



Partnering with:



## 2026 RCLCO National Real Estate Compensation & Benefits Survey

Thank you for your participation! This is a company-level survey for US based employees only. Survey entries submitted by individual employees will not be accepted.

There are two main parts to the survey - the questionnaire and the employee compensation Excel. Both will be submitted through QuestionPro. Use the link provided below for more information and instructions. All sections of the survey must be completed in order to be considered a participant and receive a complimentary copy of the survey results. RCLCO reserves the right to exclude any submitted surveys that have not been completed properly, are missing critical information, or are incomplete.

You will have the ability to advance forward and move backwards during the survey. All questions are required (indicated by a red asterisk **\***) to be answered unless otherwise specified.

All survey responses are due no later than Friday, June 5, 2026.

Click [here](#) for instructions, FAQs, and a PDF copy of the questionnaire (for reference only).

# Participant Information

## 1. \*Contact Information

Company Name

First Name of Respondent

Last Name of Respondent

Title

Phone

Email Address

Company HQ Address Line 1

Company HQ Address Line 2

Company HQ City

Company HQ State



Company HQ Zip Code

2. \*Survey Report should be sent to (if different than above).

Name

Position Title

Email Address

3. \*Additional recipients of survey report (if applicable).

Name

Position Title

Email Address

## Organizational Data

4. \*In what regions of the United States does your company invest, own, manage, develop, and/or operate properties? Check all that apply.

Northwest (OR, WA, AK)

West (CA, HI)

Southwest (AZ, NV, NM)

Rocky Mountains (CO, UT, WY, ID, MT)

Plains (KS, NE, SD, ND)

South Central (TX, OK, LA, AR)

- Midwest (IL, IA, MO, MN, WI, MI, IN, OH)
- Southeast (TN, KY, MS, AL, FL, GA, SC, NC)
- Mid-Atlantic (VA, WV, MD, DE, DC)
- Northeast (NJ, PA, NY)
- New England (CT, RI, MA, VT, NH)

5. \*Please indicate your company's type of organization (ownership).

- Privately-Held
- REIT (Private)
- REIT (Public)
- Public (Non-REIT)
- Non-Profit
- Family Owned/Family Office
- Other, Please specify

6. Which of the following **Commercial** uses does your company specialize in? Can include single use or mixed use. Check all that apply, if applicable.

- Office - CBD
- Office - Suburban
- Office - Medical
- Healthcare
- Industrial - Flex
- Industrial - Warehouse

- Retail - Shopping Center
- Retail - Mall
- Retail - Single Tenant
- Retail - Lifestyle/Entertainment

7. Which of the following **Rental Residential** and **For-Sale Residential** uses does your company specialize in? Check all that apply, if applicable.

- Multifamily Rental - Garden
- Multifamily Rental - Mid/Highrise
- Affordable Housing
- Student Housing
- Senior Living
- Single Family Rental
- Single Family For-Sale
- Multifamily Condominium
- Master-Planned Community

8. Which of the following **Niche** property uses does your company specialize in? Can include single use or mixed use. Check all that apply, if applicable.

- Urban Infill
- Military Housing
- Manufactured Housing
- Lodging (Hotel/Resort)
- Large Scale Land Development

- Self Storage
- Data Centers
- Gaming
- Education
- Parking
- Other, Please specify

9. \*Number of US employees in your company (excluding contract workers). If your company consists of multiple business units, real estate and non-real estate, please only include real estate employees.

Total Number (enter whole number)

Full-time % (enter percentage)

Part-time % (enter percentage)

10. \*Please indicate the estimated market value of your company's portfolio.

Please provide answer in whole numbers. For example: 1,000,000 vs. 1M.

11. **For Investment/Fund Managers Only:** Please indicate your company's assets under management (AUM).

Please provide answer in whole numbers. For example: 1,000,000 vs. 1M.

12. **For Developers only:** Please indicate the size of your company's development pipeline expressed in dollars.

Please provide answer in whole numbers. For example: 1,000,000 vs. 1M.

## Base Salary

**For the following questions, keep the definitions below in mind when responding:**

**Top Executives:** Positions typically reporting to the CEO, generally C-suite positions and senior officers.

**Senior Management:** Senior-level professionals with 10-15+ years of experience. Positions typically have significant people management and department leadership responsibilities.

13. \*Please indicate if the following employee groups experienced a decrease, no change, or increase in salary from 2025 to 2026. If different actions were taken within an employee group, please indicate the action relevant to the majority in that category.

	Decrease	No Change	Increase
Top Executives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Senior Management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Exempt Employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-Exempt Employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Company Overall	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

14. \*For each employee group below, please indicate the average **percentage change in salary/base wages from 2025 to 2026**. Please include all employees (promotions and

non-promotions). Enter numbers only (e.g., 4 or 4.5, not 4%).

This question is collecting the average salary change by employee group, not the percentage of employees experiencing a change in salary.

Average % Change

Top Executives

Senior Management

Exempt Employees

Non-Exempt Employees

Company Overall

15. \*From 2025 to 2026, what was the average percentage increase in base salary for each of the following employee groups? Enter numbers only (e.g., 4 or 4.5, not 4%).

This question is collecting the average salary change for employees receiving/not receiving promotions, not the percentage of employees receiving or not receiving a promotion.

Average % Change

Employees Receiving Promotions

Employees Not Receiving Promotions

16. \*Please indicate your company's anticipated position on salary adjustments from 2026 to 2027.

Decrease

No Change

Increase

Top Executives

Senior Management

Exempt Employees

Non-Exempt Employees

Company Overall



17. \*For each employee group below, please indicate the **projected average percentage change in salary/base wages from 2026 to 2027**. Please include all employees (promotions and non-promotions). Enter numbers only (e.g., 4 or 4.5, not 4%).

This question is collecting the average projected salary change by employee group, not the percentage of employees projected to receive a salary change.

Average % Change

Top Executives

Senior Management

Exempt Employees

Non-Exempt Employees

Company Overall

18. \*Does your company utilize geographic pay differentials for employees in different markets?

- Yes, for all employees
- Yes, on a case-by-case basis (discretionary)
- Yes, but only for select levels/employee groups
- No
- N/A, all employees located in the same market

19. \*Please indicate to which employee group(s) geographic pay differentials are applied. Select all that apply.

Top Executives

- Senior Management
- Exempt Employees
- Non-Exempt Employees
- Other, Please specify
- N/A, geographic pay differentials are not used

## Annual Bonus & Incentives

### When answering questions in this section, please note the following:

- Incentives for performance year 2025 represent the most recent awards earned by employees. Awards are typically paid out in late 2025 or early 2026.
- Incentives for performance year 2024 represent awards earned by employees for performance year 2024. These incentives were typically paid in late 2024 or early 2025.

20. \*Does your company offer annual bonus/incentives (formal or informal)? **If no, please answer No and then advance to question 31.**

- Yes
- No

**For questions 21-23, please keep the following definitions in mind when responding:**

**Top Executives:** Positions typically reporting to the CEO, generally C-suite positions and senior officers.

**Senior Management:** Senior-level professionals with 10-15+ years of experience.

Positions typically have significant people management and department leadership responsibilities.

21. \*Please indicate if the following employee groups experienced a decrease, no change, or increase in individual annual bonus payout from performance year 2024 to performance year 2025.

If different actions were taken within an employee group, please indicate the action relevant to the majority in that category.

	Decrease	No Change	Increase
Top Executives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Senior Management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Exempt Employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Non-Exempt Employees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Company Overall	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

22. \*For each employee group below, please indicate the average percentage change in individual annual bonus payout from performance year 2024 to performance year 2025. Please include all employees (promotions and non-promotions).

	Average % Change
Top Executives	
Senior Management	
Exempt Employees	
Non-Exempt Employees	
Company Overall	

23. \*For each employee group below, please indicate your company's **anticipated** percentage change in individual annual bonus payouts from performance year 2025 to performance

year 2026.

	No change	<10% increase	10-25% increase	>25% increase	<10% decrease	10-25% decrease	>25% decrease
Top Executives	<input type="radio"/>						
Senior Management	<input type="radio"/>						
Exempt Employees	<input type="radio"/>						
Non-Exempt Employees	<input type="radio"/>						
Company Overall	<input type="radio"/>						

24. \*In what month does your company normally pay bonuses to employees? If your company pays bonuses multiple times per year, please indicate the frequency (monthly, quarterly, bi-annually).

Search keyword

25. \*Does your company use target bonuses as a method for managing incentive compensation? **If no, answer No and then advance to question 27.**

Yes

No

26. If your company uses target bonuses, what was the company's average bonus achievement for performance year 2025 expressed as a percentage of the target award?

For example: If an employee's target award is \$10,000 and the actual payout is \$8,000, the employee would have received 80% of target. **When answering this question, calculate the average bonus achievement across all employees.**

27. \*Does your company have a formalized bonus pool? **If no, answer No and then advance to**

question 30.

- Yes
- No

28. If there is a formalized bonus pool, please indicate how it is determined.

29. \*What metrics/KPIs are considered when determining annual bonuses? Check all that apply.

- Achievement of budget
- Achievement of leasing targets
- Capital raised
- Cash on cash return
- Compliance scores
- EBITDA
- Employee opinion surveys
- Employee performance reviews
- Employee turnover
- ESG
- FFO
- IRR
- Net operating income (NOI)

- Number of new investments/developments
- Reputation scores/online review/stars
- Strategic goals
- Tenant retention ratio
- Total return
- Value/size of portfolio (AUM)
- No metrics/KPIs formally considered (awards are fully discretionary)
- Other, Please specify

30. **\*Does your company share a percentage of fee income (e.g. acquisition fee, disposition fee, development fee) directly with employees? This can be in lieu of or in addition to traditional annual bonus awards.**

- Yes
- No
- N/A

31. **For Developers Only:** Does your company offer project milestone or project completion awards?

- Yes
- No
- N/A

32. **For Developers Only:** If you offer project milestone or project completion awards, are the awards additive or in lieu of traditional annual bonus awards?

- Awards are additive to annual bonus

Awards are in lieu of annual bonus

33. \*Does your company offer leasing commissions? **If no or N/A, answer *No* or *N/A* and then advance to question 36.**

Yes

No

N/A

34. If you offer leasing commissions, what type of leases are eligible for commissions?

New leases

Lease renewals

35. If you offer leasing commissions, how are commissions structured?

% of lease value

Flat dollar amount per lease or renewal

Other, Please specify

## Long Term Incentive Plans (LTIP) - Private

### **Long Term Incentive Plans (LTIP): Private Companies Only**

**Public companies, skip to question 52.**

36. \*Does your company offer a long-term incentive plan (LTIP)? **If no, please answer *No* and then advance to question 64.**

Yes

No

37. \*Which employees are eligible for long-term incentives?

Top Executives

Senior Management

Mid-Level Professionals

Junior-Level Professionals

38. \*What percentage of non-property level employees are eligible for long-term incentives?

When calculating this percentage, please remove all property-level employees (e.g., Property Managers, Maintenance, Facilities, On-site Leasing) from the denominator.

39. \*Which type(s) of LTIP structures does your company offer?

Profit Sharing

Platform Ownership (granted)

Platform Ownership (purchased)

Stock Appreciation Rights (SAR) or Enterprise Value Growth Plan

Promote/Carried interest

Other, Please specify

40. \*How often are LTIP grants made?

For promote and carried interest, please enter the typical frequency of new deals or new fundraises.

For example: If your company raises a new fund every 3 years, select 3 years.

- Annually
- 2 years
- 3 years
- 4 years
- 5 years or more
- Other, Please specify

41. \*What is the duration of the performance period?

For promote/carried interest plans, please enter the typical duration of the investment vehicle.

- 1 year
- 2 years
- 3 years
- 4 years
- 5 years or more
- Other, Please specify

42. \*Over how many years does the LTIP award vest? If there is no vesting, please enter 0.

43. \*What is the structure of the vesting schedule?

- No vesting (immediate)
- Cliff vesting (0% vested until the completion of the performance period)
- Pro rata vesting (equal percentage vested each year)
- Variable vesting (different percentage vested each year)
- Other, Please specify

44. \*Please indicate if awards are retained or forfeited in the following termination scenarios:

	Retained by Employee	Forfeited
For Cause	<input type="radio"/>	<input type="radio"/>
Voluntary - Employment by non-Competitor	<input type="radio"/>	<input type="radio"/>
Voluntary - Employment by Competitor	<input type="radio"/>	<input type="radio"/>
Without Cause	<input type="radio"/>	<input type="radio"/>
Retirement	<input type="radio"/>	<input type="radio"/>
Death/Disability	<input type="radio"/>	<input type="radio"/>

**LTIP Private: Promote/Carried Interest Plans**

Only answer the following questions (45-50) if you indicated your company has a promote/carried interest plan as an LTIP structure in question 39. Otherwise, advance to question 64.

45. \*How does your company structure promote/carried interest awards?

- Fund-level
- Deal-by-deal level

46. \*What percentage of promote/carried interest is shared with the management team (non-owners)?

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47. \*Does your company offer co-investment from management? If no, answer *No* and then advance to question 64.

Yes

No

48. If yes, is co-investment required or optional?

Promote/Carried Interest Participants: Required

Promote/Carried Interest Participants: Offered (Optional)

Promote/Carried Interest Participants: Both Required and Optional (varies by individual)

Promote/Carried Interest Non-Participants: Offered (Optional)

Other, Please specify

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49. \*Does your company offer financing for co-investment?

Yes, through a third-party lender

Yes, through a company-sponsored loan

No

Other, Please specify

50. \*What percentage of financing is available?

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## Long Term Incentive Plans (LTIP) - Public

### Long Term Incentive Plans (LTIP): Public Companies Only

Private companies, skip to question 64.

51. \*Does your company offer a long-term incentive plan (LTIP)? If no, please answer *No* and then advance to question 64.

Yes

No

52. \*Which employees are eligible for long-term incentives?

Top Executives

Senior Management

Mid-Level Professional

Junior-Level Professional

53. \*What percentage of non-property level employees are eligible for long-term incentives?

When calculating this percentage, please remove all property-level employees (e.g., Property Managers, Maintenance, Facilities, On-site Leasing) from the denominator.

54. \*What incentive vehicles are currently used?

Restricted Shares (RSUs)

- Stock Options
- Performance Shares/Units (PSUs)
- Stock Appreciation Rights (SARs)
- Profit Sharing/Cash LTIP
- Other, Please specify

55. \*How many years are in the performance period?

Please complete based on plans offered at your company. Leave blank if the plan is not offered.

	How many years are in the performance period?
Restricted Shares (RSUs)	
Stock Options	
Performance Shares/Units (PSUs)	
Stock Appreciation Rights (SARs)	
Profit Sharing/Cash LTIP	

56. \*How often are grants issued?

Please complete based on plans offered at your company. Leave blank if the plan is not offered.

	Annually	2 years	3 years	4 years	5 or more years
Restricted Shares (RSUs)	<input type="radio"/>				

Stock Options	<input type="radio"/>				
Performance Shares/Units (PSUs)	<input type="radio"/>				
Stock Appreciation Rights (SARs)	<input type="radio"/>				
Profit Sharing/Cash LTIP	<input type="radio"/>				

57. \*Over how many years does the award vest?

Please complete based on plans offered at your company. Leave blank if the plan if not offered.

	Over how many years does the award vest?
Restricted Shares (RSUs)	<input type="text"/>
Stock Options	<input type="text"/>
Performance Shares/Units (PSUs)	<input type="text"/>
Stock Appreciation Rights (SARs)	<input type="text"/>
Profit Sharing/Cash LTIP	<input type="text"/>

58. \*What are the vesting criteria?

Please complete based on plans offered at your company. Leave blank if the plan if not offered.

	Time Based	Performance
Restricted Shares (RSUs)	<input type="radio"/>	<input type="radio"/>
Stock Options	<input type="radio"/>	<input type="radio"/>
Performance Shares/Units (PSUs)	<input type="radio"/>	<input type="radio"/>

Stock Appreciation Rights (SARs)	<input type="radio"/>	<input type="radio"/>
Profit Sharing/Cash LTIP	<input type="radio"/>	<input type="radio"/>

59. \*What is the structure of the vesting schedule?

Please complete based on plans offered at your company. Leave blank if the plan if not offered.

	No vesting (immediate)	Cliff vesting	Pro rata vesting (equal percentage vested each year)	Variable vesting (different percentage each year)
Restricted Shares (RSUs)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stock Options	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Performance Shares/Units (PSUs)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stock Appreciation Rights (SARs)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Profit Sharing/Cash LTIP	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

60. \*Please indicate which financial criteria are relevant to the defined plan.

Please complete based on plans offered at your company. Leave blank if the plan if not offered.

	Total Shareholder Return	FFO or AFFO\$/FFO per Share, or AFFO per Share	Income Criteria: NOI EPS Net Income	EBITDA	Return on: Assets, Equity, or Investment (ROIC)	Dividend Growth Payout or Coverage	Balance Sheet: Debt to Equity/Cap Structure	Other Company Financial Criteria
Redistricted Shares (RSUs)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Stock Options	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Performance Shares/Units (PSUs)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Stock Appreciation Rights (SARs)	<input type="checkbox"/>							
Profit Sharing/Cash LTIP	<input type="checkbox"/>							

61. \*Do your plan(s) have a non-financial component?

- Yes
- No

Please Specify

62. \*Do your plan(s) have a discretionary component?

- Yes
- No

Please Specify

63. \*Please indicate if awards are retained or forfeited in the following termination scenarios:

	Retained by Employee	Forfeited
For Cause	<input type="radio"/>	<input type="radio"/>
Voluntary - Employment by non-Competitor	<input type="radio"/>	<input type="radio"/>
Voluntary - Employment by Competitor	<input type="radio"/>	<input type="radio"/>
Without Cause	<input type="radio"/>	<input type="radio"/>
Retirement	<input type="radio"/>	<input type="radio"/>



## Compensation/Human Capital Policies & Trends

64. \*What is your company's work schedule policy? Please select the work schedule for the majority of employees in each category.

Examples of Real Estate Functions: Development, Acquisitions, Asset Management, Capital Raising, etc.

Examples of Corporate Functions: Accounting, HR, IT, Legal, Marketing, etc.

	Real Estate Functions	Corporate Functions	Onsite Property-Level Employees
0 Days Remote, 5 Days in Office	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1 Day Remote, 4 Days in Office	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2 Days Remote, 3 Days in Office	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3 Days Remote, 2 Days in Office	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4 Day Remote, 1 Day in Office	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5 Days Remote, 0 Days in Office	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

65. \*If your company offers a hybrid work schedule, are the days in the office fixed or flexible?

- All office days are fixed for employees
- Office days are flexible and determined by individual teams
- Office days are fully flexible and determined by the employee
- Combination: Some office days are fixed, others are flexible
- N/A

**For the following questions, keep the definitions below in mind when responding:**

**Voluntary Turnover:** The number of full-time employees voluntarily separating from the Company, divided by the average full-time employees during the year, expressed as a percentage.

**Total Turnover:** The number of full-time employees voluntarily separating + the number of full-time employees separated by the Company (non-voluntary), divided by the average full-time employees during the year, expressed as a %. (Note: Use same denominator as for Voluntary Turnover).

**\*\*Do not include any change (reduction) in employee count related to the disposition of assets.**

66. \*What was your company's turnover rate for the past 12-month period? Please note answer as a percentage. If you do not have onsite property-level employees, please put N/A.

	Voluntary Turnover Rate	Total Turnover Rate
Overall		
Corporate & Real Estate Functions (not onsite)		
Onsite Property-Level Employees		

67. \*What was the most frequently given reason for voluntary resignation at your company over the past 12-month period?

- Compensation
- Lack of schedule flexibility (in office vs. remote)
- Lack of training and development opportunities
- Lack of career mobility and progression
- Change to a different industry
- Challenges with management or team dynamics
- Work/Life Balance

- Personal Reasons
- Other, Please specify
- N/A

68. \*What area(s) of the company are most in demand from a talent attraction and retention perspective? Select top three.

- Acquisition/Disposition
- Administration
- Architecture
- Asset Management
- Capital Markets (Debt)
- Compliance/Risk Management
- Construction
- Design
- Development
- Engineering
- Equity Capital Raising
- Executive Management
- Finance/Accounting
- Human Resources
- Information Technology
- Leasing
- Marketing

- Originations (Debt)
- Portfolio Management
- Property Management (Corporate)
- Property Management (Onsite)
- Research
- Other, Please specify

69. \*Do you anticipate workforce hiring for the remainder of 2026? **If no, answer *No* and then advance to questions 71.**

- Yes
- No

70. \*Which functions/departments do you anticipate hiring for the remainder of 2026?

- Acquisition/Disposition
- Administration
- Architecture
- Asset Management
- Capital Markets (Debt)
- Construction
- Compliance/Risk Management
- Design
- Development
- Engineering

- Equity Capital Raising
- Executive Management
- Finance/Accounting
- Human Resources
- Information Technology
- Leasing
- Marketing
- Originations (Debt)
- Portfolio Management
- Property Management (Corporate)
- Property Management (Onsite)
- Research
- Other, Please specify
- N/A

71. \*Has your company established and communicated policies or initiatives related to Environmental, Social, and Governance (ESG)?

- Yes
- No

72. \*Has your company established and communicated policies or initiatives related to Diversity, Equity, and Inclusion (DEI)?

- Yes
- No

73. Does your company have a formal Board of Directors with independent board members?

Yes

No

74. \*Which actions/policies has your company implemented over the past 12 months or does your company have under consideration for near-term implementation?

	Implemented Over the Past 12 months	Action Under Consideration for Near-Term Implementation
New or revised compensation philosophy	<input type="checkbox"/>	<input type="checkbox"/>
New or restructured annual bonus plan	<input type="checkbox"/>	<input type="checkbox"/>
New or restructured long-term incentive plan	<input type="checkbox"/>	<input type="checkbox"/>
Expanded eligibility for long-term incentive plan	<input type="checkbox"/>	<input type="checkbox"/>
Increased employee share of healthcare benefits cost	<input type="checkbox"/>	<input type="checkbox"/>
Decreased employee share of healthcare benefits cost	<input type="checkbox"/>	<input type="checkbox"/>
Succession planning for C-suite executives	<input type="checkbox"/>	<input type="checkbox"/>
Succession planning for senior leadership (not C-suite)	<input type="checkbox"/>	<input type="checkbox"/>
New DEI Policy	<input type="checkbox"/>	<input type="checkbox"/>
Discontinued Previous DEI Policy	<input type="checkbox"/>	<input type="checkbox"/>
Establishing a Board of Directors/Advisory Board	<input type="checkbox"/>	<input type="checkbox"/>
N/A	<input type="checkbox"/>	<input type="checkbox"/>

Benefits

75. \*Which type of PTO policy does your company offer?

- Separate PTO (separate banks for sick and vacation)
- Pooled PTO (combines sick and vacation)
- Unlimited PTO

Based on how your company structures paid time off policies - by years of service *or* employee level - please answer one of the following questions about PTO days - question 75 or 76.

76. \*What is the number of paid time off days granted for full-time employees based on **completed years of service**? Complete based on response to question 75. If your company also offers personal days, please include those in count of vacation days. **Report using # of days (not hours).** If your company reports by hours, divide total hours by 8 to convert to days.

	6 months	1 year	5 years	10 years	15 years	20 years	Annual Carryover # of Days	Total # of days Capped (zero if no cap)
Separate PTO: Vacation Days								
Separate PTO: Sick Days								
Pooled PTO: PTO Bank								

77. \*What is the number of paid time off days granted for full-time employees based on **employee level**? Complete based on response to question 75. If your company also offers personal days, please include those in count of vacation days. **Report using # of days (not hours).** If your company reports by hours, divide total hours by 8 to convert to days.

	Executive	Senior	Mid-Level	Junior	Entry	Annual Carryover # of Days	Total # of days Capped (zero if no cap)

Separate PTO: Vacation Days

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Separate PTO: Sick Days

--	--	--	--	--	--	--

Pooled PTO: PTO Bank

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78. \*How many paid holidays does your company offer? Please include fixed holidays and floating holidays (if applicable).

79. \*Which holidays does your company offer? Check all that apply.

- Birthday
- New Year's Day
- Martin Luther King Jr. Day
- President's Day
- Good Friday
- Easter Monday
- Memorial Day
- Juneteenth
- Fourth of July
- Day Before/After Fourth of July
- Labor Day
- Indigenous Peoples' Day/Columbus Day
- Election Day
- Veterans Day
- Thanksgiving

- Day after Thanksgiving
- Christmas Eve
- Christmas
- New Year's Eve
- Other Religious Holidays (e.g. Rosh Hashanah, Yom Kippur, Ramadan)
- Other, Please specify

80. \*Which benefits does your company offer overall? Check all that apply.

- Medical Insurance
- Dental Insurance
- Vision Plan
- Health Insurance for Part-Time Employees

Min Hours Per Week:

- Employee Assistance Program (EAP)
- Tax-Advantage Medical Programs
- Life/Disability Insurance
- Retirement Plans

81. \*Please specify the type(s) of medical insurance available.

- Indemnity
- PPO

- POS
- HMO
- ICHRA
- N/A

82. \*On a **monthly** basis, what is the average cost, per individual employee, for **MEDICAL** expenses for the employer and employee, for each category? Skip if medical insurance is not offered.

	<b>Employer Cost: Avg. Cost (\$)</b> per individual employee	<b>Employee Cost: Avg. Cost (\$)</b> per individual employee
Employee (single coverage)		
Employee + 1 Adult		
Employee + Family		
Employee + Children		

83. \*Please specify the type(s) of dental insurance available.

- Indemnity
- PPO
- DMO
- N/A

84. \*On a **monthly** basis, what is the average cost, per individual employee, for **DENTAL** expenses for the employer and employee, for each category? Skip if dental insurance is not offered.

<b>Employer Cost: Avg. Cost (\$)</b> per individual employee	<b>Employee Cost: Avg. Cost (\$)</b> per individual employee
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Employee (single coverage)		
Employee + 1 Adult		
Employee + Family		
Employee + Children		

85. \*Please specify the type(s) of tax-advantage medical programs available.

- Cafeteria/Section 125 (before tax premiums)
- Pre-Tax Healthcare Flexible Spending Account (HSA, HRA, FSA)
- Pre-Tax Dependent Care Flexible Spending Account
- N/A

86. \*Please specify the type(s) of life and disability insurance available.

- Basic Life Insurance
- Supplemental Life Insurance
- AD&D Insurance
- Supplemental AD&D
- Basic Long-Term Disability Insurance
- Supplemental Long-Term Disability Insurance
- Short-Term Disability Insurance
- Long-Term Care Insurance
- Business Travel Accident Insurance
- N/A

87. If long-term disability coverage is offered, what percentage of the premium does the company pay? Leave blank if long-term disability coverage is not offered.

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88. \*Please specify the type(s) of retirement plans offered by your company. **If retirement plans are not offered, answer N/A and advance to question 92.**

- 401(k) Plan
- Profit Share 401(k) Plan
- Non 401(k) Defined Contribution Plan
- Supplemental Executive Retirement Plan (SERP)
- N/A

89. \*Does your company offer 401(k) plan employer matching contributions? **If no, please answer No and then advance to question 92.**

- Yes
- No

90. \*If 401(k) matching is offered, what are your 401(k) matching practices?

- Flat dollar match
- Percentage match

What is the max dollar amount matched?

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What is the max percentage of salary matched?

91. \*If 401(k) matching is offered, is there a vesting schedule for matched employer contributions?

Yes

No

92. \*If there is a vesting schedule for 401(k) matching contributions, how is it structured?  
Please fill in the number of years, if applicable.

Cliff vesting

Multi Year Vesting

Other, Please specify

# of years cliff

after # years

93. \*Does your company provide any of the following additional benefits? Check all that apply.

Adoption benefit

Back-up childcare resources

Bring your child to work in an emergency

- Carpooling/transit subsidy
- Compressed work weeks
- Co-sponsored community service program
- Critical illness insurance
- Early Friday Dismissal
- Employee Corporate Discounts
- Fertility and Family Planning Support
- Financial consulting
- Free/Subsidized parking
- Group legal plan
- Housing discount
- Matching charitable contributions
- New-hire referral bonus
- On-site daycare
- On-site workout facility
- Paid (subsidized) association/professional society dues
- Paid or subsidized off-site fitness membership
- Pet insurance
- Subsidy for at-home office equipment
- Summer hours
- Tax Preparation Assistance
- Travel Per Diem
- Wellness program

Other, Please specify

94. \*What Learning & Development/Continuing Education benefits does your company cover/subsidize? If L&D/Continuing Education benefits are not offered, answer *N/A* and then advance to question 95.

Company sponsored professional development courses

Formal mentoring program

Leadership/executive coaching

Tuition reimbursement for advanced degrees, certificate programs and/or professional licenses

N/A

95. \*What is the average employee cost/year for L&D/Continuing Education benefits? Leave blank if L&D/Continuing Education is not offered.

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96. \*Does your company offer a parental leave policy beyond state requirements? If no, please answer *No* and then advance to question 99.

Yes

No

97. \*For the parental leave policy, is there an eligibility requirement? Check all that apply.

Full Time employee

Minimum Tenure (typically 1 year, or 1,250 hours)

No or not defined

98. \*Please provide details on your company's parental leave policy.

	Up to # Paid Weeks	Up to # Unpaid Weeks	# of Total Weeks (Paid + Unpaid)	Rate of Pay (% as PTO app
Birthing Parent				
Non-birthing parent				

99. \*Do you offer car allowance for employees? **If no, please answer *No* and then advance to question 101.**

- Yes
- No

100. If car allowance is offered, which employees are eligible and what is the average annual amount of the benefit?

	Eligible for Car Allowance	Average Annual Amount of Benefits (whole number)
Company Executives	<input type="checkbox"/>	
Construction	<input type="checkbox"/>	
Property Management	<input type="checkbox"/>	
Leasing	<input type="checkbox"/>	
Acquisitions/Disposition	<input type="checkbox"/>	
Development	<input type="checkbox"/>	
Asset Management	<input type="checkbox"/>	

Maintenance	<input type="checkbox"/>	
Sales/Business Development Roles	<input type="checkbox"/>	
Other	<input type="checkbox"/>	

101. If *Other* was selected, please specify which other employees are eligible for this benefit.

102. **Multifamily Employers Only:** Does your company offer discounted rent (for company-owned properties) as a benefit?

	Eligible for discounted rent	If yes, average percent discount (whole number)
Full-Time Employees	<input type="checkbox"/>	
Part-Time Employees	<input type="checkbox"/>	

103. **Multifamily Employers Only:** Please indicate the positions that are eligible for the housing discount:

- Community Manager
- Assistant Community Manager
- Maintenance Supervisor
- Maintenance Technician
- Leasing Representative
- Other, Please specify

104. **For Sale Residential Employers Only:** Does your company offer any discounts or incentives for employees who choose to buy a home through an affiliated company?

- No
- Yes, a dollar value or percentage discount on purchase price
- Yes, a discount on closing costs
- Other, Please specify

## Compensation Data Upload

\* 105. Download the Excel File through the link below, and then return to this screen to upload your file.

<https://www.rclco.com/compensation-survey-resources/>

File 0 of 1

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