



Pearl Meyer

2025 Real Estate
Compensation Survey



About the Survey

The Real Estate Compensation Survey provides competitive compensation levels for over 150 key positions within all types of commercial and residential real estate companies. In total, the 2024 survey includes data from 403 institutions and over 69,000 employees. In addition to participants, Pearl Meyer incorporate information from publicly traded and not-for-profit real estate companies into the analysis of executive officer and independent director compensation using their Schedule 14A Proxy Statements and Form 990's, respectively.



Comprehensive

- + 150 Positions
- + 69,000 Employees
- + Exclusive Insight into Peer Policies & Practices



Credible

- + 150 Positions
- + Rigorous quality assurance process



Customized

- + Dedicated account manager
- + Online tools for easy data submission and analysis

The Pearl Meyer Real Estate Compensation Survey provides you with a best-in-class compensation information solution, offering you a rare combination of accuracy and affordability. All elements of the employee pay package are collected and reported giving you the information needed to analyze your competitive position and compensation mix from a total compensation perspective.

Survey results validate your compensation strategy and enable you to:

- + Analyze compensation trends by asset size.
- + Understand what incentives are becoming more widespread.
- + Isolate key pieces of data based on your unique needs.



Comprehensive

You will be assigned a dedicated account manager to walk you through the survey submission process, making it easy to integrate and match your information to our database.

Our account managers have several years of survey experience, ensuring you receive the highest quality of guidance and confidentiality.

- + Platform Type
- + Asset Class
- + Asset Size
- + Assets Under Management
- + Number of Employees
- + Geographic Region
- + Revenue
- + Ownership Status

Classification	Mid-Level Property Management Professional (PROPM3)							
	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	70	2203	\$97,041	\$13,066	\$107,077	\$9,466	\$107,317
	25th %ile			\$72,134	\$5,937	\$77,271	\$1,545	\$77,271
	Median			\$81,916	\$11,000	\$100,000	\$5,000	\$100,000
	75th %ile			\$117,832	\$17,223	\$129,900	\$18,285	\$129,900
Affordable Housing Company	Average	19	502	\$76,048	\$1,127	\$80,377	\$23,000	\$80,606
	25th %ile			\$67,915	\$3,350	\$69,553	\$20,000	\$69,553
	Median			\$70,037	\$6,926	\$74,903	\$25,000	\$74,903
	75th %ile			\$89,123	\$9,665	\$93,892	\$25,000	\$93,892
Community Development Finance Institution (CDFI)	Average	2	88	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	9	113	\$86,907	\$5,863	\$91,173	\$23,000	\$91,173
	25th %ile			\$64,272	\$2,476	\$65,129	\$20,000	\$65,129
	Median			\$74,880	\$4,000	\$79,385	\$25,000	\$79,385
	75th %ile			\$105,000	\$8,741	\$105,523	\$25,000	\$105,523
Homebuilder	Average	3	23	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
Housing Authority	Average	1	1	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
Owner / Operator / Developer	Average	25	658	\$87,931				
	25th %ile			\$70,720				
	Median			\$82,500				
	75th %ile			\$107,000				
Real Estate Developer	Average	23	463					
	25th %ile							
	Median							
	75th %ile							
Real Estate Investment Manager (REIM)	Average	2						
	25th %ile							
	Median							

Access to Detailed Data

403

Participating Institutions

150

Positions

Over
69K
Employees

Key Data Reported:

- + Base Salary
- + Short-Term Incentives
- + Long-Term Incentives
- + Total Cash/Target/Direct Compensation



Job Families Covered

Executive Management

Chairman of the Board
 Chief Executive Officer
 Chief Operating Officer/President
 Chief Financial Officer
 Chief Administrative Officer
 Chief Accounting Officer
 General Counsel
 Chief Information Officer
 Chief Investment Officer
 Chief Credit Officer
 Chief Compliance Officer
 Chief Strategy Officer

Accounting/Finance – Corporate

Corporate Controller
 Corporate Treasurer
 Assistant Controller
 Accounting Manager
 Senior Accountant
 Staff Accountant
 Director of Budgeting and Planning

Accounts Receivable/ Accounts Payable Professional

Vice President of Finance
 Director of Financial Reporting
 Senior Corporate Tax Executive
 Financial Analyst

Accounting – Portfolio/Fund

Portfolio/Fund Controller
 Portfolio/Fund Accounting Manager
 Portfolio/Fund Staff Accountant

Accounting – Property

Property Controller
 Property Accounting Manager
 Property Staff Accountant

Administration

Office Manager
 Executive Assistant
 Administrative Assistant
 Receptionist

Architecture/Engineering

Chief Architect/Designer
 Senior Architect/Designer
 Chief Engineer
 Building Engineer

Asset Management

Head of Asset Management
 Senior Level Asset Management Professional
 Mid-Level Asset Management Professional
 Associate - Asset Management
 Analyst - Asset Management

Building Operations/ Facilities Management

Head of Building Operations/
Facilities Management
 Senior Level Building Operations/
Facilities Management Professional
 Mid-Level Building Operations/
Facilities Management Professional
 Associate - Building Operations/
Facilities Management
 Analyst - Building Operations/
Facilities Management

Capital Markets

Head of Capital Markets
 Senior Level Capital Markets Professional
 Mid-Level Capital Markets Professional
 Associate - Capital Markets
 Analyst - Capital Markets

Construction/Project Management

Head of Construction
 Senior Level Construction Professional
 Mid-Level Construction Professional
 Construction Estimator
 Project Executive
 Senior Project Manager
 Project Manager
 Project Engineer
 General Superintendent
 Superintendent

Compliance

Head of Compliance
 Senior Level Compliance Professional
 Mid-Level Compliance Professional
 Compliance Coordinator

Corporate Marketing/Communications

Head of Corporate Marketing/
Communications
 Senior Level Corporate Marketing/
Communications Professional
 Mid-Level Corporate Marketing/
Communications Professional
 Communications Director

Development

Head of Development
 Senior Level Development Professional
 Mid-Level Development Professional
 Associate - Development
 Analyst - Development

Due Diligence/Underwriting

Head of Due Diligence/Underwriting
 Senior Level Due Diligence/Underwriting
Professional
 Mid-Level Due Diligence/Underwriting
Professional
 Associate - Due Diligence/Underwriting
 Analyst - Due Diligence/Underwriting

Human Resources

Head of Human Resources
 Human Resources Director
 Human Resources Manager
 Human Resources Generalist
 Human Resources Coordinator
 Training and Development Professional
 Compensation and Benefits Professional
 Internal Recruiter
 HRIS Professional
 Payroll Manager



Job Families Covered (contd.)

Leasing

Head of Leasing
 Senior Level Leasing Professional
 Mid-Level Leasing Professional
 Associate - Leasing
 Analyst - Leasing
 Manager of Lease Administration
 Lease Administrator

Legal

Associate General Counsel
 Staff Lawyer
 Senior Paralegal
 Paralegal

Operations

Vice President of Operations
 Regional Director of Operations
 Executive Director - Site

Originations/Production

Head of Originations/Production
 Senior Level Originations/Production Professional
 Mid-Level Originations/Production Professional
 Associate - Originations/Production
 Analyst - Originations/Production

Portfolio Management

Head of Portfolio Management
 Senior Level Portfolio Management Professional
 Mid-Level Portfolio Management Professional
 Associate - Portfolio Management
 Analyst - Portfolio Management

Property Management

Head of Property Management
 Senior Level Property Management Professional
 Mid-Level Property Management Professional
 Associate - Property Management
 Analyst - Property Management

Structured Finance

Head of Structured Finance
 Senior Level Structured Finance Professional
 Mid-Level Structured Finance Professional
 Associate - Structured Finance
 Analyst - Structured Finance

Technology

Head of MIS/IT
 MIS/IT Director
 MIS/IT Manager
 Director of Network & Data Center Services
 Network Architect
 Network Administrator
 Database Administrator
 Systems Administrator
 Web Developer
 Computer Support Specialist
 Telecommunications Specialist
 Vice President of Application Development
 Information Security Analyst

Transactions

Head of Transactions
 Senior Level Transactions Professional
 Mid-Level Transactions Professional
 Associate - Transactions
 Analyst - Transactions

Other Senior Positions/Function Heads

Regional President (Minor)
 Regional President (Major)
 Division/Subsidiary President (Minor)
 Division/Subsidiary President (Major)
 Head of Brokerage/Investment Sales
 Head of Client Marketing/Investor Relations
 Head of Clinical Wellness
 Head of Closing

Head of Consulting
 Head of Corporate Services
 Head of Dining and Food/Beverage
 Head of Internal Audit
 Head of New Business/Development
 Head of Nursing Services
 Head of Real Estate Lending & Debt Investments
 Head of Research
 Head of Resident/Quality Services
 Resident/Quality Services Coordinator
 Head of Risk Management
 Head of Sales
 Head of Securities Investment
 Head of Security/Safety
 Head of Servicing
 Head of Tax-Credit Equity/Affordable Housing
 Head of Tenant Representation
 Head of Valuation Services
 Director of Occupancy



Who Participates?

Join 403 institutions who rely on our in-depth data to make critical compensation decisions.

2024 Participating Companies

- 1803 Fund
- 3CDC*
- A Community of Friends*
- A. W. Perry Inc.
- ABHM (American Baptist Homes of the Midwest)*
- ABODE SERVICES*
- Acadia Realty Trust*
- ACRES Commercial Realty Corp.*
- Aeon*
- AFC Gamma, Inc.*
- AGNC Investment Corp.*
- Agree Realty Corp.*
- AHC, Inc.*
- Aimco
- Alexander & Baldwin, Inc.*
- Alexandria Real Estate Equities, Inc.*
- Allegro Senior Living, LLC
- AmBase Corp.*
- American Apartment Management Co., Inc.
- American Assets Trust, Inc.*
- American Homes 4 Rent
- American Realty Advisors
- American Tower Corporation*
- AmeriCold Realty Trust*
- Amherst Holdings, LLC
- AMREP Corporation*
- Angel Oak Mortgage, Inc.*
- Annaly Capital Management, Inc.*
- Apartment Income REIT Corp.*
- Apartment Investment and Management Company*
- Apollo Commercial Real Estate Finance, Inc.*
- Apple Hospitality REIT, Inc.*
- Arbor Realty Trust, Inc.*
- Ares Commercial Real Estate Corporation*
- Arizona Association Of Community Health Centers Inc*
- Arlington Asset Investment Corp.*
- Armada Hoffer Properties, Inc.*
- Asbury Communities, Inc.*
- Aushman Properties
- Avalon Globocare Corp.*
- AvalonBay Communities, Inc.*
- Bayada Home Health Care Inc*
- Beacon Communities LLC
- Beazer Homes USA, Inc.
- Bell Partners Inc.
- Bellwether Housing*
- Beyond Shelter, Inc.*
- Bimini Capital Management, Inc.*
- Bixby Land Company
- Boldt Holdings
- Boyd Gaming Corporation*
- Brandywine Realty Trust*
- Breakthrough Properties
- BRIDGE Housing Corporation*
- BrightSpire Capital, Inc.*
- Brixmor Property Group Inc.*
- Broadstone Net Lease, Inc.*
- Broadstone Real Estate, LLC
- Brookdale Senior Living Inc.*
- Brookfield Properties, Inc.
- BRT Apartments Corp.*
- Burbank Housing Development Corp*
- Burroughs & Chapin Company Inc.
- BXP, Inc.*
- Caesars Entertainment, Inc.*
- California Community Reinvestment Corporation*
- Calmwater Capital
- Camba Inc*
- Camden Property Trust*
- Capital Properties Inc.*
- Capitol Square Ltd.
- Carson Companies
- Casto Management Services Inc.
- CBRE Group Inc.
- Cedar Fair, L.P.*
- Centerspace*
- Century Communities, Inc.*
- Chatham Lodging Trust*
- Cherry Hill Mortgage Investment Corporation*
- Chimera Investment Corp.*
- Choice Hotels International, Inc.*
- CIM Group
- Clipper Realty Inc.*
- Colliers
- Colorado Coalition for the Homeless
- Combined Properties, Inc
- Commercial Real Estate Services Inc.
- CommonBond Communities*
- Commonwealth Senior Living
- Community Healthcare Trust Incorporated*
- Community HousingWorks
- Community Reinvestment Fund, Inc.*
- Comstock Holding Companies, Inc.*
- Conor Commercial Real Estate
- Continental Properties
- COPT DEFENSE PROPERTIES*
- CoreCivic, Inc.*
- CoStar Group, Inc.*
- Cousins Properties Incorporated*
- Covenant House*
- CP Group
- Creative Media & Community Trust Corp*
- Cresa Global Inc.
- Crown Castle Inc.*
- CSI Support & Development
- CTO Realty Growth, Inc.*
- CubeSmart*
- Cushman & Wakefield, Inc.
- D.R. Horton, Inc.*
- Devco Management
- DiamondRock Hospitality Company*
- Digital Realty Trust, Inc.*
- Doe Fund, Inc.*
- Doma Holdings, Inc.*
- Douglas Emmett, Inc.*
- Dowling Company, Inc.
- Dynex Capital, Inc.*
- EAH Housing
- Easterly Government Properties, Inc.*
- EastGroup Properties Inc.
- Eden Housing, Inc
- Elme Communities*
- Enterprise Community Partners
- EPR Properties*
- Equinix, Inc.*
- Equity Commonwealth*
- Equity Lifestyle Properties, Inc.*

Data was collected from both company submissions and through proxy filings from Main Data Group.

For questions or to enroll, call 508-460-9600 and ask for a survey team member.



Participating Companies (contd.)

- Equity Residential*
- Essential Properties Realty Trust, Inc.*
- Essex Property Trust, Inc.*
- eXp World Holdings, Inc.*
- Extra Space Storage Inc.*
- FAMILY HOUSING FUND*
- Farmland Partners Inc.*
- Fathom Holdings Inc.*
- Federal Realty Investment Trust*
- First Industrial Realty Trust, Inc.*
- Fitch Irick Corporation
- Five Point Holdings, LLC*
- Florida Crystals Corporation
- Forestar Group, Inc.*
- Four Corners Property Trust, Inc.*
- Franklin Street Properties Corp.*
- FRP Holdings, Inc.*
- Gaming & Leisure Properties, Inc.*
- Gacho Group Holdings, Inc.*
- Getty Realty Corp*
- GID Real Estate Investments
- Gilbane, Inc.
- GK Development Inc.
- Global Medical REIT, Inc.*
- Gorman & Company LLC
- Granite Point Mortgage Trust Inc.*
- Granite Properties
- Green Brick Partners, Inc.*
- Greystar Real Estate Partners
- Griffin Capital Company LLC
- Grupo Ferré Rangel
- Gyrodyne, LLC*
- Hannon Armstrong Sustainable Infrastructure Capital, Inc.*
- Hanover Company
- HCA Healthcare, Inc.*
- HDC MidAtlantic
- Healthcare Realty Trust Inc*
- Healthpeak Properties, Inc.*
- Hersha Hospitality Trust*
- HHHunt Corporation
- Highwoods Properties
- Hillwood Development Company
- Hilton Grand Vacations Inc.*
- Hilton Worldwide Holdings Inc.*
- Hispanic Housing Development Corporation
- Holladay Properties
- Holland Partner Group
- Host Hotels & Resorts, Inc.*
- Hovnanian Enterprises, Inc.*
- Howard Hughes Corp
- Hudson Pacific Properties, Inc.*
- Hunt Companies
- Hyatt Hotels Corporation*
- Independence Realty Trust, Inc.*
- INDUS Realty Trust, Inc.*
- Innovative Industrial Properties, Inc.*
- Invitation Homes Inc.*
- Iron Mountain Incorporated*
- J.W. Mays Inc.*
- Jamboree Housing*
- Jamestown LP
- JBG SMITH Properties*
- JLL
- Johnson Development
- JPI
- KB Home
- Kennedy-Wilson Holdings, Inc.*
- Kibo Capital Group
- Kidder Mathews
- Kilroy Realty Corp.*
- Kimco Realty Corporation*
- Kite Realty Group Trust*
- KKR Real Estate Finance Trust Inc.*
- Knoxville's Community Development Corporation
- Kraus-Anderson Realty Company
- L&B Realty Advisors
- L&M Development Partners
- Ladder Capital Corp*
- Lamar Advertising Company*
- Landsea Homes
- Las Vegas Sands Corp.*
- LCB Senior Living LLC
- Leggat McCall Properties
- Lennar Corporation*
- LGI Homes, Inc.*
- Life Care Services
- LivCor
- Local Initiatives Support Corp.*
- Los Angeles Jewish Home*
- LTC Properties, Inc.*
- Lutheran Homes of South Carolina Inc*
- LV Property Management
- LXP Industrial Trust*
- M. A. Mortenson Company
- M.D.C. Holdings, Inc.*
- M/I Homes, Inc.*
- Manhattan Bridge Capital, Inc.*
- Manulife Investment Management, Inc.
- Mapletree Investments
- Mark IV Capital, Inc.
- Marriott International, Inc.*
- Marriott Vacations Worldwide Corp.*
- Massachusetts Housing Investment Corp*
- Maui Land & Pineapple Company, Inc.*
- MBK Real Estate LLC
- Medical Properties Trust, Inc.*
- Meritage Homes Corporation*
- Meritex Enterprises
- Merrill Gardens LLC
- Merritt Community Capital Corp*
- Merritt Properties
- Methodist Retirement Communities*
- MFA Financial, Inc.*
- MGM Resorts International*
- Mid-America Apartment Communities Inc. (MAA)
- Midwest Housing Equity Group Inc*
- Mississippi Methodist Senior Services Inc*
- National Church Residences
- National CORE
- National Equity Fund Inc*
- National Health Investors, Inc.*
- National HealthCare Corporation*
- National Housing Compliance
- National Storage Affiliates Trust*
- Nationwide Realty Investors
- NETSTREIT Corp*
- Nevada H.A.N.D.
- New York Mortgage Trust Inc
- NFI Industries
- NNN REIT, INC.*
- Northland Investment Corporation
- Northwest Real Estate Capital Corp.
- NVR, Inc.*
- OC Sports & Entertainment
- Offerpad Solutions Inc.*
- Ohio Capital Corporation for Housing*
- Olympus Property
- Omega Healthcare Investors, Inc.*
- ON LOK, INC.*
- One Liberty Properties, Inc.*
- Opendoor Technologies Inc.*
- Outfront Media Inc
- Pacific Retirement Services Inc*
- Paramount Group, Inc.*
- Park Hotels & Resorts
- PCCP LLC
- Pebblebrook Hotel Trust*

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Participating Companies (contd.)

Pennsylvania Real Estate Investment Trust*	Sinceri Senior Living	Unico Properties
PHI (Presbyterian Senior Living)*	SITE Centers Corp.*	Universal Health Services, Inc.*
Phillips Edison & Company	SitusAMC	Urban Edge Properties*
Physicians Realty Trust*	SL Green Realty Corp.*	Urstadt Biddle Properties Inc.*
Piedmont Office Realty Trust, Inc.*	Sotherly Hotels Inc.*	Vail Resorts, Inc.*
Plymouth Industrial REIT Inc.*	Spirit Realty Capital, Inc.*	Ventas, Inc.
PMB Real Estate Services LLC	Springpoint Senior Living Inc*	Veris Residential, Inc.*
Pohlad Companies	SRS Real Estate Partners	Vesta Corporation
Postal Realty Trust, Inc.*	St Barnabas Health System Inc*	VICI Properties Inc.*
PotlatchDeltic Corporation*	STAG Industrial, Inc.*	Visionary Home Builders of California Inc*
Pratum Companies	Starwood Property Trust, Inc.*	Vitus
Preservation of Affordable Housing Inc*	STORE CAPITAL LLC*	Vornado Realty Trust*
Prologis, Inc.*	Stratus Properties Inc.*	W. P. Carey Inc.*
Public Storage*	Stream Realty	Walker & Dunlop, Inc.*
PulteGroup, Inc.*	Summit Hotel Properties, Inc.*	Watermark Retirement Communities, LLC
Qualico	Sun Communities, Inc.*	Waterton Property Management LLC
Radian Group Inc.*	Sundance Bay	Welltower Inc.
Rayonier Inc.*	Sunstone Hotel Investors, Inc.*	Westminster Communities of Florida
RE/MAX Holdings, Inc.*	Sylvan Road	Westminster Company
Reading International, Inc.*	Tanger Inc.*	Weyerhaeuser Company*
Ready Capital Corp.*	Tavistock Development Company	Wheeler Real Estate Investment Trust, Inc.*
Realty Income Corporation	Taylor Morrison Home Corp.*	Whitestone REIT*
Redfin Corporation*	Tejon Ranch Co.*	WinnCompanies
REDICO LLC	Terreno Realty Corp*	Wood Partners
Redwood Living, Inc.	The Community Builders, Inc.*	Woodmere Senior Citizens Housing
Redwood Trust, Inc.*	The Community Preservation Corporation	Wyndham Hotels & Resorts, Inc.*
Regency Centers Corporation*	The ConAm Group	Wynn Resorts, Limited*
REINVESTMENT FUND*	The Ensign Group, Inc.*	Xenia Hotels & Resorts, Inc.*
Related Group	The GEO Group, Inc.*	Zillow Group, Inc.*
Related Management Co.	The Goodman Group	
Retail Opportunity Investments Corp*	The Hampshire Companies LLC	
Retirement Housing Foundation	The InterGroup Corporation*	
Rexford Industrial Realty, Inc.*	The Irvine Company	
RLJ Lodging Trust*	The Macerich Company*	
Rocket Companies, Inc.*	The Marcus & Millichap, Inc	
RPT Realty*	The Marcus Corporation*	
Ryman Hospitality Properties, Inc.*	The Michaels Organization	
Sabra Health Care REIT, Inc.*	The Minto Group	
Safehold Inc.*	The RMR Group Inc.*	
Satellite Affordable Housing Associates*	The Schochet Companies	
Saul Centers, Inc.*	The St. Joe Company*	
SBA Communications Corporation*	The Wolff Resident Experience Company LLC	
Schnitzer West	Toll Brothers	
Sealy & Company LLC	TradeLane Properties	
Seldin Company	Trammell Crow Residential	
SELF HELP ENTERPRISES*	Tri Pointe Homes, Inc.*	
Senior Star	TSCG Investors	
Seritage Growth Properties*	Two Harbors Investment Corp.*	
Shopcore Properties	UDR, Inc.*	
Simon Property Group, Inc.*	UMH Properties, Inc.*	

Data was collected from both company submissions and through proxy filings from Main Data Group.

For questions or to enroll, call 508-460-9600 and ask for a survey team member.



Customized

Looking for a snapshot into the pay practices of your peers? Look no further than our comprehensive and objective compensation report.

Flexible Report Formats

Survey results are easily downloaded from the Pearl Meyer survey client website and available in PDF and Excel. Data in excel gives you the ability to isolate key data points and identify salary trends.

Variables	Excel	PDF & Excel	Variables	Excel	PDF & Excel
Number of Institutions		✓	Average Award Excl \$0 Awards		✓ (% in Excel)
Total Number of Incumbents		✓	Average STI Excl \$0 Awards as % of Base		✓ (% in Excel)
Average Asset Size		✓	Target Bonus Award, % Base		✓ (% in Excel)
Median Asset Size		✓	Number of Incumbents Reporting Target		✓
Closeness of Match		✓	Average Total Target Cash Compensation	✓	
Base Salary:			Total Cash Compensation		✓ (90% is in Excel only)
Average Salary Range Min/Mid/Max		✓	Average Total Cash Compensation (25 th , 50 th , 75 th , and 90 th Percentiles)		
Hourly Average Salary Range Min/Mid/Max	✓		Long-Term Incentives:		
Number of Incumbents Non Bonus Eligible	✓		Percent Eligible for LTI		
Average Base Salary Non Bonus Eligible	✓		Percent Receiving LTI		
Hourly Average Base Salary Non Bonus Eligible	✓		LTI Award Value All Forms Incl 0		
Number of Incumbents Bonus Eligible	✓		LTI Award Value All Forms Excl 0		
Average Base Salary Bonus Eligible	✓		LTI Value as % of Base Excl 0		
Hourly Average Base Salary Bonus Eligible	✓		Option Value Excl 0		
Number of Incumbents Public Institutions		✓	RS Value Excl 0		
Average Base Salary Public Institutions		✓	All Other		
Hourly Average Base Salary Public Institutions	✓		Total		
Number of Incumbents Private Institutions		✓			
Average Base Salary Private Institutions		✓			
Hourly Average Base Salary Private Institutions	✓				
Average Base Salary All Incumbents (25 th , 50 th , 75 th , and 90 th Percentiles)		✓ (90% is in Excel)			
Hourly Average Base Salary All Incumbents (25 th , 50 th , 75 th , and 90 th Percentiles)		✓ (90% is in Excel)			
Short-Term Incentives:					
Percent Eligible for STI					
Percent Receiving STI					

All of this provides you with the most accurate, affordable, reliable data that you can use to attract and retain your most important, and often most expensive, asset.

Cost Effective

The high-level data from the survey is complimentary to participants. Full survey results are available for an additional fee. Contact our survey team to purchase.

Survey Dates

Data Effective Date: 5/1/2025

Submission Due Date: 7/18/2025

Survey Results Published: Week of 10/6/2025

Contact Us

To learn more about our Real Estate Compensation Survey or to participate, please contact our survey group at survey@pearlmeyer.com.

You will be assigned a dedicated account manager who will be available to walk you through the survey submission process, making it easy to integrate and match your information with our database. Our account managers have several years of survey experience, ensuring you the highest level of data quality and integrity.

Your account manager will email you a link to the submission materials, your log-in credentials, and instructions on how to complete and return your survey data.

By email: survey@pearlmeyer.com

By phone: 508-460-9600

or contact Veronika Valcheva;

veronika.valcheva@pearlmeyer.com,

508-630-1476



Rebecca Toman
Vice President,
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Nana Adu
Associate Account
Manager



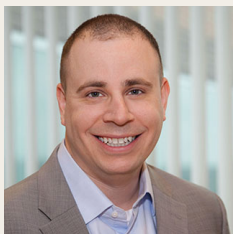
Dan Besser
Senior Survey
Account Manager



Matt Donahue
Survey Account Manager



Jordan Gagnon
Survey Project Manager



Andrew Guigno
Survey Operations
Manager



Alexander Pasternack
Associate Account
Manager



Benji Sheiffer
Survey Account Manager



Rhonda Snyder
Senior Survey
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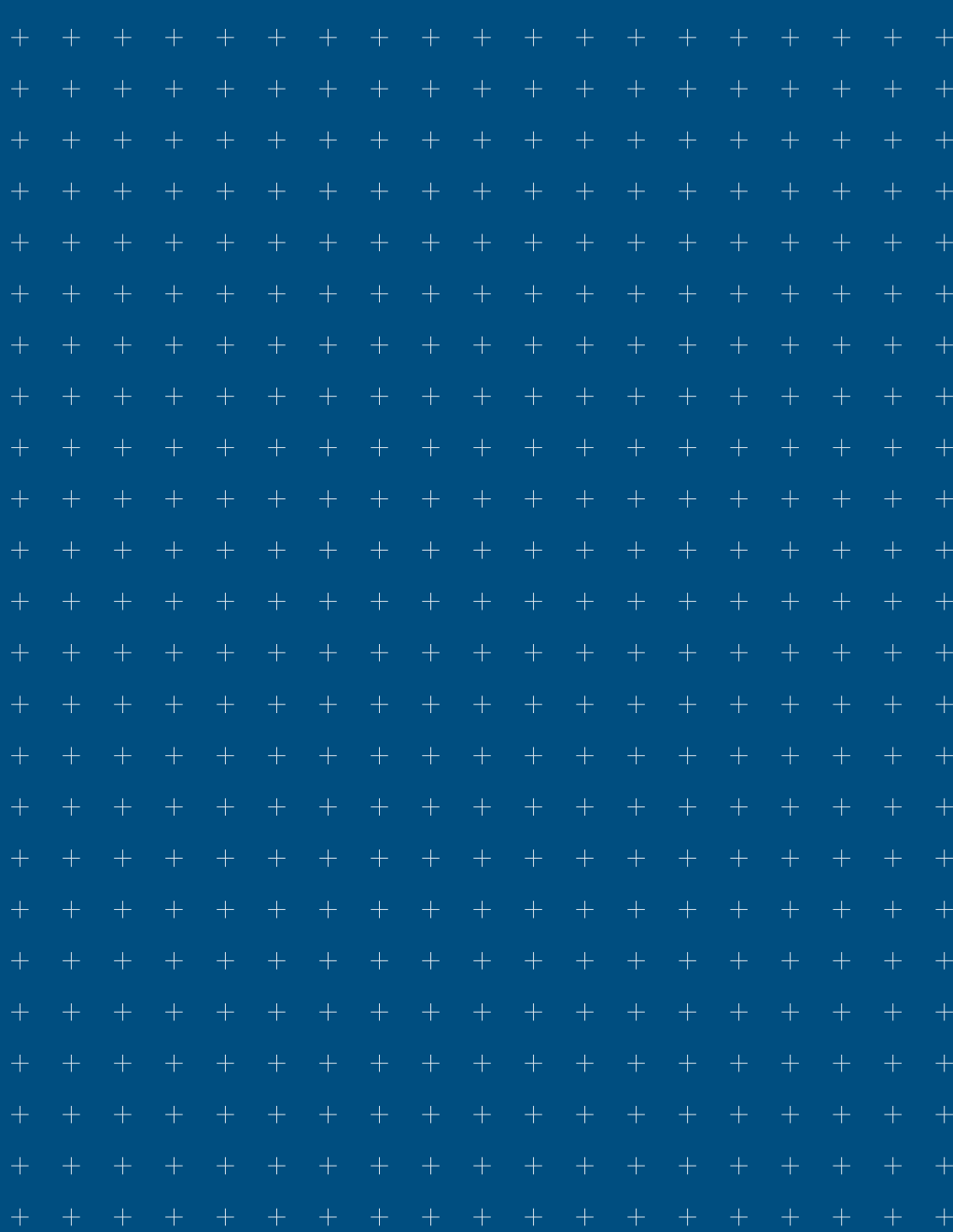
About Pearl Meyer

Pearl Meyer is the leading advisor to boards and senior management helping organizations build, develop, and reward great leadership teams that drive long-term success. Our strategy-driven compensation and leadership consulting services act as powerful catalysts for value creation and competitive advantage by addressing the critical links between people and outcomes. Our clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private organizations to the Fortune 500.

maindatagroup.com 

About Main Data Group

Main Data Group is a provider of executive compensation benchmarking and corporate governance analytics. Its mission is to empower executive compensation professionals with comprehensive total rewards and corporate governance information in an affordable, easy-to-use online service.



For more information on Pearl Meyer,
visit us at www.pearlmeyer.com or
contact us at (212) 644-2300.

Pearl Meyer

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