

Compensation By Position Report

| Classification | Mid-Level Property Management Professional (PROP3) | | | | | | | |
|--|--|---------------------|----------------------|-----------------|-----------------------------------|--------------------------------|--------------------------------------|--------------------|
| | Property Management | | | | | | | |
| | | Number of Companies | Number of Incumbents | Base Salary Avg | Annual Incentive Award (Excl \$0) | Total Annual Cash Compensation | Long-Term Incentive Award (Excl \$0) | Total Compensation |
| Aggregate | Average | 72 | 4271 | \$104,253 | \$15,488 | \$115,121 | \$12,787 | \$115,213 |
| | 25th %ile | | | \$78,000 | \$8,000 | \$82,485 | \$8,812 | \$82,485 |
| | Median | | | \$100,348 | \$12,231 | \$108,395 | \$10,815 | \$108,600 |
| | 75th %ile | | | \$126,875 | \$21,649 | \$142,240 | \$13,921 | \$142,303 |
| Affordable Housing Company | Average | 15 | 790 | \$72,433 | \$10,776 | \$77,116 | ISD | \$77,183 |
| | 25th %ile | | | \$52,000 | \$5,356 | \$52,416 | ISD | \$52,416 |
| | Median | | | \$62,694 | \$7,933 | \$65,000 | ISD | \$65,000 |
| | 75th %ile | | | \$78,574 | \$11,091 | \$85,000 | ISD | \$85,000 |
| Community Development Finance Institution (CDFI) | Average | 1 | 73 | ISD | ISD | ISD | ISD | ISD |
| | 25th %ile | | | ISD | ISD | ISD | ISD | ISD |
| | Median | | | ISD | ISD | ISD | ISD | ISD |
| | 75th %ile | | | ISD | ISD | ISD | ISD | ISD |
| Construction / Engineering Company | Average | 10 | 269 | \$78,687 | \$7,865 | \$81,267 | ISD | |
| | 25th %ile | | | \$58,200 | \$3,801 | \$58,200 | ISD | |
| | Median | | | \$70,000 | \$6,260 | \$72,100 | ISD | |
| | 75th %ile | | | \$88,674 | \$10,000 | \$90,000 | ISD | |
| Homebuilder | Average | 2 | 116 | ISD | ISD | ISD | | |
| | 25th %ile | | | ISD | ISD | ISD | | |
| | Median | | | ISD | ISD | ISD | | |
| | 75th %ile | | | ISD | ISD | ISD | | |
| Mortgage Finance Company / Lender | Average | 2 | 85 | ISD | ISD | ISD | | |
| | 25th %ile | | | ISD | ISD | ISD | | |
| | Median | | | ISD | ISD | ISD | | |
| | 75th %ile | | | ISD | ISD | ISD | | |
| Owner / Operator / Developer | Average | 29 | 815 | \$92,467 | | | | |
| | 25th %ile | | | \$70,387 | | | | |
| | Median | | | \$85,000 | | | | |
| | 75th %ile | | | \$109,000 | | | | |
| Real Estate Investment Manager (REIM) | Average | 21 | 793 | \$92,467 | | | | |
| | 25th %ile | | | | | | | |
| | Median | | | | | | | |
| | 75th %ile | | | | | | | |
| Real Estate Investment Trust (REIT) | Average | 5 | | | | | | |
| | 25th %ile | | | | | | | |
| | Median | | | | | | | |
| | 75th %ile | | | | | | | |