

Summary of Survey Position and Section Page Reference – Corporate Positions

Group	Pos. #	Section	Page #	Executive & Corporate	Group	Pos. #	Section	Page #	Executive & Corporate	
Senior Executive	1	3	1	Chairman of the Board (not CEO)	Corporate	18	3	35	Human Resources Manager	
	2	3	3	Chief Executive Officer		19	3	37	Compensation/Benefits Manager	
	3	3	5	President		20	3	39	Human Resources Generalist	
	4	3	7	Chief Operating Officer		21	3	41	Payroll/Benefits Manager	
	5	3	9	Chief Investment Officer		22	3	43	Associate General Counsel	
	6	3	11	Chief Financial Officer (CFO)		23	3	45	Paralegal	
	7	3	13	Chief Accounting Officer		24	3	47	Marketing Manager	
	8	3	15	Chief Administrative Officer		25	3	49	IT Manager	
Executive	9	3	17	Top Capital Markets Executive		26	3	51	IT Engineer/Analyst	
	10	3	19	General Counsel		27	3	53	Network Administrator	
	11	3	21	Top Marketing Executive		28	3	55	Training Director/Manager	
	12	3	23	Top IT Executive/Director		29	3	57	Lease Administrator	
	13	3	25	Top Corp. Comm./Investor Relations Exec.		30	3	59	Office Manager	
	14	3	27	Top Research Executive/Director		31	3	61	Executive Administrative Asst.	
	15	3	29	Top Business Development Executive		32	3	63	Administrative Assistant	
	16	3	31	Regional Business Development Officer		Finance/Accounting	33	3	65	Vice President/Director Finance
	17	3	33	Top Human Resources Executive			34	3	67	Treasurer
				35	3		69	Top Risk Management Executive		
				36	3		71	Director Internal Audit		
				37	3		73	Compliance Director/Manager		
				38	3		75	Senior Controller		
				39	3		77	Controller		
				40	3		79	Assistant Controller		
				41	3		81	Accounting Director/Manager		
				42	3		83	AP/AR Manager		
				43	3		85	Accounting Supervisor		
				44	3		87	Senior Accountant		
				45	3		89	Accountant		
				46	3		91	Accounting Clerk		
				47	3		93	Property Accountant - Senior		
				48	3		95	Property Accountant		
				49	3		97	Senior Financial Analyst		
				50	3		99	Financial Analyst		
				51	3		101	Vice President/Director Tax		

Summary of Survey Position and Section Page Reference – Industry Sector (Specialization)

Pos. #	Section	Page #	Office/Industrial	Pos. #	Section	Page #	Residential	Pos. #	Section	Page #	Retail	Pos. #	Section	Page #	Investment/Fund Mgt./Advisors
52	4	103	Top Division Executive	95	5	187	Top Division Executive	142	6	277	Top Division Executive	185	7	358	Top Portfolio Management Executive
53	4	105	Top Regional Executive	96	5	189	Top Regional Executive	143	6	279	Top Regional Executive	186	7	360	Investment Management Associate
54	4	107	Top Acquisitions Executive	97	5	190	Top Acquisitions Executive	144	6	281	Top Acquisitions Executive	187	7	362	Top Asset Management Executive
55	4	109	Acquisitions Director/Manager	98	5	192	Acquisitions Director/Manager	145	6	282	Acquisitions Director/Manager	188	7	364	Senior Asset Management Executive
56	4	111	Acquisitions Associate	99	5	194	Acquisitions Associate	146	6	284	Acquisitions Associate	189	7	366	Director/Manager Portfolio Management
57	4	113	Top Asset Management Executive	100	5	196	Top Asset Management Executive	147	6	286	Top Asset Management Executive	190	7	368	Senior Asset Manager
58	4	115	Senior Asset Management Executive	101	5	198	Senior Asset Management Executive	148	6	288	Senior Asset Management Executive	191	7	370	Asset Manager
59	4	117	Portfolio Manager	102	5	200	Portfolio Manager	149	6	290	Portfolio Manager	192	7	372	Top Transactions Executive
60	4	119	Senior Asset Manager	103	5	201	Senior Asset Manager	150	6	291	Senior Asset Manager	193	7	374	Senior Transactions Manager
61	4	121	Asset Manager	104	5	203	Asset Manager	151	6	293	Asset Manager	194	7	376	Investment/Transactions Associate
62	4	123	Top Property Management Executive	105	5	205	Top Property Management Executive	152	6	295	Top Property Management Executive	195	7	378	Top Acquisitions Executive
63	4	125	Vice President Property Management	106	5	207	Vice President Property Management	153	6	297	Vice President Property Management	196	7	379	Acquisitions Director/Manager
64	4	127	Regional Property Manager	107	5	209	Regional Property Manager	154	6	299	Regional Property Manager	197	7	381	Research Associate
65	4	129	Senior Property Manager	108	5	211	Senior Property Manager	155	6	301	Senior Property Manager	198	7	383	Client Marketing Executive
66	4	131	Property Manager I (<250,000 sq.ft.)	109	5	213	On-Site Community Mgr. I (<150 units)	156	6	303	Property Manager I (<150,000 sq.ft.)				
67	4	133	Property Manager II (250,000-500,000 sq.ft.)	110	5	215	On-Site Community Mgr. II (150-300 units)	157	6	305	Property Manager II (150,000-300,000 sq.ft.)				
68	4	135	Property Manager III (500,001-1,000,000 sq.ft.)	111	5	217	On-Site Community Mgr. III (301-450 units)	158	6	307	Property Manager III (301,000-500,000 sq.ft.)				
69	4	137	Property Manager IV (>1,000,000 sq.ft.)	112	5	219	On-Site Community Mgr. IV (>450 units)	159	6	309	Property Manager IV (>500,000 sq.ft.)				
70	4	139	Assistant Property Manager	113	5	221	Assistant Property Manager	160	6	311	Assistant Property Manager				
				114	5	223	On-Site Administrator								
				115	5	225	Resident Services Manager								
				116	5	227	Concierge								
71	4	141	Senior Facility Manager					161	6	313	Senior Facility Manager				
72	4	143	Operations Analyst	117	5	229	Operations Analyst	162	6	315	Operations Analyst				
73	4	144	Operations Director/Manager	118	5	231	Operations Director/Manager	163	6	316	Operations Director/Manager				
74	4	146	Regional/Portfolio Maintenance Engineer	119	5	233	Regional/Portfolio Maintenance Engineer	164	6	318	Regional/Portfolio Maintenance Engineer				
75	4	148	Building Engineer/Chief Engineer					165	6	320	Building Engineer/Chief Engineer				
76	4	150	Maintenance Supervisor/Lead Engineer	120	5	235	Maintenance Supervisor/Lead Engineer	166	6	322	Maintenance Supervisor/Lead Engineer				
77	4	152	Maintenance Engineer/Technician II (mid-level)	121	5	237	Maintenance Engineer/Technician II (mid-level)	167	6	324	Maintenance Engineer/Technician II (mid-level)				
78	4	154	Maintenance Engineer/Technician I (entry-level)	122	5	239	Maintenance Engineer/Technician I (entry-level)	168	6	326	Maintenance Engineer/Technician I (entry-level)				
				123	5	241	Make Ready Maintenance Tech								
				124	5	243	Groundskeeper/Porter								
				125	5	245	Housekeeper/Custodian/Janitorial								
79	4	156	Top Leasing Executive					169	6	328	Top Leasing Executive				
80	4	157	Senior Leasing Executive	126	5	247	Senior Leasing Executive	170	6	330	Senior Leasing Executive				
81	4	159	Leasing Manager	127	5	248	Leasing Manager	171	6	332	Leasing Manager				
82	4	161	Typical Leasing Agent/Representative	128	5	250	Typical Leasing Agent/Representative	172	6	334	Typical Leasing Agent/Representative				
83	4	163	Regional Marketing Director/Manager	129	5	252	Regional Marketing Director/Manager	173	6	336	Regional Marketing Director/Manager				
84	4	165	Top Development Executive	130	5	254	Top Development Executive	174	6	338	Top Development Executive				
85	4	167	Vice President/Director Development	131	5	256	Vice President/Director Development	175	6	339	Vice President/Director Development				
86	4	169	Senior Development Manager	132	5	258	Senior Development Manager	176	6	341	Senior Development Manager				
87	4	171	Development Manager	133	5	260	Development Manager	177	6	343	Development Manager				
88	4	173	Senior Project Manager	134	5	262	Senior Project Manager	178	6	345	Senior Project Manager				
89	4	175	Project Manager	135	5	264	Project Manager	179	6	347	Project Manager				
90	4	177	Project Analyst	136	5	266	Project Analyst	180	6	349	Project Analyst				
91	4	179	Project Administrator	137	5	268	Project Administrator	181	6	350	Project Administrator				
				138	5	270	Top Land Engineering Executive								
92	4	181	Top Construction Executive	139	5	271	Top Construction Executive	182	6	352	Top Construction Executive				
93	4	183	Construction Manager	140	5	273	Construction Manager	183	6	354	Construction Manager				
94	4	185	Construction On-Site Manager	141	5	275	Construction On-Site Manager	184	6	356	Construction On-Site Manager				