



Pearl Meyer

Real Estate Compensation Survey

2024 Prospectus



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 2023 survey includes data from 408 institutions and over 49,000 employees. In addition to participants, Pearl Meyer incorporated 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
- Over 49,000 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

Policies and Practices

Compensation By Position Report

Classification	Mid-Level Property Management Professional (PROP3)							
		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	\$9,460	\$107,317
	25th %ile			\$72,134	\$5,937	\$77,271	\$1,545	\$77,271
	Median			\$91,916	\$11,000	\$100,000	\$5,000	\$100,000
	75th %ile			\$117,832	\$17,223	\$129,800	\$18,285	\$129,800
	Average	19	502	\$76,046	\$7,127	\$80,377	\$23,000	\$80,606
Affordable Housing Company	25th %ile			\$57,915	\$3,350	\$60,553	\$20,000	\$60,553
	Median			\$70,037	\$6,926	\$74,903	\$25,000	\$74,903
	75th %ile			\$89,123	\$9,665	\$93,892	\$25,000	\$93,892
	Average	2	88	ISD	ISD	ISD	ISD	ISD
Community Development Finance Institution (CDFI)	25th %ile			ISD	ISD	ISD	ISD	ISD
	Median			ISD	ISD	ISD	ISD	ISD
	75th %ile			ISD	ISD	ISD	ISD	ISD
	Average	9	113	\$86,907	\$5,963	\$91,173	\$23,000	\$91,173
Construction / Engineering Company	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	\$105,823	\$25,000	\$105,823
	Average	3	23	ISD	ISD	ISD	ISD	ISD
Homebuilder	25th %ile			ISD	ISD	ISD	ISD	ISD
	Median			ISD	ISD	ISD	ISD	ISD
	75th %ile			ISD	ISD	ISD	ISD	ISD
	Average	1	1	ISD	ISD	ISD	ISD	ISD
Housing Authority	25th %ile			ISD	ISD	ISD	ISD	ISD
	Median			ISD	ISD	ISD	ISD	ISD
	75th %ile			ISD	ISD	ISD	ISD	ISD
	Average	25	658	\$87,931	\$10,720	\$97,931	\$25,000	\$97,931
Owner / Operator / Developer	25th %ile			\$70,720	\$10,720	\$81,440	\$25,000	\$81,440
	Median			\$82,500	\$10,720	\$93,220	\$25,000	\$93,220
	75th %ile			\$107,000	\$10,720	\$117,720	\$25,000	\$117,720
	Average	23	463	\$87,931	\$10,720	\$97,931	\$25,000	\$97,931
Real Estate Developer	25th %ile			ISD	ISD	ISD	ISD	ISD
	Median			ISD	ISD	ISD	ISD	ISD
	75th %ile			ISD	ISD	ISD	ISD	ISD
	Average	2		ISD	ISD	ISD	ISD	ISD
Real Estate Investment Manager (REIM)	25th %ile			ISD	ISD	ISD	ISD	ISD
	Median			ISD	ISD	ISD	ISD	ISD
	75th %ile			ISD	ISD	ISD	ISD	ISD



Access to Detailed Data

408
Participating
Institutions



Over
49,000
Employees



150
Positions



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



Job Families Covered (continued)

- 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

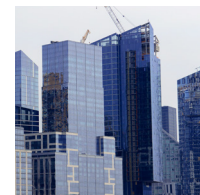
- Head of Human Resources
- Human Resources Director
- Human Resources Manager
- Human Resources Generalist
- Human Resources Coordinator
- Training and Development Professional
- Compensation and Benefits Professional
- Internal Recruiter
- HRIS Professional
- Payroll Manager

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



Job Families Covered (continued)

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



2023 Participating Companies

3CDC *
A Community of Friends*
A.W. Perry, Inc.
ABODE SERVICES*
Acadia Realty Trust*
ACRES Commercial Realty Corp.*
Aeon*
AFC Gamma, Inc.*
AGNC Investment Corp.*
Agree Realty Corp.*
AHC INC*
Alco Management, Inc.
Alexander & Baldwin, Inc.*
Alexandria Real Estate Equities, Inc.*
Allegro Senior Living
AmBase Corp.*
American Assets Trust, Inc.*
American Baptist Homes of the Midwest*
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*
Arlington Asset Investment Corp.*
Armada Hoffer Properties, Inc.*
Asbury Communities, Inc.*
Atlantic Housing Foundation, Inc.
Aushman Properties
Avalon Globocare Corp.*
AvalonBay Communities, Inc.*
Banner Real Estate Group
Bayada Home Health Care Inc*
Beacon Communities LLC
Beazer Homes USA, Inc.
Bell Partners
Bellwether Housing*
Beyond Shelter Inc*
Bimini Capital Management, Inc.*
Bixby Land Company
Boston Properties, Inc.*



2023 Participating Companies (continued)

Boyd Gaming Corporation*
Boyd Watterson Asset Management, LLC
Brandywine Realty Trust*
BRIDGE Housing Corporation*
Brighton Marine
BrightSpire Capital, Inc.*
Brixmor Property Group Inc.*
Broadstone Net Lease, Inc.*
Broadstone Real Estate LLC
Brookdale Senior Living Inc.*
Brookfield Residential Properties
BRT Apartments Corp.*
BURBANK HOUSING DEVELOPMENT CORPORATION*
C.F. Evans & Co., Inc.
Caesars Entertainment, Inc.*
CAHEC Management Inc.
California Community Reinvestment Corporation*
Camden Property Trust*
Capital Properties Inc.*
Capitol Square, Ltd.
CareTrust REIT, Inc.
Carmel Partners
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.*
Christian Church Homes Inc.
CIM Group, Inc.
Clipper Realty Inc.*
Combined Properties, Incorporated
Commercial Real Estate Services, Inc.
CommonBond Communities*
Community Healthcare Trust Inc.*
Community HousingWorks
Community Preservation and Development Corporation*
Community Reinvestment Fund, Inc.*
Comstock Holding Companies, Inc.*
Comstock Inc.*
ConAm
Conor Commercial Real Estate
Continental Properties Company
CoreCivic, Inc.*
Corporate Office Properties Trust*
CoStar Group, Inc.*
Cottage Senior Living Inc
Cousins Properties Incorporated*
Covenant House*
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.*
DePaul Adult Care Communities Inc*
DiamondRock Hospitality Company*



2023 Participating Companies (continued)

Digital Realty Trust, Inc.*
DigitalBridge Group, Inc.*
Doe Fund, Inc.*
Doma Holdings, Inc.*
Douglas Emmett, Inc.*
Dynex Capital, Inc.*
EAH Housing
Easterly Government Properties, Inc.*
Eastgroup Properties Inc
Eden Housing, Inc
Elme Communities*
Empire State Realty Trust, Inc.
Enterprise Community Partners
EPR Properties*
Equinix, Inc.*
Equity Commonwealth*
Equity Lifestyle Properties, Inc.*
Equity Residential*
Era Living
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.*
Five Point Holdings, LLC*
Forestar Group, Inc.*
Four Corners Property Trust, Inc.*
Franklin Street Properties Corp.*
FRP Holdings, Inc.*
G.W. Williams
Gaming & Leisure Properties, Inc.*
Gary and Mary West PACE
Gaucho Group Holdings, Inc.*
GEO Group, Inc., The*
Getty Realty Corp*
GID Real Estate Investments
Gilbane Building Company
GK Development
Global Medical REIT, Inc.*
Gorman & Company, LLC
Gorsuch Management
Granite Point Mortgage Trust Inc.*
Granite Properties
Green Brick Partners, Inc.*
Greystar Real Estate Partners
Gyrodyne, LLC*
Hannon Armstrong Sustainable Infrastructure
Capital, Inc.*
HCA Healthcare, Inc.*
Healthcare Realty Trust Inc*
Healthpeak Properties, Inc.*
Hersha Hospitality Trust*
HHHunt Corporation
Highwoods Properties Inc
Hillwood Development Company, LLC
Hilton Grand Vacations Inc.*
Hilton Worldwide Holdings Inc.*
Hispanic Housing Development Corporation
Holladay Properties Inc
Holland Partner Group



2023 Participating Companies (continued)

Host Hotels & Resorts, Inc.*
Housing Authority of the City of Austin
Hovnanian Enterprises, Inc.*
Howard Hughes Corp
Hudson Advisors L.P.
Hudson Pacific Properties, Inc.*
Human Good
Hunt Companies, Inc.
Hyatt Hotels Corporation*
Independence Realty Trust, Inc.*
INDUS Realty Trust, Inc.*
Innovative Industrial Properties, Inc.*
InterGroup Corporation, The*
Invitation Homes Inc.*
Iron Mountain Incorporated*
J.W. Mays Inc.*
Jamboree Housing *
Jamestown
JBG SMITH Properties*
Johnson Development Associates, Inc.
Jones Lang LaSalle Incorporated (JLL)*
JPI Apartment Construction
Kane Realty
KB Home
Kennedy-Wilson Holdings, Inc.*
Kidder Mathews
Kilroy Realty Corp.*
Kimco Realty Corporation*
Kite Realty Group Trust*
KKR Real Estate Finance Trust Inc.*
L&M Development Partners Inc.
Ladder Capital Corp*
Lamar Advertising Company*
Landsea Homes Corp.*
Las Vegas Sands Corp.*
Life Care Services
Leggat McCall Properties LLC
Lennar Corporation*
LGI Homes, Inc.*
Life Storage, Inc.*
Limoneira Company*
Local Initiatives Support Corp.*
Los Angeles Jewish Home*
LTC Properties, Inc.*
Lutheran Homes of South Carolina Inc*
LXP Industrial Trust*
M. A. Mortenson Company
M.D.C. Holdings, Inc.*
M/I Homes, Inc.*
Macerich Company, The*
Manhattan Bridge Capital, Inc.*
Manulife Financial Corporation
Mark IV Capital, Inc.
Marriott International, Inc.*
Marriott Vacations Worldwide Corp.*
Massachusetts Housing Investment Corp*
Mather LifeWays
Maui Land & Pineapple Company, Inc.*
McWhinney Enterprises
Medical Properties Trust, Inc.*
Mercy Housing, Inc.*
Meritage Homes Corporation*
Meritex Enterprises
Merrill Gardens, LLC



2023 Participating Companies (continued)

Merritt Community Capital Corp*
Merritt Properties
Methodist Retirement Communities*
MFA Financial, Inc.*
MGM Resorts International*
Mid-America Apartment Communities
MidPen Housing Corporation*
Midwest Housing Equity Group Inc*
Mississippi Methodist Senior Services Inc*
Monroe Group, Ltd.
National Church Residences
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 HAND, Inc.*
New York Mortgage Trust Inc
Newmark Group, Inc.*
NHE Inc.
NNN REIT, Inc.
Northern New England Housing Investment Fund*
Northland Investment
NVR, Inc.*
Oakbrook Corporation
Offerpad Solutions Inc.*
Ohio Capital Corporation for Housing*
Olympus Property Management
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 Inc.
PCCP, LLC
Pebblebrook Hotel Trust*
Pennsylvania Real Estate Investment Trust*
PennyMac Mortgage Investment Trust*
PHI (Presbyterian Senior Living)*
Phillips Edison & Company, Inc.*
Physicians Realty Trust*
Piedmont Office Realty Trust, Inc.*
Pillar Properties LLC
Pinecroft Realty, LLC
Plymouth Industrial REIT Inc.*
PMB Real Estate Services, LLC
Postal Realty Trust, Inc.*
PotlatchDeltic Corporation*
Preservation of Affordable Housing Inc*
Prestige Care, Inc.
Prologis, Inc.*
Public Storage*
PulteGroup, Inc.*
Qualico
Radian Group Inc.*
Rayonier Inc.*
RE/MAX Holdings, Inc.*
Reading International, Inc.*



2023 Participating Companies (continued)

Ready Capital Corp.*
Realty Income Corp
Redfin Corporation*
REDICO Management, Inc.
Redwood Living, Inc.
Redwood Trust, Inc.*
Regency Centers Corporation*
REINVESTMENT FUND*
Retail Opportunity Investments Corp*
Retirement Housing Foundation
Rexford Industrial Realty, Inc.*
RLJ Lodging Trust*
RMR Group Inc., The*
Rocket Companies, Inc.*
RPT Realty*
RSF Partners, Inc.
Ryan Companies
Ryman Hospitality Properties, Inc.*
Sabra Health Care REIT, Inc.*
Safehold Inc.*
Satellite Affordable Housing Associates*
Saul Centers, Inc.*
SBA Communications Corporation*
Schnitzer West, LLC
Sealy & Company LLC
SELF HELP ENTERPRISES*
Seritage Growth Properties*
Simon Property Group, Inc.*
SITE Centers Corp.*
SL Green Realty Corp.*
Sotherly Hotels Inc.*
Spirit Realty Capital, Inc.*
Springpoint Senior Living Inc*
SRS Real Estate Partners
St Barnabas Health System Inc*
St. Joe Company, The*
STAG Industrial, Inc.*
Starwood Property Trust, Inc.*
STORE CAPITAL LLC*
Stratus Properties Inc.*
Stream Realty Partners, L.P.
Summit Hotel Properties, Inc.*
Sun Communities, Inc.*
Sundance Bay
Sunstone Hotel Investors, Inc.*
Tanger Factory Outlet Centers, Inc.*
Tavistock Development
Taylor Morrison Home Corp.*
Tejon Ranch Co.*
TELACU Residential Management Inc.
Terreno Realty Corp*
The Community Builders, Inc.*
The Community Preservation Corp
The Ensign Group, Inc.*
The Goodman Group
The Hampshire Companies, LLC
The Hanover Company
The Irvine Company, LLC
The John Stewart Company
The Marcus & Millichap Company
The Michaels Organization
The Opus Group



2023 Participating Companies (continued)

The Related Companies, L.P.
The Schochet Companies
The Wolff Company LLC
Toll Brothers, Inc.
TPG RE Finance Trust, Inc.*
Trammell Crow Residential
TRG Management LP / Related Group
Tri Pointe Homes, Inc.*
TRITEC Real Estate Company, Inc.
TSCG Investors
Two Harbors Investment Corp.*
UDR, Inc.*
UMH Properties, Inc.*
Unico Properties LLC
Uniti Group Inc
Universal Health Services, Inc.*
Urban Edge Properties*
Urstadt Biddle Properties Inc.*
USA Properties Fund, Inc.
Vail Resorts, Inc.*
Ventas, Inc.
Veris Residential, Inc.*
Vesta Corporation
VICI Properties Inc.*
Visionary Home Builders of California Inc*
Vornado Realty Trust*
W. P. Carey Inc.*
Walker & Dunlop, Inc.*
Waters Senior Living Group, LLC
Waterton Property Management, LLC
Welltower Inc
Wesley Living
Western Asset Mortgage Capital Corporation*
Westminster Communities of Florida
Weyerhaeuser Company*
Wheeler Real Estate Investment Trust, Inc.*
Whitestone REIT*
WinnCompanies LLC
Wood Partners, L.L.C.
Woodmere Senior Citizens Housing
Wyndham Hotels & Resorts, Inc.*
Wynn Resorts, Limited*
Xenia Hotels & Resorts, Inc.*
York Area Development Corporation*
Zillow Group, Inc.*



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 SO Awards		✓ (% in Excel)
Total Number of Incumbents		✓	Average STI Excl SO Awards as % of Base		✓ (% in Excel)
Average Asset Size		✓	Target Bonus Award, % Base		✓ (% in Excel)
Median Asset Size		✓	Number of Incumbents Reporting Target		✓ (% in Excel)
Closeness of Match		✓	Average Total Target Cash Compensation	✓	
Base Salary:			Total Cash Compensation:		✓ (SO is in Excel only)
Average Salary Range Min/Max		✓	Average Total Cash Compensation (25%, 50%, 75%, and 90% Percentiles)		
Hourly Average Salary Range Min/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 O		
Number of Incumbents Bonus Eligible	✓		LTI Award Value All Forms Excl O		
Average Base Salary Bonus Eligible	✓		LTI Value as % of Base Excl O		
Hourly Average Base Salary Bonus Eligible	✓		Option Value Excl O		
Number of Incumbents Public Institutions		✓	RS Value Excl O		
Average Base Salary Public Institutions		✓	All Other LTI		
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%, 50%, 75%, and 90% Percentiles)		✓ (SO is in Excel only)			
Hourly Average Base Salary All Incumbents (25%, 50%, 75%, and 90% Percentiles)		✓ (SO is in Excel only)			
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: 5/1/2024

Submission Due Date: 7/16/2024

Survey Results Published: Week of 10/7/2024





Contact Us

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

or contact Veronika Valcheva;

By phone: 508-460-9600

veronika.valcheva@pearlmeyster.com, 508-630-1476



Dedicated Team of Account Managers



Rebecca Toman
Vice President, Survey
Business Unit



Nana Adu
Associate Account
Manager



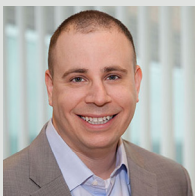
Dan Besser
Senior Survey
Account Manager



Matt Donahue
Associate Account
Manager



Jordan Gagnon
Survey Project
Manager



Andrew Guigno
Survey Operations
Manager



Alexander Pasternack
Associate Account
Manager



Benji Sheiffer
Associate Account
Manager



Rhonda Snyder
Senior Survey
Account Manager



Veronika Valcheva
Associate Account
Manager

Pearl Meyer



About Pearl Meyer (www.pearlmeyer.com)

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.

About Pearl Meyer 's Real Estate Compensation Consulting (www.pearlmeyer.com/real-estate)

Pearl Meyer's Real Estate Team has in-depth and diverse experience, based on long-term client relationships. We work with public and private, commercial and residential real estate organizations across all platforms: REITs/REOCs, services companies, investment managers, private equity firms, developers, owner/operators, and more. Based on your unique market position and business strategy, we develop highly customized executive compensation programs and related human capital-focused consulting that will help drive your long-term business, leadership development, and talent management objectives.



Locations

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