

SURVEY POSITION REFERENCE – CORPORATE POSITIONS

Pos. #	C-Suite	Pos. #	Human Resources	Pos. #	Finance	Pos. #	Marketing
1001	Chairman of the Board (Exec. Chairman)	1040	Top Human Resources Executive	1070	SVP Finance	1110	Marketing Manager
1002	Chief Executive Officer	1041	Human Resources Manager	1071	Vice President/Director Finance	1111	Marketing Coordinator
1003	President	1042	Talent Acquisition Manager	1072	Senior Financial Analyst	Risk Management	
1004	Chief Operating Officer	1043	Human Resources Generalist	1073	Financial Analyst	1120	Top Risk Management Executive
1005	Chief Investment Officer	1044	Payroll/Benefits Manager	Legal		1121	Compliance Director/Manager
1006	Chief Financial Officer	Accounting		1080	Associate General Counsel	Administrative	
1007	Chief Accounting Officer	1050	VP/Director Accounting	1081	Paralegal	1130	Lease Administrator
1008	Chief Administrative Officer	1051	Vice President/Director Tax	Information Technology		1131	Office Manager
1009	Chief Human Resources/People Officer	1052	Senior Controller	1090	IT Director	1132	Executive Administrative Asst.
1010	Chief Development Officer	1053	Controller	1091	IT Manager	1133	Administrative Assistant
1011	General Counsel	1054	Assistant Controller	1092	IT - Applications		
Senior Corporate Leadership		1055	Accounting Manager	1093	IT Engineer/Analyst		
1020	Top Capital Markets Executive	1056	AP/AR Manager	1094	Network Administrator		
1021	Top Investor Relations Executive	1057	Accounting Supervisor	Capital Markets/ Investor Relations			
1022	Top Marketing Executive	1058	Senior Accountant	1100	Director Capital Markets		
1023	Top IT Executive	1059	Accountant	1101	Director Investor Relations		
1024	Top Corporate Communications Executive	1060	Accounting Clerk				
1025	Top Research Executive/Director	1061	Property Accountant - Senior				
1026	Top Corporate Business Development Exec.	1062	Property Accountant				
1027	Top Regional Business Development Officer						

SURVEY POSITION REFERENCE – POSITIONS BY SECTOR

Pos. #	Office	Pos. #	Industrial	Pos. #	Retail
2200	Top Division Executive	3200	Top Division Executive	4200	Top Division Executive
2201	Top Regional Executive	3201	Top Regional Executive	4201	Top Regional Executive
2210	Top Acquisitions Executive	3210	Top Acquisitions Executive	4210	Top Acquisitions Executive
2211	Acquisitions Director/Manager	3211	Acquisitions Director/Manager	4211	Acquisitions Director/Manager
2212	Acquisitions Associate	3212	Acquisitions Associate	4212	Acquisitions Associate
2220	Top Asset Management Executive	3220	Top Asset Management Executive	4220	Top Asset Management Executive
2221	Senior Asset Management Executive	3221	Senior Asset Management Executive	4221	Senior Asset Management Executive
2222	Senior Asset Manager	3222	Senior Asset Manager	4222	Senior Asset Manager
2223	Asset Manager	3223	Asset Manager	4223	Asset Manager
2230	Top Property Management Executive	3230	Top Property Management Executive	4230	Top Property Management Executive
2231	SVP/MD Property Management	3231	SVP/MD Property Management	4231	SVP/MD Property Management
2232	Vice President Property Management	3232	Vice President Property Management	4232	Vice President Property Management
2233	Regional Property Manager	3233	Regional Property Manager	4233	Regional Property Manager
2234	Senior Property Manager	3234	Senior Property Manager	4234	Senior Property Manager
2235	Property Manager I (<250,000 sq.ft.)	3235	Property Manager I (<250,000 sq.ft.)	4235	Property Manager I (<150,000 sq.ft.)
2236	Property Manager II (250,000-500,000 sq.ft.)	3236	Property Manager II (250,000-500,000 sq.ft.)	4236	Property Manager II (150,000-300,000 sq.ft.)
2237	Property Manager III (500,001-1,000,000 sq.ft.)	3237	Property Manager III (500,001-1,000,000 sq.ft.)	4237	Property Manager III (301,000-500,000 sq.ft.)
2238	Property Manager IV (>1,000,000 sq.ft.)	3238	Property Manager IV (>1,000,000 sq.ft.)	4238	Property Manager IV (>500,000 sq.ft.)
2239	Assistant Property Manager	3239	Assistant Property Manager	4239	Assistant Property Manager
2250	Operations Director/Manager	3250	Operations Director/Manager	4250	Operations Director/Manager
2252	Senior Facility Manager	3252	Senior Facility Manager	4252	Senior Facility Manager
2260	Regional/Portfolio Maintenance Engineer	3260	Regional/Portfolio Maintenance Engineer	4260	Regional/Portfolio Maintenance Engineer
2261	Building Engineer/Chief Engineer	3261	Building Engineer/Chief Engineer	4261	Building Engineer/Chief Engineer
2262	Maintenance Supervisor/Lead Engineer	3262	Maintenance Supervisor/Lead Engineer	4262	Maintenance Supervisor/Lead Engineer
2263	Maintenance Engineer/Technician II (mid-level)	3263	Maintenance Engineer/Technician II (mid-level)	4263	Maintenance Engineer/Technician II (mid-level)
2264	Maintenance Engineer/Technician I (entry-level)	3264	Maintenance Engineer/Technician I (entry-level)	4264	Maintenance Engineer/Technician I (entry-level)
2270	Top Leasing Executive	3270	Top Leasing Executive	4270	Top Leasing Executive
2271	Senior Leasing Executive	3271	Senior Leasing Executive	4271	Senior Leasing Executive
2272	Leasing Manager	3272	Leasing Manager	4272	Leasing Manager
2273	Leasing Agent/Representative	3273	Leasing Agent/Representative	4273	Leasing Agent/Representative
2282	Regional Marketing Director/Manager	3282	Regional Marketing Director/Manager	4282	Regional Marketing Director/Manager
2290	Top Development Executive	3290	Top Development Executive	4290	Top Development Executive
2291	Vice President/Director Development	3291	Vice President/Director Development	4291	Vice President/Director Development
2292	Senior Development Manager	3292	Senior Development Manager	4292	Senior Development Manager
2293	Development Manager	3293	Development Manager	4293	Development Manager
2294	Senior Project Manager	3294	Senior Project Manager	4294	Senior Project Manager
2295	Project Manager	3295	Project Manager	4295	Project Manager
2296	Project Analyst	3296	Project Analyst	4296	Project Analyst
2297	Project Administrator	3297	Project Administrator	4297	Project Administrator
2300	Top Construction Executive	3300	Top Construction Executive	4300	Top Construction Executive
2301	VP/Director Construction	3301	VP/Director Construction	4301	VP/Director Construction
2302	Construction Manager	3302	Construction Manager	4302	Construction Manager
2303	Construction On-Site Manager	3303	Construction On-Site Manager	4303	Construction On-Site Manager

SURVEY POSITION REFERENCE – POSITIONS BY SECTOR

Pos. #	Residential – Rental	Pos. #	Residential - Rental Cont.	Pos. #	Residential – For-Sale
5200	Top Division Executive	5260	Regional/Portfolio Maintenance Engineer	6200	Top Division Executive
5201	Top Regional Executive	5262	Maintenance Supervisor/Lead Engineer	6211	Acquisitions Director/Manager
5210	Top Acquisitions Executive	5263	Maintenance Engineer/Technician II (mid-level)	6212	Acquisitions Associate
5211	Acquisitions Director/Manager	5264	Maintenance Engineer/Technician I (entry-level)	6280	Top Marketing /Sales Executive
5212	Acquisitions Associate	5265	Make Ready Maintenance Tech	6281	Director - Sales & Marketing
5220	Top Asset Management Executive	5266	Groundskeeper/Porter	6290	Top Development Executive
5221	Senior Asset Management Executive	5267	Housekeeper/Custodian/Janitorial	6291	Vice President/Director Development
5222	Senior Asset Manager	5272	Leasing Manager	6292	Senior Development Manager
5223	Asset Manager	5273	Leasing Agent/Representative	6293	Development Manager
5230	Top Property Management Executive	5274	Revenue Manager	6295	Project Manager
5231	SVP/MD Property Management	5282	Regional Marketing Director/Manager	6297	Project Administrator
5232	Vice President Property Management	5283	Training Director/Manager	6301	VP/Director Construction
5233	Regional Property Manager	5290	Top Development Executive	6302	Construction Manager
5234	Senior Property Manager	5291	Vice President/Director Development	6303	Construction On-Site Manager
5235	On-Site Community Mgr. I (<150 units)	5292	Senior Development Manager	6310	VP Land Engineering
5236	On-Site Community Mgr. II (150-300 units)	5293	Development Manager		
5237	On-Site Community Mgr. III (301-450 units)	5294	Senior Project Manager		
5238	On-Site Community Mgr. IV (>450 units)	5295	Project Manager		
5239	Assistant Property Manager	5296	Project Analyst		
5240	On-Site Administrator	5297	Project Administrator		
5241	Resident Services Manager	5300	Top Construction Executive		
5242	Concierge	5301	VP/Director Construction		
5250	Operations Director/Manager	5302	Construction Manager		
5251	Operations Analyst	5303	Construction On-Site Manager		

Residential – Rental continued in next column

SURVEY POSITION REFERENCE – POSITIONS BY SECTOR

Pos. #	Investment/Fund Mgt./Advisors
7320	Top Portfolio Management Executive
7321	Director/Manager Portfolio Management
7322	Investment Management Associate
7330	Top Asset Management Executive
7331	Senior Asset Management Executive
7332	Senior Asset Manager
7333	Asset Manager
7340	Top Transactions Executive
7341	Senior Transactions Manager
7342	Investment/Transactions Associate
7350	Research Associate
7360	Fund Controller
7361	Fund Administrator