

All Participant Report

Revenue and Ownership		Mid-Level Property Management Professional (PROP3)						
		Property Management						
		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	77	1039	\$95,649	\$23,606	\$115,280	\$15,622	\$115,550
	25th %ile			\$80,000	\$8,364	\$90,196	\$11,016	\$90,420
	Median			\$93,730	\$13,578	\$109,922	\$13,423	\$109,922
	75th %ile			\$109,348	\$24,000	\$132,581	\$16,770	\$133,000
Revenue Under \$150 Million	Average	23	164	\$85,590	\$7,663	\$90,916	\$21,355	\$91,567
	25th %ile			\$65,436	\$3,280	\$68,138	\$10,800	\$68,138
	Median			\$83,839	\$5,848	\$88,515	\$20,000	\$88,515
	75th %ile			\$100,000	\$10,595	\$106,452	\$27,491	\$106,452
Revenue \$150 Million - \$300 Million	Average	8	94	\$82,858	\$15,569	\$93,544	ISD	\$93,544
	25th %ile			\$68,557	\$8,391	\$73,174	ISD	\$73,174
	Median			\$82,077	\$10,854	\$85,465	ISD	\$85,465
	75th %ile			\$90,000	\$22,321	\$106,774	ISD	\$106,774
Revenue Over \$300 Million	Average	19	404	\$102,365	\$16,500	\$117,725	\$13,286	\$118,197
	25th %ile			\$86,900	\$10,180	\$98,018	\$11,021	\$98,227
	Median			\$97,897	\$14,680	\$112,270	\$11,719	\$112,270
	75th %ile			\$115,900	\$20,000	\$133,670	\$16,390	\$133,975
Public	Average	16	380	\$100,980	\$15,515	\$115,605	\$14,565	\$116,033
	25th %ile			\$84,000	\$9,100	\$92,239	\$11,592	\$93,000
	Median			\$99,807	\$13,105	\$110,602	\$15,980	\$110,602
	75th %ile			\$117,300	\$18,750	\$134,550	\$16,470	\$134,550
Private	Average	54	614	\$92,543	\$30,531	\$116,858	\$16,680	\$117,103
	25th %ile			\$76,500	\$8,220	\$92,713	\$10,460	\$92,713
	Median			\$91,219	\$15,103	\$110,897	\$11,083	\$110,897
	75th %ile			\$105,000	\$44,625	\$133,120	\$20,000	\$133,900
Not-for-Profit	Average	7	45	\$85,149	\$3,159	\$86,404	ISD	\$86,404
	25th %ile			\$71,750	\$1,500	\$73,992	ISD	\$73,992
	Median			\$84,146	\$2,902	\$84,282	ISD	\$84,282
	75th %ile			\$90,665	\$4,079	\$90,665	ISD	\$90,665

Calendar/Fiscal Year 2020