

**All Companies - Consolidated Results**

Position	Median Base Salary	Actual Bonus As % of Salary
<b>Executive &amp; Corporate Positions</b>		
<b>Senior Executive</b>		
Chairman of the Board (not CEO)	\$467,700	98.0%
Chief Executive Officer	\$766,200	180.8%
President	\$435,800	129.4%
Chief Operating Officer	\$467,000	117.8%
Chief Investment Officer	\$438,600	118.5%
Chief Financial Officer (CFO)	\$434,600	108.8%
Chief Accounting Officer	\$332,800	62.9%
Chief Administrative Officer	\$322,700	82.5%
<b>Executive</b>		
Top Capital Markets Executive	\$318,300	87.1%
General Counsel	\$372,400	88.6%
Top Marketing Executive	\$214,300	38.0%
Top IT Executive/Director	\$204,800	31.1%
Top Corp. Comm./Investor Relations Exec.	\$193,500	34.5%
Top Research Executive/Director	\$212,900	43.7%
Top Business Development Executive	\$280,900	53.4%
Regional Business Development Officer	\$237,500	49.2%
Top Human Resources Executive	\$177,900	41.4%
<b>Corporate</b>		
Human Resources Manager	\$115,800	14.2%
Compensation/Benefits Manager	\$117,900	15.6%
Human Resources Generalist	\$79,600	9.5%
Payroll/Benefits Manager	\$77,700	10.1%
Associate General Counsel	\$238,200	24.3%
Paralegal	\$96,800	10.1%
Marketing Manager	\$98,800	12.5%
IT Manager	\$140,400	14.0%
IT Engineer/Analyst	\$98,300	10.3%
Network Administrator	\$96,300	9.0%
Training Director/Manager	\$122,700	14.0%
Lease Administrator	\$75,800	10.3%
Office Manager	\$77,600	9.9%
Executive Administrative Asst.	\$82,900	9.4%
Administrative Assistant	\$60,500	6.3%
<b>Finance/Accounting</b>		
Vice President/Director Finance	\$190,500	32.6%
Treasurer	\$182,700	29.6%
Top Risk Management Executive	\$167,200	21.8%
Director Internal Audit	\$163,600	20.3%
Compliance Director/Manager	\$117,300	15.6%
Senior Controller	\$204,600	27.1%
Controller	\$159,200	18.0%
Assistant Controller	\$127,600	17.5%
Accounting Director/Manager	\$119,000	15.9%
AP/AR Manager	\$89,900	10.3%
Accounting Supervisor	\$90,100	11.5%
Senior Accountant	\$91,100	9.0%
Accountant	\$72,100	7.7%
Accounting Clerk	\$55,600	6.4%
Property Accountant - Senior	\$88,300	9.1%
Property Accountant	\$68,900	6.6%
Senior Financial Analyst	\$119,500	16.0%
Financial Analyst	\$91,400	11.8%
Vice President/Director Tax	\$185,600	26.9%

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Survey Completed 2Q 2023.

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**All Companies - Consolidated Results**

Position	Median Base Salary	Actual Bonus As % of Salary
<b>Office/Industrial Positions</b>		
<b>Senior Executive</b>		
Top Division Executive	\$381,200	103.2%
Top Regional Executive	\$349,600	104.1%
<b>Acquisitions</b>		
Top Acquisitions Executive	\$285,600	57.5%
Acquisitions Director/Manager	\$181,900	47.3%
Acquisitions Associate	\$118,800	29.4%
<b>Asset Management</b>		
Top Asset Management Executive	\$300,900	63.5%
Senior Asset Management Executive	\$232,600	40.0%
Portfolio Manager	\$151,800	24.5%
Senior Asset Manager	\$183,100	28.0%
Asset Manager	\$140,400	25.9%
<b>Property Management</b>		
Top Property Management Executive	\$246,100	43.7%
Vice President Property Management	\$212,200	25.1%
Regional Property Manager	\$175,300	25.6%
Senior Property Manager	\$134,200	15.8%
Property Manager I (<250,000 sq.ft.)	\$98,000	12.7%
Property Manager II (250,000-500,000 sq.ft.)	\$97,700	10.0%
Property Manager III (500,001-1,000,000 sq.ft.)	\$109,800	12.3%
Property Manager IV (>1,000,000 sq.ft.)	\$127,100	13.6%
Assistant Property Manager	\$71,000	7.8%
Senior Facility Manager	\$125,600	13.4%
Operations Analyst	\$90,900	13.1%
Operations Director/Manager	\$123,700	17.3%
Regional/Portfolio Maintenance Engineer	\$125,100	13.3%
Building Engineer/Chief Engineer	\$83,000	8.2%
Maintenance Supervisor/Lead Engineer	\$91,600	7.0%
Maintenance Engineer/Technician II (mid-level)	\$65,600	4.5%
Maintenance Engineer/Technician I (entry-level)	\$55,500	4.9%
<b>Leasing</b>		
Top Leasing Executive	\$237,800	110.4%
Senior Leasing Executive	\$159,000	88.0%
Leasing Manager	\$120,700	101.5%
Typical Leasing Agent/Representative	\$77,200	55.0%
Regional Marketing Director/Manager	\$110,000	22.4%
<b>Development/Construction</b>		
Top Development Executive	\$318,700	82.0%
Vice President/Director Development	\$236,700	43.5%
Senior Development Manager	\$202,500	30.0%
Development Manager	\$150,400	22.3%
Senior Project Manager	\$162,400	19.1%
Project Manager	\$118,400	13.1%
Project Analyst	\$89,400	11.6%
Project Administrator	\$77,300	12.0%
Top Construction Executive	\$239,400	41.0%
Construction Manager	\$148,100	18.8%
Construction On-Site Manager	\$118,700	8.7%
<b>Residential Positions</b>		
<b>Senior Executive</b>		
Top Division Executive	\$390,400	101.2%
Top Regional Executive	\$287,200	72.0%
<b>Acquisitions</b>		
Top Acquisitions Executive	\$259,600	90.9%
Acquisitions Director/Manager	\$186,500	33.4%
Acquisitions Associate	\$110,600	15.7%

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<b>Residential Positions</b>		
<b>Asset Management</b>		
Top Asset Management Executive	\$282,500	42.5%
Senior Asset Management Executive	\$196,900	35.6%
Portfolio Manager	\$141,300	21.4%
Senior Asset Manager	\$140,400	22.2%
Asset Manager	\$111,800	14.4%
<b>Property Management</b>		
Top Property Mgmt. Executive	\$314,200	45.2%
Vice President Property Management	\$207,900	27.1%
Regional Property Manager	\$136,500	18.7%
Senior Property Manager	\$96,700	15.8%
On-Site Community Mgr. I (<150 units)	\$57,000	10.9%
On-Site Community Mgr. II (150-300 units)	\$70,900	13.7%
On-Site Community Mgr. III (301-450 units)	\$81,200	14.3%
On-Site Community Mgr. IV (>450 units)	\$87,900	15.8%
Assistant Property Manager	\$49,200	15.7%
On-Site Administrator	\$51,500	9.5%
Resident Services Manager	\$61,400	11.4%
Concierge	\$44,800	6.4%
Operations Analyst	\$91,300	9.2%
Operations Director/Manager	\$107,300	19.0%
Regional/Portfolio Maintenance Engineer	\$107,300	11.7%
Maintenance Supervisor/Lead Engineer	\$63,000	8.0%
Maintenance Engineer/Technician II (mid-level)	\$50,300	5.8%
Maintenance Engineer/Technician I (entry-level)	\$45,200	6.7%
Make Ready Maintenance Tech	\$41,000	5.2%
Groundskeeper/Porter	\$32,900	4.2%
Housekeeper/Custodian/Janitorial	\$33,300	5.2%
<b>Leasing</b>		
Senior Leasing Executive	\$100,000	105.7%
Leasing Manager	\$51,200	24.2%
Typical Leasing Agent/Representative	\$39,000	21.7%
Regional Marketing Director/Manager	\$102,300	13.1%
<b>Development/Construction</b>		
Top Development Executive	\$314,800	63.8%
Vice President/Director Development	\$219,000	33.7%
Senior Development Manager	\$190,100	25.1%
Development Manager	\$144,800	20.9%
Senior Project Manager	\$163,100	17.2%
Project Manager	\$132,900	12.0%
Project Analyst	\$92,300	10.0%
Project Administrator	\$71,300	9.2%
Top Land Engineering Executive	\$150,000	10.4%
Top Construction Executive	\$244,300	29.2%
Construction Manager	\$125,900	18.6%
Construction On-Site Manager	\$118,400	10.6%
<b>Retail Positions</b>		
<b>Senior Executive</b>		
Top Division Executive	\$407,200	117.3%
Top Regional Executive	\$350,500	108.3%
<b>Acquisitions</b>		
Top Acquisitions Executive	\$293,200	77.3%
Acquisitions Director/Manager	\$186,400	38.0%
Acquisitions Associate	\$119,300	22.9%
<b>Asset Management</b>		
Top Asset Management Executive	\$295,000	60.5%
Senior Asset Management Executive	\$265,100	54.1%

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<b>Retail Positions</b>		
Portfolio Manager	\$151,000	23.0%
Senior Asset Manager	\$180,500	26.9%
Asset Manager	\$135,200	22.6%
<b>Property Management</b>		
Top Property Management Executive	\$244,200	45.9%
Vice President Property Management	\$217,500	35.1%
Regional Property Manager	\$166,500	23.3%
Senior Property Manager	\$143,000	16.4%
Property Manager I (<150,000 sq.ft.)	\$101,300	13.4%
Property Manager II (150,000-300,000 sq.ft.)	\$103,600	11.2%
Property Manager III (301,000-500,000 sq.ft.)	\$114,600	13.3%
Property Manager IV (>500,000 sq.ft.)	\$121,400	15.2%
Assistant Property Manager	\$75,600	9.8%
Senior Facility Manager	\$132,000	15.8%
Operations Analyst	\$93,500	10.8%
Operations Director/Manager	\$127,700	16.3%
Regional/Portfolio Maintenance Engineer	\$137,200	16.7%
Building Engineer/Chief Engineer	\$86,700	7.3%
Maintenance Supervisor/Lead Engineer	\$96,500	9.3%
Maintenance Engineer/Technician II (mid-level)	\$68,300	6.0%
Maintenance Engineer/Technician I (entry-level)	\$54,400	5.4%
<b>Leasing</b>		
Top Leasing Executive	\$256,600	89.3%
Senior Leasing Executive	\$207,400	80.4%
Leasing Manager	\$134,800	50.0%
Typical Leasing Agent/Representative	\$88,000	59.3%
Regional Marketing Director/Manager	\$112,500	14.8%
<b>Development/Construction</b>		
Top Development Executive	\$320,300	68.3%
Vice President/Director Development	\$247,200	47.5%
Senior Development Manager	\$209,100	35.6%
Development Manager	\$174,200	26.7%
Senior Project Manager	\$177,600	21.9%
Project Manager	\$125,400	15.2%
Project Analyst	\$95,300	14.5%
Project Administrator	\$84,100	13.8%
Top Construction Executive	\$263,100	46.7%
Construction Manager	\$174,700	24.6%
Construction On-Site Manager	\$119,100	10.9%
<b>Investment/Fund Mgt./Advisors Positions</b>		
<b>Portfolio Management</b>		
Top Portfolio Management Executive	\$250,800	68.2%
Investment Management Associate	\$124,300	27.5%
Top Asset Management Executive	\$318,000	52.3%
Senior Asset Management Executive	\$218,300	48.5%
Director/Manager Portfolio Management	\$163,000	33.2%
Senior Asset Manager	\$198,500	40.7%
Asset Manager	\$148,300	26.8%
<b>Portfolio Management</b>		
Top Transactions Executive	\$296,500	84.5%
Senior Transactions Manager	\$167,500	53.7%
Investment/Transactions Associate	\$108,900	29.1%
Top Acquisitions Executive	\$235,000	81.1%
Acquisitions Director/Manager	\$187,900	77.7%
Research Associate	\$79,700	15.8%
Client Marketing Executive	\$188,100	99.0%

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