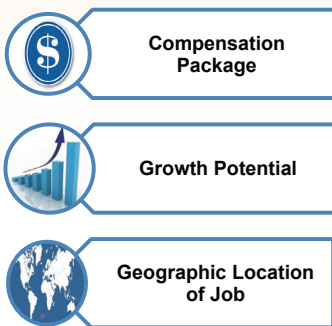


"Thank you for the persistence of the RETS team in presenting qualified candidates to Bentall Kennedy. We carefully vetted the new candidates presented and are optimistic about our new hire and her long term career prospects. Thank you again for your help in hiring the right person."

*Ashley Powell, Senior Vice President
Bentall Kennedy*

Top three factors when considering a new job offer:



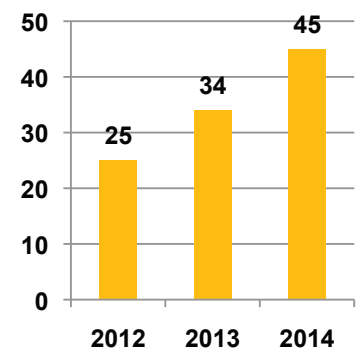
FINANCIAL ANALYST SURVEY

SEPTEMBER 2014

RETS Associates recently completed a survey of 270 financial analysts across the U.S. in the commercial real estate industry. The data compiled from this survey coupled with the 50 financial analyst searches handled by RETS over the past 12 months has provided RETS with keen insights into this segment of the industry.

As the overall health of the real estate industry continues to improve and reach levels that have not been realized since 2008, employers continue to hire financial analysts in droves. For the 12-month period ending in July 2014, RETS has seen an 80% increase in the number of financial analyst searches handled compared to 2012. The financial analyst segment is a great entry point into commercial real estate and the growth in demand for these professionals bodes well for the industry.

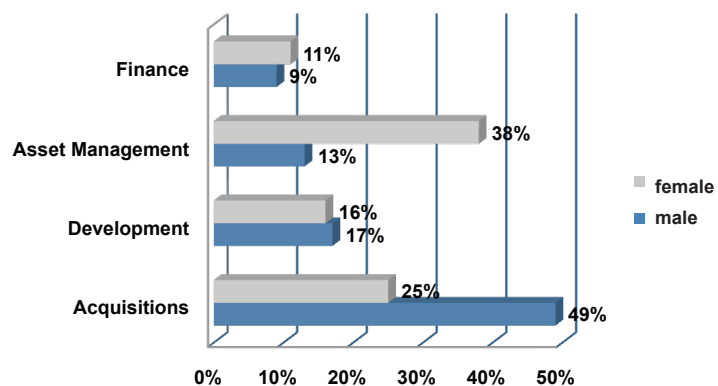
Financial Analyst searches by year



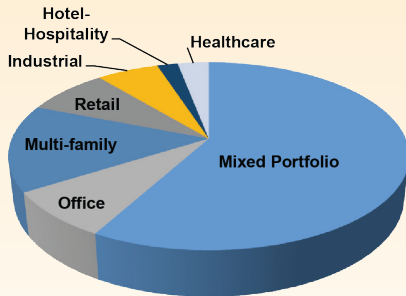
Top Findings

- **Compensation**, which is no surprise given the youthfulness of this segment, is of prime importance followed by **growth potential**. Job title and the brand name of the firm were of least importance.
- Another interesting finding shows female financial analyst professionals desiring to transition into asset management roles, while acquisitions is the top choice for males.

After you have mastered the financial analyst function, which segment do you wish to pursue?



Rank your interest in the following product types:



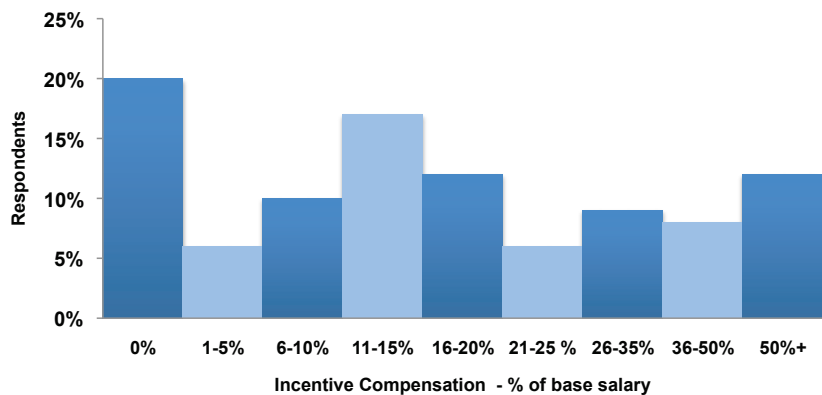
- The financial analyst segment is largely male (88%).
- Each year of financial analyst experience resulted in a \$7,117 increase in base salary.

Years Experience	Salary Range	Incentive
0-2	\$58,200 - \$79,000	12-17%
2-4	\$75,000 - \$82,900	15-20%
3-5	\$84,000 - \$93,000	24-28%
4-6	\$94,200 - \$103,200	27-31%

Respondents average salary ranges by years of experience

- Analysts with “guru” level abilities in Argus and Excel (including waterfall analysis) had base salaries that were \$15,356 higher.
- **70%** of the respondents have actively pursued a new position (internally or externally) within the past year and **77%** had been on 2+ interviews.
- **LinkedIn** was the top choice by financial analyst professionals to assist with their job search, followed closely by working with a recruiter and applying directly to an online posting.

2013 Incentive Compensation



For additional information, please contact:

Kent Elliott, kent@retsusa.com
Jana Turner, jana@retsusa.com

949.724.0800

415.738.6060

www.retsusa.com