

2026 EP NOMINATIONS NOW OPEN

Complete the below assessment before Friday July 31, 2026

* Indicates required question

1. Email *

Statement of Commitment

We commit to providing benefits as outlined in the assessment statements (indicated by the checkbox in the following four sections) in order to promote the professional development of the emerging professionals employed by our firm. If at any time the status of these benefits changes, we agree to notify the AIA Pennsylvania Emerging Professionals Committee.

We commit to create safe spaces to have productive conversations about support and any other DEI questions or issues arise.

We understand that by signing this statement of commitment, we are giving permission to the Pennsylvania Society (PA) of the American Institute of Architects and its chapter affiliates to identify our firm name as an "AIA Pennsylvania EPiC Firm."

It is further understood that the Pennsylvania Society (PA) of the American Institute of Architects and its chapter affiliates can place information (as provided by the firm) regarding the firm's commitment on AIA websites, in written newsletters, emails, and social media platforms.

2. Firm Name *

3. What is your firm Size *

Check all that apply.

- 0-9 Employees
- 10-49 Employees
- 50 - 100 Employees
- 100 + Employees

4. Firm Address *

5. Firm Website URL *

6. How Long have you worked at your firm?

7. Emerging Professional Name | Your Name *

8. Emerging Professional Email | Your E-mail *

9. Where are you in your Licensure Journey *

Mark only one oval.

- recently graduated
- Studying for ARE
- Recently licensed
- Licensed for 10 years or less

10. I understand the Survey has questions about different parts of the path to licensure. If I am not at that stage of my path to licensure that I will talk to others at my firm to confirm the correct answers. This will best represent my firm and their support to the Emerging Professional *

Mark only one oval.

- I Agree
- I do not agree

11. Firm Principal Name | Please designate the Firm Principal that AIA Pennsylvania should be in contact with to fill out the second and separate part of this assessment *
-

12. Firm Principal Email | Please designate the Firm Principal that AIA Pennsylvania should be in contact with to fill out the second part of this assessment *
-

Part 1 | Mandatory Support for Epic Firm Recognition

To be considered for 2026 EPiC Firm Recognition, your firm must demonstrate support for all items listed in this section. All checkboxes are mandatory. Firms that do not meet these minimum support requirements will be disqualified from the recognition process.

13. Please check all that apply to your firm

Check all that apply.

- All licensure-eligible Architectural Emerging Professionals are encouraged to establish an NCARB Record and are registered with the Architectural Experience Program (AXP®).
- All Emerging professionals are working directly under a licensed architect (within the firm) in all areas of practice.
- All AXP® supervisors and mentors in our firm verify that all records are accurate before signing each emerging professional's experience report.
- All AXP® supervisors and mentors in our firm have knowledge of current AXP® Guidelines and the requirements for registration in the jurisdiction.
- Our firm facilitates accumulating AXP® experience hours in all areas through exposure to projects at various stages.
- Our firm encourages Emerging Professionals to be involved in a committee and/or professional affiliation within or outside of the firm.
- Our firm engages Emerging Professionals in the entire project duration from conception through completion and provides a broad range of responsibilities and challenges.
- Our firm supports our AXP® supervisors and mentors to effectively lead the development of Emerging Professional skills and talents. i.e., attending client meetings, consultant coordination meetings, job site visits, and perform code reviews, etc.
- Our firm compensates Emerging Professionals fairly and generously based on AIA Compensation Report, recognizing their completion of a professional degree in architecture and professional experience.
- Our firm provides opportunity for career growth and advancement from within.
- EPs in our firm are encouraged to speak up when they see an opportunity for change and leadership acknowledges their suggestions.
- Our firm strives to be inclusive for all people.

PART 2 | Architectural Licensure

14. Please check all that apply to your firm *

Check all that apply.

- Our firm provides opportunities for supplemental experience in addition to emerging
- Our firm provides emerging professionals paid time off to take each ARE® division.
- Our firm provides administrative and technical support including furnishing of up to date resources, study materials, and practice exams.
- Our firm publicly recognizes newly licensed architects upon successful completion of the ARE® and fulfillment of state requirements.
- Our firm policy includes offering financial compensation or incentives after completion of the ARE®
- Emerging Professionals at our firm are finishing their AXP® hours
- Our firm policy includes reimbursing NCARB dues partial or in full
- Our firm policy includes reimbursing license renewal fees partial or in full
- Our firm Policy includes financial assistance for the ARE® including paying for part or all exam costs.

15. If you feel you have met the spirit of the requirement of one of the above in a different way please elaborate below.

PART 3 | Leadership | Professional Development

16. Please check all that apply to your firm *

Check all that apply.

- Our firm provides opportunities for team building and training sessions to build staff morale and better facilitate cooperation and teamwork.
- Our firm sponsors leadership development for Emerging Professionals through coaching or education
- Our firm provides reimbursement partial or in full for nondominant organization dues included but not limited to NOMA, Green Building, or local government.
- Our firm supports and encourages community involvement for Emerging Professionals and provides flexible scheduling for community volunteer work

17. If you feel you have met the spirit of the requirement of one of the above in a different way please elaborate below.

PART 4 | Support

18. Please check all that apply to your firm *

Check all that apply.

Our firm provides flexible in office scheduling, work from home or remote options; recognizing the importance of work/life balance.

Our firm provides reimbursement partial or in full and/or leave to attend continuing education seminars and conferences.

Our firm pays at least a minimum of 75% of EP dues for professional organizations such as the American Institute of Architects (AIA).

Our firm provides emerging professionals with an annual professional development review and an annual compensation review.

19. If you feel you have met the spirit of the requirement of one of the above in a different way please elaborate below.

PART 5 | Equity, Diversity, and Inclusion

20. Check all that apply to your firm

Check all that apply.

- Our firm provides equity, diversity, and inclusion training for all staff to create a sense of belonging and a welcoming environment at work.
- I see underrepresented firm leaders around me (differences in race, ethnicity, gender, gender identity, gender expression, sexuality, religion, ability, socioeconomic status, culture, age, and/or livelihood, etc.), either in my own firm or in the consultants we choose to work with.
- I see underrepresented consultants around me (differences in race, ethnicity, gender, gender identity, gender expression, sexuality, religion, ability, socioeconomic status, culture, age, and/or livelihood, etc.), either in my own firm or in the consultants we choose to work with.
- My firm has an EDI committee or policy to openly talk about different needs
- My firm has an inclusive, flexible scheduling for holiday time off (i.e. considering all religions and cultures)
- My firm has a transparent salary structure which is comparable to the AIA Compensation Report.
- Our firm supports and hires new graduates
- Our firm provides additional paid parental leave options other than short term disability for birthing parents and non-birthing parents.
- Our firm provides accommodations for new parents including but not limited to (lactation room) or daycare services

21. Please Elaborate on any parenting accommodations your firm has.

22. If you feel you have met the spirit of the requirement of one of the above in a different way please elaborate below.

Additional Information

Please share any efforts your firm undertakes to support Emerging Professionals. Must provide explanatory information/data to be recognized as an Outstanding EP Friendly Firm.

23. Please upload a PDF (no larger than 10MB) containing any supporting documents for consideration of Outstanding EP Friendly Firm. Use your firm name and title "2023 EP Friendly Firm Supporting Information" (Example: Your Architect 2023 EP Firm Friendly Supporting Information).

Files submitted:

24. Please upload a JPEG (no larger than 10MB) of your company logo, to be used for awards. Use your firm name and title "Logo" (Example: Your Architect Logo). *

Files submitted:

25. Please DOWNLOAD, complete, and upload the "Statement of Commitment" (linked below). Use your firm name and title "Commitment" (Example: Your Architect Commitment)

[Statement of Commitment](#)

Files submitted:

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