

TOTAL 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							
		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							
		Director – Property Management	Property Management - Executive							
		Director - Construction	Development - Senior Development Executive							
		Controller	Accounting - Business Unit Controller							
		Staff Accountant	Staff Accountant							
		Senior Staff Accountant	Senior Accountant							
				Average:	42%				TOTAL:	

BASE SALARY				CLIENT		MARKET		
First	Last	Client Position	Position - Normalized	Base	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					
		Director – Property Management	Property Management - Executive					
		Director - Construction	Development - Senior Development Executive					
		Controller	Accounting - Business Unit Controller					
		Staff Accountant	Staff Accountant					
		Senior Staff Accountant	Senior Accountant					
				Average:	47%			

BONUS				CLIENT		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					
		Director – Property Management	Property Management - Executive					
		Director - Construction	Development - Senior Development Executive					
		Controller	Accounting - Business Unit Controller					
		Staff Accountant	Staff Accountant					
		Senior Staff Accountant	Senior Accountant					
				Average:	42%			

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