

### 46 Assistant Property Manager

Assists with property operations, budgets, and supervision of staff. May have operational responsibility for a small property. This is an entry-level management position. Typically reports to an experienced Property Manager.

(Compensation Data Displayed in \$000s)	Num Orgs	Num Obs	10th %ile	25th %ile	Median	Mean	75th %ile	90th %ile		Num Orgs	Yes	No			
<b>All Participants Analysis</b>															
Base Salary	12	712	48.9	55.1	63.5	65.8	73.2	83.0	<b>Short-term Incentives</b> Percent Eligible	12	47%	53%			
Total Cash Compensation	12	712	49.4	56.5	65.6	68.5	76.4	88.1	<b>Sales Incentives</b> Percent Eligible	12	0%	100%			
<b>Short-term and Sales Incentive Analysis</b>															
Short-term Incentive - Receiving	* 7	288	--	--	6.1	6.7	--	--	<b>Long-term Incentives</b> Percent Eligible	12	28%	72%			
Short-term Incentive as Percent of Base Salary	* 7	288	--	--	9.8	9.1	--	--		<b>Of those LTI Eligible, Percent Eligible for:</b>					
Sales Incentive - Receiving	0	0	--	--	--	--	--	--			Stock/Share Options		--%		
Sales Incentive as Percent of Base Salary	0	0	--	--	--	--	--	--			Share Appreciation Rights (SARs)		--%		
Total Cash Compensation - Receiving	* 7	288	--	--	73.0	77.9	--	--			Restricted Shares/Share Units		--%		
Target Short-term Incentive Amount	* 7	295	--	--	6.3	7.5	--	--			Performance Shares/Share Units		--%		
Short-term Incentive Target Percent	* 7	295	--	--	10.2	10.5	--	--			Performance Cash Units		--%		
Target Sales Incentive Amount	0	0	--	--	--	--	--	--			Long-term Cash		--%		
Sales Target Percent	0	0	--	--	--	--	--	--			<b>Of those Reporting LTI Grants, Percent Receiving:</b>				
Target Total Cash Compensation - Receiving	* 7	295	--	--	71.6	77.3	--	--				Stock/Share Options		--%	
												Share Appreciation Rights (SARs)		--%	
<b>Long-term Incentive Analysis (Black-Scholes)</b>															
Long-term Incentive - Receiving	0	0	--	--	--	--	--	--			Restricted Shares/Share Units		--%		
Long-term Incentive as Percent of Base Salary	0	0	--	--	--	--	--	--	Performance Shares/Share Units			--%			
Total Direct Compensation - Receiving	0	0	--	--	--	--	--	--	Performance Cash Units		--%				
Target Total Direct Compensation - Receiving	0	0	--	--	--	--	--	--	Long-term Cash		--%				
<b>Organization Data</b>															
	Num Orgs		25th %ile	Median	Mean	75th %ile									
Revenue/Sales (Millions)	8		602	1,050	1,255	1,850									
Assets (Millions)	6		2,960	6,955	8,151	14,254									
Assets Under Management (Millions)	6		5,619	9,222	23,751	37,291									
Operating Expenses/Budget (Millions)	7		522	669	910	809									
Full-time Equivalents (FTEs)	10		310	1,495	7,991	9,854									

\*More than 35% of sample supplied by one organization.

## 46 Assistant Property Manager

(Compensation Data Displayed in \$000s)	Num Orgs	Num Obs	Base Salary			Total Cash Comp - Actual			Target Total Cash Comp - Receiving				
			25th %ile	Median	75th %ile	25th %ile	Median	75th %ile	Num Orgs	Num Obs	25th %ile	Median	75th %ile
<b>Ownership</b>													
Publicly Traded	* 7	259	--	65.0	--	--	70.8	--	* 5	239	--	74.4	--
Privately Held	* 5	453	54.7	62.6	71.2	54.7	63.5	72.1	* 2	*56	--	--	--
Not-for-Profit	0	0	--	--	--	--	--	--	0	0	--	--	--
<b>Principal Business</b>													
Real Estate Development	* 3	166	--	--	--	--	--	--	* 1	23	--	--	--
Property Management	* 9	546	54.1	60.0	70.0	54.7	63.1	73.7	* 6	272	--	70.4	--
<b>Primary Sector Focus</b>													
Office	* 4	353	--	67.0	--	--	69.0	--	* 2	202	--	--	--
Retail	* 3	26	--	--	--	--	--	--	* 2	25	--	--	--
Residential	* 1	15	--	--	--	--	--	--	0	0	--	--	--
Industrial	* 1	12	--	--	--	--	--	--	* 1	12	--	--	--
Diversified	* 3	306	--	--	--	--	--	--	* 2	56	--	--	--
Other	0	0	--	--	--	--	--	--	0	0	--	--	--

(Compensation Data Displayed in \$000s)	Num Orgs	Num Obs	LTI Black-Scholes			LTI as Percent of Base Salary			Total Direct Comp - Receiving				
			25th %ile	Median	75th %ile	25th %ile	Median	75th %ile	Num Orgs	Num Obs	25th %ile	Median	75th %ile
<b>Ownership</b>													
Publicly Traded	0	0	--	--	--	--	--	--	0	0	--	--	--
Privately Held	0	0	--	--	--	--	--	--	0	0	--	--	--
Not-for-Profit	0	0	--	--	--	--	--	--	0	0	--	--	--
<b>Principal Business</b>													
Real Estate Development	0	0	--	--	--	--	--	--	0	0	--	--	--
Property Management	0	0	--	--	--	--	--	--	0	0	--	--	--
<b>Primary Sector Focus</b>													
Office	0	0	--	--	--	--	--	--	0	0	--	--	--
Retail	0	0	--	--	--	--	--	--	0	0	--	--	--
Residential	0	0	--	--	--	--	--	--	0	0	--	--	--
Industrial	0	0	--	--	--	--	--	--	0	0	--	--	--
Diversified	0	0	--	--	--	--	--	--	0	0	--	--	--
Other	0	0	--	--	--	--	--	--	0	0	--	--	--

\*More than 35% of sample supplied by one organization.

**46 Assistant Property Manager**

(Compensation Data Displayed in \$000s)	Num Orgs	Num Obs	Base Salary			Total Cash Comp - Actual			Target Total Cash Comp - Receiving				
			25th %ile	Median	75th %ile	25th %ile	Median	75th %ile	Num Orgs	Num Obs	25th %ile	Median	75th %ile
<b>Revenue/Sales</b>													
Less than \$500 Million	* 1	121	--	--	--	--	--	--	0	0	--	--	--
\$500 Million < \$1.5 Billion	* 5	52	--	62.6	--	--	63.4	--	* 2	10	--	--	--
\$1.5 Billion or More	* 2	277	--	--	--	--	--	--	* 2	233	--	--	--
<b>Assets</b>													
Less than \$5 Billion	* 2	129	--	--	--	--	--	--	* 1	8	--	--	--
\$5 Billion or More	* 4	44	--	62.6	--	--	62.6	--	* 1	2	--	--	--
<b>FTEs</b>													
Less than 1,000 FTEs	* 4	37	--	65.1	--	--	65.6	--	* 2	10	--	--	--
1,000 < 2,500 FTEs	* 2	27	--	--	--	--	--	--	* 1	12	--	--	--
2,500 FTEs or More	4	603	--	62.4	--	--	65.0	--	* 3	250	--	--	--

(Compensation Data Displayed in \$000s)	Num Orgs	Num Obs	LTI Black-Scholes			LTI as Percent of Base Salary			Target Total Direct Comp - Receiving				
			25th %ile	Median	75th %ile	25th %ile	Median	75th %ile	Num Orgs	Num Obs	25th %ile	Median	75th %ile
<b>Revenue/Sales</b>													
Less than \$500 Million	0	0	--	--	--	--	--	--	0	0	--	--	--
\$500 Million < \$1.5 Billion	0	0	--	--	--	--	--	--	0	0	--	--	--
\$1.5 Billion or More	0	0	--	--	--	--	--	--	0	0	--	--	--
<b>Assets</b>													
Less than \$5 Billion	0	0	--	--	--	--	--	--	0	0	--	--	--
\$5 Billion or More	0	0	--	--	--	--	--	--	0	0	--	--	--
<b>FTEs</b>													
Less than 1,000 FTEs	0	0	--	--	--	--	--	--	0	0	--	--	--
1,000 < 2,500 FTEs	0	0	--	--	--	--	--	--	0	0	--	--	--
2,500 FTEs or More	0	0	--	--	--	--	--	--	0	0	--	--	--

\*More than 35% of sample supplied by one organization.