

All Companies - Consolidated Results

Position	В	Base Salary Range ⁽¹⁾		
	Low	Median	High	Average
Executive & Corporate Positions				
Senior Executive				
Chairman of the Board (not CEO)	\$306,200	\$425,200	\$702,100	100.8%
Chief Executive Officer	\$415,600	\$700,200	\$942,600	186.9%
President	\$260,600	\$398,900	\$575,600	132.4%
Chief Operating Officer	\$301,700	\$423,100	\$574,000	120.4%
Chief Investment Officer	\$311,900	\$402,900	\$526,300	120.7%
Chief Financial Officer (CFO)	\$270,600	\$397,900	\$542,800	110.7%
Chief Accounting Officer	\$228,400	\$301,700	\$358,600	64.5%
Chief Administrative Officer	\$235,900	\$295,800	\$410,300	83.9%
Executive		1	1	
Top Capital Markets Executive	\$214,000	\$295,600	\$391,600	88.2%
General Counsel	\$249,700	\$346,500	\$451,300	93.0%
Top Marketing Executive	\$145,700	\$200,300	\$276,500	38.6%
Top IT Executive/Director	\$146,000	\$190,100	\$241,800	30.5%
Top Corp. Comm./Investor Relations Exec.	\$125,600	\$181,200	\$237,300	35.2%
Top Research Executive/Director	\$138,600	\$198,600	\$283,700	44.4%
Top Business Development Executive	\$186,200	\$262,800	\$349,600	54.7%
Regional Business Development Officer	\$158,800	\$220,700	\$273,200	65.9%
Top Human Resources Executive	\$125,200	\$165,200	\$245,200	39.5%
Corporate	•			
Human Resources Manager	\$87,400	\$106,800	\$132,700	17.5%
Compensation/Benefits Manager	\$88,100	\$109,000	\$139,700	16.1%
Human Resources Generalist	\$62,900	\$73,800	\$91,100	9.8%
Payroll/Benefits Manager	\$59,900	\$72,200	\$87,900	8.9%
Associate General Counsel	\$180,300	\$221,300	\$250,000	26.4%
Paralegal	\$74,700	\$89,800	\$112,600	10.4%
Marketing Manager	\$78,300	\$91,800	\$113,600	12.8%
IT Manager	\$103,300	\$129,800	\$153,800	14.4%
IT Engineer/Analyst	\$76,200	\$91,100	\$117,200	10.6%
Network Administrator	\$71,000	\$89,000	\$109,800	9.3%
Training Director/Manager	\$87,000	\$112,900	\$136,600	14.5%
Lease Administrator	\$58,900	\$70,500	\$87,600	10.8%
Office Manager	\$58,800	\$71,800	\$89,200	10.3%
Executive Administrative Asst.	\$65,900	\$76,900	\$91,700	9.7%
Administrative Assistant	\$48,900	\$56,200	\$66,000	6.5%
Finance/Accounting Vice President/Director Finance	\$129,700	\$179,000	\$227,500	33.0%
Treasurer	\$111,900	\$171,000	\$230,300	29.9%
Top Risk Management Executive	\$114,300	\$157,500	\$218,200	23.3 %
Director Internal Audit	\$123,300	\$153,300	\$196,400	20.7%
Compliance Director/Manager	\$82,900	\$109,600	\$158,200	14.3%
Senior Controller	\$160,700	\$192,700	\$233,400	27.5%
Controller	\$118,500	\$149,100	\$188,700	18.2%
Assistant Controller	\$98,200	\$119,600	\$139,900	17.7%
Accounting Director/Manager	\$95,300	\$111,200	\$139,500	16.1%
AP/AR Manager	\$64,100	\$84,700	\$101,300	10.1%
Accounting Supervisor	\$69,300	\$85,000	\$106,500	11.7%
Senior Accountant	\$76,500	\$85,100	\$98,900	9.2%
Accountant	\$57,400	\$67,700	\$78,500	7.7%
Accounting Clerk	\$46,100	\$52,400	\$62,900	6.5%
Property Accountant - Senior	\$71,000	\$82,700	\$101,800	9.1%
Property Accountant	\$56,000	\$64,600	\$78,600	6.8%
Senior Financial Analyst	\$96,600	\$112,200	\$135,800	16.2%
Financial Analyst	\$69,900	\$85,800	\$102,900	12.0%
Vice President/Director Tax	\$135,100	\$175,000	\$222,000	23.2%

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(1) High = 75th percentile, Median = 50th percentile, Low = 25th percentile.

Survey Completed 2Q 2021.



All Companies - Consolidated Results

Position	В	Base Salary Range ⁽¹⁾		
	Low	Low Median		
Office/Industrial Positions				
Senior Executive		1	1	
Top Division Executive	\$251,400	\$350,900	\$478,800	106.5%
Top Regional Executive	\$235,200	\$321,700	\$392,400	108.0%
Acquisitions				
Top Acquisitions Executive	\$199,600	\$270,600	\$338,700	58.7%
Acquisitions Director/Manager	\$132,700	\$171,900	\$215,800	48.2%
Acquisitions Associate	\$87,400	\$112,800	\$141,300	29.7%
Asset Management		0 70 000	* 0 7 4 000	50.00/
Top Asset Management Executive	\$225,600	\$278,200	\$374,200	59.3%
Senior Asset Management Executive	\$174,600	\$216,400	\$270,200	35.4%
Portfolio Manager	\$109,200	\$140,800	\$169,700	26.5%
Senior Asset Manager	\$119,400	\$168,800	\$204,800	28.5%
Asset Manager	\$98,500	\$130,100	\$166,600	26.2%
Property Management	¢172.200	¢220.000	¢200 E00	E1 70/
Top Property Management Executive	\$172,200	\$229,000	\$309,500 \$255,800	51.7%
Vice President Property Management	\$154,800	\$194,600	\$255,800 \$100,100	26.3% 26.8%
Regional Property Manager	\$120,200	\$161,300 \$124,200	\$199,100	
Senior Property Manager Property Manager I (<250,000 sg.ft.)	\$106,300		\$147,000	17.1%
	\$69,400	\$90,000	\$107,800	11.8%
Property Manager II (250,000-500,000 sq.ft.) Property Manager III (500,001-1,000,000 sq.ft.)	\$64,300 \$87,200	\$90,700 \$100,800	\$108,500 \$119,000	10.4% 13.0%
Property Manager IV (>1,000,000 sq.ft.)	\$94,800	\$116,900	\$119,000	13.0%
Assistant Property Manager	\$94,800	\$65,600	\$75,300	8.1%
Senior Facility Manager	\$93,200	\$05,800	\$15,300	13.4%
Operations Analyst	\$93,200	\$84,600	\$141,400	12.9%
Operations Director/Manager	\$93,300	\$111,000	\$100,300	14.6%
Regional/Portfolio Maintenance Engineer	\$103,400	\$116,100	\$137,200	13.8%
Building Engineer/Chief Engineer	\$66,200	\$76,800	\$97,400	7.1%
Maintenance Supervisor/Lead Engineer	\$72,100	\$84,300	\$104,000	8.9%
Maintenance Engineer/Technician II (mid-level)	\$51,000	\$61,000	\$71,700	6.0%
Maintenance Engineer/Technician I (entry-level)	\$43,100	\$51,500	\$59,000	5.1%
Leasing	\$10,100	<i>401,000</i>	400,000	01170
Top Leasing Executive	\$157,500	\$224,200	\$307,600	110.4%
Senior Leasing Executive	\$95,100	\$150,500	\$207,900	88.4%
_easing Manager	\$78,200	\$114,900	\$158,900	103.3%
Typical Leasing Agent/Representative	\$56,900	\$72,900	\$104,800	55.6%
Regional Marketing Director/Manager	\$91,100	\$100,700	\$142,000	16.9%
Development/Construction				
Top Development Executive	\$232,800	\$298,700	\$406,700	75.9%
Vice President/Director Development	\$190,500	\$222,300	\$269,400	41.6%
Senior Development Manager	\$158,100	\$188,200	\$223,600	32.0%
Development Manager	\$121,100	\$141,200	\$180,400	22.8%
Senior Project Manager	\$125,100	\$151,600	\$178,700	19.4%
Project Manager	\$95,000	\$111,300	\$138,700	17.2%
Project Analyst	\$69,700	\$83,500	\$111,300	12.7%
Project Administrator	\$61,600	\$71,800	\$83,900	10.8%
Fop Construction Executive	\$169,700	\$222,500	\$289,300	56.1%
Construction Manager	\$113,200	\$137,900	\$174,800	22.8%
Construction On-Site Manager	\$95,500	\$110,600	\$129,600	12.7%
Residential Positions				
Senior Executive				
Top Division Executive	\$247,800	\$358,000	\$472,400	90.4%
Top Regional Executive	\$209,900	\$259,900	\$353,800	49.2%
Acquisitions		,	1	
Fop Acquisitions Executive	\$185,300	\$240,500	\$331,500	119.3%
Acquisitions Director/Manager	\$134,000	\$171,000	\$228,000	49.8%
Acquisitions Associate	\$78,100	\$102,800	\$128,700	21.9%

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Survey Completed 2Q 2021.



All Companies - Consolidated Results

Position	E	Base Salary Range ⁽¹⁾		
	Low	Low Median		Average
Residential Positions				
Asset Management				
Top Asset Management Executive	\$184,400	\$259,600	\$318,900	82.6%
Senior Asset Management Executive	\$150,800	\$180,300	\$267,100	38.5%
Portfolio Manager	\$111,600	\$129,700	\$156,800	24.0%
Senior Asset Manager	\$114,200	\$127,500	\$161,000	27.9%
Asset Manager	\$82,400	\$100,700	\$122,800	19.1%
Property Management				
Top Property Mgmt. Executive	\$211,900	\$291,600	\$389,200	79.7%
Vice President Property Management	\$153,200	\$193,200	\$250,500	32.3%
Regional Property Manager	\$105,700	\$126,500	\$150,300	19.8%
Senior Property Manager	\$72,500	\$90,400	\$110,700	18.3%
On-Site Community Mgr. I (<150 units)	\$45,000	\$53,300	\$62,900	15.7%
On-Site Community Mgr. II (150-300 units)	\$56,200	\$65,800	\$76,200	17.1%
On-Site Community Mgr. III (301-450 units)	\$64,300	\$75,300	\$85,700	17.3%
On-Site Community Mgr. IV (>450 units)	\$74,400	\$82,400	\$98,600	18.5%
Assistant Property Manager	\$39,600	\$45,700	\$54,200	13.4%
On-Site Administrator	\$35,400	\$47,600	\$58,300	9.2%
Resident Services Manager	\$42,800	\$57,000	\$74,400	10.1%
Concierge	\$35,400	\$41,600	\$51,100	8.1%
Operations Analyst	\$60,600	\$84,500	\$103,700	8.7%
Operations Director/Manager	\$71,600	\$99,800	\$145,200	17.6%
Regional/Portfolio Maintenance Engineer	\$79,700	\$100,400	\$116,700	11.8%
Maintenance Supervisor/Lead Engineer	\$51,500	\$58,800	\$69,200	9.8%
Maintenance Engineer/Technician II (mid-level)	\$40,000	\$46,400	\$53,500	6.1%
Maintenance Engineer/Technician I (entry-level)	\$36,300	\$42,000	\$47,000	6.9%
Make Ready Maintenance Tech	\$32,900	\$37,800	\$44,100	5.4% 4.8%
Groundskeeper/Porter Housekeeper/Custodian/Janitorial	\$27,500 \$27,700	\$30,600 \$30,800	\$34,800 \$35,800	5.1%
Leasing	\$21,100	\$30,800	φ33,800	5.170
Senior Leasing Executive	\$72,700	\$107,200	\$137,700	60.9%
Leasing Manager	\$42,300	\$48,000	\$62,400	26.9%
Typical Leasing Agent/Representative	\$31,700	\$36,400	\$42,700	20.3%
Regional Marketing Director/Manager	\$83,200	\$96,100	\$115,100	17.8%
Development/Construction	+00,200	\$00,100	\$110,100	
Top Development Executive	\$219,400	\$291,900	\$384,900	104.1%
Vice President/Director Development	\$172,800	\$202,600	\$276,500	46.6%
Senior Development Manager	\$147,500	\$177,000	\$208,500	30.6%
Development Manager	\$115,500	\$134,100	\$195,500	22.4%
Senior Project Manager	\$123,700	\$150,800	\$201,800	21.6%
Project Manager	\$93,900	\$123,000	\$147,700	20.6%
Project Analyst	\$76,800	\$86,200	\$93,700	21.0%
Project Administrator	\$56,600	\$65,900	\$75,200	12.1%
Top Land Engineering Executive	\$139,300	\$150,800	\$188,100	15.7%
Top Construction Executive	\$162,000	\$227,100	\$288,500	55.2%
Construction Manager	\$96,700	\$116,800	\$159,800	18.5%
Construction On-Site Manager	\$83,400	\$109,700	\$128,800	19.2%
Retail Positions				
Senior Executive			1	
Top Division Executive	\$262,600	\$379,900	\$506,800	121.0%
Top Regional Executive	\$252,600	\$326,500	\$427,000	112.3%
Acquisitions		П	1	П
Top Acquisitions Executive	\$208,600	\$273,900	\$368,200	79.4%
Acquisitions Director/Manager	\$136,200	\$173,900	\$209,300	38.8%
Acquisitions Associate	\$92,300	\$110,800	\$136,500	23.5%
Asset Management		1	1	- 1
Top Asset Management Executive	\$223,100	\$278,600	\$395,900	62.3%
Senior Asset Management Executive	\$180,400	\$250,200	\$322,400	55.1%

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Survey Completed 2Q 2021.



All Companies - Consolidated Results

Low Retail Positions Portfolio Manager \$111,600 Senior Asset Manager \$99,000 Sexet Manager \$99,000 Roperty Management Executive \$180,000 Vice President Property Manager \$121,600 Serior Property Manager \$121,600 Oproperty Manager \$121,600 Property Manager \$127,400 Serior Property Manager \$121,600 Property Manager I (150,000 sq.ft.) \$72,400 Property Manager I (150,000 sq.ft.) \$84,300 Property Manager I (150,000 sq.ft.) \$86,600 Property Manager I (150,000 sq.ft.) \$86,600 Property Manager I (150,000 sq.ft.) \$86,600 Property Manager \$133,700 Sesion Facility Manager \$190,700 Second Property Manager \$190,800 Second Property Manager \$190,700 Second Property Manager \$190,800 Suiding Engineer/Chief Engineer \$77,900 Waintenance Engineer/Technician I (mid-level) \$53,400 Waintenance Engineer/Technician I (entry-level) \$53,	Median \$138,600 \$170,000 \$177,100 \$224,900 \$201,900 \$153,200 \$132,100 \$93,100 \$95,600 \$112,800 \$69,800 \$122,300 \$122,300 \$12,000 \$87,900 \$117,600 \$126,200 \$80,000 \$89,100 \$63,600	High \$178,100 \$217,200 \$158,400 \$289,500 \$243,100 \$189,800 \$157,800 \$115,000 \$113,600 \$113,600 \$1146,100 \$81,600 \$144,700 \$105,900 \$150,600 \$146,300	Average
Portfolio Manager \$111,600 Senior Asset Manager \$127,400 Asset Manager \$99,000 Property Management \$180,600 Vice President Property Management \$152,700 Segional Property Manager \$121,600 Senior Property Manager \$121,600 Senior Property Manager \$107,700 Property Manager I (150,000 sq.ft.) \$84,300 Property Manager II (050,000 sq.ft.) \$86,600 Property Manager II (050,000 sq.ft.) \$86,600 Property Manager II (050,000 sq.ft.) \$86,600 Property Manager V (560,000 sq.ft.) \$86,600 Property Manager V (560,000 sq.ft.) \$86,600 Assistant Property Manager \$103,700 Senior Facility Manager \$109,800 Segional/PortIV Manager \$62,500 Operations Director/Manager \$85,000 Suilding Engineer/Chief Engineer \$72,000 Waintenance Engineer/Technician I (entry-level) \$43,300 Vice Dresing Executive \$124,100 Easing Manager \$199,200 Typical Leasing Agent/Representative	\$170,000 \$127,100 \$224,900 \$201,900 \$153,200 \$132,100 \$93,100 \$95,600 \$106,800 \$112,800 \$69,800 \$1122,300 \$87,900 \$117,600 \$1126,200 \$80,000 \$89,100	\$217,200 \$158,400 \$289,500 \$243,100 \$189,800 \$157,800 \$115,000 \$113,600 \$1125,100 \$146,100 \$146,100 \$144,700 \$105,900 \$150,600	27.1% 24.0% 47.0% 36.4% 23.9% 17.3% 13.9% 11.0% 13.8% 15.6% 10.2%
Senior Asset Manager \$127,400 Asset Manager \$99,000 Property Management Executive \$180,600 Vice President Property Manager \$1152,700 Regional Property Manager \$112,700 Senior Property Manager \$107,700 Property Manager I (<150,000 sq.ft.)	\$170,000 \$127,100 \$224,900 \$201,900 \$153,200 \$132,100 \$93,100 \$95,600 \$106,800 \$112,800 \$69,800 \$1122,300 \$87,900 \$117,600 \$1126,200 \$80,000 \$89,100	\$217,200 \$158,400 \$289,500 \$243,100 \$189,800 \$157,800 \$115,000 \$113,600 \$1125,100 \$146,100 \$146,100 \$144,700 \$105,900 \$150,600	27.1% 24.0% 47.0% 36.4% 23.9% 17.3% 13.9% 11.0% 13.8% 15.6% 10.2%
Asset Manager \$99,000 Property Management \$180,600 Top Property Management Executive \$180,600 Vice President Property Manager \$121,600 Senior Property Manager \$121,600 Senior Property Manager \$121,600 Property Manager I (150,000 sq.ft.) \$72,400 Property Manager II (150,000 sq.ft.) \$88,600 Assistant Property Manager \$103,700 Property Manager IV (>500,000 sq.ft.) \$88,600 Sesistant Property Manager \$103,700 Operations Analyst \$86,600 Operations Director/Manager \$103,700 Operations Director/Manager \$109,800 Suiding Engineer/Chelf Engineer \$72,900 Waintenance Engineer/Technician II (mid-level) \$53,400 Vaintenance Engineer/Technician I (mid-level) \$53,400 Vaintenance Engineer/Technician I (mid-level) \$53,400 Vice President/Director/Manager \$159,500 Senior Leasing Executive \$159,500 Senior Leasing Executive \$159,500 Senior Development Executive \$124,100 <t< td=""><td>\$127,100 \$224,900 \$201,900 \$153,200 \$132,100 \$93,100 \$95,600 \$106,800 \$112,800 \$69,800 \$112,300 \$69,800 \$112,300 \$122,300 \$87,900 \$117,600 \$1126,200 \$80,000 \$89,100</td><td>\$158,400 \$289,500 \$243,100 \$189,800 \$157,800 \$115,000 \$113,600 \$125,100 \$146,100 \$81,600 \$144,700 \$105,900 \$150,600</td><td>24.0% 47.0% 36.4% 23.9% 17.3% 13.9% 11.0% 13.8% 15.6% 10.2%</td></t<>	\$127,100 \$224,900 \$201,900 \$153,200 \$132,100 \$93,100 \$95,600 \$106,800 \$112,800 \$69,800 \$112,300 \$69,800 \$112,300 \$122,300 \$87,900 \$117,600 \$1126,200 \$80,000 \$89,100	\$158,400 \$289,500 \$243,100 \$189,800 \$157,800 \$115,000 \$113,600 \$125,100 \$146,100 \$81,600 \$144,700 \$105,900 \$150,600	24.0% 47.0% 36.4% 23.9% 17.3% 13.9% 11.0% 13.8% 15.6% 10.2%
Property Management \$180,600 Top Property Management Executive \$182,700 Regional Property Manager \$121,600 Senior Property Manager \$107,700 Property Manager \$107,700 Property Manager II (150,000 sq.ft.) \$72,400 Property Manager II (150,000 sq.ft.) \$81,300 Property Manager III (30,000-500,000 sq.ft.) \$88,600 Assistant Property Manager \$103,700 Senior Facility Manager \$103,700 Opertations Analyst \$62,500 Operations Analyst \$62,500 Operations Director/Manager \$72,000 Regional/Portfolio Maintenance Engineer \$109,800 Suiding Engineer/Chief Engineer \$72,000 Maintenance Engineer/Technician I (entry-level) \$43,900 Leasing \$159,500 Senior Leasing Executive \$159,500 Senior Leasing Executive \$124,100 Leasing Manager \$89,200 Typical Leasing Agent/Representative \$64,300 Regional Marketing Director/Manager \$89,200 Typical Leasing Agent/Representative	\$224,900 \$201,900 \$153,200 \$132,100 \$93,100 \$95,600 \$106,800 \$112,800 \$69,800 \$1122,300 \$87,900 \$117,600 \$1126,200 \$80,000 \$89,100	\$289,500 \$243,100 \$189,800 \$157,800 \$115,000 \$113,600 \$125,100 \$146,100 \$146,100 \$144,700 \$144,700 \$105,900 \$150,600	47.0% 36.4% 23.9% 17.3% 13.9% 11.0% 13.8% 15.6% 10.2%
Top Property Management Executive \$180,600 Vice President Property Manager \$152,700 Regional Property Manager \$102,700 Senior Property Manager I (<150,000 sq.ft.)	\$201,900 \$153,200 \$132,100 \$93,100 \$106,800 \$112,800 \$69,800 \$122,300 \$87,900 \$117,600 \$1126,200 \$80,000 \$89,100	\$243,100 \$189,800 \$157,800 \$115,000 \$113,600 \$125,100 \$146,100 \$81,600 \$144,700 \$105,900 \$150,600	36.4% 23.9% 17.3% 13.9% 11.0% 13.8% 15.6% 10.2%
Vice President Property Management \$152,700 Regional Property Manager \$121,600 Senior Property Manager \$107,700 Property Manager I (<150,000 sq.ft.)	\$201,900 \$153,200 \$132,100 \$93,100 \$106,800 \$112,800 \$69,800 \$122,300 \$87,900 \$117,600 \$1126,200 \$80,000 \$89,100	\$243,100 \$189,800 \$157,800 \$115,000 \$113,600 \$125,100 \$146,100 \$81,600 \$144,700 \$105,900 \$150,600	36.4% 23.9% 17.3% 13.9% 11.0% 13.8% 15.6% 10.2%
Regional Property Manager \$121,600 Senior Property Manager I (150,000 sq.ft.) \$72,400 Property Manager II (150,000 sq.ft.) \$81,300 Property Manager II (150,000 sq.ft.) \$81,300 Property Manager II (150,000 sq.ft.) \$88,600 Assistant Property Manager IV (>500,000 sq.ft.) \$88,600 Senior Facility Manager \$103,700 Senior Facility Manager \$103,800 Deperty Manager IV (>500,000 sq.ft.) \$88,600 Assistant Property Manager \$103,800 Senior Facility Manager \$103,700 Operations Analyst \$62,500 Operations Analyst \$62,500 Director/Manager \$95,000 Regional/Portfolio Maintenance Engineer \$72,000 Waintenance Supervisor/Lead Engineer \$72,000 Waintenance Engineer/Technician II (entry-level) \$43,900 Leasing \$109,800 Senior Leasing Executive \$159,500 Senior Leasing Executive \$159,500 Senior Leasing Manager \$99,200 Typical Leasing Agent/Representative \$64,300 Regional M	\$153,200 \$132,100 \$93,100 \$95,600 \$106,800 \$112,800 \$69,800 \$122,300 \$87,900 \$117,600 \$1126,200 \$80,000 \$89,100	\$189,800 \$157,800 \$115,000 \$113,600 \$125,100 \$146,100 \$81,600 \$144,700 \$105,900 \$150,600	23.9% 17.3% 13.9% 11.0% 13.8% 15.6% 10.2%
Senior Property Manager \$107,700 Property Manager I (<150,000 sq.ft.)	\$132,100 \$93,100 \$95,600 \$106,800 \$112,800 \$69,800 \$122,300 \$87,900 \$117,600 \$126,200 \$80,000 \$89,100	\$157,800 \$115,000 \$113,600 \$125,100 \$146,100 \$81,600 \$144,700 \$105,900 \$150,600	17.3% 13.9% 11.0% 13.8% 15.6% 10.2%
Property Manager I (<150,000 sq.ft.)	\$93,100 \$95,600 \$110,800 \$112,800 \$69,800 \$122,300 \$87,900 \$117,600 \$126,200 \$80,000 \$89,100	\$115,000 \$113,600 \$125,100 \$146,100 \$81,600 \$144,700 \$105,900 \$150,600	13.9% 11.0% 13.8% 15.6% 10.2%
Property Manager II (150,000-300,000 sq.ft.) \$81,300 Property Manager III (301,000-500,000 sq.ft.) \$86,400 Property Manager IV (>500,000 sq.ft.) \$86,400 Assistant Property Manager \$103,700 Senior Facility Manager \$103,700 Opperations Analyst \$62,500 Operations Director/Manager \$103,700 Regional/Portfolio Maintenance Engineer \$109,800 Building Engineer/Chief Engineer \$77,000 Waintenance Supervisor/Lead Engineer \$70,900 Waintenance Engineer/Technician II (mid-level) \$53,400 Vaintenance Engineer/Technician I (entry-level) \$43,900 Leasing \$159,500 Senior Leasing Executive \$124,100 Leasing Manager \$99,200 Typical Leasing Agent/Representative \$64,300 Regional Marketing Director/Manager \$80,800 Development Executive \$228,700 Vice President/Director Idvelopment \$109,700 Senior Development Manager \$133,700 Development Manager \$133,700 Project Manager \$133,700	\$95,600 \$106,800 \$112,800 \$69,800 \$122,300 \$87,900 \$117,600 \$126,200 \$80,000 \$89,100	\$113,600 \$125,100 \$146,100 \$81,600 \$144,700 \$105,900 \$150,600	11.0% 13.8% 15.6% 10.2%
Property Manager III (301,000-500,000 sq.ft.) \$86,400 Property Manager IV (>500,000 sq.ft.) \$88,600 Assistant Property Manager \$103,700 Senior Facility Manager \$103,700 Operations Analyst \$62,500 Operations Analyst \$62,500 Deperations Director/Manager \$109,800 Building Engineer/Maintenance Engineer \$109,800 Waintenance Engineer/Technician II (mid-level) \$53,400 Waintenance Engineer/Technician I (entry-level) \$43,900 Leasing I Top Leasing Executive \$124,100 Leasing Manager \$99,200 Typical Leasing Agent/Representative \$64,300 Regional Marketing Director/Manager \$80,800 Development/Construction Top Development Executive Senior Leasing Agent/Representative \$64,300 Regional Marketing Director/Manager \$80,800 Development Executive \$122,700 Vice President/Director Development \$100,800 Senior Development Manager \$133,700 Project Manager \$133,700 Project Manager \$10,800 <td>\$106,800 \$112,800 \$69,800 \$122,300 \$87,900 \$117,600 \$126,200 \$80,000 \$89,100</td> <td>\$125,100 \$146,100 \$81,600 \$144,700 \$105,900 \$150,600</td> <td>13.8% 15.6% 10.2%</td>	\$106,800 \$112,800 \$69,800 \$122,300 \$87,900 \$117,600 \$126,200 \$80,000 \$89,100	\$125,100 \$146,100 \$81,600 \$144,700 \$105,900 \$150,600	13.8% 15.6% 10.2%
Property Manager IV (>500,000 sq.ft.) Assistant Property Manager \$103,700 Senior Facility Manager \$103,700 Operations Director/Manager \$109,800 Regional/Portfolio Maintenance Engineer \$109,800 Building Engineer/Chief Engineer \$72,000 Waintenance Supervisor/Lead Engineer \$70,900 Waintenance Engineer/Technician II (mid-level) Waintenance Engineer/Technician I (entry-level) Leasing Top Leasing Executive \$159,500 Senior Leasing Executive \$159,500 Senior Leasing Executive \$159,500 Senior Leasing Executive \$159,500 Senior Leasing Agent/Representative \$44,300 Regional Marketing Director/Manager \$99,200 Typical Leasing Interctor/Manager \$99,200 Director/Manager \$100,200 Development/Construction Top Development Executive \$122,700 Vice President/Director Development \$190,700 Senior Project Manager \$102,800 Project Analyst \$100,800 Project Analyst \$80,800 Dop Construction On-Site Manager \$123,700 Construction Management Executive \$228,700 Investment/Fund Mgt./Advisors Positions Portfolio Management Executive \$237,800 Senior Asset Management Executive \$163,500 Senior Asset Manage	\$112,800 \$69,800 \$122,300 \$87,900 \$117,600 \$126,200 \$80,000 \$89,100	\$146,100 \$81,600 \$144,700 \$105,900 \$150,600	15.6% 10.2%
Assistant Property Manager \$59,700 Senior Facility Manager \$103,700 Operations Analyst \$62,500 Operations Director/Manager \$95,000 Regional/Portfolio Maintenance Engineer \$109,800 Suilding Engineer/Chief Engineer \$70,900 Maintenance Supervisor/Lead Engineer \$70,900 Waintenance Engineer/Technician I (mid-level) \$43,900 Leasing Top Leasing Executive Senior Leasing Executive \$159,500 Senior Leasing Executive \$159,500 Senior Leasing Executive \$159,500 Leasing Manager \$99,200 Typical Leasing Executive \$159,500 Leasing Manager \$99,200 Typical Leasing Agent/Representative \$64,300 Regional Marketing Director/Manager \$80,800 Development/Construction \$109,700 Cice President/Director Development \$129,700 Senior Project Manager \$162,300 Development Manager \$132,500 Senior Project Manager \$133,700 Project Analyst \$80,500 Project Manager \$108,800	\$69,800 \$122,300 \$87,900 \$117,600 \$126,200 \$80,000 \$89,100	\$81,600 \$144,700 \$105,900 \$150,600	10.2%
Senior Facility Manager \$103,700 Operations Analyst \$62,500 Operations Director/Manager \$95,000 Regional/Portfolio Maintenance Engineer \$109,800 Building Engineer/Chief Engineer \$72,000 Waintenance Supervisor/Lead Engineer \$70,900 Waintenance Engineer/Technician I (entry-level) \$43,900 Leasing Top Leasing Executive Senior Leasing Executive \$159,500 Senior Leasing Executive \$124,100 Leasing Manager \$99,200 Typical Leasing Agent/Representative \$64,300 Regional Marketing Director/Manager \$80,800 Development/Construction Top Development Executive Vice President/Director Development \$199,700 Senior Project Manager \$162,300 Senior Project Manager \$100,700 Senior Project Manager \$100,800 Project Analyst \$80,500 Project Manager \$100,800	\$122,300 \$87,900 \$117,600 \$126,200 \$80,000 \$89,100	\$144,700 \$105,900 \$150,600	
Operations Analyst \$62,500 Operations Director/Manager \$95,000 Regional/Portfolio Maintenance Engineer \$109,800 Building Engineer/Chief Engineer \$72,000 Maintenance Supervisor/Lead Engineer \$70,900 Maintenance Engineer/Technician II (mid-level) \$53,400 Vaintenance Engineer/Technician II (entry-level) \$43,900 Leasing \$159,500 Senior Leasing Executive \$159,500 Senior Leasing Executive \$124,100 Leasing Manager \$99,200 Typical Leasing Agent/Representative \$64,300 Development/Construction \$100,800 Top Development Executive \$228,700 Vice President/Director Development \$190,700 Senior Development Manager \$132,500 Senior Development Manager \$132,500 Development Manager \$132,500 Senior Development Manager \$132,500 Construction Executive \$80,500 </td <td>\$87,900 \$117,600 \$126,200 \$80,000 \$89,100</td> <td>\$105,900 \$150,600</td> <td>10 40/</td>	\$87,900 \$117,600 \$126,200 \$80,000 \$89,100	\$105,900 \$150,600	10 40/
Operations Director/Manager \$95,000 Regional/Portfolio Maintenance Engineer \$109,800 Building Engineer/Chief Engineer \$72,000 Waintenance Supervisor/Lead Engineer \$70,900 Waintenance Engineer/Technician II (mid-level) \$53,400 Waintenance Engineer/Technician II (entry-level) \$43,900 Leasing Top Leasing Executive \$159,500 Senior Leasing Executive \$124,100 Leasing Manager \$99,200 Typical Leasing Agent/Representative \$64,300 Regional Marketing Director/Manager \$80,800 Development/Construction \$190,700 Senior Development Executive \$228,700 Vice President/Director Development \$190,700 Senior Development Manager \$162,300 Development Manager \$132,500 Senior Project Manager \$132,500 Project Analyst \$80,500 Project Analyst \$80,500 Project Administrator \$68,800 Construction Executive \$175,100 Construction Executive \$175,000 Construction Executive \$175,000 Construction Exe	\$117,600 \$126,200 \$80,000 \$89,100	\$150,600	13.4%
Regional/Portfolio Maintenance Engineer \$109,800 Building Engineer/Chief Engineer \$72,000 Maintenance Supervisor/Lead Engineer \$70,900 Maintenance Engineer/Technician II (mid-level) \$53,400 Maintenance Engineer/Technician I (entry-level) \$43,900 Leasing \$159,500 Senior Leasing Executive \$159,500 Senior Leasing Executive \$124,100 Leasing Manager \$99,200 Typical Leasing Agent/Representative \$64,300 Regional Marketing Director/Manager \$80,800 Development/Construction \$1190,700 Senior Leasinger \$122,700 Vice President/Director Development \$123,200 Senior Project Manager \$132,500 Development Manager \$132,500 Senior Project Manager \$133,700 Project Analyst \$80,800 Project Analyst \$80,800 Project Administrator \$86,800 Top Construction Executive \$112,700 Construction Manager \$123,700 Construction Manager \$124,800 Iveesthent/Fund Mgt./Advisors Positions \$90,400	\$126,200 \$80,000 \$89,100		9.0%
Building Engineer/Chief Engineer \$72,000 Maintenance Supervisor/Lead Engineer \$70,900 Maintenance Engineer/Technician II (mid-level) \$53,400 Leasing \$43,900 Leasing \$159,500 Senior Leasing Executive \$159,500 Leasing Executive \$159,500 Senior Leasing Executive \$124,100 Leasing Manager \$99,200 Typical Leasing Agent/Representative \$64,300 Regional Marketing Director/Manager \$80,800 Development/Construction Top Top Development Executive \$122,700 Vice President/Director Development \$190,700 Senior Project Manager \$162,300 Development Manager \$162,300 Development Manager \$133,700 Project Analyst \$80,500 Project Analyst \$80,500 Project Analyst \$80,500 Construction Executive \$175,100 Construction Manager \$123,700 Construction Nanager \$123,700 Construction Nanager \$90,400 Investment/Fund Mgt./Advisors Positions \$90,600 <td>\$80,000 \$89,100</td> <td>\$146,300</td> <td>14.9%</td>	\$80,000 \$89,100	\$146,300	14.9%
Maintenance Supervisor/Lead Engineer \$70,900 Maintenance Engineer/Technician II (mid-level) \$53,400 Maintenance Engineer/Technician I (entry-level) \$43,900 Leasing \$159,500 Senior Leasing Executive \$159,500 Senior Leasing Executive \$124,100 Leasing Manager \$99,200 Typical Leasing Agent/Representative \$64,300 Regional Marketing Director/Manager \$80,800 Development/Construction Top Development Executive Top Development Executive \$228,700 Vice President/Director Development \$190,700 Senior Development Manager \$132,500 Senior Project Manager \$133,700 Project Manager \$133,700 Project Analyst \$80,500 Project Analyst \$80,500 Project Administrator \$68,800 Top Construction Executive \$1123,700 Construction Manager \$123,700 Construction Manager \$123,700 Construction Manager \$90,400 Investment/Fund Mgt./Advisors Positions \$90,400 Investment/Fund Mgt./Advisors Positions \$90	\$89,100		13.1%
Maintenance Engineer/Technician I (mid-level) \$53,400 Maintenance Engineer/Technician I (entry-level) \$43,900 Leasing \$159,500 Senior Leasing Executive \$124,100 _easing Manager \$99,200 Typical Leasing Agent/Representative \$64,300 Regional Marketing Director/Manager \$80,800 Development/Construction Top Top Development Executive \$228,700 Vice President/Director Development \$190,700 Senior Development Manager \$162,300 Development Manager \$132,500 Senior Project Manager \$133,700 Project Administrator \$80,800 Project Analyst \$80,500 Project Administrator \$88,800 Construction Executive \$1123,700 Construction Manager \$90,400 Investment/Fund Mgt./Advisors Positions \$214,800	. ,	\$99,700	7.6%
Maintenance Engineer/Technician I (entry-level) \$43,900 Leasing \$159,500 Senior Leasing Executive \$124,100 Leasing Manager \$99,200 Typical Leasing Agent/Representative \$64,300 Regional Marketing Director/Manager \$80,800 Development/Construction \$228,700 Vice President/Director Development \$12,200 Senior Development Executive \$122,8700 Vice President/Director Development \$100,700 Senior Development Manager \$132,500 Development Manager \$132,500 Senior Project Manager \$133,700 Project Manager \$100,800 Project Manager \$100,800 Project Administrator \$68,800 Top Construction Executive \$175,100 Construction Manager \$123,700 Construction Manager \$123,700 Construction Manager \$214,800 Investment/Fund Mgt./Advisors Positions \$214,800 Novestment/Fund Mgt./Advisors Positions \$214,800 Novestment Management Associate \$90,600 Top Portfolio Management Associate \$90,600	¢62,600	\$108,300	9.6%
Leasing \$159,500 Senior Leasing Executive \$124,100 Leasing Manager \$99,200 Typical Leasing Agent/Representative \$64,300 Regional Marketing Director/Manager \$80,800 Development/Construction \$228,700 Top Development Executive \$228,700 Vice President/Director Development \$190,700 Senior Development Manager \$162,300 Development Manager \$132,500 Senior Development Manager \$133,700 Project Manager \$133,700 Project Analyst \$80,500 Project Analyst \$80,500 Project Administrator \$68,800 Top Construction Executive \$112,700 Construction Executive \$123,700 Construction Manager \$90,400 Investment/Fund Mgt./Advisors Positions \$90,400 Investment/Fund Mgt./Advisors Positions \$214,800 Portfolio Management Executive \$214,800 Noestment Management Associate \$90,600 Spon Asset Management Executive \$237,800 Senior Asset Management Executive \$163,500	\$03,000	\$74,700	6.1%
Top Leasing Executive \$159,500 Senior Leasing Executive \$124,100 Leasing Manager \$99,200 Typical Leasing Agent/Representative \$64,300 Regional Marketing Director/Manager \$80,800 Development/Construction \$228,700 Vice President/Director Development \$190,700 Senior Development Manager \$162,300 Development Manager \$132,500 Senior Development Manager \$133,700 Development Manager \$133,700 Project Manager \$100,800 Project Analyst \$80,500 Project Analyst \$80,500 Project Administrator \$68,800 Top Construction Executive \$175,100 Construction Manager \$123,700 Construction Manager \$123,700 Construction On-Site Manager \$90,400 Investment/Fund Mgt./Advisors Positions \$214,800 Portfolio Management \$214,800 nvestment Management Executive \$237,800 Senior Asset Management Executive \$163,500	\$50,400	\$60,200	5.6%
Senior Leasing Executive \$124,100 Leasing Manager \$99,200 Typical Leasing Agent/Representative \$64,300 Regional Marketing Director/Manager \$80,800 Development/Construction \$228,700 Top Development Executive \$228,700 Vice President/Director Development \$190,700 Senior Development Manager \$162,300 Development Manager \$133,700 Development Manager \$133,700 Project Manager \$100,800 Project Manager \$100,800 Project Analyst \$80,500 Project Analyst \$80,500 Project Administrator \$68,800 Top Construction Executive \$175,100 Construction Manager \$123,700 Construction On-Site Manager \$90,400 Investment/Fund Mgt./Advisors Positions \$214,800 Portfolio Management \$214,800 nvestment Management Executive \$214,800 Notestment Management Associate \$90,600 Top Asset Management Executive \$237,800 Senior Asset Management Executive \$163,500		i	
Leasing Manager\$99,200Typical Leasing Agent/Representative\$64,300Regional Marketing Director/Manager\$80,800Development/Construction\$228,700Top Development Executive\$228,700Vice President/Director Development\$190,700Senior Development Manager\$162,300Development Manager\$133,700Orevelopment Manager\$133,700Project Manager\$100,800Project Manager\$100,800Project Analyst\$80,500Project Analyst\$80,500Construction Executive\$175,100Construction Manager\$123,700Construction On-Site Manager\$90,400Investment/Fund Mgt./Advisors Positions\$214,800Portfolio Management Executive\$214,800Top Portfolio Management Executive\$237,800Senior Asset Management Executive\$237,800Senior Asset Management Executive\$163,500	\$240,900	\$342,800	96.7%
Typical Leasing Agent/Representative \$64,300 Regional Marketing Director/Manager \$80,800 Development/Construction \$228,700 Top Development Executive \$228,700 Vice President/Director Development \$190,700 Senior Development Manager \$162,300 Development Manager \$133,700 Development Manager \$133,700 Project Manager \$100,800 Project Manager \$100,800 Project Analyst \$80,500 Project Analyst \$80,500 Project Administrator \$68,800 Top Construction Executive \$175,100 Construction Manager \$90,400 Investment/Fund Mgt./Advisors Positions \$214,800 Portfolio Management Executive \$214,800 Novestment Management Associate \$90,600 Fop Asset Management Executive \$237,800 Senior Asset Management Executive \$163,500	\$196,000	\$258,900	82.0%
Regional Marketing Director/Manager \$80,800 Development/Construction \$228,700 Top Development Executive \$190,700 Senior Development Manager \$162,300 Development Manager \$133,700 Development Manager \$133,700 Development Manager \$100,800 Project Manager \$100,800 Project Analyst \$80,500 Project Analyst \$80,500 Project Administrator \$68,800 Top Construction Executive \$175,100 Construction Manager \$123,700 Construction On-Site Manager \$90,400 Investment/Fund Mgt./Advisors Positions \$214,800 Portfolio Management \$214,800 nvestment Management Executive \$237,800 Senior Asset Management Executive \$237,800	\$126,600	\$171,200	51.2%
Development/Construction \$228,700 Top Development Executive \$190,700 Senior Development Manager \$162,300 Development Manager \$133,700 Development Manager \$133,700 Development Manager \$133,700 Development Manager \$100,800 Project Manager \$100,800 Project Analyst \$80,500 Project Administrator \$68,800 Top Construction Executive \$175,100 Construction Manager \$123,700 Construction On-Site Manager \$90,400 Investment/Fund Mgt./Advisors Positions \$214,800 Portfolio Management Executive \$214,800 Novestment Management Associate \$90,600 Top Asset Management Executive \$237,800 Senior Asset Management Executive \$163,500	\$82,600	\$126,100	60.1%
Top Development Executive \$228,700 Vice President/Director Development \$190,700 Senior Development Manager \$162,300 Development Manager \$133,700 Senior Project Manager \$133,700 Project Manager \$100,800 Project Manager \$100,800 Project Analyst \$80,500 Project Administrator \$68,800 Top Construction Executive \$175,100 Construction Manager \$90,400 Investment/Fund Mgt./Advisors Positions \$214,800 Portfolio Management Executive \$214,800 Top Portfolio Management Executive \$237,800 Senior Asset Management Executive \$237,800	\$106,200	\$135,900	15.2%
Vice President/Director Development \$190,700 Senior Development Manager \$162,300 Development Manager \$133,700 Senior Project Manager \$133,700 Project Manager \$100,800 Project Analyst \$80,500 Project Administrator \$68,800 Top Construction Executive \$175,100 Construction Manager \$90,400 Investment/Fund Mgt./Advisors Positions \$214,800 Portfolio Management \$214,800 Top Portfolio Management Executive \$237,800 Senior Asset Management Executive \$237,800			
Senior Development Manager \$162,300 Development Manager \$132,500 Senior Project Manager \$133,700 Project Manager \$100,800 Project Analyst \$80,500 Project Administrator \$68,800 Top Construction Executive \$175,100 Construction Manager \$90,400 Investment/Fund Mgt./Advisors Positions \$214,800 Portfolio Management Executive \$214,800 Top Asset Management Executive \$237,800 Senior Asset Management Executive \$237,800	\$297,600	\$421,300	70.3%
Development Manager \$132,500 Senior Project Manager \$133,700 Project Manager \$100,800 Project Analyst \$80,500 Project Administrator \$68,800 Top Construction Executive \$175,100 Construction Manager \$123,700 Construction On-Site Manager \$90,400 Investment/Fund Mgt./Advisors Positions \$214,800 Portfolio Management \$214,800 Top Portfolio Management Executive \$214,800 Senior Asset Management Executive \$237,800 Senior Asset Management Executive \$163,500	\$231,800	\$279,700	49.0%
Senior Project Manager \$133,700 Project Manager \$100,800 Project Analyst \$80,500 Project Administrator \$68,800 Top Construction Executive \$175,100 Construction Manager \$123,700 Construction On-Site Manager \$90,400 Investment/Fund Mgt./Advisors Positions \$214,800 Portfolio Management \$214,800 Investment Management Associate \$90,600 Top Asset Management Executive \$237,800 Senior Asset Management Executive \$163,500	\$194,400	\$236,300	36.7%
Project Manager \$100,800 Project Analyst \$80,500 Project Administrator \$68,800 Top Construction Executive \$175,100 Construction Manager \$123,700 Construction On-Site Manager \$90,400 Investment/Fund Mgt./Advisors Positions \$214,800 Portfolio Management \$214,800 Investment Management Executive \$214,800 Senior Asset Management Executive \$237,800 Senior Asset Management Executive \$163,500	\$163,300	\$210,200	27.5%
Project Analyst \$80,500 Project Administrator \$68,800 Top Construction Executive \$175,100 Construction Manager \$123,700 Construction On-Site Manager \$90,400 Investment/Fund Mgt./Advisors Positions \$214,800 Portfolio Management \$214,800 Investment Management Executive \$214,800 Senior Asset Management Executive \$237,800 Senior Asset Management Executive \$163,500	\$164,900	\$191,600	22.7%
Project Administrator \$68,800 Top Construction Executive \$175,100 Construction Manager \$123,700 Construction On-Site Manager \$90,400 Investment/Fund Mgt./Advisors Positions \$90,400 Portfolio Management \$214,800 Top Portfolio Management Executive \$214,800 Investment Management Associate \$90,600 Top Asset Management Executive \$237,800 Senior Asset Management Executive \$163,500	\$116,800	\$143,100	15.7%
Top Construction Executive \$175,100 Construction Manager \$123,700 Construction On-Site Manager \$90,400 Investment/Fund Mgt./Advisors Positions \$90,400 Portfolio Management \$214,800 Top Portfolio Management Executive \$214,800 Investment Management Associate \$90,600 Top Asset Management Executive \$237,800 Senior Asset Management Executive \$163,500	\$89,000	\$119,700	15.0%
Construction Manager \$123,700 Construction On-Site Manager \$90,400 Investment/Fund Mgt./Advisors Positions \$90,400 Portfolio Management \$214,800 Top Portfolio Management Executive \$214,800 Investment Management Associate \$90,600 Top Asset Management Executive \$237,800 Senior Asset Management Executive \$163,500	\$78,800	\$93,100	14.1%
Construction On-Site Manager \$90,400 Investment/Fund Mgt./Advisors Positions \$90,400 Portfolio Management \$214,800 Top Portfolio Management Executive \$214,800 Investment Management Associate \$90,600 Top Asset Management Executive \$237,800 Senior Asset Management Executive \$163,500	\$245,300	\$323,400	48.4%
Investment/Fund Mgt./Advisors Positions Portfolio Management Top Portfolio Management Executive \$214,800 nvestment Management Associate \$90,600 Top Asset Management Executive Senior Asset Management Executive \$163,500	\$161,800	\$193,600	25.5%
Portfolio Management \$214,800 Top Portfolio Management Executive \$20,600 nvestment Management Associate \$90,600 Top Asset Management Executive \$237,800 Senior Asset Management Executive \$163,500	\$111,100	\$147,900	11.3%
Top Portfolio Management Executive\$214,800nvestment Management Associate\$90,600Top Asset Management Executive\$237,800Senior Asset Management Executive\$163,500			
Investment Management Associate\$90,600Fop Asset Management Executive\$237,800Senior Asset Management Executive\$163,500			
Top Asset Management Executive \$237,800 Senior Asset Management Executive \$163,500	\$232,500	\$310,500	70.7%
Senior Asset Management Executive \$163,500	\$115,000	\$153,000	21.7%
	\$291,700	\$384,700	54.3%
	\$199,000	\$253,000	35.8%
Director/Manager Portfolio Management \$120,400	\$148,600	\$176,000	28.5%
Senior Asset Manager \$134,100		\$221,000	41.7%
Asset Manager \$108,600	\$182,800	\$172,100	27.9%
Portfolio Management			
Top Transactions Executive \$233,600	\$182,800 \$135,100	\$322,800	86.6%
Senior Transactions Manager \$130,500	\$182,800 \$135,100 \$277,300	\$200,000	45.6%
Investment/Transactions Associate \$80,000	\$182,800 \$135,100 \$277,300 \$165,000	\$124,400	36.2%
Top Acquisitions Executive \$185,400	\$182,800 \$135,100 \$277,300 \$165,000 \$100,400		59.9%
Acquisitions Director/Manager \$118,900	\$182,800 \$135,100 \$277,300 \$165,000 \$100,400 \$206,000	\$240,000	56.9% 12.2%
Research Associate \$60,700 Client Marketing Executive \$143,200	\$182,800 \$135,100 \$277,300 \$165,000 \$100,400	\$240,000 \$201,000 \$91,100	

Please note that the compensation figures presented represent a composite of all companies participating in the 2021 CEL National Survey and are not stratified by ownership/type of company (public vs. private), company size, product specialization, regional geographic location, or metropolitan area. Further, factors such as tenure, experience, role and responsibility will impact compensation levels and benchmarks (percentiles) for the evaluation of any comparative situation, as will the financial situation of a company and its investment and business strategy.

(1) High = 75th percentile, Median = 50th percentile, Low = 25th percentile.

Survey Completed 2Q 2021.