

Profile and Compensation Study, CPM® Edition

Executive Summary

IREM periodically conducts surveys of its members to gather useful data on compensation, management portfolios, and various demographic characteristics. The results are published in the 2016 editions of the *Profile and Compensation Studies* – one version for CPM® and CPM® Candidate Members and one version for ARM® Members. The 2016 editions also include results for both the U.S. and Canada. Below are some CPM® highlights.

U.S. CPM® and CPM® Candidate Members

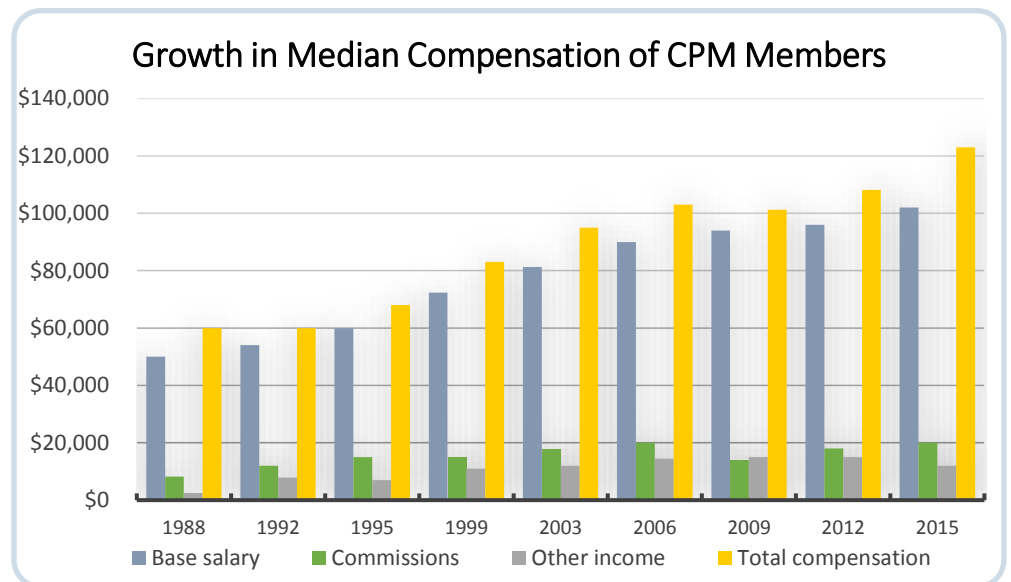
Profile

The average CPM® is 52 years old, with women comprising 54 percent of CPM® Members and 66 percent of CPM® Candidate Members. Seventy percent of CPM® Members and 58 percent of CPM® Candidates hold at least an undergraduate degree. Office buildings and conventionally financed apartments are the property types that accounts for the largest share of portfolios managed by CPM® and CPM® Candidate Members. CPM® Members typically hold executive or property manager/supervisor roles and supervise a staff of 56 employees.

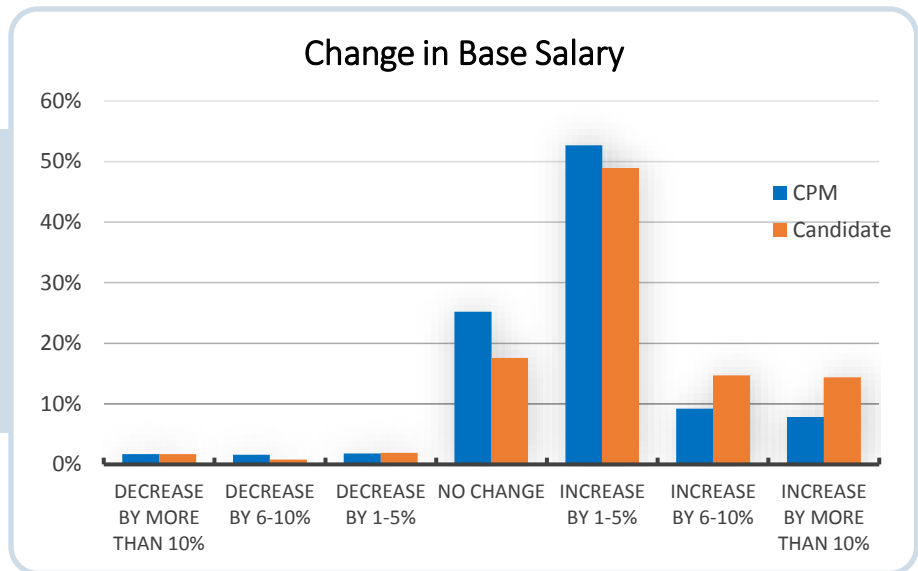
Compensation and Benefits

CPM® Members earn a median total compensation of \$123,025, which includes a base salary for property management and additional real estate income from sales and leasing commissions.

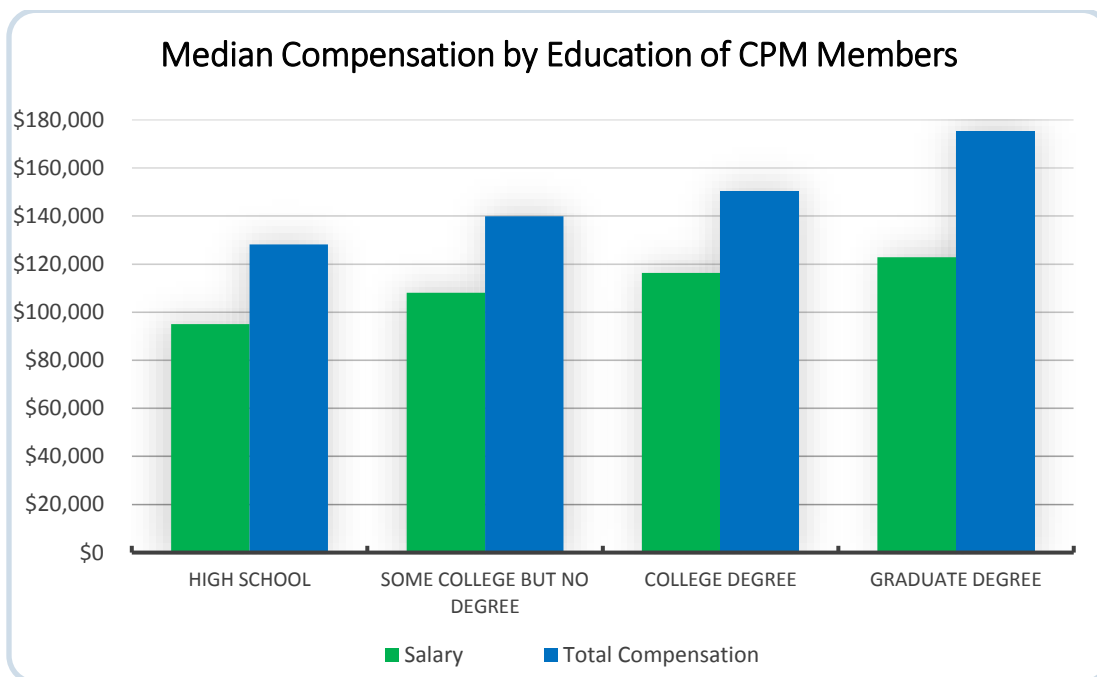
CPM® Members have mostly experienced steady growth in compensation.



Most CPM and Candidate respondents saw their salary increase by 1% - 5% from 2015 to 2016.



CPM® and CPM® Candidate Members in the Northeast, Mid-Atlantic and Pacific states earned the highest total compensation. Salary typically increases with years of experience, level of education, and age.



CPM® and CPM® Candidates who are presidents/CEOs, owners/partners, or officers/directors/VPs receive greater compensation than others. In addition, CPM® Members who work for investment companies, REITs, or privately-owned companies typically receive higher compensation than those who work for other types of employers.

