

# **All Companies - Consolidated Results**

Position	В	Base Salary Range <sup>(1)</sup>		
	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%

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.



# All Companies - Consolidated Results

Position	В	Base Salary Range <sup>(1)</sup>		
	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		<b>0</b> 70 000	<b>*</b> 0 <b>7</b> 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><b>401,000</b></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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(1) High = 75th percentile, Median = 50th percentile, Low = 25th percentile.

Survey Completed 2Q 2021.



# All Companies - Consolidated Results

Position	E	Base Salary Range <sup>(1)</sup>		
	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.