TOTAL	OTAL CASH				CLIENT		MARKET			RECOMMENDATION	
First	Last	Client Position	Position - Normalized	Cash Comp	Percentile	25th	50th	75th	New Cash	Added Cash	
		coo	Executive - COO								
	-	General Counsel	Legal - General Counsel					-		-	
		Managing Director - Acquisitions and Capital Markets	Acquisitions/Disposition- Senior Vice President / Executive	-							
	Section 1	Director of Acquisitions - Florida	Acquisitions/Dispositions - Senior Associate / Vice President	-			-		-		
		Senior Director - NJ Acquisitions and Leasing	Acquisitions/Dispositions - Senior Associate / Vice President	0.000					-		
	Trape .	Director – Asset Management and Acquisitions	Asset Management - Asset Manager	-					-		
		Director - Property Management	Property Management - Executive	-							
		Director - Construction	Development - Senior Development Executive			-	-		-		
		Controller	Accounting - Business Unit Controller								
		Staff Accountant	Staff Accountant								
-	. Accommo	Senior Staff Accountant	Senior Accountant								
				Average:	42%				TOTAL:		

BASE SALARY				CL	IENT	MARKET		
First	Last	Client Position	Position - Normalized	Base	Percentile	25th	50th	75th
		coo	Executive - COO					
		General Counsel	Legal - General Counsel					-
		Maria Diagram Analisia and Carial Malana	Association of Distriction Control Was Developed & Forestein	-				
		Managing Director – Acquisitions and Capital Markets	Acquisitions/Disposition- Senior Vice President / Executive					
		Discourse of Associations Florida	Approhite a Distriction Control Associate (Miss Devolutes	****				-
		Director of Acquisitions - Florida	Acquisitions/Dispositions - Senior Associate / Vice President	-				
		Code Disease NII Association and Lordon	Association of Districtions Coming Associated (Affice Boundary	-			-	
		Senior Director - NJ Acquisitions and Leasing	Acquisitions/Dispositions - Senior Associate / Vice President					
		Director – Asset Management and Acquisitions	Asset Management - Asset Manager	-		-	-	
		Director - Property Management	Property Management - Executive					
		Director - Construction	Development - Senior Development Executive	-		-	-	-
		Controller	Accounting - Business Unit Controller					98.7
		Staff Accountant	Staff Accountant					-
		Senior Staff Accountant	Senior Accountant	0.00				

Average: 47%

BONUS			CL	ENT	MARKET			
First	Last	Client Position	Position - Normalized	Bonus	Percentile	25th	50th	75th
		coo	Executive - COO					
		General Counsel	Legal - General Counsel					-
		Managing Director – Acquisitions and Capital Markets	Acquisitions/Disposition- Senior Vice President / Executive			==		
		Director of Acquisitions - Florida	Acquisitions/Dispositions - Senior Associate / Vice President	-		-	==	-
		Senior Director - NJ Acquisitions and Leasing	Acquisitions/Dispositions - Senior Associate / Vice President	-			=	
		Director - Asset Management and Acquisitions	Asset Management - Asset Manager			-	200.70	
		Director - Property Management	Property Management - Executive					
		Director - Construction	Development - Senior Development Executive			-	-	
		Controller	Accounting - Business Unit Controller					88.70
		Staff Accountant	Staff Accountant					-
		Senior Staff Accountant	Senior Accountant					

Average: 42%

Jackson Lucas Proprietary Database				
Sample size:	538			
Employer Type:	Developer / Operator			
Geography:	National			