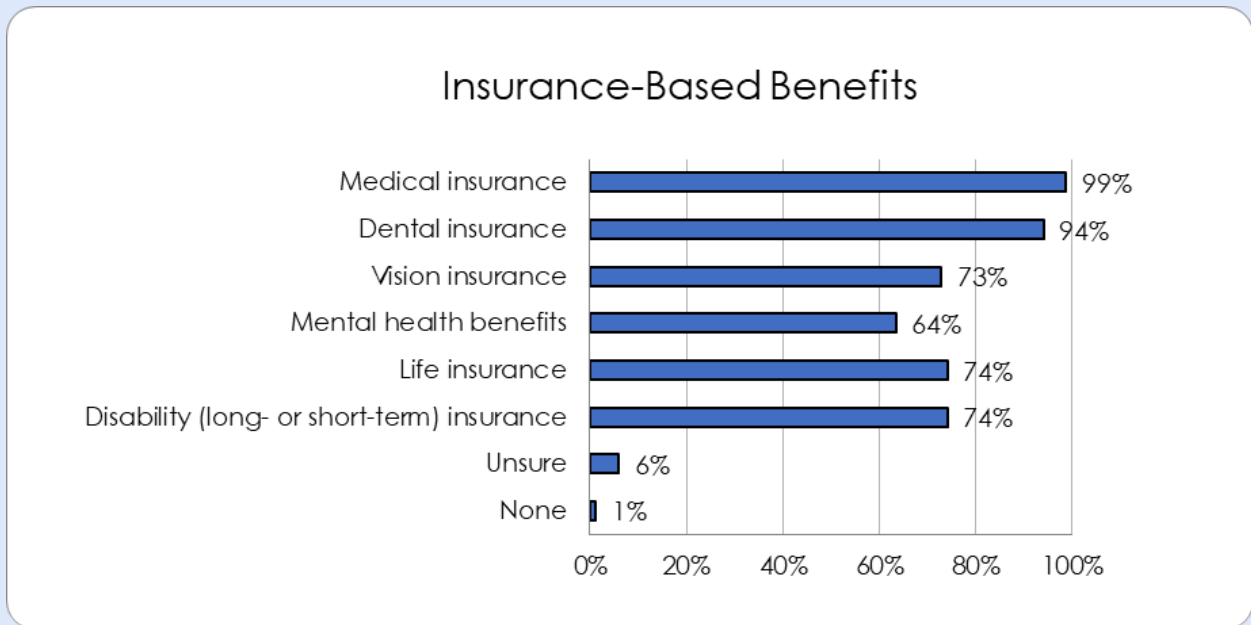


Figure 18 - Insurance-Based Benefits:

- Roughly 99% (84) of respondents reported their company offered medical insurance.
- Roughly 94% (80) of respondents reported their company offered dental insurance.
- Roughly 73% (62) of respondents reported their company offered vision insurance.
- Roughly 64% (54) of respondents reported their company offered mental health benefits and/or an employee assistance program (EAP).
- Roughly 74% (63) of respondents reported their company offers life insurance.
- Roughly 74% (63) of respondents reported their company offers long- or short- term disability insurance.
- Roughly 7% (6) respondents reported unsure or none.

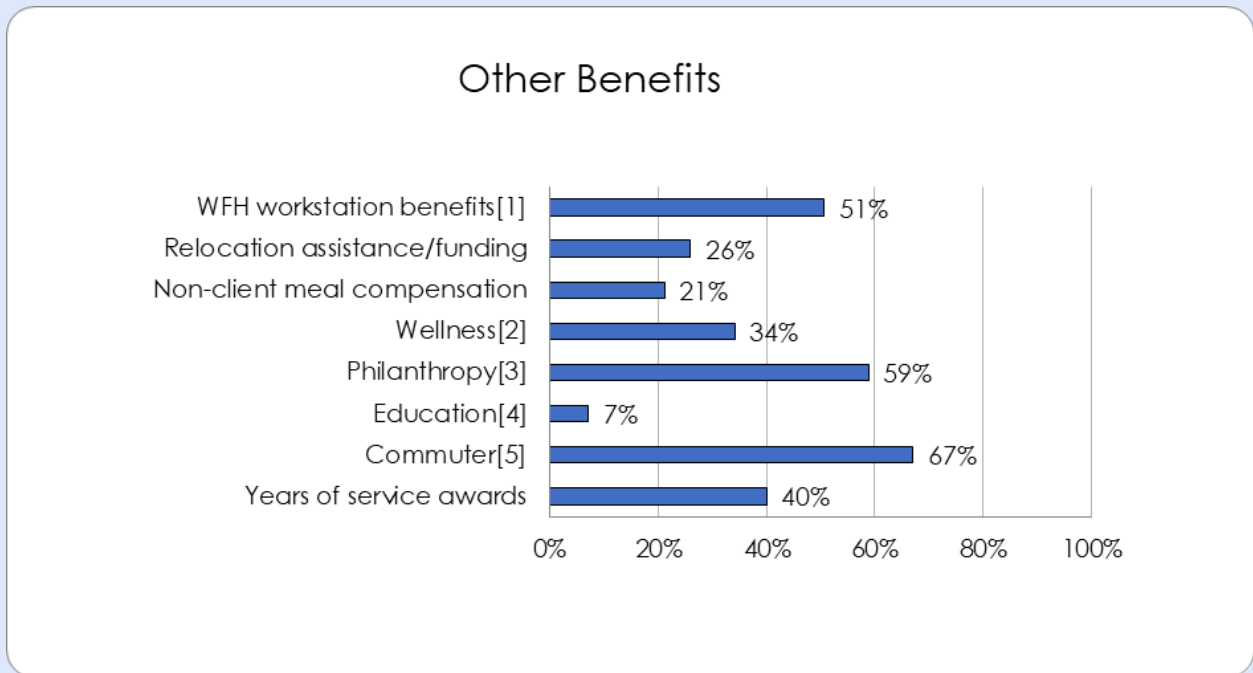


Figure 19 - Other Benefits:

Please note:

[1] WFH workstation benefits include: reimbursement/compensation for equipment, supplies or services

[2] Wellness benefits include: reimbursement for gym memberships or race registrations, fitness programs, smoking cessation, etc.

[3] Philanthropy benefits include: volunteering opportunities, support for volunteering, and/or matching of donations

[4] Education benefits include: student loan repayment support, tuition assistance

[5] Commuter benefits include: parking, transit pass, bike storage

Some additional benefits noted include sabbaticals, snacks for the office, and memberships to Costco!

- Roughly 51% (43) of respondents indicated their employer offered WFH workstation benefits.
- Roughly 26% (22) of respondents indicated their employer offered relocation assistance/funding.
- Roughly 21% (18) of respondents indicated their employer offered non-client meal compensation.
- Roughly 34% (29) of respondents indicated their employer offered wellness benefits.
- Roughly 59% (50) of respondents indicated their employer offered philanthropy benefits.
- Roughly 7% (6) of respondents indicated their employer offered educational benefits.
- Roughly 67% (57) of respondents indicated their employer offered commuter benefits.
- Roughly 40% (34) of respondents indicated their employer offered years of service awards.

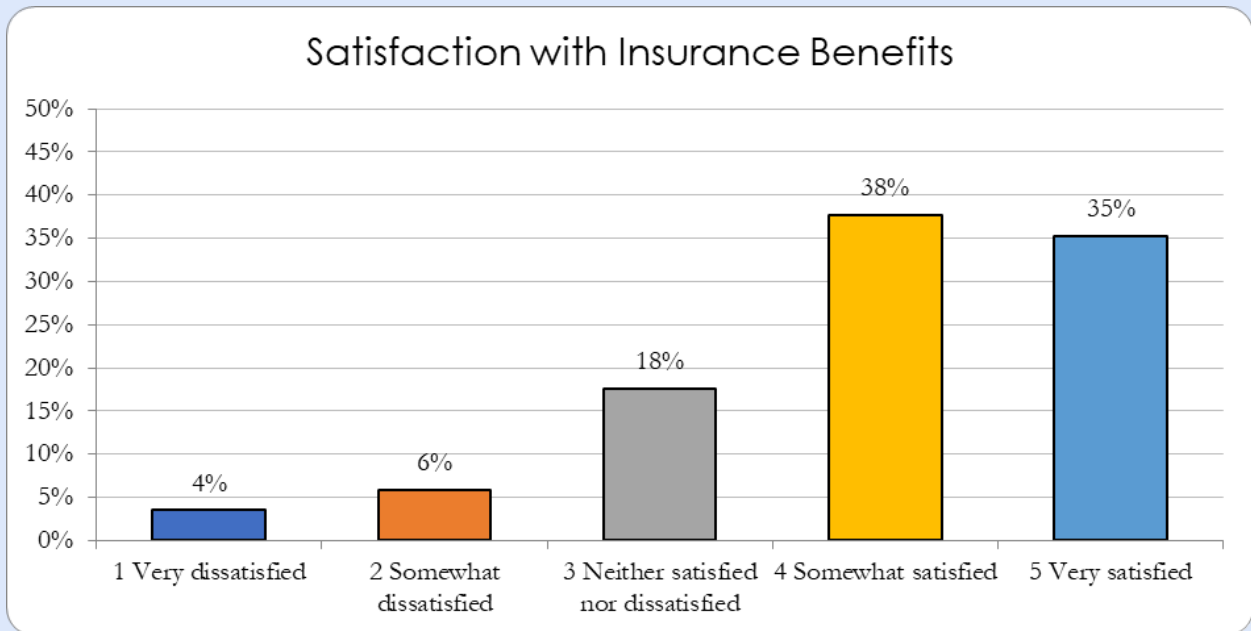


Figure 20 - Satisfaction with Insurance-Based Benefits:

- Roughly 4% (3) of respondents reported their satisfaction with their insurance benefits and options as 1 Very Dissatisfied.
- Roughly 6% (5) of respondents reported their satisfaction with their insurance benefits as 2 Somewhat Dissatisfied.
- Roughly 18% (15) of respondents reported their satisfaction with their insurance benefits as 3 Neither Satisfied nor Dissatisfied.
- Roughly 38% (32) of respondents reported their satisfaction with their insurance benefits as 4 Somewhat Satisfied.
- Roughly 35% (30) of respondents reported their satisfaction with their insurance benefits as 5 Very Satisfied.

Compensation Correlations

The survey asked respondents about pay and overall compensation. This information provided insight into the spread of total compensation over position, gender, and experience level. When reviewing this information please keep in mind that participation in this survey was relatively low and may not reflect the true average of compensation in the field, but we hope this information is still helpful.

Also note that according to the Bureau of Labor Statistics CPI Inflation Calculator inflation has risen 6.0% as of August of 2025 (about two years after the survey was launched).

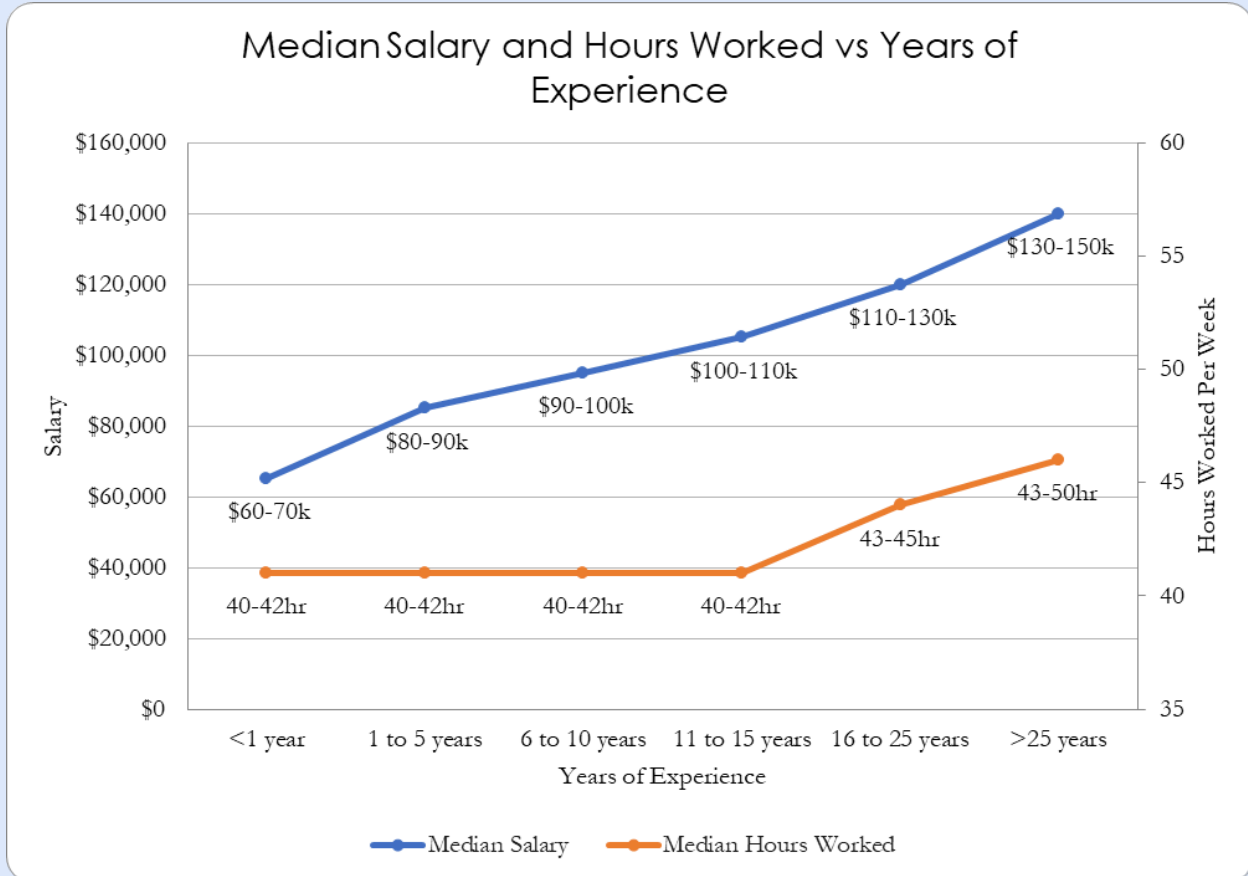


Figure 21 - Median Salary & Hours Worked vs. Years of Experience:

Median ranges of salary and hours worked per week are graphed for comparison. The numbers referenced in the text description below are the middle of the ranges (responses were multiple choice, see Figure 22 for a breakdown of salary ranges).

- For respondents with less than 1 year of experience:
 - The median base yearly salary was approximately \$65,000; and
 - The median weekly hours worked was approximately 41 hours.
- For respondents with 1 to 5 years of experience:
 - The median base yearly salary was approximately \$85,000; and
 - The median weekly hours worked was approximately 41 hours.
- For respondents with 6 to 10 years of experience:
 - The median base yearly salary was reported to be approximately \$95,000; and
 - The median weekly hours worked was approximately 41 hours.

- For respondents with 11 to 15 years of experience:
 - The median base yearly salary was approximately \$105,000; and
 - The median weekly hours worked was approximately 41 hours.
- For respondents with 16 to 25 years of experience:
 - The median base yearly salary was approximately \$120,000; and
 - The median hours weekly worked was approximately 44 hours.
- For respondents with more than 25 years of experience:
 - The median base yearly salary was approximately \$140,000; and
 - The median weekly hours worked was approximately 46 hours.

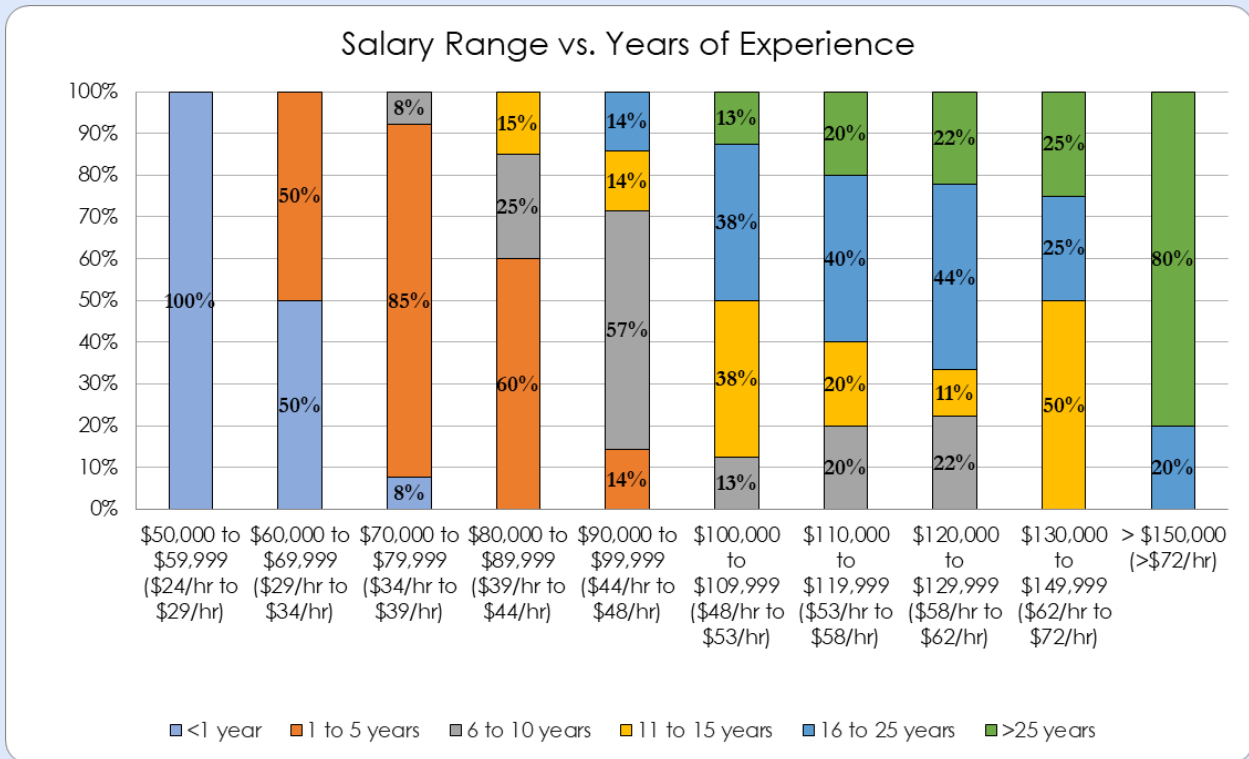


Figure 22 - Years of Experience vs. Salary Range:

- Out of respondents that make between \$50,000 and \$59,999 per year:
 - 100% (1) have less than 1 year of experience.
- Out of respondents that make between \$60,000 and \$69,999 per year:
 - 50% (1) have less than one year of experience; and
 - 50% (1) have 1 to 5 years of experience.
- Out of respondents that make between \$70,000 and \$79,999 per year:
 - Roughly 8% (1) have less than one year of experience;
 - Roughly 85% (11) have 1 to 5 years of experience; and
 - Roughly 8% (1) have 6 to 10 years of experience.
- Out of respondents that make between \$80,000 and \$89,999 per year:
 - 60% (12) have 1 to 5 years of experience;
 - 25% (5) have 6 to 10 years of experience; and
 - 15% (3) have 11 to 15 years of experience.
- Out of respondents that make between \$90,000 and \$99,999 per year:
 - Roughly 15% (2) have 1 to 5 years of experience;

- Roughly 57% (8) have 6 to 10 years of experience;
- Roughly 15% (2) have 11 to 15 years of experience; and
- Roughly 15% (2) have 16 to 25 years of experience.
- Out of respondents that make between \$100,000 and \$109,999 per year:
 - Roughly 12% (1) have 6 to 10 years of experience;
 - Roughly 38% (3) have 11 to 15 years of experience;
 - Roughly 38% (3) have 16 to 25 years of experience; and
 - Roughly 12% (1) have more than 25 years of experience.
- Out of respondents that make between \$110,000 and \$119,999 per year:
 - 20% (1) have 6 to 10 years of experience;
 - 20% (1) have 11 to 15 years of experience;
 - 40% (4) have 16 to 25 years of experience; and
 - 20% (1) have more than 25 years of experience.
- Out of respondents that make between \$120,000 and \$129,999 per year:
 - Roughly 22% (2) have 6 to 10 years of experience;
 - Roughly 11% (1) have 11 to 15 years of experience;
 - Roughly 44% (4) have 16 to 25 years of experience; and
 - Roughly 22% (2) have more than 25 years of experience.
- Out of respondents that make between \$130,000 and \$149,999 per year:
 - 50% (4) have 11 to 15 years of experience;
 - 25% (2) have 16 to 25 years of experience; and
 - 25% (2) have more than 25 years of experience.
- Out of respondents that make between \$150,000 or more per year:
 - 20% (1) have 16 to 25 years of experience; and
 - 80% (4) have more than 25 years of experience.

Approximate Total \$ Compensation (base salary + bonus + company retirement contribution) based on Years of Experience*

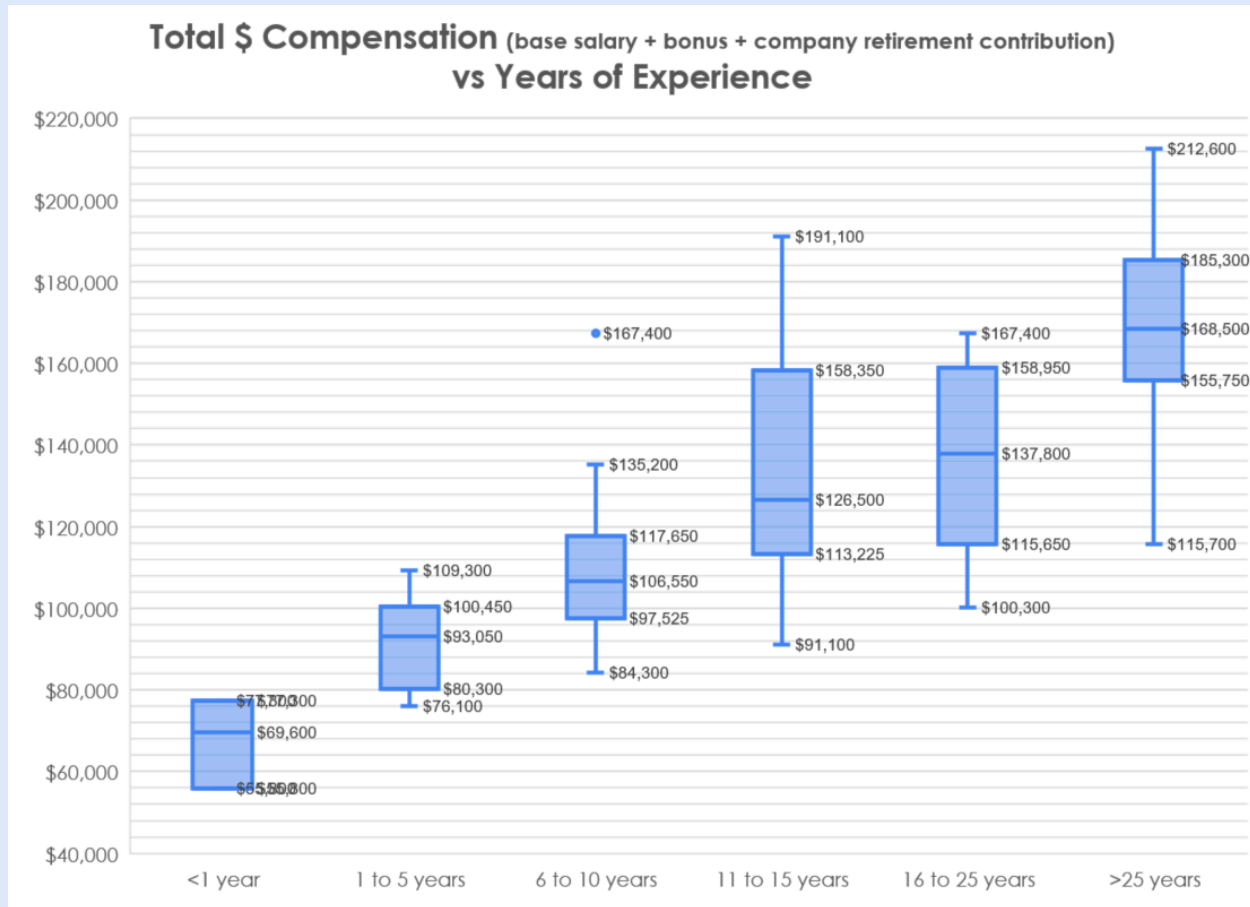


Figure 23 - ESTIMATED Total Monetary Compensation Ranges vs Years of Experience:

Please note: Values displayed are estimates calculated by using a middle value of the polled base salary, bonus/profit sharing, and company retirement contribution ranges. Displayed values are approximations and each individual's total compensation may not be accurately reflected.

The data is described as a box-and-whiskers plot that shows the total compensation based on the years of experience and identifies the median, upper and lower quartile values, upper and lower extreme values, and any outlier data points.

- For respondents with less than 1 years of experience:
 - The median reported salary was \$69,600;
 - The upper and lower quartile values were \$77,300 and \$55,800, respectively;
 - The upper and lower extreme values were \$77,300 and \$55,800, respectively; and
 - There were no outlier data points for this experience range.
- For respondents with 1 to 5 years of experience:
 - The median reported salary was \$93,050;
 - The upper and lower quartile values were \$100,450 and \$80,300 respectively;
 - The upper and lower extreme values were \$109,300 and \$76,100 respectively; and
 - There were no outlier data points for this experience range.
- For respondents with 6 to 10 years of experience:
 - The median reported salary was \$106,550;

- The upper and lower quartile values were \$117,650 and \$97,525 respectively;
- The upper and lower extreme values were \$135,200 and \$84,300 respectively; and
- An outlier data point of \$167,400 was reported for this experience range.
- For respondents with 11 to 15 years of experience:
 - The median reported salary was \$126,500;
 - The upper and lower quartile values were \$158,350 and \$113,250 respectively;
 - The upper and lower extreme values were \$191,100 and \$91,100 respectively; and
 - There were no outlier data points for this experience range.
- For respondents with 16 to 25 years of experience:
 - The median reported salary was \$137,800;
 - The upper and lower quartile values were \$158,950 and \$115,650 respectively;
 - The upper and lower extreme values were \$167,400 and \$100,300 respectively; and
 - There were no outlier data points for this experience range.
- For respondents with more than 25 years of experience:
 - The median reported salary was \$168,500;
 - The upper and lower quartile values were \$185,300 and \$155,750 respectively;
 - The upper and lower extreme values were \$212,600 and \$115,700 respectively; and
 - There were no outlier data points for this experience range.

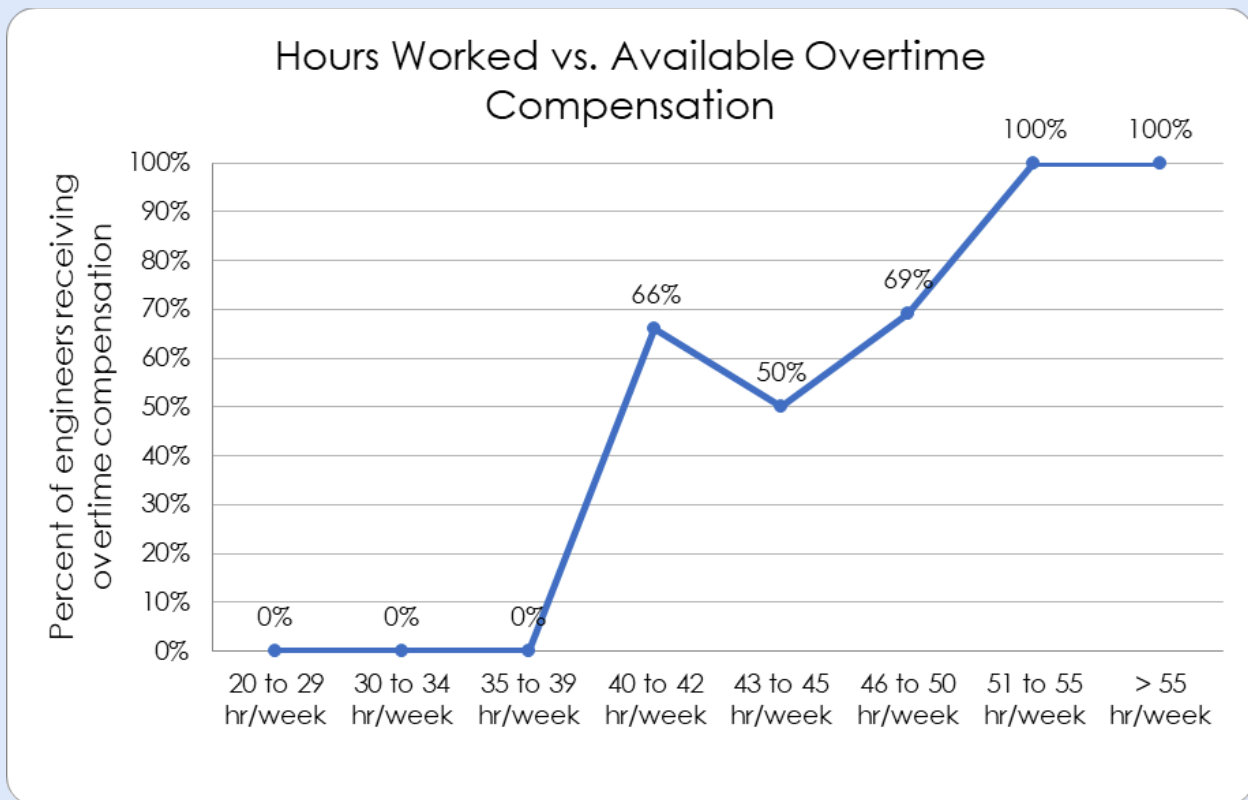


Figure 24 - Hours Worked vs Available Overtime Compensation:

- Of the (4) respondents working an average of 39 hours or less per week, 0% reported receiving overtime compensation.
- Of the (47) respondents working an average of 40 to 42 hours per week, roughly 66% reported receiving overtime compensation.
- Of the (18) respondents working an average of 43 to 45 hours per week, 50% reported receiving overtime compensation.
- Of the (13) respondents working an average of 46 to 50 hours per week, roughly 69% reported receiving overtime compensation.
- Of the (3) respondents working an average 51 hours or more per week, 100% reported receiving overtime compensation.

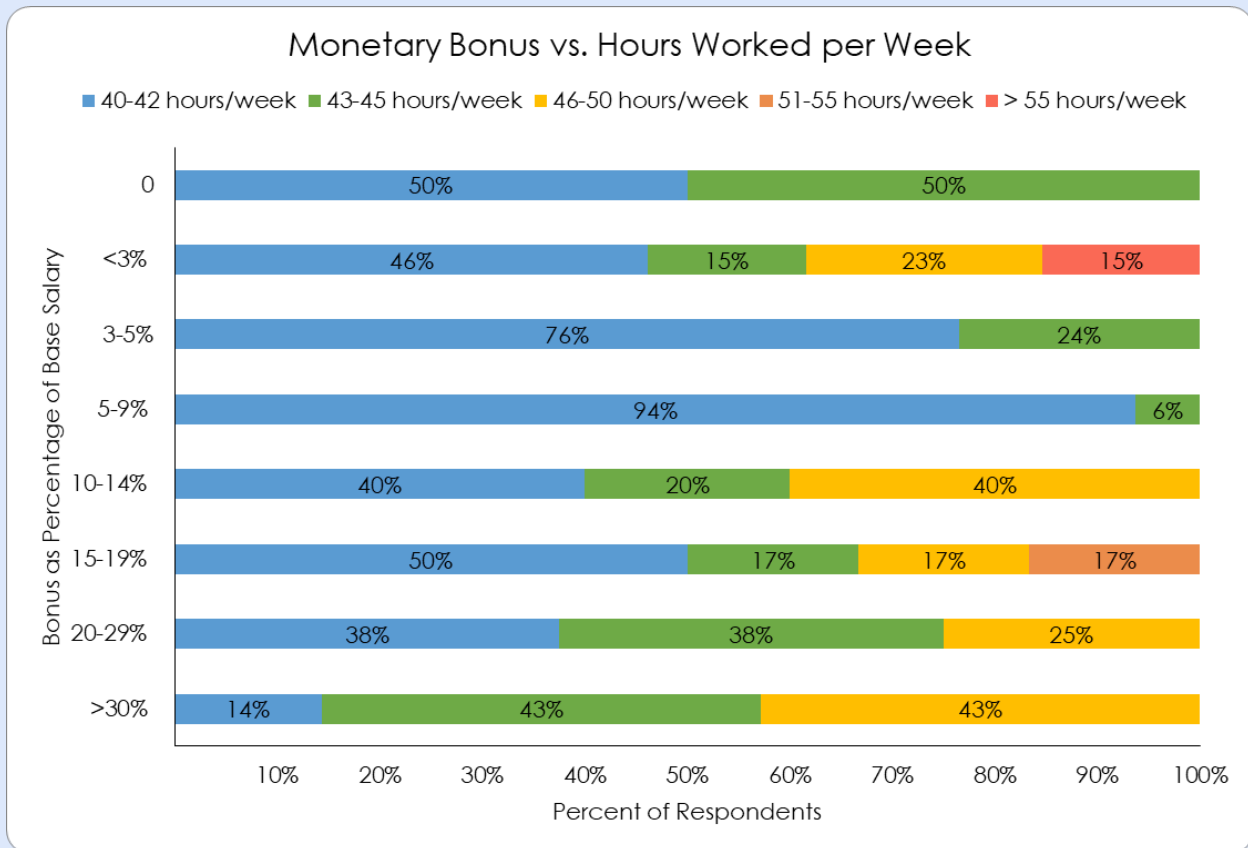


Figure 25 - Monetary Bonus vs. Hours Worked Per Week:

- Of the respondents who reported receiving a bonus >30% of their base salary:
 - Roughly 14% (1) of respondents reported working an average of 40-42 hours per week;
 - Roughly 43% (3) of respondents reported working an average of 43-45 hours per week; and
 - Roughly 43% (3) of respondents reported working an average of 46-50 hours per week.
- Of the respondents who reported receiving a bonus 20-29% of their base salary:
 - Roughly 38% (3) of respondents reported working an average of 40-42 hours per week;
 - Roughly 38% (3) of respondents reported working an average of 43-45 hours per week; and
 - Roughly 25% (2) of respondents reported working an average of 46-50 hours per week.
- Of the respondents who reported receiving a bonus 15-19% of their base salary:
 - Roughly 50% (3) of respondents reported working an average of 40-42 hours per week;
 - Roughly 17% (1) of respondents reported working an average of 43-45 hours per week;
 - Roughly 17% (1) of respondents reported working an average of 46-50 hours per week; and
 - Roughly 17% (1) of respondents reported working an average of 51-55 hours per week.
- Of the respondents who reported receiving a bonus 10-14% of their base salary:
 - Roughly 40% (4) of respondents reported working an average of 40-42 hours per week;
 - Roughly 20% (2) of respondents reported working an average of 43-45 hours per week; and
 - Roughly 40% (4) of respondents reported working an average of 46-50 hours per week.
- Of the respondents who reported receiving a bonus 5-9% of their base salary:
 - Roughly 94% (15) of respondents reported working an average of 40-42 hours per week; and
 - Roughly 6% (1) of respondents reported working an average of 43-45 hours per week.

- Of the respondents who reported receiving a bonus 3-5% of their base salary:
 - Roughly 76% (13) of respondents reported working an average of 40-42 hours per week; and
 - Roughly 24% (4) of respondents reported working an average of 43-45 hours per week.
- Of the respondents who reported receiving a bonus <3% of their base salary:
 - Roughly 46% (6) of respondents reported working an average of 40-42 hours per week;
 - Roughly 15% (2) of respondents reported working an average of 43-45 hours per week;
 - Roughly 23% (3) of respondents reported working an average of 46-50 hours per week; and
 - Roughly 15% (2) of respondents reported working an average of >55 hours per week.
- Of the respondents who reported receiving no bonus:
 - 50% (2) of respondents reported working an average of 40-42 hours per week;
 - 50% (2) of respondents reported working an average of 43-45 hours per week; and

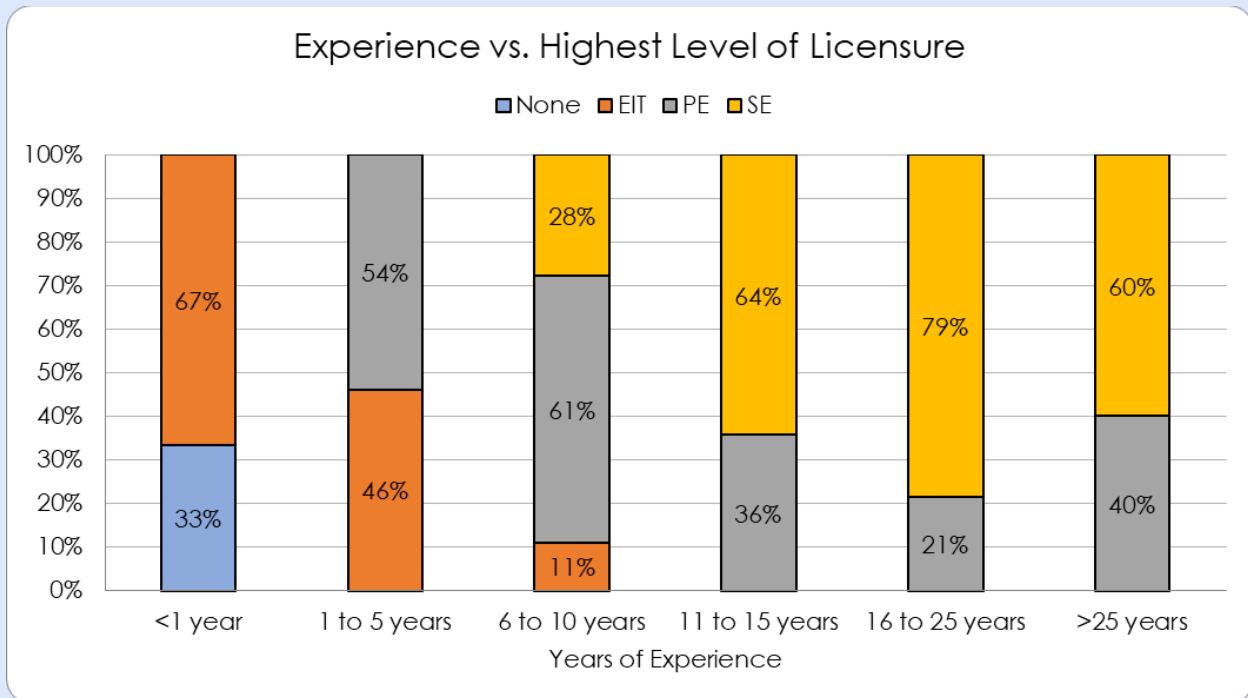


Figure 26 - Years of Experience vs. Highest Level of Licensure:

- Of the respondents with less than 1 year of experience:
 - Roughly 33% (1) reported having no licensure; and
 - Roughly 67% (2) reported having their EIT license.
- Of the respondents with 1 to 5 years of experience:
 - Roughly 46% (12) reported having their EIT license; and
 - Roughly 54% (14) reported having their PE license.
- Of the respondents with 6 to 10 years of experience:
 - Roughly 11% (2) reported having their EIT license;
 - Roughly 61% (11) reported having their PE license; and
 - Roughly 28% (5) reported having their SE license.
- Of the respondents with 11 to 15 years of experience:
 - Roughly 36% (5) reported having their PE license; and
 - Roughly 64% (9) reported having their SE license.
- Of the respondents with 16 to 25 years of experience:
 - Roughly 21% (3) reported having their PE license; and
 - Roughly 79% (11) reported having their SE license.
- Of the respondents with more than 25 years experience:
 - 40% (4) reported having their PE license; and
 - 60% (6) reported having their SE license.

There is a trend of attaining higher levels of licensure as careers progress. That said, lots of people with more than 25 years of experience have not attained an SE license - a reminder that the SE is not strictly necessary to achieve a long career as a structural engineer.

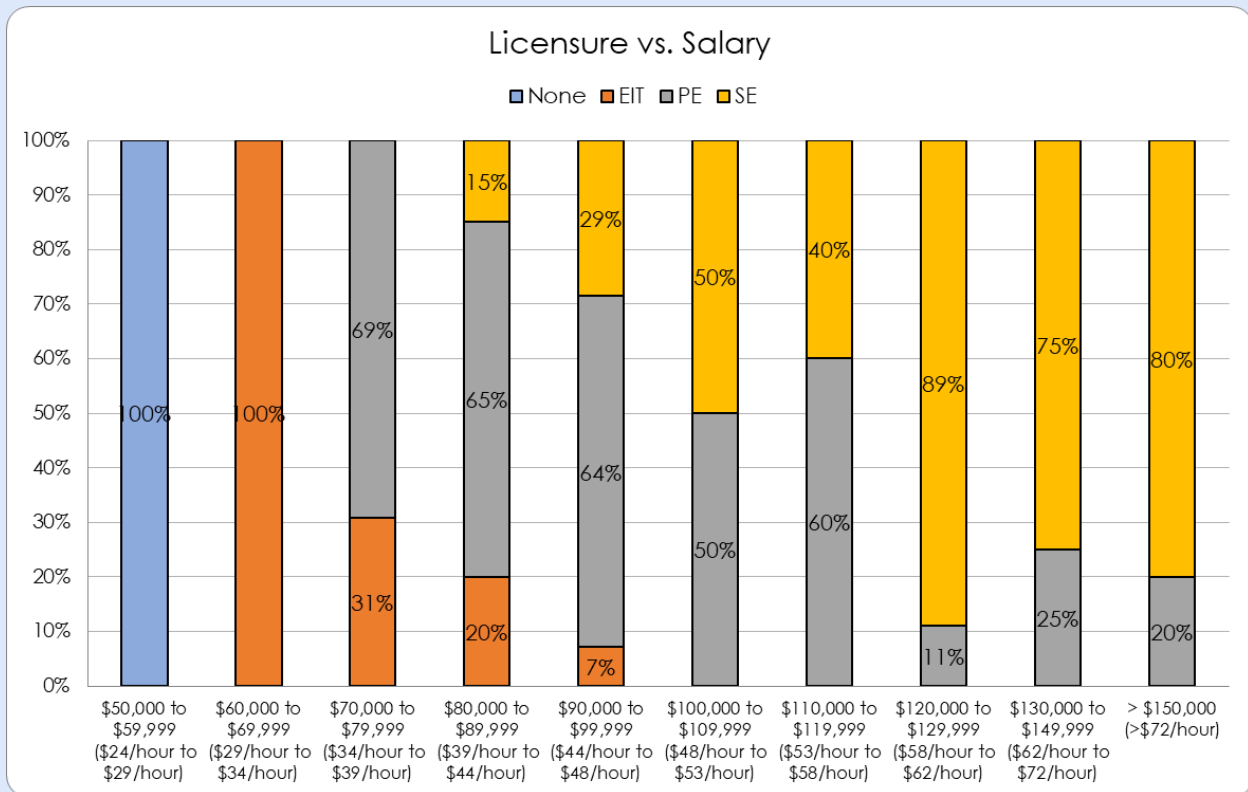


Figure 27 - Licensure vs. Salary:

- Of respondents who reported an annual salary of \$50,000 to \$59,999:
 - 100% (1) reported having no licensure.
- Of respondents who reported an annual salary of \$60,000 to \$69,999:
 - 100% (2) reported having their EIT license.
- Of respondents who reported an annual salary of \$70,000 to \$79,999:
 - Roughly 31% (4) reported having their EIT license; and
 - Roughly 69% (9) reported having their PE license.
- Of respondents who reported an annual salary of \$80,000 to \$89,999:
 - 20% (4) reported having their EIT license;
 - 65% (13) reported having their PE license; and
 - 15% (3) reported having their SE license.
- Of the respondents who reported an annual salary of \$90,000 to \$99,999:
 - Roughly 7% (1) reported having their EIT license;
 - Roughly 64% (9) reported having their PE license; and
 - Roughly 29% (4) reported having their SE license.
- Of the respondents who reported an annual salary of \$100,000 to \$109,999:
 - 50% (4) reported having their PE license; and
 - 50% (4) reported having their SE license.
- Of the respondents who reported an annual salary of \$110,000 to \$119,999:
 - 60% (3) reported having their PE license; and
 - 40% (2) reported having their SE license.
- Of the respondents who reported an annual salary of \$120,000 to \$129,999:
 - Roughly 11% (1) reported having their PE license; and
 - Roughly 89% (8) reported having their SE license.
- Of the respondents who reported an annual salary of \$130,000 to \$149,999:
 - 25% (2) reported having their PE license; and

- 75% (6) reported having their SE license.
- Of the respondents who reported an annual salary of more than \$150,000:
 - 20% (1) reported having their PE license; and
 - 80% (4) reported having their SE license.

The data shows a strong trend of higher salaries with higher levels of licensure. Again, it is worth noting that some folks in the highest salary ranges have not achieved their SE licenses.

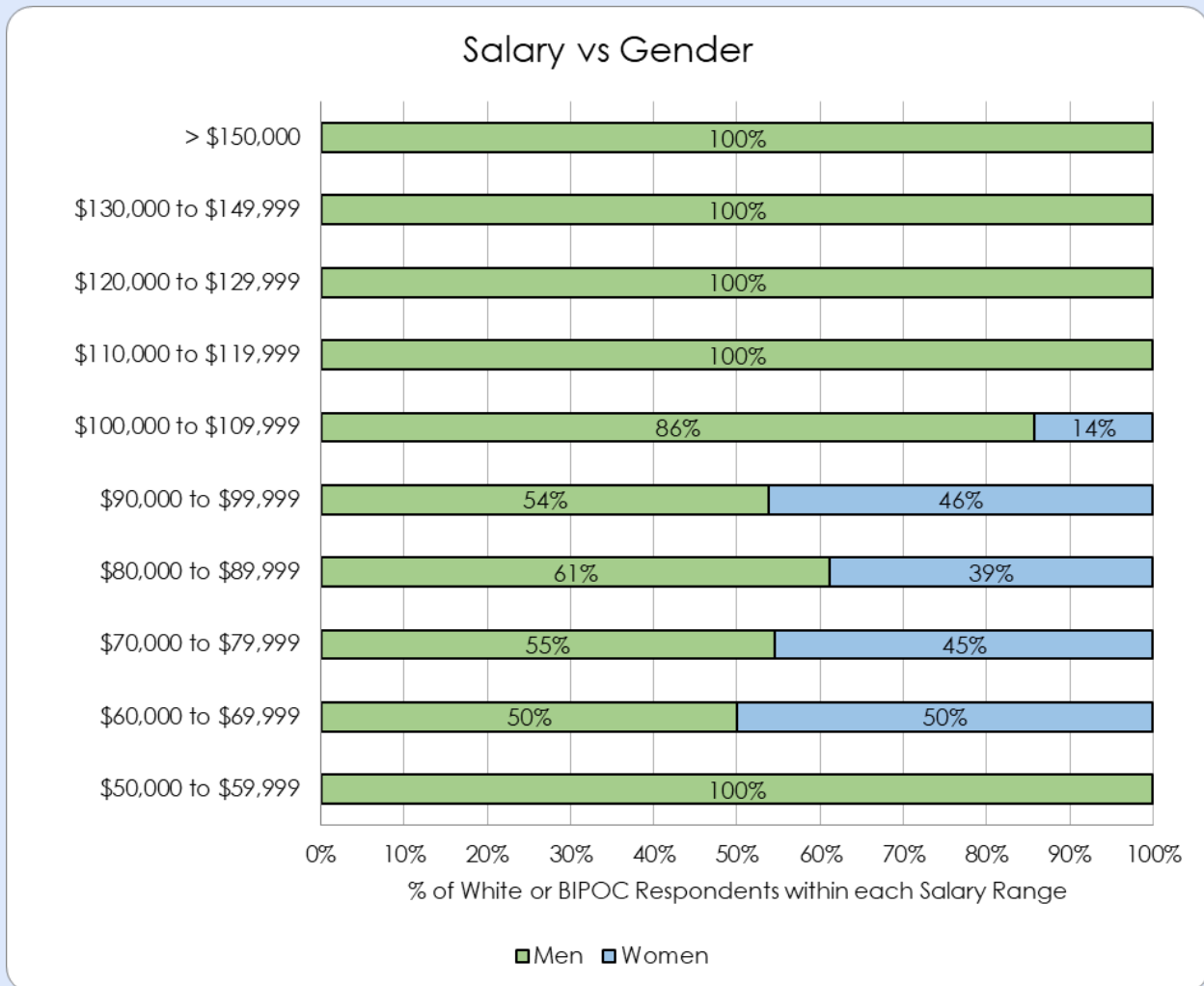


Figure 28 - Salary vs. Gender:

Please note: Gender-identity responses with few individuals were excluded from correlations to protect individual identities and improve statistical significance. For this reason, this graph only includes responses that identify as men or women.

- Of the respondents who reported an annual salary of more than \$110,000:
 - 100% (24) identified as men.
- Of the respondents who reported an annual salary of \$100,000 to \$109,999:
 - Roughly 86% (6) identified as men; and
 - Roughly 14% (1) identified as women.
- Of the respondents who reported an annual salary of \$90,000 to \$99,999:
 - Roughly 54% (7) identified as men; and

- Roughly 46% (6) identified as women.
- Of the respondents who reported an annual salary of \$80,000 to \$89,999:
 - Roughly 61% (11) identified as men; and
 - Roughly 39% (7) identified as women.
- Of the respondents who reported an annual salary of \$70,000 to \$79,999:
 - Roughly 55% (6) identified as men; and
 - Roughly 45% (5) identified as women.
- Of the respondents who reported an annual salary of \$60,000 to \$69,999:
 - 50% (1) identified as a man; and
 - 50% (1) identified as a woman.
- Of the respondents who reported an annual salary of \$50,000 to \$59,999:
 - 100% (1) identified as a man.
- Of all respondents:
 - Roughly 74% (56) identified as men; and
 - Roughly 26% (20) identified as women.

While there was a large discrepancy between the overall number of male and female survey participants, this graph indicates a striking lack of women towards the top of the salary range. This could, in part, be attributed to fewer women remaining in the profession long-term: see further in the report for comparisons of survey participant gender vs years of experience.

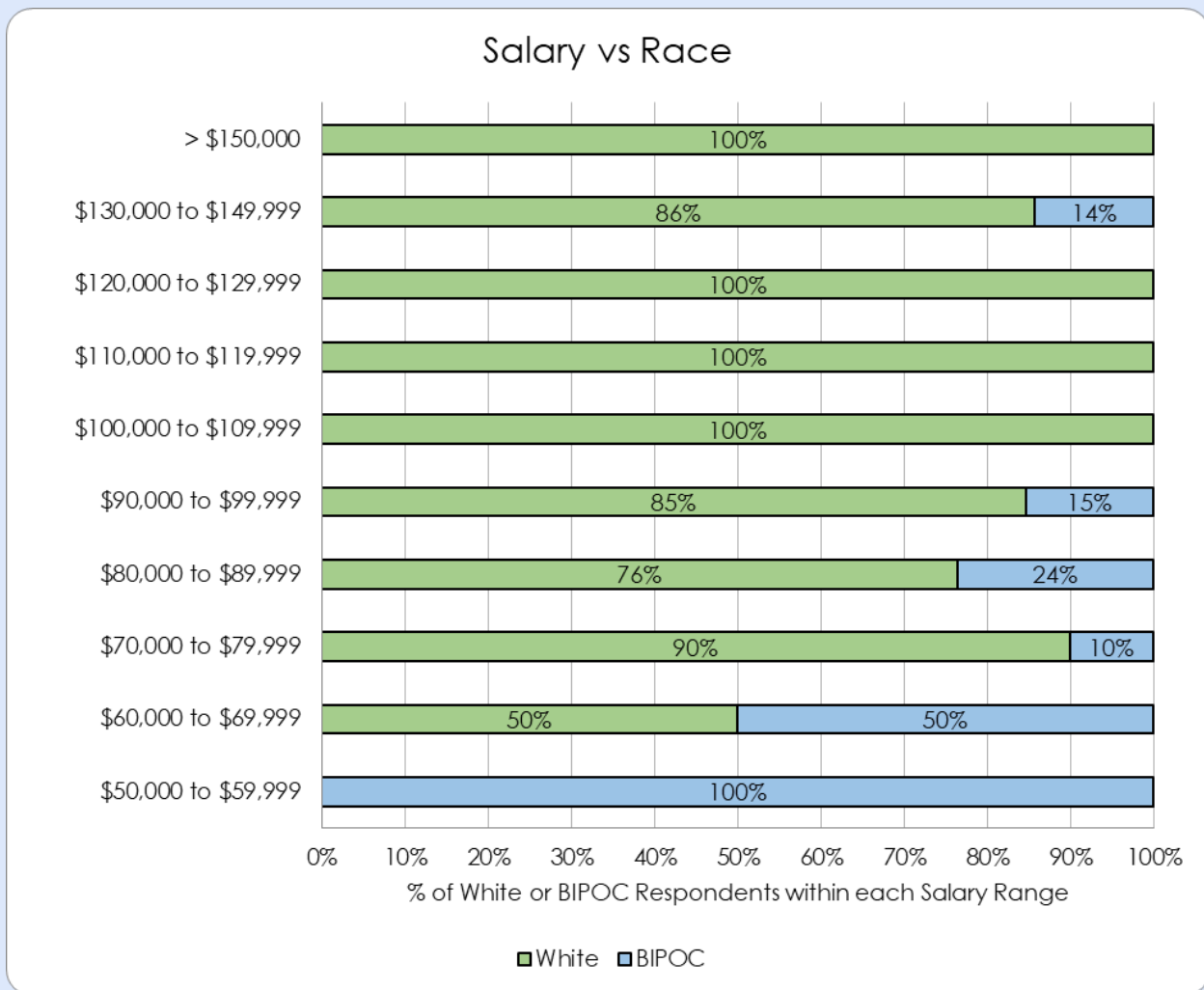


Figure 29 - Salary vs. Race:

Please Note: Because there were not many non-white and/or Hispanic respondents, responses for all those who identified as Asian, American Indian or Alaska Native, Native Hawaiian or other Pacific Islander, Black/African American, or Hispanic are categorized into the blanket term BIPOC (Black, Indigenous, and People of Color) to provide more tangible correlations while maintaining anonymity of responders data.

- Of the respondents who reported an annual salary of more than \$150,000:
 - 100% (5) identified as White.
- Of the respondents who reported an annual salary of \$130,000 to \$149,999:
 - Roughly 86% (6) identified as White; and
 - Roughly 14% (1) identified as BIPOC.
- Of the respondents who reported an annual salary of \$120,000 to \$129,999:
 - 100% (8) identified as White.
- Of the respondents who reported an annual salary of \$110,000 to \$119,999:
 - 100% (4) identified as White.
- Of the respondents who reported an annual salary of \$100,000 to \$109,999:
 - 100% (7) identified as White.
- Of the respondents who reported an annual salary of \$90,000 to \$99,999:
 - Roughly 85% (11) identified as White; and

- Roughly 15% (2) identified as BIPOC.
- Of the respondents who reported an annual salary of \$80,000 to \$89,999:
 - Roughly 76% (13) identified as White; and
 - Roughly 24% (4) identified as BIPOC.
- Of the respondents who reported an annual salary of \$70,000 to \$79,999:
 - 90% (9) identified as White; and
 - 10% (1) identified as BIPOC.
- Of the respondents who reported an annual salary of \$60,000 to \$69,999:
 - 50% (1) identified as White; and
 - 50% (1) identified as BIPOC.
- Of the respondents who reported an annual salary of \$50,000 to \$59,999:
 - 100% (1) identified as BIPOC.
- Of all respondents:
 - Roughly 87% (64) identified as White; and
 - Roughly 14% (10) identified as BIPOC.

While there was a large discrepancy between the overall number of BIPOC and white survey participants, this graph indicates a similar lack of non-white/non-caucasian people towards the top salary ranges.

Work-Life Balance Satisfaction Correlations

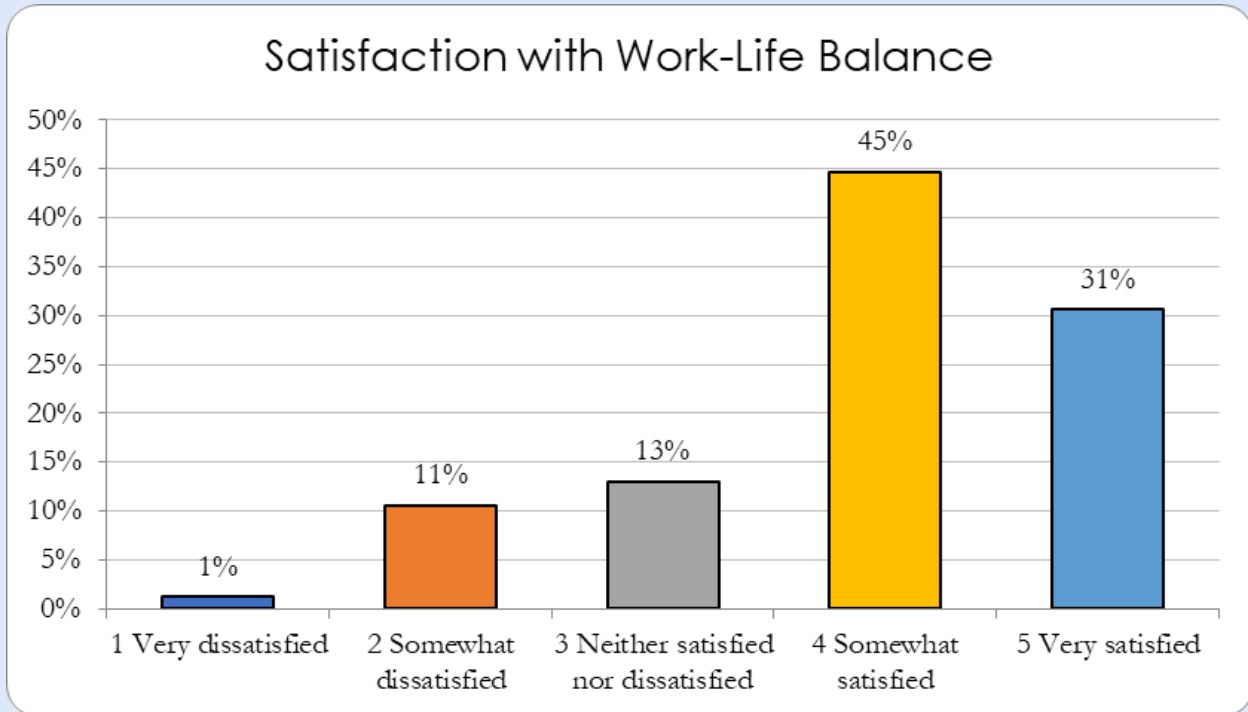


Figure 30 - Level of Work-Life Balance Satisfaction:

- Roughly 1% (1) of respondents reported feeling very dissatisfied with their work-life balance.
- Roughly 11% (9) of respondents reported feeling somewhat dissatisfied with their work-life balance.
- Roughly 13% (11) of respondents reported feeling neither satisfied nor dissatisfied with their work-life balance.
- Roughly 45% (38) of respondents reported feeling somewhat satisfied with their work-life balance.
- Roughly 31% (26) of respondents reported feeling very satisfied with their work-life balance.

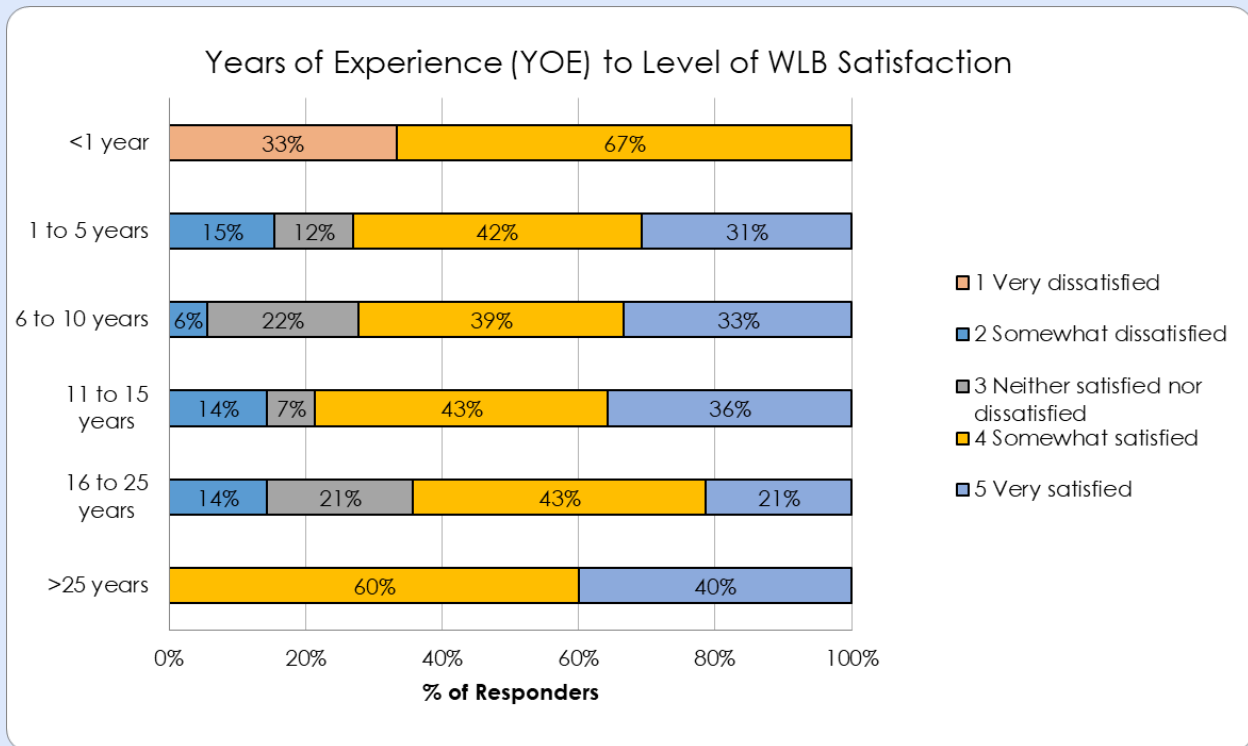


Figure 31 - Years of Experience vs. Level of Work-Life Balance Satisfaction:

- Out of respondents that have more than 25 years of experience:
 - 60% (6) reported their work-life balance (WLB) satisfaction as 4: somewhat satisfied; and
 - 40% (4) reported their WLB satisfaction as 5: very satisfied.
- Out of respondents that have 16 to 25 years of experience:
 - Roughly 14% (2) reported their WLB satisfaction as 2: somewhat dissatisfied;
 - Roughly 21% (3) reported their WLB satisfaction as 3: neither satisfied nor dissatisfied;
 - Roughly 43% (6) reported their WLB satisfaction as 4: somewhat satisfied; and
 - Roughly 21% (3) reported their WLB satisfaction as 5: very satisfied.
- Out of respondents that have 11 to 15 years of experience:
 - Roughly 14% (2) reported their WLB satisfaction as 2: somewhat dissatisfied;
 - Roughly 7% (1) reported their WLB satisfaction as 3: neither satisfied nor dissatisfied;
 - Roughly 43% (6) reported their WLB satisfaction as 4: somewhat satisfied; and
 - Roughly 36% (5) reported their WLB satisfaction as 5: very satisfied.
- Out of respondents that have 6 to 10 years of experience:
 - Roughly 6% (1) reported their WLB satisfaction as 2: somewhat dissatisfied;
 - Roughly 22% (4) reported their WLB satisfaction as 3: neither satisfied nor dissatisfied;
 - Roughly 39% (7) reported their WLB satisfaction as 4: somewhat satisfied; and
 - Roughly 33% (6) reported their WLB satisfaction as 5: very satisfied.
- Out of respondents that have 1 to 5 years of experience:
 - Roughly 15% (4) reported their WLB satisfaction as 2: somewhat dissatisfied;
 - Roughly 12% (3) reported their WLB satisfaction as 3: neither satisfied nor dissatisfied;
 - Roughly 42% (11) reported their WLB satisfaction as 4: somewhat satisfied; and
 - Roughly 31% (8) reported their WLB satisfaction as 5: very satisfied.
- Out of respondents that have less than 1 year of experience:
 - Roughly 33% (1) reported their WLB satisfaction as 1: very dissatisfied; and
 - Roughly 66% (2) reported their WLB satisfaction as 4: somewhat satisfied.

The survey asked respondents to rate their work-life-balance (WLB) satisfaction on a scale of 1 to 5, with 1 being very dissatisfied and 5 being very satisfied. Generally, a high majority of structural engineers are somewhat or very satisfied with their work-life balance. The table below shows the average WLB satisfaction “score” for each YOE group. Note that the fewer the number of responders for a YOE group, the less reliable trends from that data may be.

YOE	# of Responders	Average WLB Satisfaction
>25	10	4.4
16 to 25	14	3.7
11 to 15	14	4.0
6 to 10	18	4.0
1 to 5	26	3.9
<1	3	3.0

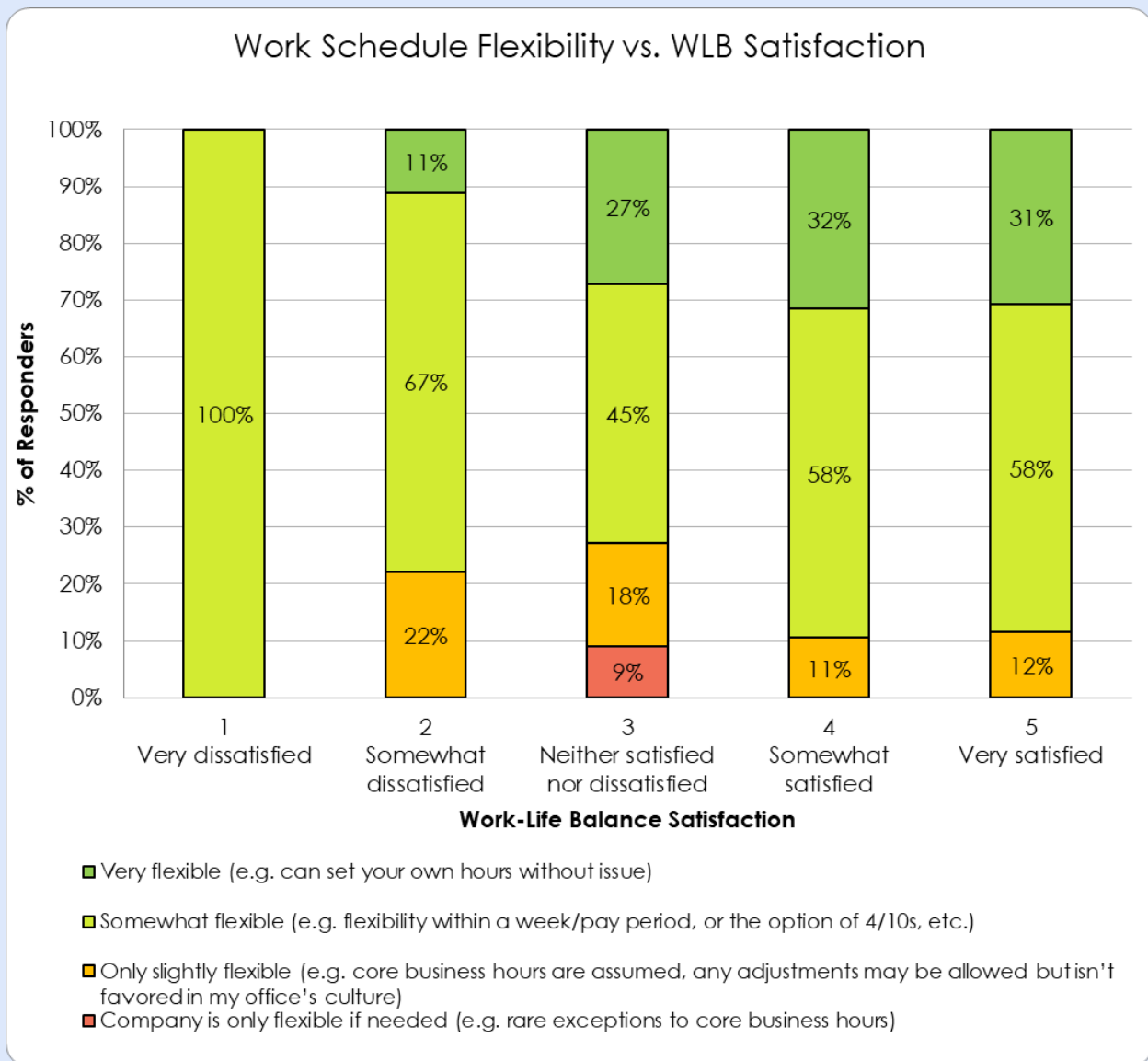


Figure 32 - Work Flexibility vs. Work-Life Balance Satisfaction:

- Of the respondents who reported their work-life balance satisfaction as being 1 out of 5:
 - 100% (1) described their work schedule as somewhat flexible.
- Of the respondents who reported their work-life balance satisfaction as being 2 out of 5:
 - Roughly 22% (2) described their work schedule as only slightly flexible;
 - Roughly 67% (6) described their work schedule as somewhat flexible; and
 - Roughly 11% (1) described their work schedule as very flexible.
- Of the respondents who reported their work-life balance satisfaction as being 3 out of 5:
 - Roughly 9% (1) described their work schedule as not flexible;
 - Roughly 18% (2) described their work schedule as only slightly flexible;
 - Roughly 45% (5) described their work schedule as somewhat flexible; and
 - Roughly 27% (3) described their work schedule as very flexible.
- Of the respondents who reported their work-life balance satisfaction as being 4 out of 5:
 - Roughly 11% (4) described their work schedule as only slightly flexible;
 - Roughly 58% (22) described their work schedule as somewhat flexible; and
 - Roughly 32% (12) described their work schedule as very flexible.
- Of the respondents who reported their work-life balance satisfaction as being 5 out of 5:

- Roughly 12% (3) described their work schedule as only slightly flexible;
- Roughly 58% (15) described their work schedule as somewhat flexible; and
- Roughly 31% (8) described their work schedule as very flexible.

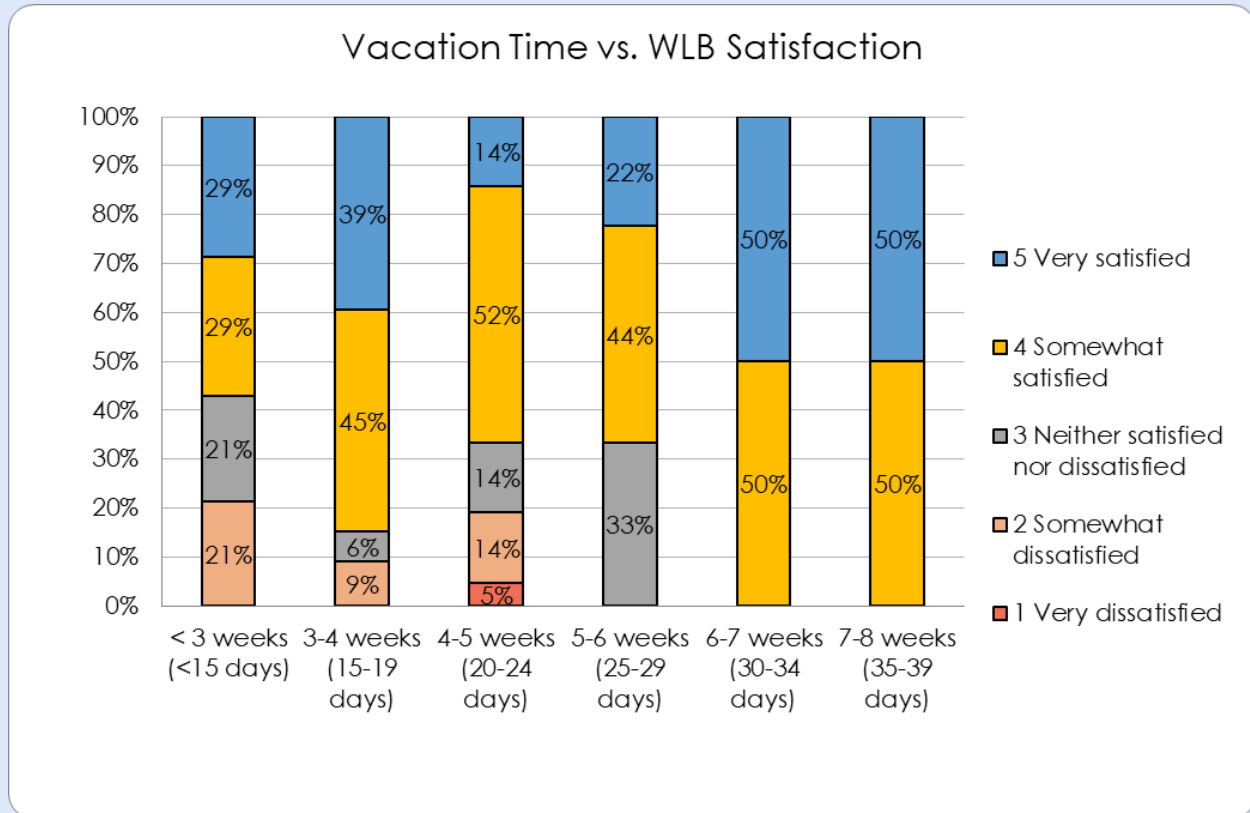


Figure 33 - Vacation Time and Work-Life Balance Satisfaction:

- Of the respondents that reported receiving less than 3 weeks of vacation time per year:
 - Roughly 21% (3) rated their work-life balance satisfaction at 2 out of 5;
 - Roughly 21% (3) rated their work-life balance satisfaction at 3 out of 5;
 - Roughly 29% (4) rated their work-life balance satisfaction at 4 out of 5; and
 - Roughly 29% (4) rated their work-life balance satisfaction at 5 out of 5.
- Of the respondents that reported receiving 3-4 weeks of vacation time per year:
 - Roughly 9% (3) rated their work-life balance satisfaction at 2 out of 5;
 - Roughly 6% (2) rated their work-life balance satisfaction at 3 out of 5;
 - Roughly 45% (15) rated their work-life balance satisfaction at 4 out of 5; and
 - Roughly 39% (13) rated their work-life balance satisfaction at 5 out of 5.
- Of the respondents that reported receiving 4-5 weeks of vacation time per year:
 - Roughly 5% (1) rated their work-life balance satisfaction at 1 out of 5;
 - Roughly 14% (3) rated their work-life balance satisfaction at 2 out of 5;
 - Roughly 14% (3) rated their work-life balance satisfaction at 3 out of 5;
 - Roughly 52% (11) rated their work-life balance satisfaction at 4 out of 5; and
 - Roughly 14% (3) rated their work-life balance satisfaction at 5 out of 5.
- Of the respondents that reported receiving 5-6 weeks of vacation time per year:
 - Roughly 33% (3) rated their work-life balance satisfaction at 3 out of 5;
 - Roughly 44% (4) rated their work-life balance satisfaction at 4 out of 5; and
 - Roughly 22% (2) rated their work-life balance satisfaction at 5 out of 5.
- Of the respondents that reported receiving 6-7 weeks of vacation time per year:
 - 50% (3) rated their work-life balance satisfaction at 4 out of 5; and

- 50% (3) rated their work-life balance satisfaction at 5 out of 5.
- Of the respondents that reported receiving 7-8 weeks of vacation time per year:
 - 50% (1) rated their work-life balance satisfaction at 4 out of 5; and
 - 50% (1) rated their work-life balance satisfaction at 5 out of 5.
- Of all respondents:
 - Roughly 1% (1) rated their work-life balance satisfaction at 1 out of 5;
 - Roughly 11% (9) rated their work-life balance satisfaction at 2 out of 5;
 - Roughly 13% (11) rated their work-life balance satisfaction at 3 out of 5;
 - Roughly 45% (38) rated their work-life balance satisfaction at 4 out of 5; and
 - Roughly 31% (26) rated their work-life balance satisfaction at 5 out of 5.

There is an expected correlation between the amount of vacation days and WLB satisfaction.

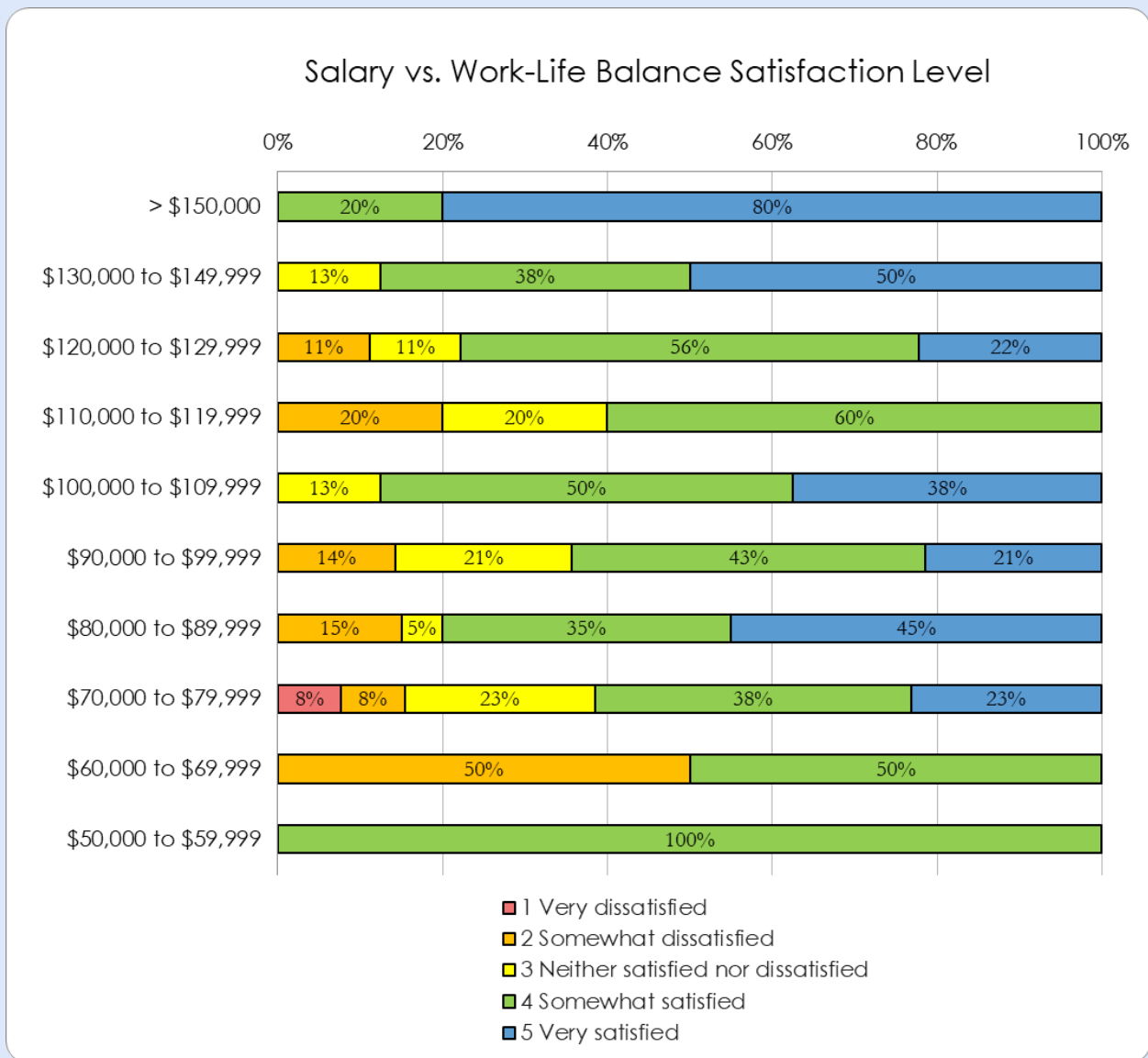


Figure 34 - Salary and Work-Life Balance Satisfaction:

- Of the respondents that reported an annual salary of more than \$150,000:
 - 20% (1) rated their work-life balance satisfaction at 4 out of 5; and

- 80% (4) rated their work-life balance satisfaction at 5 out of 5.
- Of the respondents that reported an annual salary of between \$130,000 and \$149,999:
 - Roughly 12% (1) rated their work-life balance satisfaction at 3 out of 5;
 - Roughly 38% (3) rated their work-life balance satisfaction at 4 out of 5; and
 - 50% (4) rated their work-life balance satisfaction at 5 out of 5.
- Of the respondents that reported an annual salary of between \$120,000 and \$129,999:
 - Roughly 11% (1) rated their work-life balance satisfaction at 2 out of 5;
 - Roughly 11% (1) rated their work-life balance satisfaction at 3 out of 5;
 - Roughly 56% (5) rated their work-life balance satisfaction at 4 out of 5; and
 - Roughly 22% (2) rated their work-life balance satisfaction at 5 out of 5.
- Of the respondents that reported an annual salary of between \$110,000 and \$119,999:
 - 20% (1) rated their work-life balance satisfaction at 2 out of 5;
 - 20% (1) rated their work-life balance satisfaction at 3 out of 5; and
 - 60% (3) rated their work-life balance satisfaction at 4 out of 5.
- Of the respondents that reported an annual salary of between \$100,000 and \$109,999:
 - Roughly 12% (1) rated their work-life balance satisfaction at 3 out of 5;
 - 50% (4) rated their work-life balance satisfaction at 4 out of 5; and
 - Roughly 38% (3) rated their work-life balance satisfaction at 5 out of 5.
- Of the respondents that reported an annual salary of between \$90,000 and \$99,999:
 - Roughly 14% (2) rated their work-life balance satisfaction at 2 out of 5;
 - Roughly 21% (3) rated their work-life balance satisfaction at 3 out of 5;
 - Roughly 43% (6) rated their work-life balance satisfaction at 4 out of 5; and
 - Roughly 21% (3) rated their work-life balance satisfaction at 5 out of 5.
- Of the respondents that reported an annual salary of between \$80,000 and \$89,999:
 - 15% (3) rated their work-life balance satisfaction at 2 out of 5;
 - 5% (1) rated their work-life balance satisfaction at 3 out of 5;
 - 35% (7) rated their work-life balance satisfaction at 4 out of 5; and
 - 45% (9) rated their work-life balance satisfaction at 5 out of 5.
- Of the respondents that reported an annual salary of between \$70,000 and \$79,999:
 - Roughly 8% (1) rated their work-life balance satisfaction at 1 out of 5;
 - Roughly 8% (1) rated their work-life balance satisfaction at 2 out of 5;
 - Roughly 23% (3) rated their work-life balance satisfaction at 3 out of 5;
 - Roughly 38% (5) rated their work-life balance satisfaction at 4 out of 5; and
 - Roughly 23% (3) rated their work-life balance satisfaction at 5 out of 5.
- Of the respondents that reported an annual salary of between \$60,000 and \$69,999:
 - 50% (1) rated their work-life balance satisfaction at 2 out of 5; and
 - 50% (1) rated their work-life balance satisfaction at 4 out of 5.
- Of the respondents that reported an annual salary of between \$50,000 and \$59,999:
 - 100% (1) rated their work-life balance satisfaction at 4 out of 5.
- Of all respondents:
 - Roughly 1% (1) rated their work-life balance satisfaction at 1 out of 5;
 - Roughly 11% (9) rated their work-life balance satisfaction at 2 out of 5;
 - Roughly 13% (11) rated their work-life balance satisfaction at 3 out of 5;
 - Roughly 45% (38) rated their work-life balance satisfaction at 4 out of 5; and
 - Roughly 31% (26) rated their work-life balance satisfaction at 5 out of 5.

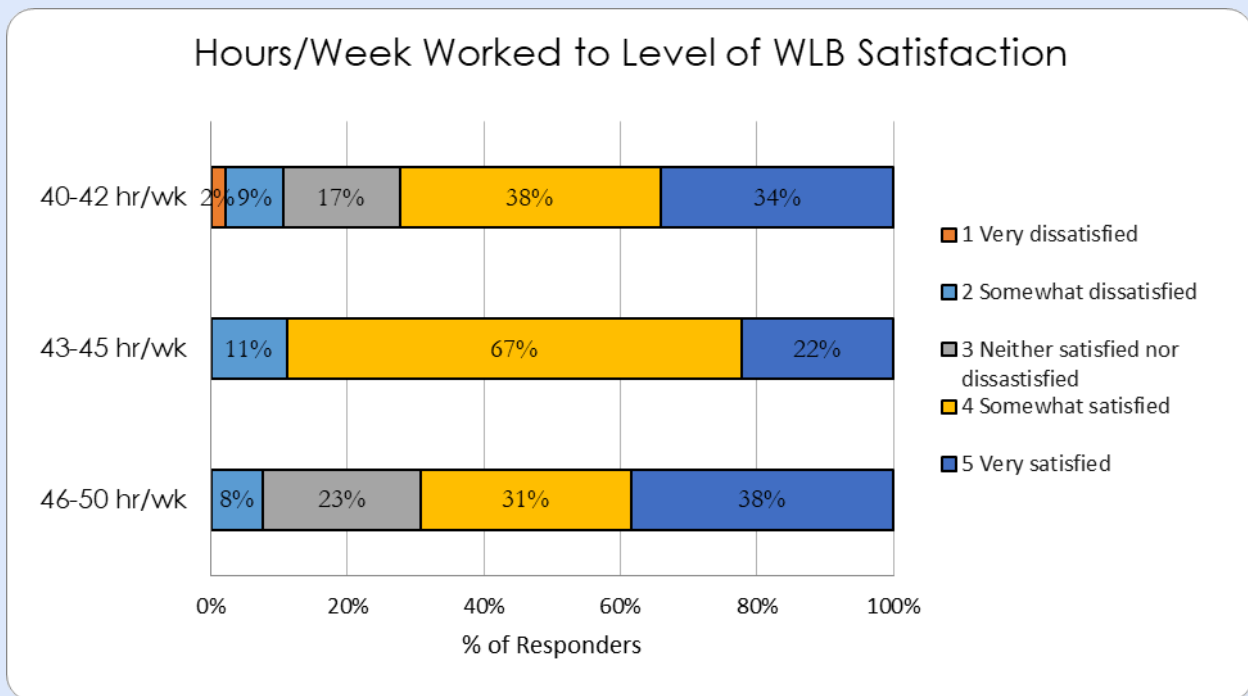


Figure 35 - Hours/Week Worked to Level of Work-Life Balance Satisfaction:

Note: Only hours/week ranges with more than 2 responders are included in the above graph.

- Of the respondents that work 40 to 42 hours per week:
 - Roughly 2% (1) rated their work-life balance satisfaction at 1 out of 5;
 - Roughly 9% (4) rated their work-life balance satisfaction at 2 out of 5;
 - Roughly 17% (8) rated their work-life balance satisfaction at 3 out of 5;
 - Roughly 38% (18) rated their work-life balance satisfaction at 4 out of 5; and
 - Roughly 34% (16) rated their work-life balance satisfaction at 5 out of 5.
- Of the respondents that work 43 to 45 hours per week:
 - Roughly 11% (2) rated their work-life balance satisfaction at 2 out of 5;
 - Roughly 67% (12) rated their work-life balance satisfaction at 4 out of 5; and
 - Roughly 22% (4) rated their work-life balance satisfaction at 5 out of 5.
- Of the respondents that work 46 to 50 hours per week:
 - Roughly 8% (1) rated their work-life balance satisfaction at 2 out of 5;
 - Roughly 23% (3) rated their work-life balance satisfaction at 3 out of 5;
 - Roughly 31% (4) rated their work-life balance satisfaction at 4 out of 5; and
 - Roughly 38% (5) rated their work-life balance satisfaction at 5 out of 5.

How Job WLB Satisfaction is Affected by Gender

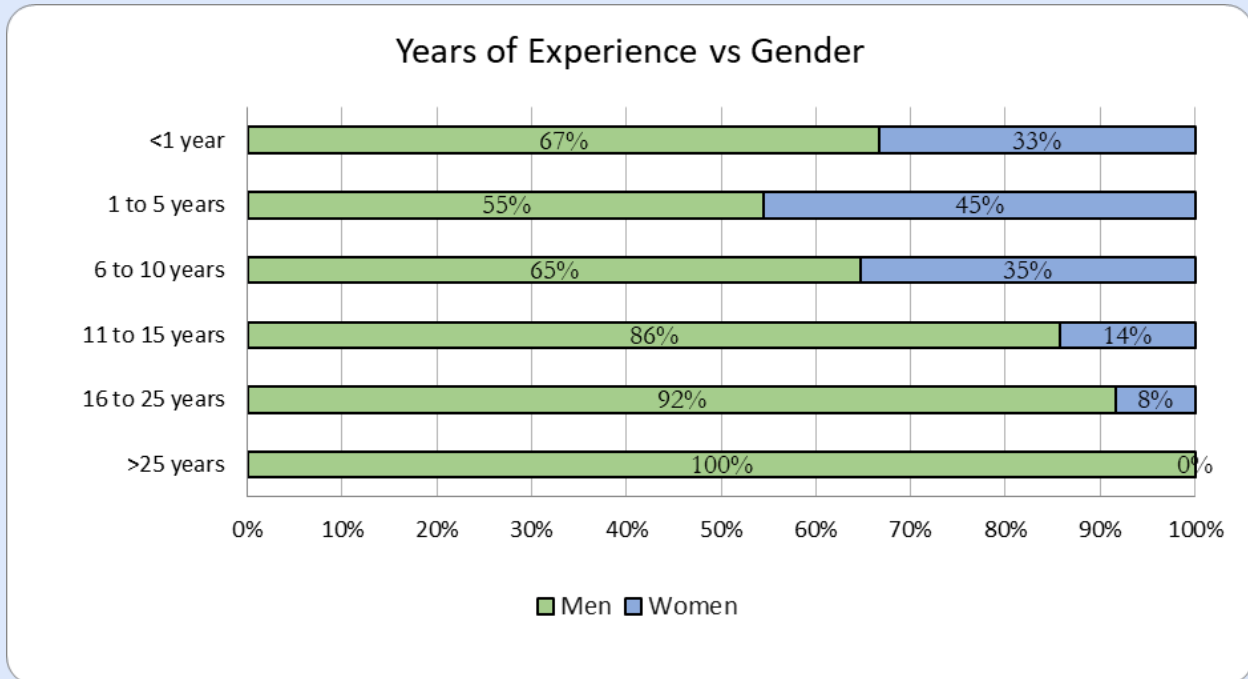


Figure 36 - Years of Experience vs Gender:

Note: Gender-identity responses with few individuals were excluded from correlations to protect individual identities and improve statistical significance. For this reason, this graph only includes responses that identify as men or women. Those who did not wish to provide their gender identity were not included in this chart.

- Of the respondents that have less than 1 year of experience:
 - Roughly 67% (2) identified as men; and
 - Roughly 33% (1) identified as women.
- Of the respondents that have 1 to 5 years of experience:
 - Roughly 55% (12) identified as men; and
 - Roughly 45% (10) identified as women.
- Of the respondents that have 6 to 10 years of experience:
 - Roughly 65% (11) identified as men; and
 - Roughly 35% (6) identified as women.
- Of the respondents that have 11 to 15 years of experience:
 - Roughly 86% (12) identified as men; and
 - Roughly 14% (2) identified as women.
- Of the respondents that have 16 to 25 years of experience:
 - Roughly 92% (11) identified as men; and
 - Roughly 8% (1) identified as a woman.
- Of the respondents that have greater than 25 of experience:
 - 100% (8) identified as men.

Overall, there are more men in all years of experience groups. There is a clear trend of fewer women in higher levels of experience.

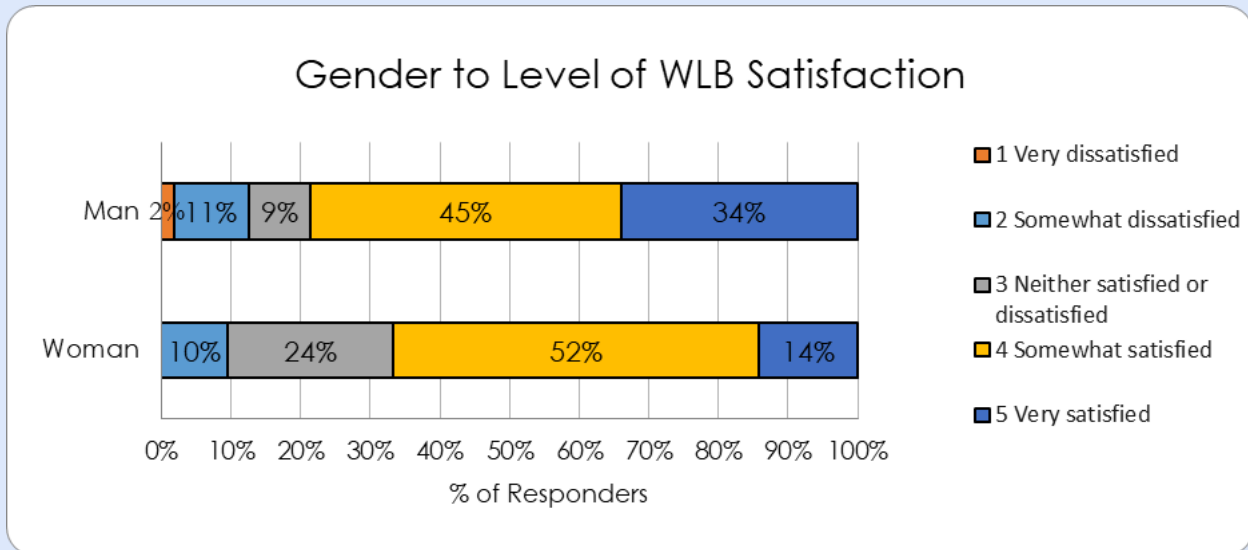


Figure 37 - Gender to Level of Work-Life Balance Satisfaction:

Note: Gender-identity responses with few individuals were excluded from correlations to protect individual identities and improve statistical significance. For this reason, this graph only includes responses that identify as men or women. Those who did not wish to provide their gender identity were not included in this chart.

- Of respondents that identified as women:
 - Roughly 10% (2) rated their work-life balance satisfaction at a 2 out of 5;
 - Roughly 24% (5) rated their work-life balance satisfaction at a 3 out of 5;
 - Roughly 52% (11) rated their work-life balance satisfaction at a 4 out of 5; and
 - Roughly 14% (3) rated their work-life balance satisfaction at a 5 out of 5.
- Of respondents that identified as men:
 - Roughly 2% (1) rated their work-life balance satisfaction at a 1 out of 5;
 - Roughly 11% (6) rated their work-life balance satisfaction at a 2 out of 5;
 - Roughly 9% (5) rated their work-life balance satisfaction at a 3 out of 5;
 - Roughly 45% (25) rated their work-life balance satisfaction at a 4 out of 5; and
 - Roughly 34% (19) rated their work-life balance satisfaction at a 5 out of 5.

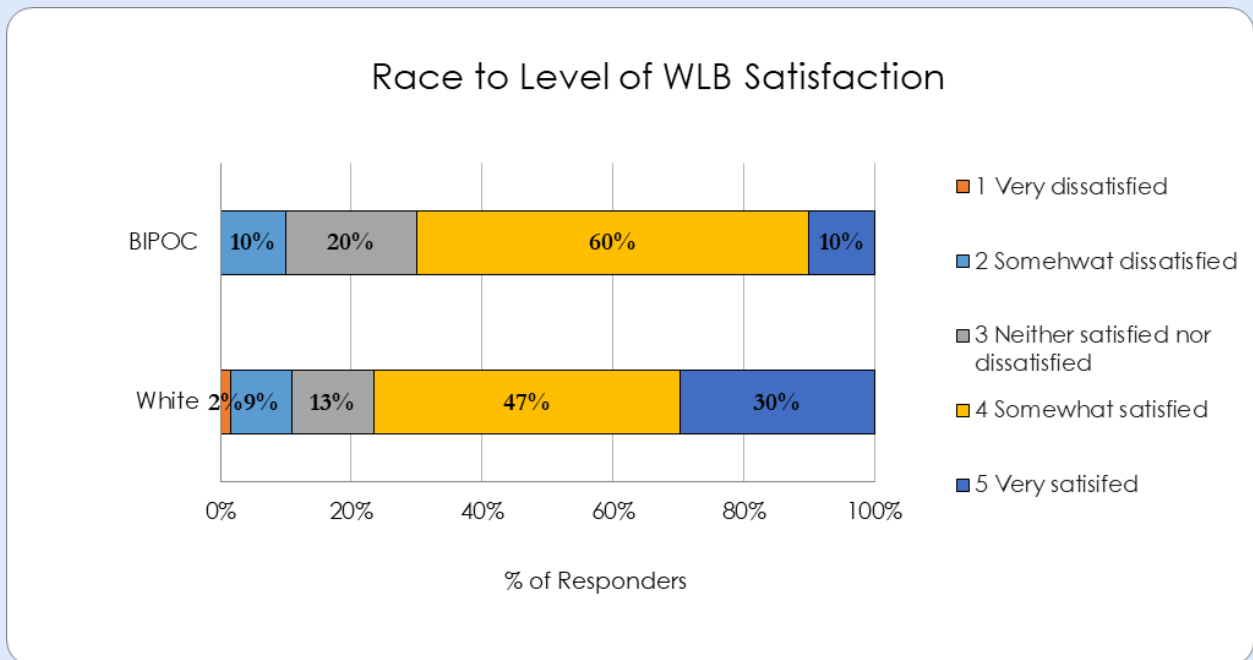


Figure 38 - Race to Level of Work-Life Balance Satisfaction:

Note: Because there were not many non-white and/or not-Hispanic respondents, responses for all those who identified as Asian, American Indian or Alaska Native, Native Hawaiian or other Pacific Islander, Black/African American, or Hispanic are lumped into the term BIPOC (Black, Indigenous, and People of Color) to provide more tangible correlations while maintaining anonymity of responders data.

- Of respondents that identified as BIPOC:
 - 10% (1) rated their work-life balance satisfaction at a 2 out of 5;
 - 20% (2) rated their work-life balance satisfaction at a 3 out of 5;
 - 60% (6) rated their work-life balance satisfaction at a 4 out of 5; and
 - 10% (1) rated their work-life balance satisfaction at a 5 out of 5.
- Of respondents that identified as White:
 - Roughly 2% (1) rated their work-life balance satisfaction at a 1 out of 5;
 - Roughly 9% (6) rated their work-life balance satisfaction at a 2 out of 5;
 - Roughly 13% (8) rated their work-life balance satisfaction at a 3 out of 5;
 - Roughly 47% (30) rated their work-life balance satisfaction at a 4 out of 5; and
 - Roughly 30% (19) rated their work-life balance satisfaction at a 5 out of 5.

Firm Size Correlations

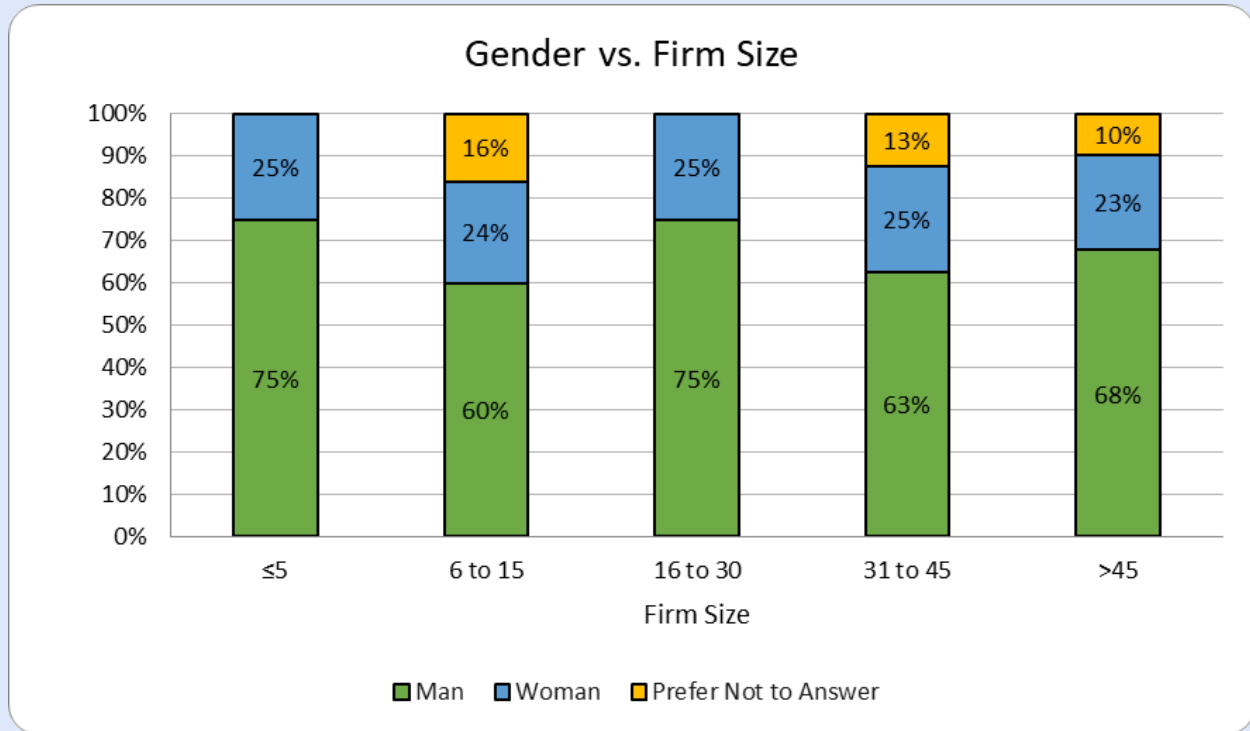


Figure 39 - Gender vs. Firm Size:

Note: Gender-identity responses with few individuals were excluded from correlations to protect individual identities and improve statistical significance. For this reason, this graph only includes responses that identify as men or women.

- Of respondents that work at firms with 5 or less structural designers:
 - 75% (6) identified as men; and
 - 25% (2) identified as women.
- Of respondents that work at firms with 6 to 15 structural designers:
 - 60% (15) identified as men;
 - 24% (6) identified as women; and
 - 16% (4) preferred not to answer.
- Of respondents that work at firms with 16 to 30 structural designers:
 - 75% (9) identified as men; and
 - 25% (3) identified as women.
- Of respondents that work at firms with 31 to 45 structural designers:
 - Roughly 63% (5) identified as men;
 - 25% (2) identified as women; and
 - Roughly 13% (1) preferred not to answer.
- Of respondents that work at firms with more than 45 structural designers:
 - Roughly 68% (21) identified as men; and
 - Roughly 23% (7) identified as women.

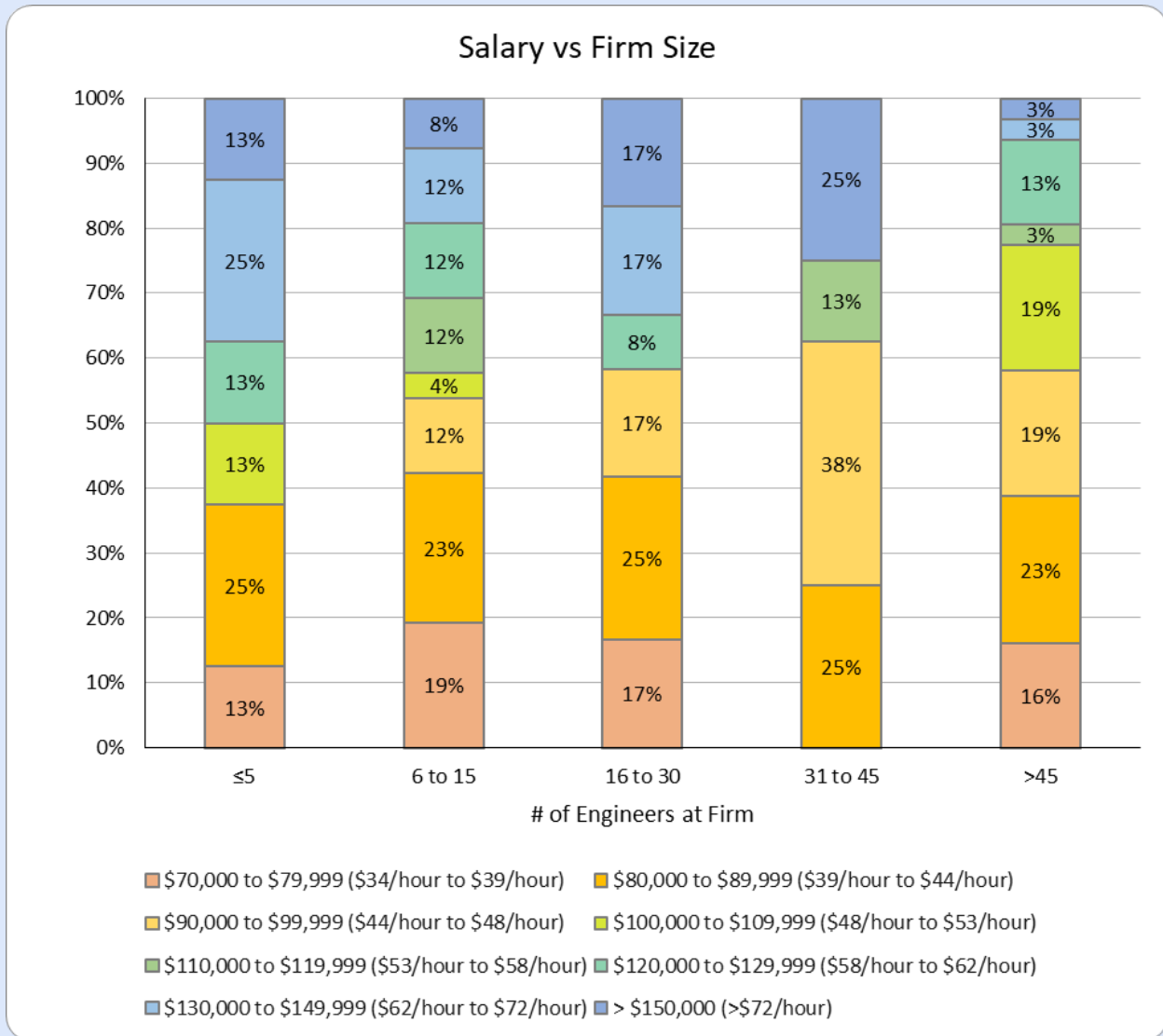


Figure 40 - Salary vs Firm Size:

- Of the respondents that work for firms with less than 5 employees:
 - Roughly 13% (1) reported their salary was between \$70,000 to \$79,000 (\$34/hour to \$39/hour);
 - 25% (2) reported their salary was between \$80,000 to \$89,999 (\$39/hour to \$44/hour);
 - Roughly 13% (1) reported their salary was between \$100,000 to \$109,999 (\$48/hour to \$53/hour);
 - Roughly 13% (1) reported their salary was between \$120,000 to \$129,999 (\$58/hour to \$62/hour);
 - 25% (2) reported their salary was between \$130,000 to \$149,999 (\$62/hour to \$72/hour); and
 - Roughly 13% (1) reported their salary was greater than \$150,000 (>\$72/hour).
- Of the respondents that work for firms with 6 to 15 employees:
 - Roughly 19% (5) reported their salary was between \$70,000 to \$79,000 (\$34/hour to \$39/hour);
 - Roughly 23% (6) reported their salary was between \$80,000 to \$89,999 (\$39/hour to \$44/hour);

- Roughly 12% (3) reported their salary was between \$90,000 to \$99,999 (\$44/hour to \$48/hour);
- Roughly 4% (1) reported their salary was between \$100,000 to \$109,999 (\$48/hour to \$53/hour);
- Roughly 12% (3) reported their salary was between \$110,000 to \$119,999 (\$53/hour to \$58/hour);
- Roughly 12% (3) reported their salary was between \$120,000 to \$129,999 (\$58/hour to \$62/hour);
- Roughly 12% (3) reported their salary was between \$130,000 to \$149,999 (\$62/hour to \$72/hour); and
- Roughly 8% (2) reported their salary was greater than \$150,000 (>\$72/hour).
- Of the respondents that work for firms with 16 to 30 employees:
 - Roughly 17% (2) reported their salary was between \$70,000 to \$79,000 (\$34/hour to \$39/hour);
 - 25% (3) reported their salary was between \$80,000 to \$89,999 (\$39/hour to \$44/hour);
 - Roughly 17% (2) reported their salary was between \$90,000 to \$99,999 (\$44/hour to \$48/hour);
 - Roughly 8% (1) reported their salary was between \$120,000 to \$129,999 (\$58/hour to \$62/hour);
 - Roughly 17% (2) reported their salary was between \$130,000 to \$149,999 (\$62/hour to \$72/hour); and
 - Roughly 17% (2) reported their salary was greater than \$150,000 (>\$72/hour).
- Of the respondents that work for firms with 31 to 45 employees:
 - 25% (2) reported their salary was between \$80,000 to \$89,999 (\$39/hour to \$44/hour);
 - Roughly 38% (3) reported their salary was between \$90,000 to \$99,999 (\$44/hour to \$48/hour);
 - Roughly 13% (1) reported their salary was between \$110,000 to \$119,999 (\$53/hour to \$58/hour); and
 - 25% (2) reported their salary was greater than \$150,000 (>\$72/hour).
- Of the respondents that work for firms with greater than 45 employees:
 - Roughly 16% (5) reported their salary was between \$70,000 to \$79,000 (\$34/hour to \$39/hour);
 - Roughly 23% (7) reported their salary was between \$80,000 to \$89,999 (\$39/hour to \$44/hour);
 - Roughly 19% (6) reported their salary was between \$90,000 to \$99,999 (\$44/hour to \$48/hour);
 - Roughly 19% (6) reported their salary was between \$100,000 to \$109,999 (\$48/hour to \$53/hour);
 - Roughly 3% (1) reported their salary was between \$110,000 to \$119,999 (\$53/hour to \$58/hour);
 - Roughly 13% (4) reported their salary was between \$120,000 to \$129,999 (\$58/hour to \$62/hour);
 - Roughly 3% (1) reported their salary was between \$130,000 to \$149,999 (\$62/hour to \$72/hour); and
 - Roughly 3% (1) reported their salary was greater than \$150,000 (>\$72/hour).

There is a general trend that larger firms have more employees at lower salaries. This could be due to lower salaries at larger firms, or due to more early career engineers at larger firms.

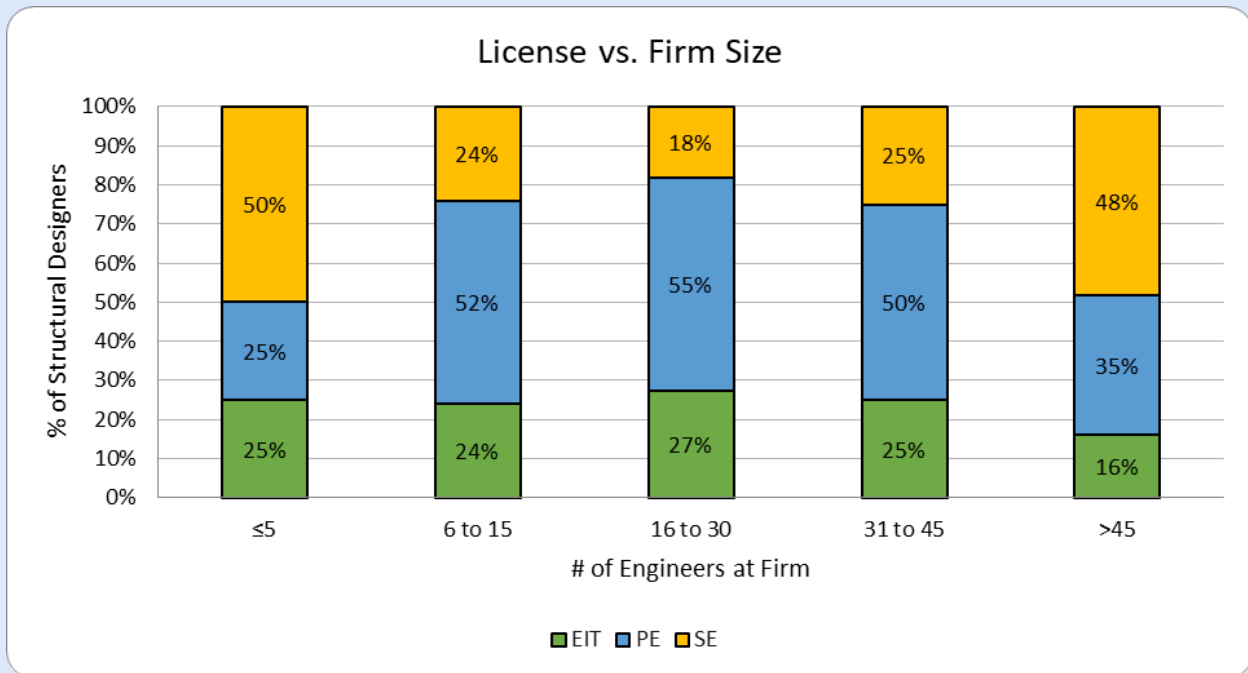


Figure 41 - License vs. Firm Size:

- Out of respondents that work at firms with 5 or less structural designers:
 - 25% (2) have their EIT;
 - 25% (2) have their PE; and
 - 50% (4) have their SE.
- Out of respondents that work at firms with 6 to 15 structural designers:
 - Roughly 24% (6) have their EIT;
 - Roughly 52% (13) have their PE; and
 - Roughly 24% (6) have their SE.
- Out of respondents that work at firms with 16 to 30 structural designers:
 - Roughly 27% (3) have their EIT;
 - Roughly 55% (6) have their PE; and
 - Roughly 18% (2) have their SE.
- Out of respondents that work at firms with 31 to 45 structural designers:
 - 25% (2) have their EIT;
 - 50% (4) have their PE; and
 - 25% (2) have their SE.
- Out of respondents that work at firms with more than 45 structural designers:
 - Roughly 16% (5) have their EIT;
 - Roughly 35% (11) have their PE; and
 - Roughly 48% (15) have their SE.

Closing statements

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