

# ANNUAL STATE AND NATIONAL DUES



July 1, 2026 to June 30, 2027

| Firm's Total Employees | Index | ACEC Ohio Dues | ACEC National Dues | Total Dues     |
|------------------------|-------|----------------|--------------------|----------------|
| 1                      | 1.00  | \$476          | \$633              | <b>\$1,109</b> |
| 2                      | 1.49  | \$709          | \$736              | <b>\$1,445</b> |
| 3                      | 1.87  | \$890          | \$924              | <b>\$1,814</b> |
| 4                      | 2.21  | \$1,051        | \$1,092            | <b>\$2,143</b> |
| 5                      | 2.51  | \$1,194        | \$1,240            | <b>\$2,434</b> |
| 6                      | 2.78  | \$1,323        | \$1,374            | <b>\$2,697</b> |
| 7                      | 3.04  | \$1,447        | \$1,502            | <b>\$2,949</b> |
| 8                      | 3.28  | \$1,561        | \$1,621            | <b>\$3,182</b> |
| 9                      | 3.51  | \$1,670        | \$1,734            | <b>\$3,404</b> |
| 10                     | 3.73  | \$1,775        | \$1,843            | <b>\$3,618</b> |
| 11                     | 3.94  | \$1,875        | \$1,947            | <b>\$3,822</b> |
| 12                     | 4.14  | \$1,970        | \$2,046            | <b>\$4,016</b> |
| 13                     | 4.33  | \$2,061        | \$2,140            | <b>\$4,201</b> |
| 14                     | 4.52  | \$2,151        | \$2,234            | <b>\$4,385</b> |
| 15                     | 4.70  | \$2,237        | \$2,322            | <b>\$4,559</b> |
| 16                     | 4.88  | \$2,322        | \$2,411            | <b>\$4,733</b> |
| 17                     | 5.05  | \$2,403        | \$2,495            | <b>\$4,898</b> |
| 18                     | 5.22  | \$2,484        | \$2,579            | <b>\$5,063</b> |
| 19                     | 5.38  | \$2,560        | \$2,659            | <b>\$5,219</b> |
| 20                     | 5.54  | \$2,637        | \$2,738            | <b>\$5,375</b> |
| 21                     | 5.70  | \$2,713        | \$2,817            | <b>\$5,530</b> |
| 22                     | 5.85  | \$2,784        | \$2,891            | <b>\$5,675</b> |
| 23                     | 6.00  | \$2,856        | \$2,965            | <b>\$5,821</b> |
| 24                     | 6.15  | \$2,927        | \$3,039            | <b>\$5,966</b> |
| 25                     | 6.29  | \$2,994        | \$3,108            | <b>\$6,102</b> |

| Firm's Total Employees | Index | ACEC Ohio Dues | ACEC National Dues | Total Dues     |
|------------------------|-------|----------------|--------------------|----------------|
| 26                     | 6.44  | \$3,065        | \$3,182            | <b>\$6,247</b> |
| 27                     | 6.58  | \$3,132        | \$3,252            | <b>\$6,384</b> |
| 28                     | 6.71  | \$3,193        | \$3,316            | <b>\$6,509</b> |
| 29                     | 6.85  | \$3,260        | \$3,385            | <b>\$6,645</b> |
| 30                     | 6.98  | \$3,322        | \$3,449            | <b>\$6,771</b> |
| 31                     | 7.12  | \$3,389        | \$3,519            | <b>\$6,908</b> |
| 32                     | 7.25  | \$3,451        | \$3,583            | <b>\$7,034</b> |
| 33                     | 7.37  | \$3,508        | \$3,642            | <b>\$7,150</b> |
| 34                     | 7.50  | \$3,570        | \$3,706            | <b>\$7,276</b> |
| 35                     | 7.63  | \$3,631        | \$3,771            | <b>\$7,402</b> |
| 36                     | 7.75  | \$3,689        | \$3,830            | <b>\$7,519</b> |
| 37                     | 7.87  | \$3,746        | \$3,889            | <b>\$7,635</b> |
| 38                     | 7.99  | \$3,803        | \$3,949            | <b>\$7,752</b> |
| 39                     | 8.11  | \$3,860        | \$4,008            | <b>\$7,868</b> |
| 40                     | 8.23  | \$3,917        | \$4,067            | <b>\$7,984</b> |
| 41                     | 8.35  | \$3,974        | \$4,126            | <b>\$8,100</b> |
| 42                     | 8.46  | \$4,026        | \$4,181            | <b>\$8,207</b> |
| 43                     | 8.58  | \$4,084        | \$4,240            | <b>\$8,324</b> |
| 44                     | 8.69  | \$4,136        | \$4,295            | <b>\$8,431</b> |
| 45                     | 8.80  | \$4,188        | \$4,349            | <b>\$8,537</b> |
| 46                     | 8.92  | \$4,245        | \$4,408            | <b>\$8,653</b> |
| 47                     | 9.03  | \$4,298        | \$4,463            | <b>\$8,761</b> |
| 48                     | 9.14  | \$4,350        | \$4,517            | <b>\$8,867</b> |
| 49                     | 9.24  | \$4,398        | \$4,566            | <b>\$8,964</b> |
| 50                     | 9.35  | \$4,450        | \$4,621            | <b>\$9,071</b> |
| 51                     | 9.46  | \$4,502        | \$4,675            | <b>\$9,177</b> |
| 52                     | 9.56  | \$4,550        | \$4,725            | <b>\$9,275</b> |
| 53                     | 9.67  | \$4,602        | \$4,779            | <b>\$9,381</b> |
| 54                     | 9.77  | \$4,650        | \$4,828            | <b>\$9,478</b> |
| 55                     | 9.87  | \$4,698        | \$4,878            | <b>\$9,576</b> |
| 56                     | 9.98  | \$4,750        | \$4,932            | <b>\$9,682</b> |

| Firm's Total Employees | Index | ACEC Ohio Dues | ACEC National Dues | Total Dues      |
|------------------------|-------|----------------|--------------------|-----------------|
| 57                     | 10.08 | \$4,798        | \$4,982            | <b>\$9,780</b>  |
| 58                     | 10.18 | \$4,845        | \$5,031            | <b>\$9,876</b>  |
| 59                     | 10.28 | \$4,893        | \$5,080            | <b>\$9,973</b>  |
| 60                     | 10.38 | \$4,940        | \$5,130            | <b>\$10,070</b> |
| 61                     | 10.48 | \$4,988        | \$5,179            | <b>\$10,167</b> |
| 62                     | 10.57 | \$5,031        | \$5,224            | <b>\$10,255</b> |
| 63                     | 10.67 | \$5,078        | \$5,273            | <b>\$10,351</b> |
| 64                     | 10.77 | \$5,126        | \$5,323            | <b>\$10,449</b> |
| 65                     | 10.86 | \$5,169        | \$5,367            | <b>\$10,536</b> |
| 66                     | 10.96 | \$5,216        | \$5,416            | <b>\$10,632</b> |
| 67                     | 11.05 | \$5,259        | \$5,461            | <b>\$10,720</b> |
| 68                     | 11.15 | \$5,307        | \$5,510            | <b>\$10,817</b> |
| 69                     | 11.24 | \$5,350        | \$5,555            | <b>\$10,905</b> |
| 70                     | 11.33 | \$5,393        | \$5,599            | <b>\$10,992</b> |
| 71                     | 11.43 | \$5,440        | \$5,649            | <b>\$11,089</b> |
| 72                     | 11.52 | \$5,483        | \$5,693            | <b>\$11,176</b> |
| 73                     | 11.61 | \$5,526        | \$5,738            | <b>\$11,264</b> |
| 74                     | 11.70 | \$5,569        | \$5,782            | <b>\$11,351</b> |
| 75                     | 11.79 | \$5,612        | \$5,827            | <b>\$11,439</b> |
| 76                     | 11.88 | \$5,654        | \$5,871            | <b>\$11,525</b> |
| 77                     | 11.97 | \$5,697        | \$5,916            | <b>\$11,613</b> |
| 78                     | 12.06 | \$5,740        | \$5,960            | <b>\$11,700</b> |
| 79                     | 12.14 | \$5,778        | \$6,000            | <b>\$11,778</b> |
| 80                     | 12.23 | \$5,821        | \$6,044            | <b>\$11,865</b> |
| 81                     | 12.32 | \$5,864        | \$6,089            | <b>\$11,953</b> |
| 82                     | 12.41 | \$5,907        | \$6,133            | <b>\$12,040</b> |
| 83                     | 12.49 | \$5,945        | \$6,173            | <b>\$12,118</b> |
| 84                     | 12.58 | \$5,988        | \$6,217            | <b>\$12,205</b> |
| 85                     | 12.66 | \$6,026        | \$6,257            | <b>\$12,283</b> |
| 86                     | 12.75 | \$6,069        | \$6,301            | <b>\$12,370</b> |
| 87                     | 12.83 | \$6,107        | \$6,341            | <b>\$12,448</b> |

| Firm's Total Employees | Index | ACEC Ohio Dues | ACEC National Dues | Total Dues      |
|------------------------|-------|----------------|--------------------|-----------------|
| 88                     | 12.92 | \$6,149        | \$6,385            | <b>\$12,534</b> |
| 89                     | 13.00 | \$6,188        | \$6,425            | <b>\$12,613</b> |
| 90                     | 13.08 | \$6,226        | \$6,464            | <b>\$12,690</b> |
| 91                     | 13.17 | \$6,268        | \$6,509            | <b>\$12,777</b> |
| 92                     | 13.25 | \$6,307        | \$6,548            | <b>\$12,855</b> |
| 93                     | 13.33 | \$6,345        | \$6,588            | <b>\$12,933</b> |
| 94                     | 13.41 | \$6,383        | \$6,627            | <b>\$13,010</b> |
| 95                     | 13.49 | \$6,421        | \$6,667            | <b>\$13,088</b> |
| 96                     | 13.57 | \$6,459        | \$6,706            | <b>\$13,165</b> |
| 97                     | 13.66 | \$6,502        | \$6,751            | <b>\$13,253</b> |
| 98                     | 13.74 | \$6,540        | \$6,790            | <b>\$13,330</b> |
| 99                     | 13.82 | \$6,578        | \$6,830            | <b>\$13,408</b> |
| 100                    | 13.89 | \$6,611        | \$6,865            | <b>\$13,476</b> |
| 101                    | 13.97 | \$6,649        | \$6,904            | <b>\$13,553</b> |
| 102                    | 14.05 | \$6,687        | \$6,944            | <b>\$13,631</b> |
| 103                    | 14.13 | \$6,725        | \$6,983            | <b>\$13,708</b> |
| 104                    | 14.21 | \$6,763        | \$7,023            | <b>\$13,786</b> |
| 105                    | 14.29 | \$6,802        | \$7,062            | <b>\$13,864</b> |
| 106                    | 14.37 | \$6,840        | \$7,102            | <b>\$13,942</b> |
| 107                    | 14.44 | \$6,873        | \$7,136            | <b>\$14,009</b> |
| 108                    | 14.52 | \$6,911        | \$7,176            | <b>\$14,087</b> |
| 109                    | 14.60 | \$6,949        | \$7,216            | <b>\$14,165</b> |
| 110                    | 14.67 | \$6,982        | \$7,250            | <b>\$14,232</b> |
| 111                    | 14.75 | \$7,021        | \$7,290            | <b>\$14,311</b> |
| 112                    | 14.82 | \$7,054        | \$7,324            | <b>\$14,378</b> |
| 113                    | 14.90 | \$7,092        | \$7,364            | <b>\$14,456</b> |
| 114                    | 14.98 | \$7,130        | \$7,403            | <b>\$14,533</b> |
| 115                    | 15.05 | \$7,163        | \$7,438            | <b>\$14,601</b> |
| 116                    | 15.12 | \$7,197        | \$7,473            | <b>\$14,670</b> |
| 117                    | 15.20 | \$7,235        | \$7,512            | <b>\$14,747</b> |
| 118                    | 15.27 | \$7,268        | \$7,547            | <b>\$14,815</b> |

| Firm's Total Employees | Index | ACEC Ohio Dues | ACEC National Dues | Total Dues      |
|------------------------|-------|----------------|--------------------|-----------------|
| 119                    | 15.35 | \$7,306        | \$7,586            | <b>\$14,892</b> |
| 120                    | 15.42 | \$7,339        | \$7,621            | <b>\$14,960</b> |
| 121                    | 15.49 | \$7,373        | \$7,655            | <b>\$15,028</b> |
| 122                    | 15.57 | \$7,411        | \$7,695            | <b>\$15,106</b> |
| 123                    | 15.64 | \$7,444        | \$7,730            | <b>\$15,174</b> |
| 124                    | 15.71 | \$7,477        | \$7,764            | <b>\$15,241</b> |
| 125                    | 15.78 | \$7,511        | \$7,799            | <b>\$15,310</b> |
| 126                    | 15.86 | \$7,549        | \$7,838            | <b>\$15,387</b> |
| 127                    | 15.93 | \$7,582        | \$7,873            | <b>\$15,455</b> |
| 128                    | 16.00 | \$7,616        | \$7,908            | <b>\$15,524</b> |
| 129                    | 16.07 | \$7,649        | \$7,942            | <b>\$15,591</b> |
| 130                    | 16.14 | \$7,682        | \$7,977            | <b>\$15,659</b> |
| 131                    | 16.21 | \$7,715        | \$8,011            | <b>\$15,726</b> |
| 132                    | 16.28 | \$7,749        | \$8,046            | <b>\$15,795</b> |
| 133                    | 16.35 | \$7,782        | \$8,080            | <b>\$15,862</b> |
| 134                    | 16.42 | \$7,815        | \$8,115            | <b>\$15,930</b> |
| 135                    | 16.49 | \$7,849        | \$8,150            | <b>\$15,999</b> |
| 136                    | 16.56 | \$7,882        | \$8,184            | <b>\$16,066</b> |
| 137                    | 16.63 | \$7,915        | \$8,219            | <b>\$16,134</b> |
| 138                    | 16.70 | \$7,949        | \$8,253            | <b>\$16,202</b> |
| 139                    | 16.77 | \$7,982        | \$8,288            | <b>\$16,270</b> |
| 140                    | 16.84 | \$8,015        | \$8,323            | <b>\$16,338</b> |
| 141                    | 16.91 | \$8,049        | \$8,357            | <b>\$16,406</b> |
| 142                    | 16.98 | \$8,082        | \$8,392            | <b>\$16,474</b> |
| 143                    | 17.05 | \$8,115        | \$8,426            | <b>\$16,541</b> |
| 144                    | 17.11 | \$8,144        | \$8,456            | <b>\$16,600</b> |
| 145                    | 17.18 | \$8,177        | \$8,491            | <b>\$16,668</b> |
| 146                    | 17.25 | \$8,211        | \$8,525            | <b>\$16,736</b> |
| 147                    | 17.32 | \$8,244        | \$8,560            | <b>\$16,804</b> |
| 148                    | 17.38 | \$8,272        | \$8,590            | <b>\$16,862</b> |
| 149                    | 17.45 | \$8,306        | \$8,624            | <b>\$16,930</b> |

| Firm's Total Employees | Index | ACEC Ohio Dues | ACEC National Dues | Total Dues      |
|------------------------|-------|----------------|--------------------|-----------------|
| 150                    | 17.52 | \$8,339        | \$8,659            | <b>\$16,998</b> |
| 151                    | 17.58 | \$8,368        | \$8,688            | <b>\$17,056</b> |
| 152                    | 17.65 | \$8,401        | \$8,723            | <b>\$17,124</b> |
| 153                    | 17.72 | \$8,434        | \$8,758            | <b>\$17,192</b> |
| 154                    | 17.78 | \$8,463        | \$8,787            | <b>\$17,250</b> |
| 155                    | 17.85 | \$8,496        | \$8,822            | <b>\$17,318</b> |
| 156                    | 17.91 | \$8,525        | \$8,852            | <b>\$17,377</b> |
| 157                    | 17.98 | \$8,558        | \$8,886            | <b>\$17,444</b> |
| 158                    | 18.05 | \$8,591        | \$8,921            | <b>\$17,512</b> |
| 159                    | 18.11 | \$8,620        | \$8,950            | <b>\$17,570</b> |
| 160                    | 18.18 | \$8,653        | \$8,985            | <b>\$17,638</b> |
| 161                    | 18.24 | \$8,682        | \$9,015            | <b>\$17,697</b> |
| 162                    | 18.31 | \$8,715        | \$9,049            | <b>\$17,764</b> |
| 163                    | 18.37 | \$8,744        | \$9,079            | <b>\$17,823</b> |
| 164                    | 18.43 | \$8,772        | \$9,109            | <b>\$17,881</b> |
| 165                    | 18.50 | \$8,806        | \$9,143            | <b>\$17,949</b> |
| 166                    | 18.56 | \$8,834        | \$9,173            | <b>\$18,007</b> |
| 167                    | 18.63 | \$8,867        | \$9,207            | <b>\$18,074</b> |
| 168                    | 18.69 | \$8,896        | \$9,237            | <b>\$18,133</b> |
| 169                    | 18.75 | \$8,925        | \$9,267            | <b>\$18,192</b> |
| 170                    | 18.82 | \$8,958        | \$9,301            | <b>\$18,259</b> |
| 171                    | 18.88 | \$8,986        | \$9,331            | <b>\$18,317</b> |
| 172                    | 18.94 | \$9,015        | \$9,361            | <b>\$18,376</b> |
| 173                    | 19.01 | \$9,048        | \$9,395            | <b>\$18,443</b> |
| 174                    | 19.07 | \$9,077        | \$9,425            | <b>\$18,502</b> |
| 175                    | 19.13 | \$9,105        | \$9,455            | <b>\$18,560</b> |
| 176                    | 19.19 | \$9,134        | \$9,484            | <b>\$18,618</b> |
| 177                    | 19.26 | \$9,167        | \$9,519            | <b>\$18,686</b> |
| 178                    | 19.32 | \$9,196        | \$9,548            | <b>\$18,744</b> |
| 179                    | 19.38 | \$9,224        | \$9,578            | <b>\$18,802</b> |
| 180                    | 19.44 | \$9,253        | \$9,608            | <b>\$18,861</b> |

| Firm's Total Employees | Index | ACEC Ohio Dues | ACEC National Dues | Total Dues      |
|------------------------|-------|----------------|--------------------|-----------------|
| 181                    | 19.50 | \$9,282        | \$9,637            | <b>\$18,919</b> |
| 182                    | 19.56 | \$9,310        | \$9,667            | <b>\$18,977</b> |
| 183                    | 19.63 | \$9,343        | \$9,702            | <b>\$19,045</b> |
| 184                    | 19.69 | \$9,372        | \$9,731            | <b>\$19,103</b> |
| 185                    | 19.75 | \$9,401        | \$9,761            | <b>\$19,162</b> |
| 186                    | 19.81 | \$9,429        | \$9,791            | <b>\$19,220</b> |
| 187                    | 19.87 | \$9,458        | \$9,820            | <b>\$19,278</b> |
| 188                    | 19.93 | \$9,486        | \$9,850            | <b>\$19,336</b> |
| 189                    | 19.99 | \$9,515        | \$9,880            | <b>\$19,395</b> |
| 190                    | 20.05 | \$9,543        | \$9,909            | <b>\$19,452</b> |
| 191                    | 20.11 | \$9,572        | \$9,939            | <b>\$19,511</b> |
| 192                    | 20.17 | \$9,600        | \$9,969            | <b>\$19,569</b> |
| 193                    | 20.23 | \$9,629        | \$9,998            | <b>\$19,627</b> |
| 194                    | 20.29 | \$9,658        | \$10,028           | <b>\$19,686</b> |
| 195                    | 20.35 | \$9,686        | \$10,057           | <b>\$19,743</b> |
| 196                    | 20.41 | \$9,715        | \$10,087           | <b>\$19,802</b> |
| 197                    | 20.47 | \$9,743        | \$10,117           | <b>\$19,860</b> |
| 198                    | 20.53 | \$9,772        | \$10,146           | <b>\$19,918</b> |
| 199                    | 20.59 | \$9,800        | \$10,176           | <b>\$19,976</b> |
| 200                    | 20.65 | \$9,829        | \$10,206           | <b>\$20,035</b> |
| 201                    | 20.71 | \$9,857        | \$10,235           | <b>\$20,092</b> |
| 202                    | 20.77 | \$9,886        | \$10,265           | <b>\$20,151</b> |
| 203                    | 20.82 | \$9,910        | \$10,290           | <b>\$20,200</b> |
| 204                    | 20.88 | \$9,938        | \$10,319           | <b>\$20,257</b> |
| 205                    | 20.94 | \$9,967        | \$10,349           | <b>\$20,316</b> |
| 206                    | 21.00 | \$9,996        | \$10,379           | <b>\$20,375</b> |
| 207                    | 21.06 | \$10,024       | \$10,408           | <b>\$20,432</b> |
| 208                    | 21.12 | \$10,053       | \$10,438           | <b>\$20,491</b> |
| 209                    | 21.17 | \$10,076       | \$10,463           | <b>\$20,539</b> |
| 210                    | 21.23 | \$10,105       | \$10,492           | <b>\$20,597</b> |
| 211                    | 21.29 | \$10,134       | \$10,522           | <b>\$20,656</b> |

| Firm's Total Employees | Index | ACEC Ohio Dues | ACEC National Dues | Total Dues      |
|------------------------|-------|----------------|--------------------|-----------------|
| 212                    | 21.35 | \$10,162       | \$10,552           | <b>\$20,714</b> |
| 213                    | 21.40 | \$10,186       | \$10,576           | <b>\$20,762</b> |
| 214                    | 21.46 | \$10,214       | \$10,606           | <b>\$20,820</b> |
| 215                    | 21.52 | \$10,243       | \$10,636           | <b>\$20,879</b> |
| 216                    | 21.58 | \$10,272       | \$10,665           | <b>\$20,937</b> |
| 217                    | 21.63 | \$10,295       | \$10,690           | <b>\$20,985</b> |
| 218                    | 21.69 | \$10,324       | \$10,720           | <b>\$21,044</b> |
| 219                    | 21.75 | \$10,353       | \$10,749           | <b>\$21,102</b> |
| 220                    | 21.80 | \$10,376       | \$10,774           | <b>\$21,150</b> |
| 221                    | 21.86 | \$10,405       | \$10,804           | <b>\$21,209</b> |
| 222                    | 21.92 | \$10,433       | \$10,833           | <b>\$21,266</b> |
| 223                    | 21.97 | \$10,457       | \$10,858           | <b>\$21,315</b> |
| 224                    | 22.03 | \$10,486       | \$10,888           | <b>\$21,374</b> |
| 225                    | 22.09 | \$10,514       | \$10,917           | <b>\$21,431</b> |
| 226                    | 22.14 | \$10,538       | \$10,942           | <b>\$21,480</b> |
| 227                    | 22.20 | \$10,567       | \$10,972           | <b>\$21,539</b> |
| 228                    | 22.25 | \$10,591       | \$10,997           | <b>\$21,588</b> |
| 229                    | 22.31 | \$10,619       | \$11,026           | <b>\$21,645</b> |
| 230                    | 22.36 | \$10,643       | \$11,051           | <b>\$21,694</b> |
| 231                    | 22.42 | \$10,671       | \$11,081           | <b>\$21,752</b> |
| 232                    | 22.48 | \$10,700       | \$11,110           | <b>\$21,810</b> |
| 233                    | 22.53 | \$10,724       | \$11,135           | <b>\$21,859</b> |
| 234                    | 22.59 | \$10,752       | \$11,165           | <b>\$21,917</b> |
| 235                    | 22.64 | \$10,776       | \$11,189           | <b>\$21,965</b> |
| 236                    | 22.70 | \$10,805       | \$11,219           | <b>\$22,024</b> |
| 237                    | 22.75 | \$10,829       | \$11,244           | <b>\$22,073</b> |
| 238                    | 22.81 | \$10,857       | \$11,273           | <b>\$22,130</b> |
| 239                    | 22.86 | \$10,881       | \$11,298           | <b>\$22,179</b> |
| 240                    | 22.92 | \$10,909       | \$11,328           | <b>\$22,237</b> |
| 241                    | 22.97 | \$10,933       | \$11,352           | <b>\$22,285</b> |
| 242                    | 23.02 | \$10,957       | \$11,377           | <b>\$22,334</b> |

| Firm's Total Employees | Index | ACEC Ohio Dues | ACEC National Dues | Total Dues      |
|------------------------|-------|----------------|--------------------|-----------------|
| 243                    | 23.08 | \$10,986       | \$11,407           | <b>\$22,393</b> |
| 244                    | 23.13 | \$11,009       | \$11,432           | <b>\$22,441</b> |
| 245                    | 23.19 | \$11,038       | \$11,461           | <b>\$22,499</b> |
| 246                    | 23.24 | \$11,062       | \$11,486           | <b>\$22,548</b> |
| 247                    | 23.29 | \$11,086       | \$11,511           | <b>\$22,597</b> |
| 248                    | 23.35 | \$11,114       | \$11,540           | <b>\$22,654</b> |
| 249                    | 23.40 | \$11,138       | \$11,565           | <b>\$22,703</b> |
| 250                    | 23.46 | \$11,166       | \$11,595           | <b>\$22,761</b> |
| 251                    | 23.51 | \$11,190       | \$11,619           | <b>\$22,809</b> |
| 252                    | 23.56 | \$11,214       | \$11,644           | <b>\$22,858</b> |
| 253                    | 23.62 | \$11,243       | \$11,674           | <b>\$22,917</b> |
| 254                    | 23.67 | \$11,266       | \$11,698           | <b>\$22,964</b> |
| 255                    | 23.72 | \$11,290       | \$11,723           | <b>\$23,013</b> |
| 256                    | 23.78 | \$11,319       | \$11,753           | <b>\$23,072</b> |
| 257                    | 23.83 | \$11,343       | \$11,777           | <b>\$23,120</b> |
| 258                    | 23.88 | \$11,366       | \$11,802           | <b>\$23,168</b> |
| 259                    | 23.93 | \$11,390       | \$11,827           | <b>\$23,217</b> |
| 260                    | 23.99 | \$11,419       | \$11,857           | <b>\$23,276</b> |
| 261                    | 24.04 | \$11,443       | \$11,881           | <b>\$23,324</b> |
| 262                    | 24.09 | \$11,466       | \$11,906           | <b>\$23,372</b> |
| 263                    | 24.15 | \$11,495       | \$11,936           | <b>\$23,431</b> |
| 264                    | 24.20 | \$11,519       | \$11,960           | <b>\$23,479</b> |
| 265                    | 24.25 | \$11,543       | \$11,985           | <b>\$23,528</b> |
| 266                    | 24.30 | \$11,566       | \$12,010           | <b>\$23,576</b> |
| 267                    | 24.35 | \$11,590       | \$12,034           | <b>\$23,624</b> |
| 268                    | 24.41 | \$11,619       | \$12,064           | <b>\$23,683</b> |
| 269                    | 24.46 | \$11,642       | \$12,089           | <b>\$23,731</b> |
| 270                    | 24.51 | \$11,666       | \$12,114           | <b>\$23,780</b> |
| 271                    | 24.56 | \$11,690       | \$12,138           | <b>\$23,828</b> |
| 272                    | 24.61 | \$11,714       | \$12,163           | <b>\$23,877</b> |
| 273                    | 24.67 | \$11,742       | \$12,193           | <b>\$23,935</b> |

| Firm's Total Employees | Index | ACEC Ohio Dues | ACEC National Dues | Total Dues      |
|------------------------|-------|----------------|--------------------|-----------------|
| 274                    | 24.72 | \$11,766       | \$12,217           | <b>\$23,983</b> |
| 275                    | 24.77 | \$11,790       | \$12,242           | <b>\$24,032</b> |
| 276                    | 24.82 | \$11,814       | \$12,267           | <b>\$24,081</b> |
| 277                    | 24.87 | \$11,838       | \$12,291           | <b>\$24,129</b> |
| 278                    | 24.92 | \$11,861       | \$12,316           | <b>\$24,177</b> |
| 279                    | 24.97 | \$11,885       | \$12,341           | <b>\$24,226</b> |
| 280                    | 25.03 | \$11,914       | \$12,371           | <b>\$24,285</b> |
| 281                    | 25.08 | \$11,938       | \$12,395           | <b>\$24,333</b> |
| 282                    | 25.13 | \$11,961       | \$12,420           | <b>\$24,381</b> |
| 283                    | 25.18 | \$11,985       | \$12,445           | <b>\$24,430</b> |
| 284                    | 25.23 | \$12,009       | \$12,469           | <b>\$24,478</b> |
| 285                    | 25.28 | \$12,033       | \$12,494           | <b>\$24,527</b> |
| 286                    | 25.33 | \$12,057       | \$12,519           | <b>\$24,576</b> |
| 287                    | 25.38 | \$12,080       | \$12,544           | <b>\$24,624</b> |
| 288                    | 25.43 | \$12,104       | \$12,568           | <b>\$24,672</b> |
| 289                    | 25.48 | \$12,128       | \$12,593           | <b>\$24,721</b> |
| 290                    | 25.53 | \$12,152       | \$12,618           | <b>\$24,770</b> |
| 291                    | 25.58 | \$12,176       | \$12,642           | <b>\$24,818</b> |
| 292                    | 25.63 | \$12,199       | \$12,667           | <b>\$24,866</b> |
| 293                    | 25.68 | \$12,223       | \$12,692           | <b>\$24,915</b> |
| 294                    | 25.73 | \$12,247       | \$12,717           | <b>\$24,964</b> |
| 295                    | 25.78 | \$12,271       | \$12,741           | <b>\$25,012</b> |
| 296                    | 25.83 | \$12,295       | \$12,766           | <b>\$25,061</b> |
| 297                    | 25.88 | \$12,318       | \$12,791           | <b>\$25,109</b> |
| 298                    | 25.93 | \$12,342       | \$12,815           | <b>\$25,157</b> |
| 299                    | 25.98 | \$12,366       | \$12,840           | <b>\$25,206</b> |
| 300                    | 26.03 | \$12,390       | \$12,865           | <b>\$25,255</b> |
| 301                    | 26.08 | \$12,414       | \$12,890           | <b>\$25,304</b> |
| 302                    | 26.13 | \$12,437       | \$12,914           | <b>\$25,351</b> |
| 303                    | 26.18 | \$12,461       | \$12,939           | <b>\$25,400</b> |
| 304                    | 26.23 | \$12,485       | \$12,964           | <b>\$25,449</b> |
| 305                    | 26.28 | \$12,509       | \$12,988           | <b>\$25,497</b> |

| Firm's Total Employees | Index | ACEC Ohio Dues | ACEC National Dues | Total Dues      |
|------------------------|-------|----------------|--------------------|-----------------|
| 306                    | 26.33 | \$12,533       | \$13,013           | <b>\$25,546</b> |
| 307                    | 26.38 | \$12,556       | \$13,038           | <b>\$25,594</b> |
| 308                    | 26.43 | \$12,580       | \$13,063           | <b>\$25,643</b> |
| 309                    | 26.47 | \$12,599       | \$13,082           | <b>\$25,681</b> |
| 310                    | 26.52 | \$12,623       | \$13,107           | <b>\$25,730</b> |
| 311                    | 26.57 | \$12,647       | \$13,132           | <b>\$25,779</b> |
| 312                    | 26.62 | \$12,671       | \$13,156           | <b>\$25,827</b> |
| 313                    | 26.67 | \$12,694       | \$13,181           | <b>\$25,875</b> |
| 314                    | 26.72 | \$12,718       | \$13,206           | <b>\$25,924</b> |
| 315                    | 26.77 | \$12,742       | \$13,231           | <b>\$25,973</b> |
| 316                    | 26.82 | \$12,766       | \$13,255           | <b>\$26,021</b> |
| 317                    | 26.86 | \$12,785       | \$13,275           | <b>\$26,060</b> |
| 318                    | 26.91 | \$12,809       | \$13,300           | <b>\$26,109</b> |
| 319                    | 26.96 | \$12,832       | \$13,324           | <b>\$26,156</b> |
| 320                    | 27.01 | \$12,856       | \$13,349           | <b>\$26,205</b> |
| 321                    | 27.06 | \$12,880       | \$13,374           | <b>\$26,254</b> |
| 322                    | 27.11 | \$12,904       | \$13,399           | <b>\$26,303</b> |
| 323                    | 27.15 | \$12,923       | \$13,418           | <b>\$26,341</b> |
| 324                    | 27.20 | \$12,947       | \$13,443           | <b>\$26,390</b> |
| 325                    | 27.25 | \$12,971       | \$13,468           | <b>\$26,439</b> |
| 326                    | 27.30 | \$12,994       | \$13,493           | <b>\$26,487</b> |
| 327                    | 27.35 | \$13,018       | \$13,517           | <b>\$26,535</b> |
| 328                    | 27.39 | \$13,037       | \$13,537           | <b>\$26,574</b> |
| 329                    | 27.44 | \$13,061       | \$13,562           | <b>\$26,623</b> |
| 330                    | 27.49 | \$13,085       | \$13,586           | <b>\$26,671</b> |
| 331                    | 27.54 | \$13,109       | \$13,611           | <b>\$26,720</b> |
| 332                    | 27.58 | \$13,128       | \$13,631           | <b>\$26,759</b> |
| 333                    | 27.63 | \$13,151       | \$13,656           | <b>\$26,807</b> |
| 334                    | 27.68 | \$13,175       | \$13,680           | <b>\$26,855</b> |
| 335                    | 27.73 | \$13,199       | \$13,705           | <b>\$26,904</b> |
| 336                    | 27.77 | \$13,218       | \$13,725           | <b>\$26,943</b> |
| 337                    | 27.82 | \$13,242       | \$13,750           | <b>\$26,992</b> |

| Firm's Total Employees | Index | ACEC Ohio Dues | ACEC National Dues | Total Dues      |
|------------------------|-------|----------------|--------------------|-----------------|
| 338                    | 27.87 | \$13,266       | \$13,774           | <b>\$27,040</b> |
| 339                    | 27.91 | \$13,285       | \$13,794           | <b>\$27,079</b> |
| 340                    | 27.96 | \$13,308       | \$13,819           | <b>\$27,127</b> |
| 341                    | 28.01 | \$13,332       | \$13,843           | <b>\$27,175</b> |
| 342                    | 28.06 | \$13,356       | \$13,868           | <b>\$27,224</b> |
| 343                    | 28.10 | \$13,375       | \$13,888           | <b>\$27,263</b> |
| 344                    | 28.15 | \$13,399       | \$13,913           | <b>\$27,312</b> |
| 345                    | 28.20 | \$13,423       | \$13,937           | <b>\$27,360</b> |
| 346                    | 28.24 | \$13,442       | \$13,957           | <b>\$27,399</b> |
| 347                    | 28.29 | \$13,466       | \$13,982           | <b>\$27,448</b> |
| 348                    | 28.34 | \$13,489       | \$14,007           | <b>\$27,496</b> |
| 349                    | 28.38 | \$13,508       | \$14,026           | <b>\$27,534</b> |
| 350                    | 28.43 | \$13,532       | \$14,051           | <b>\$27,583</b> |
| 351                    | 28.47 | \$13,551       | \$14,071           | <b>\$27,622</b> |
| 352                    | 28.52 | \$13,575       | \$14,096           | <b>\$27,671</b> |
| 353                    | 28.57 | \$13,599       | \$14,120           | <b>\$27,719</b> |
| 354                    | 28.61 | \$13,618       | \$14,140           | <b>\$27,758</b> |
| 355                    | 28.66 | \$13,642       | \$14,165           | <b>\$27,807</b> |
| 356                    | 28.71 | \$13,665       | \$14,189           | <b>\$27,854</b> |
| 357                    | 28.75 | \$13,685       | \$14,209           | <b>\$27,894</b> |
| 358                    | 28.80 | \$13,708       | \$14,234           | <b>\$27,942</b> |
| 359                    | 28.84 | \$13,727       | \$14,254           | <b>\$27,981</b> |
| 360                    | 28.89 | \$13,751       | \$14,278           | <b>\$28,029</b> |
| 361                    | 28.94 | \$13,775       | \$14,303           | <b>\$28,078</b> |
| 362                    | 28.98 | \$13,794       | \$14,323           | <b>\$28,117</b> |
| 363                    | 29.03 | \$13,818       | \$14,348           | <b>\$28,166</b> |
| 364                    | 29.07 | \$13,837       | \$14,367           | <b>\$28,204</b> |
| 365                    | 29.12 | \$13,861       | \$14,392           | <b>\$28,253</b> |
| 366                    | 29.16 | \$13,880       | \$14,412           | <b>\$28,292</b> |
| 367                    | 29.21 | \$13,903       | \$14,437           | <b>\$28,340</b> |
| 368                    | 29.25 | \$13,923       | \$14,456           | <b>\$28,379</b> |
| 369                    | 29.30 | \$13,946       | \$14,481           | <b>\$28,427</b> |

| Firm's Total Employees | Index | ACEC Ohio Dues | ACEC National Dues | Total Dues      |
|------------------------|-------|----------------|--------------------|-----------------|
| 370                    | 29.35 | \$13,970       | \$14,506           | <b>\$28,476</b> |
| 371                    | 29.39 | \$13,989       | \$14,526           | <b>\$28,515</b> |
| 372                    | 29.44 | \$14,013       | \$14,550           | <b>\$28,563</b> |
| 373                    | 29.48 | \$14,032       | \$14,570           | <b>\$28,602</b> |
| 374                    | 29.53 | \$14,056       | \$14,595           | <b>\$28,651</b> |
| 375                    | 29.57 | \$14,075       | \$14,614           | <b>\$28,689</b> |
| 376                    | 29.62 | \$14,099       | \$14,639           | <b>\$28,738</b> |
| 377                    | 29.66 | \$14,118       | \$14,659           | <b>\$28,777</b> |
| 378                    | 29.71 | \$14,141       | \$14,684           | <b>\$28,825</b> |
| 379                    | 29.75 | \$14,161       | \$14,703           | <b>\$28,864</b> |
| 380                    | 29.80 | \$14,184       | \$14,728           | <b>\$28,912</b> |
| 381                    | 29.84 | \$14,203       | \$14,748           | <b>\$28,951</b> |
| 382                    | 29.89 | \$14,227       | \$14,773           | <b>\$29,000</b> |
| 383                    | 29.93 | \$14,246       | \$14,792           | <b>\$29,038</b> |
| 384                    | 29.98 | \$14,270       | \$14,817           | <b>\$29,087</b> |
| 385                    | 30.02 | \$14,289       | \$14,837           | <b>\$29,126</b> |
| 386                    | 30.06 | \$14,308       | \$14,857           | <b>\$29,165</b> |
| 387                    | 30.11 | \$14,332       | \$14,881           | <b>\$29,213</b> |
| 388                    | 30.15 | \$14,351       | \$14,901           | <b>\$29,252</b> |
| 389                    | 30.20 | \$14,375       | \$14,926           | <b>\$29,301</b> |
| 390                    | 30.24 | \$14,394       | \$14,946           | <b>\$29,340</b> |
| 391                    | 30.29 | \$14,418       | \$14,970           | <b>\$29,388</b> |
| 392                    | 30.33 | \$14,437       | \$14,990           | <b>\$29,427</b> |
| 393                    | 30.37 | \$14,456       | \$15,010           | <b>\$29,466</b> |
| 394                    | 30.42 | \$14,479       | \$15,035           | <b>\$29,514</b> |
| 395                    | 30.46 | \$14,498       | \$15,054           | <b>\$29,552</b> |
| 396                    | 30.51 | \$14,522       | \$15,079           | <b>\$29,601</b> |
| 397                    | 30.55 | \$14,541       | \$15,099           | <b>\$29,640</b> |
| 398                    | 30.59 | \$14,560       | \$15,119           | <b>\$29,679</b> |
| 399                    | 30.64 | \$14,584       | \$15,143           | <b>\$29,727</b> |
| 400                    | 30.68 | \$14,603       | \$15,163           | <b>\$29,766</b> |
| 401                    | 30.73 | \$14,627       | \$15,188           | <b>\$29,815</b> |

| Firm's Total Employees | Index | ACEC Ohio Dues | ACEC National Dues | Total Dues      |
|------------------------|-------|----------------|--------------------|-----------------|
| 402                    | 30.77 | \$14,646       | \$15,208           | <b>\$29,854</b> |
| 403                    | 30.81 | \$14,665       | \$15,227           | <b>\$29,892</b> |
| 404                    | 30.86 | \$14,689       | \$15,252           | <b>\$29,941</b> |
| 405                    | 30.90 | \$14,708       | \$15,272           | <b>\$29,980</b> |
| 406                    | 30.94 | \$14,727       | \$15,292           | <b>\$30,019</b> |
| 407                    | 30.99 | \$14,751       | \$15,316           | <b>\$30,067</b> |
| 408                    | 31.03 | \$14,770       | \$15,336           | <b>\$30,106</b> |
| 409                    | 31.08 | \$14,794       | \$15,361           | <b>\$30,155</b> |
| 410                    | 31.12 | \$14,813       | \$15,381           | <b>\$30,194</b> |
| 411                    | 31.16 | \$14,832       | \$15,400           | <b>\$30,232</b> |
| 412                    | 31.21 | \$14,855       | \$15,425           | <b>\$30,280</b> |
| 413                    | 31.25 | \$14,875       | \$15,445           | <b>\$30,320</b> |
| 414                    | 31.29 | \$14,894       | \$15,465           | <b>\$30,359</b> |
| 415                    | 31.33 | \$14,913       | \$15,484           | <b>\$30,397</b> |
| 416                    | 31.38 | \$14,936       | \$15,509           | <b>\$30,445</b> |
| 417                    | 31.42 | \$14,955       | \$15,529           | <b>\$30,484</b> |
| 418                    | 31.46 | \$14,974       | \$15,549           | <b>\$30,523</b> |
| 419                    | 31.51 | \$14,998       | \$15,573           | <b>\$30,571</b> |
| 420                    | 31.55 | \$15,017       | \$15,593           | <b>\$30,610</b> |
| 421                    | 31.59 | \$15,036       | \$15,613           | <b>\$30,649</b> |
| 422                    | 31.64 | \$15,060       | \$15,638           | <b>\$30,698</b> |
| 423                    | 31.68 | \$15,079       | \$15,657           | <b>\$30,736</b> |
| 424                    | 31.72 | \$15,098       | \$15,677           | <b>\$30,775</b> |
| 425                    | 31.76 | \$15,117       | \$15,697           | <b>\$30,814</b> |
| 426                    | 31.81 | \$15,141       | \$15,722           | <b>\$30,863</b> |
| 427                    | 31.85 | \$15,160       | \$15,741           | <b>\$30,901</b> |
| 428                    | 31.89 | \$15,179       | \$15,761           | <b>\$30,940</b> |
| 429                    | 31.93 | \$15,198       | \$15,781           | <b>\$30,979</b> |
| 430                    | 31.98 | \$15,222       | \$15,806           | <b>\$31,028</b> |
| 431                    | 32.02 | \$15,241       | \$15,825           | <b>\$31,066</b> |
| 432                    | 32.06 | \$15,260       | \$15,845           | <b>\$31,105</b> |
| 433                    | 32.10 | \$15,279       | \$15,865           | <b>\$31,144</b> |

| Firm's Total Employees | Index | ACEC Ohio Dues | ACEC National Dues | Total Dues      |
|------------------------|-------|----------------|--------------------|-----------------|
| 434                    | 32.15 | \$15,303       | \$15,890           | <b>\$31,193</b> |
| 435                    | 32.19 | \$15,322       | \$15,909           | <b>\$31,231</b> |
| 436                    | 32.23 | \$15,341       | \$15,929           | <b>\$31,270</b> |
| 437                    | 32.27 | \$15,360       | \$15,949           | <b>\$31,309</b> |
| 438                    | 32.32 | \$15,384       | \$15,974           | <b>\$31,358</b> |
| 439                    | 32.36 | \$15,403       | \$15,993           | <b>\$31,396</b> |
| 440                    | 32.40 | \$15,422       | \$16,013           | <b>\$31,435</b> |
| 441                    | 32.44 | \$15,441       | \$16,033           | <b>\$31,474</b> |
| 442                    | 32.48 | \$15,460       | \$16,053           | <b>\$31,513</b> |
| 443                    | 32.53 | \$15,484       | \$16,077           | <b>\$31,561</b> |
| 444                    | 32.57 | \$15,503       | \$16,097           | <b>\$31,600</b> |
| 445                    | 32.61 | \$15,522       | \$16,117           | <b>\$31,639</b> |
| 446                    | 32.65 | \$15,541       | \$16,137           | <b>\$31,678</b> |
| 447                    | 32.69 | \$15,560       | \$16,157           | <b>\$31,717</b> |
| 448                    | 32.74 | \$15,584       | \$16,181           | <b>\$31,765</b> |
| 449                    | 32.78 | \$15,603       | \$16,201           | <b>\$31,804</b> |
| 450                    | 32.82 | \$15,622       | \$16,221           | <b>\$31,843</b> |
| 451                    | 32.86 | \$15,641       | \$16,241           | <b>\$31,882</b> |
| 452                    | 32.90 | \$15,660       | \$16,260           | <b>\$31,920</b> |
| 453                    | 32.94 | \$15,679       | \$16,280           | <b>\$31,959</b> |
| 454                    | 32.99 | \$15,703       | \$16,305           | <b>\$32,008</b> |
| 455                    | 33.03 | \$15,722       | \$16,325           | <b>\$32,047</b> |
| 456                    | 33.07 | \$15,741       | \$16,344           | <b>\$32,085</b> |
| 457                    | 33.11 | \$15,760       | \$16,364           | <b>\$32,124</b> |
| 458                    | 33.15 | \$15,779       | \$16,384           | <b>\$32,163</b> |
| 459                    | 33.19 | \$15,798       | \$16,404           | <b>\$32,202</b> |
| 460                    | 33.23 | \$15,817       | \$16,423           | <b>\$32,240</b> |
| 461                    | 33.27 | \$15,836       | \$16,443           | <b>\$32,279</b> |
| 462                    | 33.32 | \$15,860       | \$16,468           | <b>\$32,328</b> |
| 463                    | 33.36 | \$15,879       | \$16,488           | <b>\$32,367</b> |
| 464                    | 33.40 | \$15,898       | \$16,507           | <b>\$32,405</b> |
| 465                    | 33.44 | \$15,917       | \$16,527           | <b>\$32,444</b> |

| Firm's Total Employees | Index | ACEC Ohio Dues | ACEC National Dues | Total Dues      |
|------------------------|-------|----------------|--------------------|-----------------|
| 466                    | 33.48 | \$15,936       | \$16,547           | <b>\$32,483</b> |
| 467                    | 33.52 | \$15,955       | \$16,567           | <b>\$32,522</b> |
| 468                    | 33.56 | \$15,974       | \$16,587           | <b>\$32,561</b> |
| 469                    | 33.60 | \$15,993       | \$16,606           | <b>\$32,599</b> |
| 470                    | 33.64 | \$16,012       | \$16,626           | <b>\$32,638</b> |
| 471                    | 33.69 | \$16,036       | \$16,651           | <b>\$32,687</b> |
| 472                    | 33.73 | \$16,055       | \$16,671           | <b>\$32,726</b> |
| 473                    | 33.77 | \$16,074       | \$16,690           | <b>\$32,764</b> |
| 474                    | 33.81 | \$16,093       | \$16,710           | <b>\$32,803</b> |
| 475                    | 33.85 | \$16,112       | \$16,730           | <b>\$32,842</b> |
| 476                    | 33.89 | \$16,131       | \$16,750           | <b>\$32,881</b> |
| 477                    | 33.93 | \$16,150       | \$16,769           | <b>\$32,919</b> |
| 478                    | 33.97 | \$16,169       | \$16,789           | <b>\$32,958</b> |
| 479                    | 34.01 | \$16,188       | \$16,809           | <b>\$32,997</b> |
| 480                    | 34.05 | \$16,207       | \$16,829           | <b>\$33,036</b> |
| 481                    | 34.09 | \$16,226       | \$16,848           | <b>\$33,074</b> |
| 482                    | 34.13 | \$16,245       | \$16,868           | <b>\$33,113</b> |
| 483                    | 34.17 | \$16,264       | \$16,888           | <b>\$33,152</b> |
| 484                    | 34.21 | \$16,283       | \$16,908           | <b>\$33,191</b> |
| 485                    | 34.25 | \$16,303       | \$16,928           | <b>\$33,231</b> |
| 486                    | 34.29 | \$16,322       | \$16,947           | <b>\$33,269</b> |
| 487                    | 34.33 | \$16,341       | \$16,967           | <b>\$33,308</b> |
| 488                    | 34.37 | \$16,360       | \$16,987           | <b>\$33,347</b> |
| 489                    | 34.42 | \$16,383       | \$17,012           | <b>\$33,395</b> |
| 490                    | 34.46 | \$16,402       | \$17,031           | <b>\$33,433</b> |
| 491                    | 34.50 | \$16,422       | \$17,051           | <b>\$33,473</b> |
| 492                    | 34.54 | \$16,441       | \$17,071           | <b>\$33,512</b> |
| 493                    | 34.58 | \$16,460       | \$17,091           | <b>\$33,551</b> |
| 494                    | 34.62 | \$16,479       | \$17,110           | <b>\$33,589</b> |
| 495                    | 34.66 | \$16,498       | \$17,130           | <b>\$33,628</b> |
| 496                    | 34.70 | \$16,517       | \$17,150           | <b>\$33,667</b> |
| 497                    | 34.74 | \$16,536       | \$17,170           | <b>\$33,706</b> |

| Firm's Total Employees | Index | ACEC Ohio Dues | ACEC National Dues | Total Dues      |
|------------------------|-------|----------------|--------------------|-----------------|
| 498                    | 34.78 | \$16,555       | \$17,190           | <b>\$33,745</b> |
| 499                    | 34.82 | \$16,574       | \$17,209           | <b>\$33,783</b> |
| 500                    | 34.86 | \$16,593       | \$17,229           | <b>\$33,822</b> |
| 501                    | 34.90 | \$16,612       | \$17,249           | <b>\$33,861</b> |
| 502                    | 34.93 | \$16,626       | \$17,264           | <b>\$33,890</b> |
| 503                    | 34.97 | \$16,645       | \$17,283           | <b>\$33,928</b> |
| 504                    | 35.01 | \$16,664       | \$17,303           | <b>\$33,967</b> |
| 505                    | 35.05 | \$16,683       | \$17,323           | <b>\$34,006</b> |
| 506                    | 35.09 | \$16,702       | \$17,343           | <b>\$34,045</b> |
| 507                    | 35.13 | \$16,721       | \$17,363           | <b>\$34,084</b> |
| 508                    | 35.17 | \$16,740       | \$17,382           | <b>\$34,122</b> |
| 509                    | 35.21 | \$16,759       | \$17,402           | <b>\$34,161</b> |
| 510                    | 35.25 | \$16,779       | \$17,422           | <b>\$34,201</b> |
| 511                    | 35.29 | \$16,798       | \$17,442           | <b>\$34,240</b> |
| 512                    | 35.33 | \$16,817       | \$17,461           | <b>\$34,278</b> |
| 513                    | 35.37 | \$16,836       | \$17,481           | <b>\$34,317</b> |
| 514                    | 35.41 | \$16,855       | \$17,501           | <b>\$34,356</b> |
| 515                    | 35.45 | \$16,874       | \$17,521           | <b>\$34,395</b> |
| 516                    | 35.49 | \$16,893       | \$17,540           | <b>\$34,433</b> |
| 517                    | 35.53 | \$16,912       | \$17,560           | <b>\$34,472</b> |
| 518                    | 35.57 | \$16,931       | \$17,580           | <b>\$34,511</b> |
| 519                    | 35.61 | \$16,950       | \$17,600           | <b>\$34,550</b> |
| 520                    | 35.65 | \$16,969       | \$17,620           | <b>\$34,589</b> |
| 521                    | 35.68 | \$16,983       | \$17,634           | <b>\$34,617</b> |
| 522                    | 35.72 | \$17,002       | \$17,654           | <b>\$34,656</b> |
| 523                    | 35.76 | \$17,021       | \$17,674           | <b>\$34,695</b> |
| 524                    | 35.80 | \$17,040       | \$17,694           | <b>\$34,734</b> |
| 525                    | 35.84 | \$17,059       | \$17,713           | <b>\$34,772</b> |
| 526                    | 35.88 | \$17,078       | \$17,733           | <b>\$34,811</b> |
| 527                    | 35.92 | \$17,097       | \$17,753           | <b>\$34,850</b> |
| 528                    | 35.96 | \$17,116       | \$17,773           | <b>\$34,889</b> |
| 529                    | 36.00 | \$17,136       | \$17,793           | <b>\$34,929</b> |

| Firm's Total Employees | Index | ACEC Ohio Dues | ACEC National Dues | Total Dues      |
|------------------------|-------|----------------|--------------------|-----------------|
| 530                    | 36.04 | \$17,155       | \$17,812           | <b>\$34,967</b> |
| 531                    | 36.07 | \$17,169       | \$17,827           | <b>\$34,996</b> |
| 532                    | 36.11 | \$17,188       | \$17,847           | <b>\$35,035</b> |
| 533                    | 36.15 | \$17,207       | \$17,867           | <b>\$35,074</b> |
| 534                    | 36.19 | \$17,226       | \$17,886           | <b>\$35,112</b> |
| 535                    | 36.23 | \$17,245       | \$17,906           | <b>\$35,151</b> |
| 536                    | 36.27 | \$17,264       | \$17,926           | <b>\$35,190</b> |
| 537                    | 36.31 | \$17,283       | \$17,946           | <b>\$35,229</b> |
| 538                    | 36.35 | \$17,302       | \$17,965           | <b>\$35,267</b> |
| 539                    | 36.38 | \$17,316       | \$17,980           | <b>\$35,296</b> |
| 540                    | 36.42 | \$17,335       | \$18,000           | <b>\$35,335</b> |
| 541                    | 36.46 | \$17,354       | \$18,020           | <b>\$35,374</b> |
| 542                    | 36.50 | \$17,374       | \$18,040           | <b>\$35,414</b> |
| 543                    | 36.54 | \$17,393       | \$18,059           | <b>\$35,452</b> |
| 544                    | 36.58 | \$17,412       | \$18,079           | <b>\$35,491</b> |
| 545                    | 36.61 | \$17,426       | \$18,094           | <b>\$35,520</b> |
| 546                    | 36.65 | \$17,445       | \$18,114           | <b>\$35,559</b> |
| 547                    | 36.69 | \$17,464       | \$18,134           | <b>\$35,598</b> |
| 548                    | 36.73 | \$17,483       | \$18,153           | <b>\$35,636</b> |
| 549                    | 36.77 | \$17,502       | \$18,173           | <b>\$35,675</b> |
| 550                    | 36.81 | \$17,521       | \$18,193           | <b>\$35,714</b> |
| 551                    | 36.84 | \$17,535       | \$18,208           | <b>\$35,743</b> |
| 552                    | 36.88 | \$17,554       | \$18,227           | <b>\$35,781</b> |
| 553                    | 36.92 | \$17,573       | \$18,247           | <b>\$35,820</b> |
| 554                    | 36.96 | \$17,592       | \$18,267           | <b>\$35,859</b> |
| 555                    | 37.00 | \$17,612       | \$18,287           | <b>\$35,899</b> |
| 556                    | 37.04 | \$17,631       | \$18,307           | <b>\$35,938</b> |
| 557                    | 37.07 | \$17,645       | \$18,321           | <b>\$35,966</b> |
| 558                    | 37.11 | \$17,664       | \$18,341           | <b>\$36,005</b> |
| 559                    | 37.15 | \$17,683       | \$18,361           | <b>\$36,044</b> |
| 560                    | 37.19 | \$17,702       | \$18,381           | <b>\$36,083</b> |
| 561                    | 37.23 | \$17,721       | \$18,400           | <b>\$36,121</b> |

| Firm's Total Employees | Index | ACEC Ohio Dues | ACEC National Dues | Total Dues      |
|------------------------|-------|----------------|--------------------|-----------------|
| 562                    | 37.26 | \$17,735       | \$18,415           | <b>\$36,150</b> |
| 563                    | 37.30 | \$17,754       | \$18,435           | <b>\$36,189</b> |
| 564                    | 37.34 | \$17,773       | \$18,455           | <b>\$36,228</b> |
| 565                    | 37.38 | \$17,792       | \$18,475           | <b>\$36,267</b> |
| 566                    | 37.41 | \$17,807       | \$18,489           | <b>\$36,296</b> |
| 567                    | 37.45 | \$17,826       | \$18,509           | <b>\$36,335</b> |
| 568                    | 37.49 | \$17,845       | \$18,529           | <b>\$36,374</b> |
| 569                    | 37.53 | \$17,864       | \$18,549           | <b>\$36,413</b> |
| 570                    | 37.57 | \$17,883       | \$18,568           | <b>\$36,451</b> |
| 571                    | 37.60 | \$17,897       | \$18,583           | <b>\$36,480</b> |
| 572                    | 37.64 | \$17,916       | \$18,603           | <b>\$36,519</b> |
| 573                    | 37.68 | \$17,935       | \$18,623           | <b>\$36,558</b> |
| 574                    | 37.72 | \$17,954       | \$18,643           | <b>\$36,597</b> |
| 575                    | 37.75 | \$17,969       | \$18,657           | <b>\$36,626</b> |
| 576                    | 37.79 | \$17,988       | \$18,677           | <b>\$36,665</b> |
| 577                    | 37.83 | \$18,007       | \$18,697           | <b>\$36,704</b> |
| 578                    | 37.87 | \$18,026       | \$18,717           | <b>\$36,743</b> |
| 579                    | 37.90 | \$18,040       | \$18,732           | <b>\$36,772</b> |
| 580                    | 37.94 | \$18,059       | \$18,751           | <b>\$36,810</b> |
| 581                    | 37.98 | \$18,078       | \$18,771           | <b>\$36,849</b> |
| 582                    | 38.02 | \$18,097       | \$18,791           | <b>\$36,888</b> |
| 583                    | 38.05 | \$18,111       | \$18,806           | <b>\$36,917</b> |
| 584                    | 38.09 | \$18,130       | \$18,825           | <b>\$36,955</b> |
| 585                    | 38.13 | \$18,149       | \$18,845           | <b>\$36,994</b> |
| 586                    | 38.16 | \$18,164       | \$18,860           | <b>\$37,024</b> |
| 587                    | 38.20 | \$18,183       | \$18,880           | <b>\$37,063</b> |
| 588                    | 38.24 | \$18,202       | \$18,900           | <b>\$37,102</b> |
| 589                    | 38.28 | \$18,221       | \$18,919           | <b>\$37,140</b> |
| 590                    | 38.31 | \$18,235       | \$18,934           | <b>\$37,169</b> |
| 591                    | 38.35 | \$18,254       | \$18,954           | <b>\$37,208</b> |
| 592                    | 38.39 | \$18,273       | \$18,974           | <b>\$37,247</b> |
| 593                    | 38.42 | \$18,287       | \$18,989           | <b>\$37,276</b> |

| Firm's Total Employees | Index | ACEC Ohio Dues | ACEC National Dues | Total Dues      |
|------------------------|-------|----------------|--------------------|-----------------|
| 594                    | 38.46 | \$18,306       | \$19,008           | <b>\$37,314</b> |
| 595                    | 38.50 | \$18,326       | \$19,028           | <b>\$37,354</b> |
| 596                    | 38.53 | \$18,340       | \$19,043           | <b>\$37,383</b> |
| 597                    | 38.57 | \$18,359       | \$19,063           | <b>\$37,422</b> |
| 598                    | 38.61 | \$18,378       | \$19,082           | <b>\$37,460</b> |
| 599                    | 38.65 | \$18,397       | \$19,102           | <b>\$37,499</b> |
| 600                    | 38.68 | \$18,411       | \$19,117           | <b>\$37,528</b> |
| 601                    | 38.72 | \$18,430       | \$19,137           | <b>\$37,567</b> |
| 602                    | 38.76 | \$18,449       | \$19,157           | <b>\$37,606</b> |
| 603                    | 38.79 | \$18,464       | \$19,171           | <b>\$37,635</b> |
| 604                    | 38.83 | \$18,483       | \$19,191           | <b>\$37,674</b> |
| 605                    | 38.87 | \$18,502       | \$19,211           | <b>\$37,713</b> |
| 606                    | 38.90 | \$18,516       | \$19,226           | <b>\$37,742</b> |
| 607                    | 38.94 | \$18,535       | \$19,246           | <b>\$37,781</b> |
| 608                    | 38.98 | \$18,554       | \$19,265           | <b>\$37,819</b> |
| 609                    | 39.01 | \$18,568       | \$19,280           | <b>\$37,848</b> |
| 610                    | 39.05 | \$18,587       | \$19,300           | <b>\$37,887</b> |
| 611                    | 39.09 | \$18,606       | \$19,320           | <b>\$37,926</b> |
| 612                    | 39.12 | \$18,621       | \$19,335           | <b>\$37,956</b> |
| 613                    | 39.16 | \$18,640       | \$19,354           | <b>\$37,994</b> |
| 614                    | 39.20 | \$18,659       | \$19,374           | <b>\$38,033</b> |
| 615                    | 39.23 | \$18,673       | \$19,389           | <b>\$38,062</b> |
| 616                    | 39.27 | \$18,692       | \$19,409           | <b>\$38,101</b> |
| 617                    | 39.31 | \$18,711       | \$19,428           | <b>\$38,139</b> |
| 618                    | 39.34 | \$18,725       | \$19,443           | <b>\$38,168</b> |
| 619                    | 39.38 | \$18,744       | \$19,463           | <b>\$38,207</b> |
| 620                    | 39.41 | \$18,759       | \$19,478           | <b>\$38,237</b> |
| 621                    | 39.45 | \$18,778       | \$19,498           | <b>\$38,276</b> |
| 622                    | 39.49 | \$18,797       | \$19,517           | <b>\$38,314</b> |
| 623                    | 39.52 | \$18,811       | \$19,532           | <b>\$38,343</b> |
| 624                    | 39.56 | \$18,830       | \$19,552           | <b>\$38,382</b> |
| 625                    | 39.60 | \$18,849       | \$19,572           | <b>\$38,421</b> |

| Firm's Total Employees | Index | ACEC Ohio Dues | ACEC National Dues | Total Dues      |
|------------------------|-------|----------------|--------------------|-----------------|
| 626                    | 39.63 | \$18,863       | \$19,587           | <b>\$38,450</b> |
| 627                    | 39.67 | \$18,882       | \$19,606           | <b>\$38,488</b> |
| 628                    | 39.70 | \$18,897       | \$19,621           | <b>\$38,518</b> |
| 629                    | 39.74 | \$18,916       | \$19,641           | <b>\$38,557</b> |
| 630                    | 39.78 | \$18,935       | \$19,661           | <b>\$38,596</b> |
| 631                    | 39.81 | \$18,949       | \$19,676           | <b>\$38,625</b> |
| 632                    | 39.85 | \$18,968       | \$19,695           | <b>\$38,663</b> |
| 633                    | 39.88 | \$18,982       | \$19,710           | <b>\$38,692</b> |
| 634                    | 39.92 | \$19,001       | \$19,730           | <b>\$38,731</b> |
| 635                    | 39.96 | \$19,020       | \$19,750           | <b>\$38,770</b> |
| 636                    | 39.99 | \$19,035       | \$19,765           | <b>\$38,800</b> |
| 637                    | 40.03 | \$19,054       | \$19,784           | <b>\$38,838</b> |
| 638                    | 40.06 | \$19,068       | \$19,799           | <b>\$38,867</b> |
| 639                    | 40.10 | \$19,087       | \$19,819           | <b>\$38,906</b> |
| 640                    | 40.14 | \$19,106       | \$19,839           | <b>\$38,945</b> |
| 641                    | 40.17 | \$19,120       | \$19,854           | <b>\$38,974</b> |
| 642                    | 40.21 | \$19,139       | \$19,873           | <b>\$39,012</b> |
| 643                    | 40.24 | \$19,154       | \$19,888           | <b>\$39,042</b> |
| 644                    | 40.28 | \$19,173       | \$19,908           | <b>\$39,081</b> |
| 645                    | 40.31 | \$19,187       | \$19,923           | <b>\$39,110</b> |
| 646                    | 40.35 | \$19,206       | \$19,942           | <b>\$39,148</b> |
| 647                    | 40.39 | \$19,225       | \$19,962           | <b>\$39,187</b> |
| 648                    | 40.42 | \$19,239       | \$19,977           | <b>\$39,216</b> |
| 649                    | 40.46 | \$19,258       | \$19,997           | <b>\$39,255</b> |
| 650                    | 40.49 | \$19,273       | \$20,012           | <b>\$39,285</b> |
| 651                    | 40.53 | \$19,292       | \$20,031           | <b>\$39,323</b> |
| 652                    | 40.56 | \$19,306       | \$20,046           | <b>\$39,352</b> |
| 653                    | 40.60 | \$19,325       | \$20,066           | <b>\$39,391</b> |
| 654                    | 40.64 | \$19,344       | \$20,086           | <b>\$39,430</b> |
| 655                    | 40.67 | \$19,358       | \$20,101           | <b>\$39,459</b> |
| 656                    | 40.71 | \$19,377       | \$20,120           | <b>\$39,497</b> |
| 657                    | 40.74 | \$19,392       | \$20,135           | <b>\$39,527</b> |

| Firm's Total Employees | Index | ACEC Ohio Dues | ACEC National Dues | Total Dues      |
|------------------------|-------|----------------|--------------------|-----------------|
| 658                    | 40.78 | \$19,411       | \$20,155           | <b>\$39,566</b> |
| 659                    | 40.81 | \$19,425       | \$20,170           | <b>\$39,595</b> |
| 660                    | 40.85 | \$19,444       | \$20,190           | <b>\$39,634</b> |
| 661                    | 40.88 | \$19,458       | \$20,204           | <b>\$39,662</b> |
| 662                    | 40.92 | \$19,477       | \$20,224           | <b>\$39,701</b> |
| 663                    | 40.95 | \$19,492       | \$20,239           | <b>\$39,731</b> |
| 664                    | 40.99 | \$19,511       | \$20,259           | <b>\$39,770</b> |
| 665                    | 41.02 | \$19,525       | \$20,274           | <b>\$39,799</b> |
| 666                    | 41.06 | \$19,544       | \$20,293           | <b>\$39,837</b> |
| 667                    | 41.09 | \$19,558       | \$20,308           | <b>\$39,866</b> |
| 668                    | 41.13 | \$19,577       | \$20,328           | <b>\$39,905</b> |
| 669                    | 41.17 | \$19,596       | \$20,348           | <b>\$39,944</b> |
| 670                    | 41.20 | \$19,611       | \$20,363           | <b>\$39,974</b> |
| 671                    | 41.24 | \$19,630       | \$20,382           | <b>\$40,012</b> |
| 672                    | 41.27 | \$19,644       | \$20,397           | <b>\$40,041</b> |
| 673                    | 41.31 | \$19,663       | \$20,417           | <b>\$40,080</b> |
| 674                    | 41.34 | \$19,677       | \$20,432           | <b>\$40,109</b> |
| 675                    | 41.38 | \$19,696       | \$20,452           | <b>\$40,148</b> |
| 676                    | 41.41 | \$19,711       | \$20,466           | <b>\$40,177</b> |
| 677                    | 41.45 | \$19,730       | \$20,486           | <b>\$40,216</b> |
| 678                    | 41.48 | \$19,744       | \$20,501           | <b>\$40,245</b> |
| 679                    | 41.52 | \$19,763       | \$20,521           | <b>\$40,284</b> |
| 680                    | 41.55 | \$19,777       | \$20,536           | <b>\$40,313</b> |
| 681                    | 41.59 | \$19,796       | \$20,555           | <b>\$40,351</b> |
| 682                    | 41.62 | \$19,811       | \$20,570           | <b>\$40,381</b> |
| 683                    | 41.66 | \$19,830       | \$20,590           | <b>\$40,420</b> |
| 684                    | 41.69 | \$19,844       | \$20,605           | <b>\$40,449</b> |
| 685                    | 41.72 | \$19,858       | \$20,620           | <b>\$40,478</b> |
| 686                    | 41.76 | \$19,877       | \$20,639           | <b>\$40,516</b> |
| 687                    | 41.79 | \$19,892       | \$20,654           | <b>\$40,546</b> |
| 688                    | 41.83 | \$19,911       | \$20,674           | <b>\$40,585</b> |
| 689                    | 41.86 | \$19,925       | \$20,689           | <b>\$40,614</b> |

| Firm's Total Employees | Index | ACEC Ohio Dues | ACEC National Dues | Total Dues      |
|------------------------|-------|----------------|--------------------|-----------------|
| 690                    | 41.90 | \$19,944       | \$20,709           | <b>\$40,653</b> |
| 691                    | 41.93 | \$19,958       | \$20,723           | <b>\$40,681</b> |
| 692                    | 41.97 | \$19,977       | \$20,743           | <b>\$40,720</b> |
| 693                    | 42.00 | \$19,992       | \$20,758           | <b>\$40,750</b> |
| 694                    | 42.04 | \$20,011       | \$20,778           | <b>\$40,789</b> |
| 695                    | 42.07 | \$20,025       | \$20,793           | <b>\$40,818</b> |
| 696                    | 42.11 | \$20,044       | \$20,812           | <b>\$40,856</b> |
| 697                    | 42.14 | \$20,058       | \$20,827           | <b>\$40,885</b> |
| 698                    | 42.18 | \$20,077       | \$20,847           | <b>\$40,924</b> |
| 699                    | 42.21 | \$20,091       | \$20,862           | <b>\$40,953</b> |
| 700                    | 42.24 | \$20,106       | \$20,877           | <b>\$40,983</b> |