

**SECTION I**  
 SUMMARY GRAPHS

**Comparison Groups**

We have assigned the following comparison groups for the state of Texas.

For more targeted benchmarks, PCPS firms can access further reports at [www.aicpa.org/pcps](http://www.aicpa.org/pcps) and other firms can consider purchasing results reports at <http://map.pcps.org> \*.

<b>All Texas</b>	All respondents from the state of Texas
<b>Small Texas</b>	Small firms (<\$500K in revenues) from the state of Texas
<b>Medium Texas</b>	Medium firms (\$500K<\$1.5M in revenues) from the state of Texas
<b>Large Texas</b>	Large firms (\$1.5M+ in revenues) from the state of Texas

**Caveats**

Graphs are automatically generated, and so may be stretched or condensed.

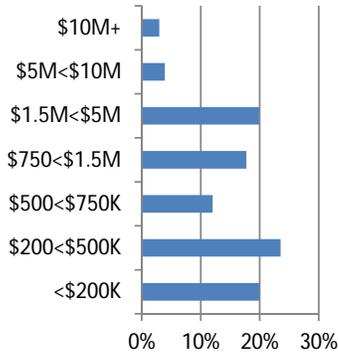
\*Visit <http://map.pcps.org> for information about additional reports with more comparison groups.

**Contents By Page**

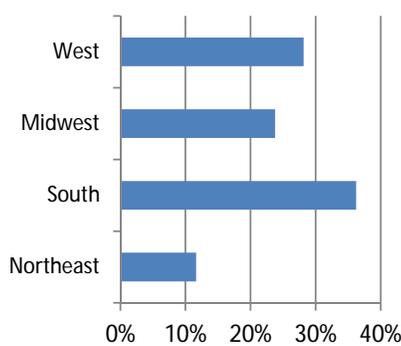
1. Introduction / Firmographics	4. Proportion of Fees by Service	7. New Hires, PTO and Benefits
2. Selected Financials	5. Professional Staff	
3. Expenses / Owner Income	6. Non-Professional Staff	

**Firmographics -- National**

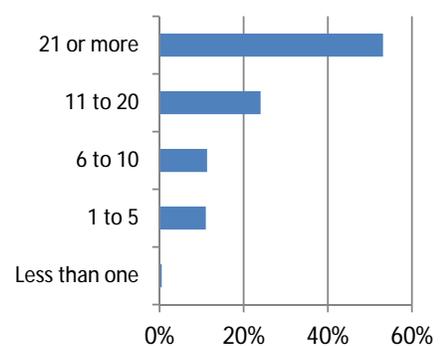
**Firm Size**



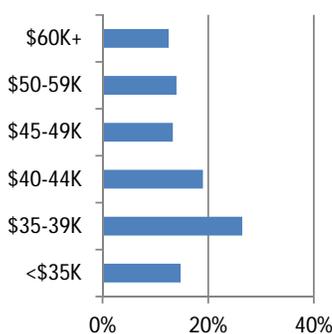
**Region**



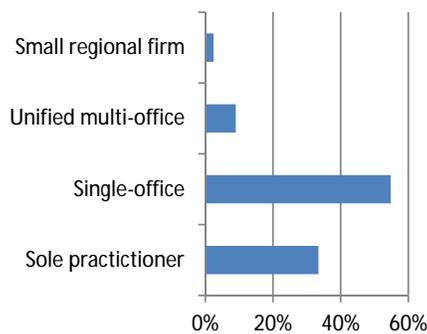
**Firm Tenure (in years)**



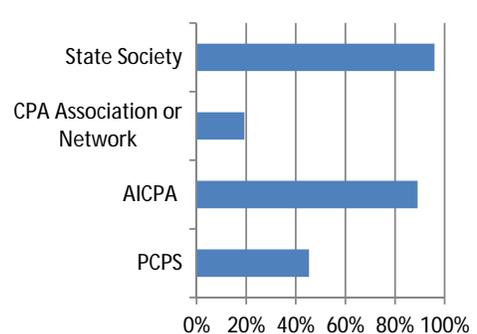
**Average Household Income\***



**Firm Type**

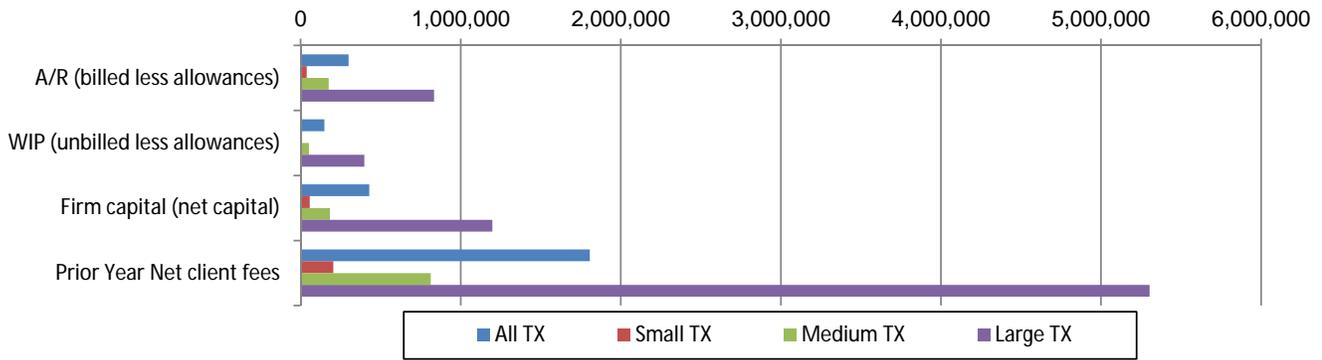


**Association / Network Membership**

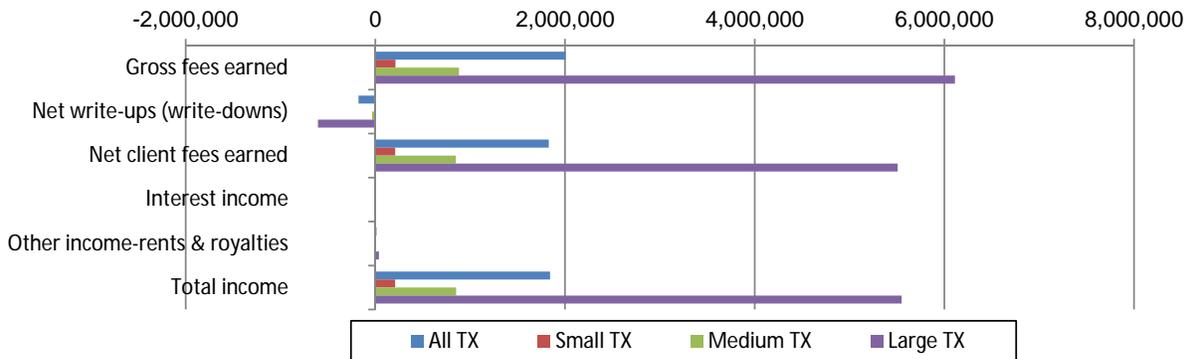


\*Census data obtained via zip code look up of firm address; used to estimate cost of living

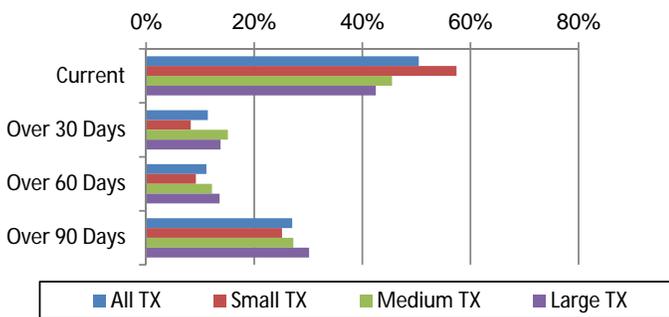
**Selected Financials**



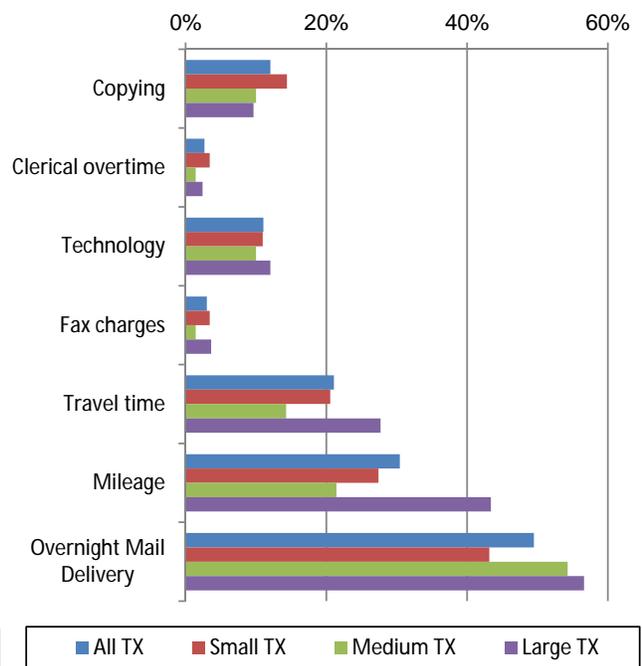
**Income**



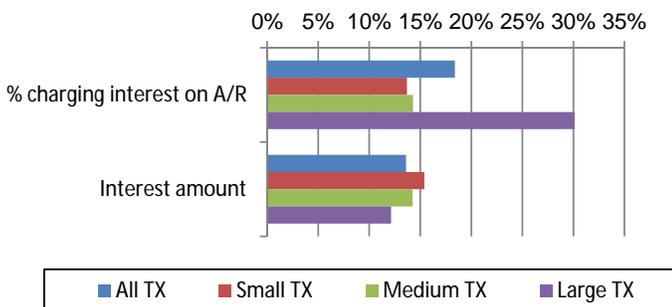
**Accounts Receivable Aging**



**Services Billed For**

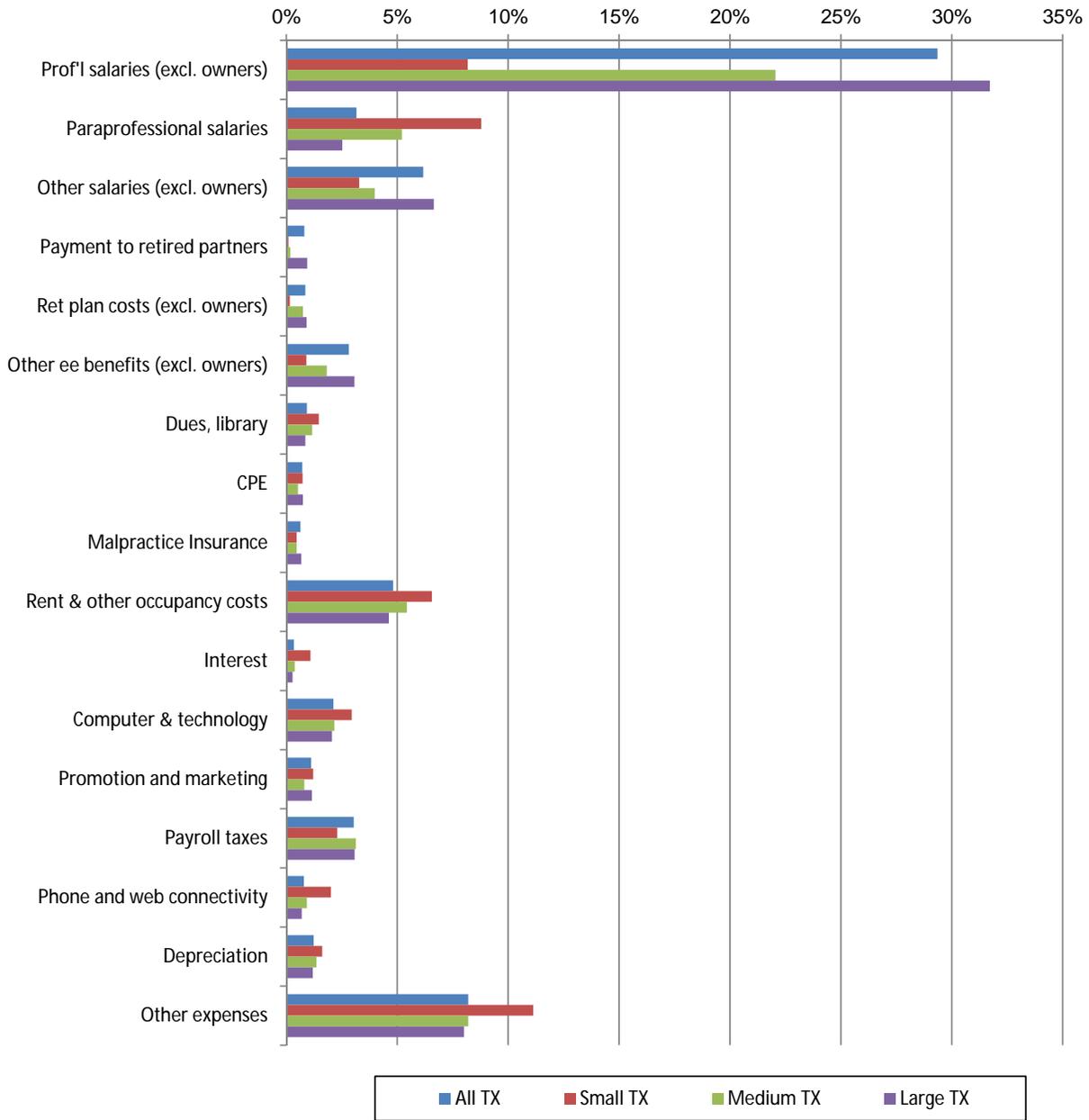


**Interest on A/R**

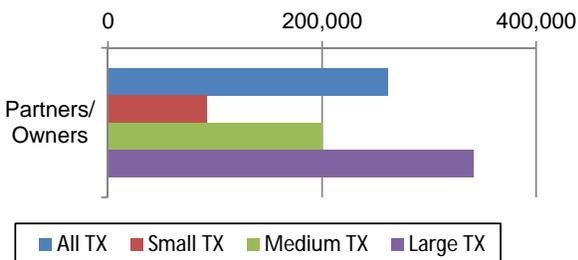


**Expenses / Owner Income**

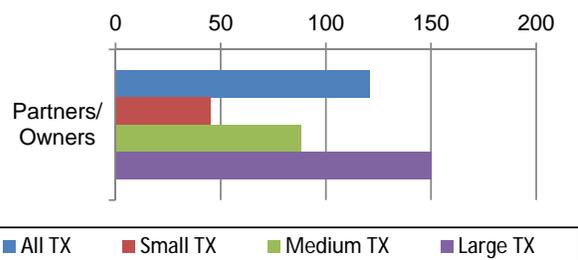
**Expenses (shown as % of net client fees)**



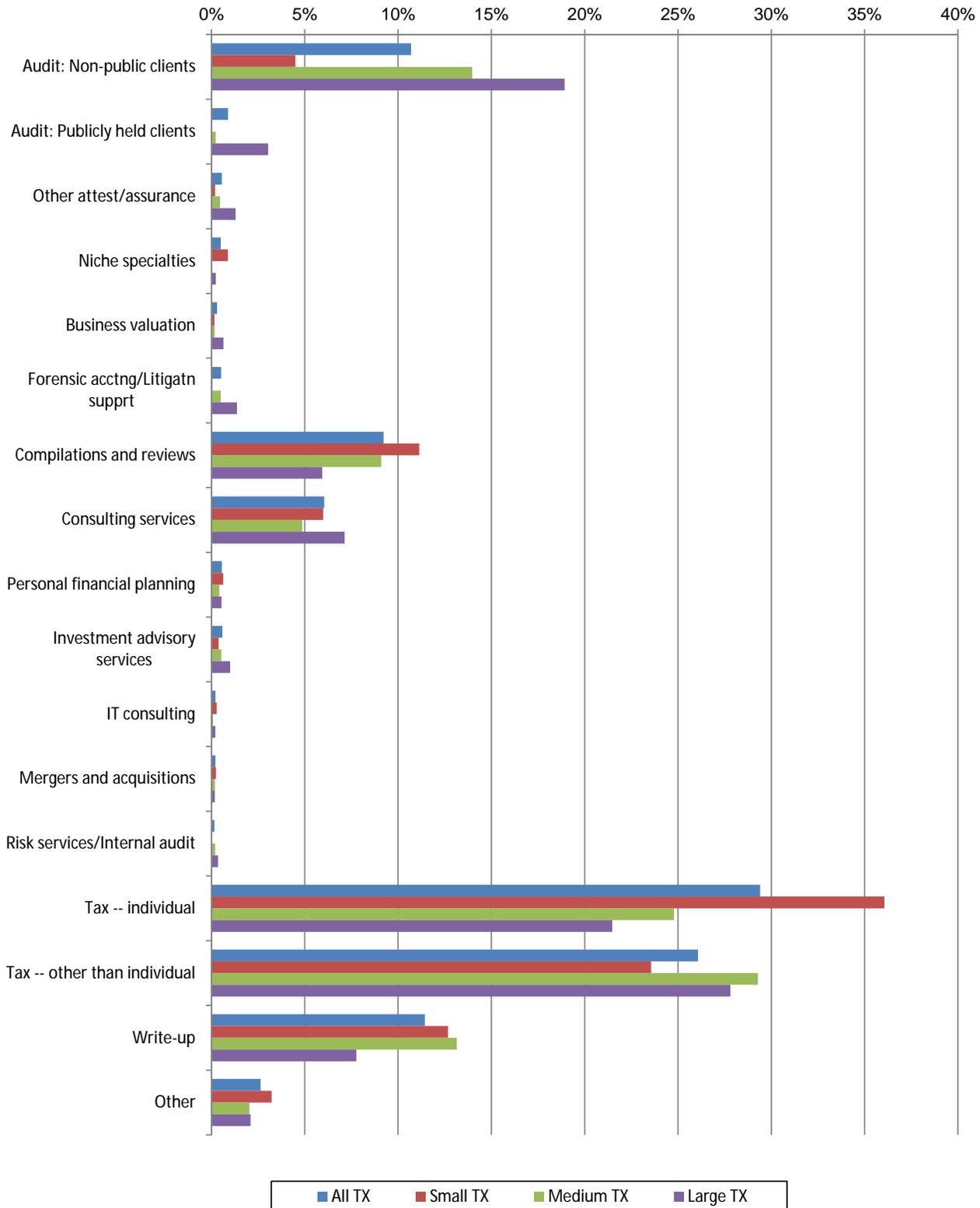
**Net Remaining Per Owner**



**Net Remaining Per Owner Hour**

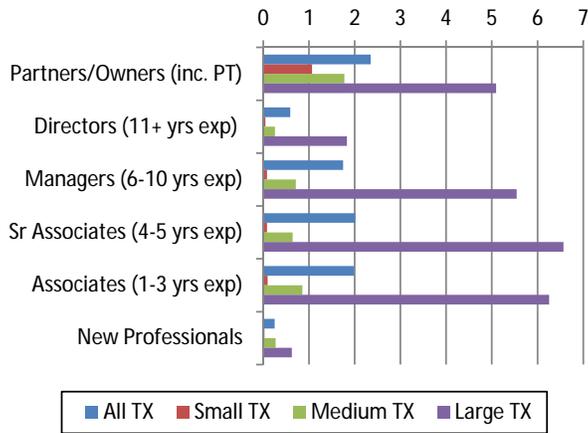


**Proportion of Fees by Service**

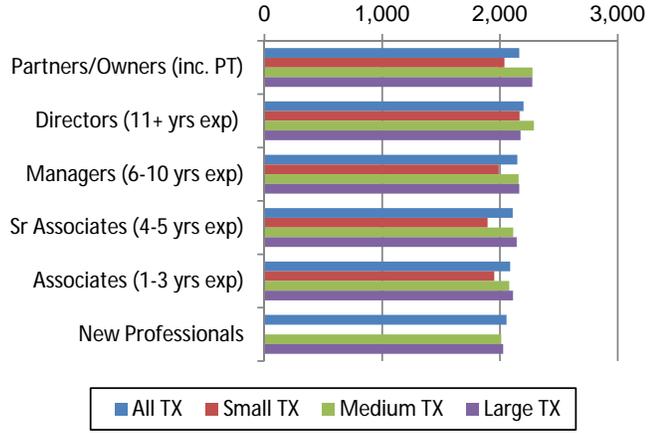


**Professional Staff**

**Number of ...**



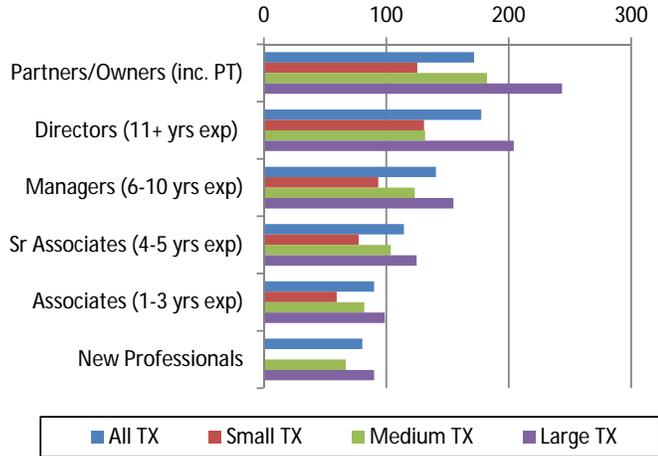
**Compensated Hours**



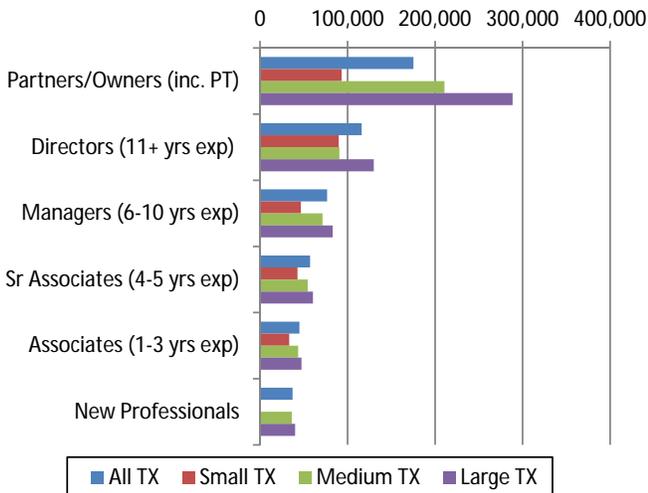
**Chargeable Hours**



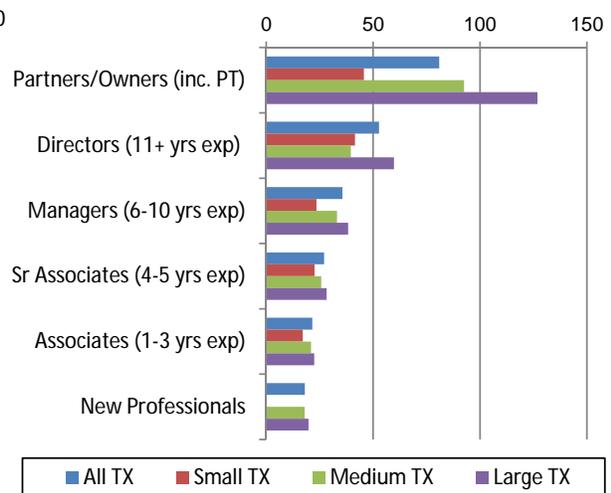
**Billing Rate**



**Annual Compensation**

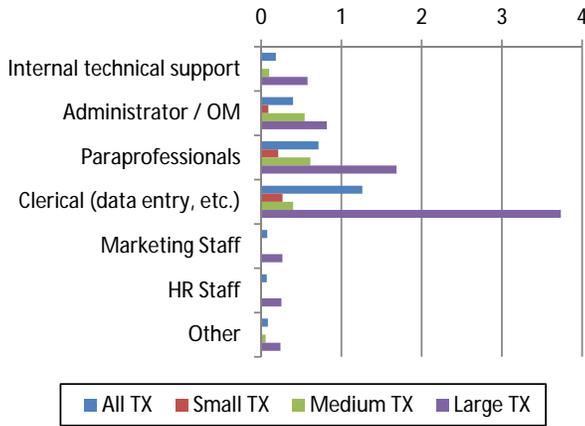


**Compensation Per Hour**

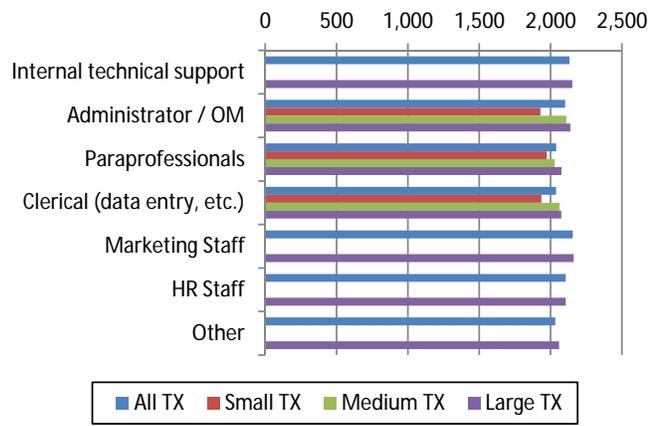


**Non-Professional Staff**

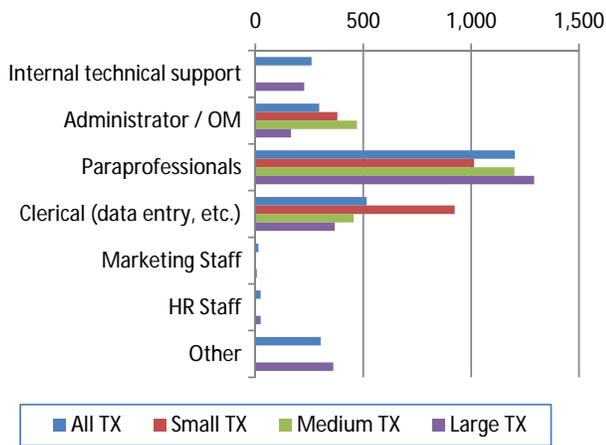
**Number of ...**



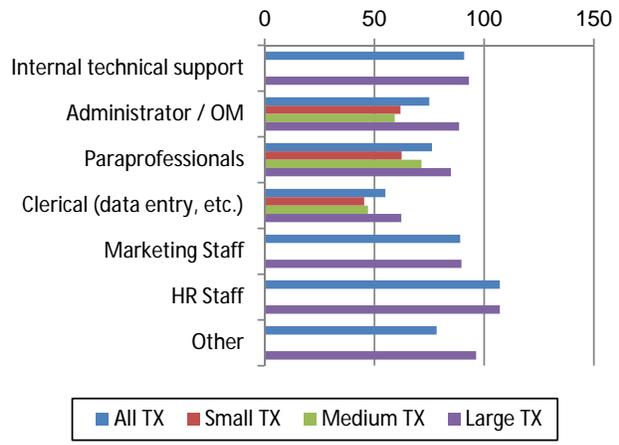
**Compensated Hours**



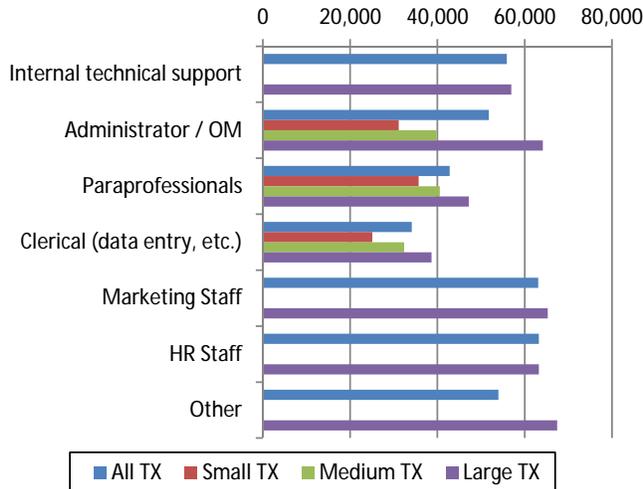
**Chargeable Hours**



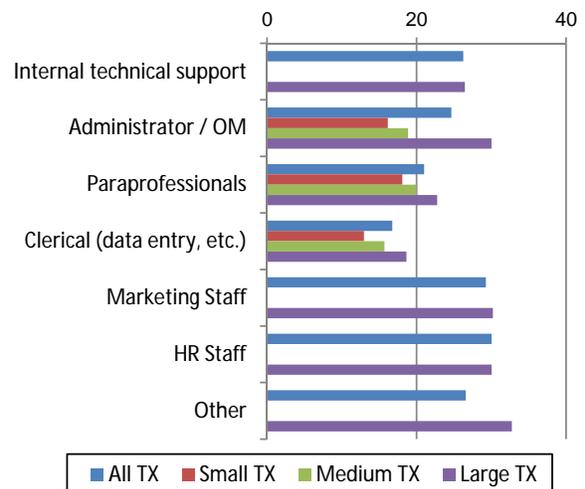
**Billing Rate**



**Annual Compensation**

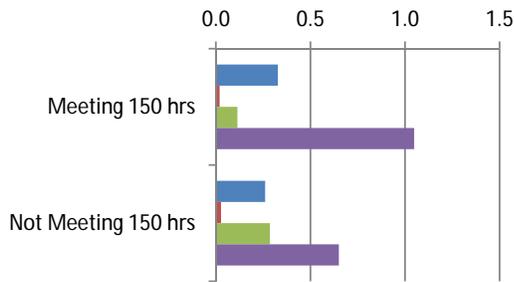


**Compensation Per Hour**

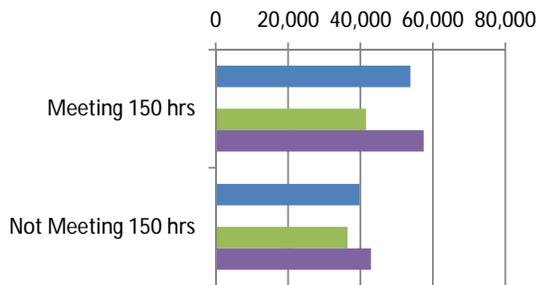


**New Hires, Paid Time Off and Benefits**

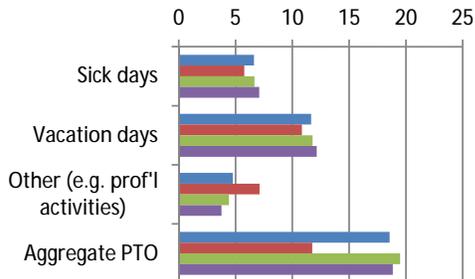
**Number of New Hires**



**Salary New Hires**

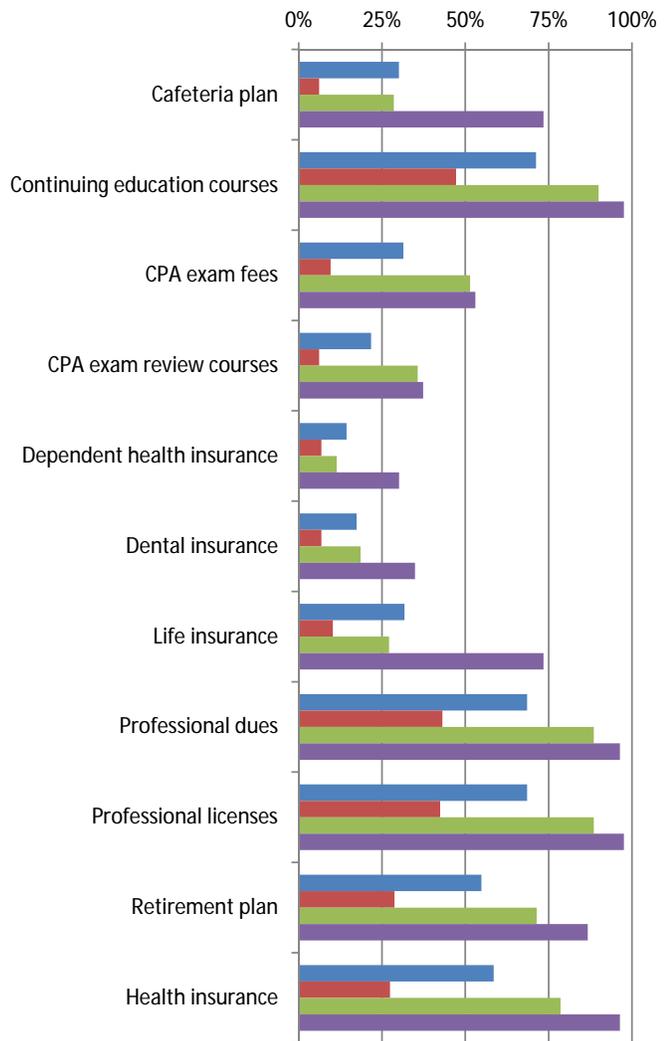


**Paid Time Off (PTO) - # of Days**



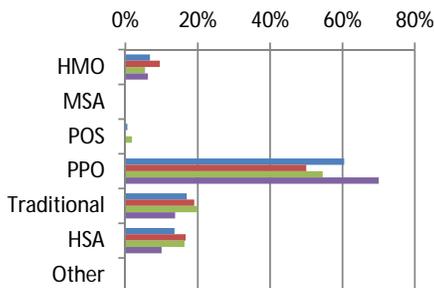
■ All TX ■ Small TX ■ Medium TX ■ Large TX

**Benefits**



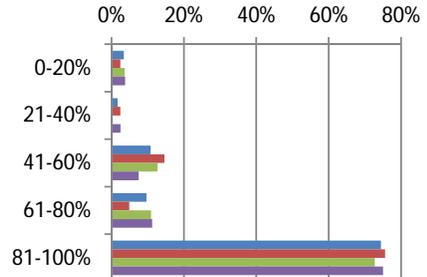
■ All TX ■ Small TX ■ Medium TX ■ Large TX

**Health Insurance Type**



■ All TX ■ Small TX ■ Medium TX ■ Large TX

**% of Health Insurance Paid by Firm**



■ All TX ■ Small TX ■ Medium TX ■ Large TX