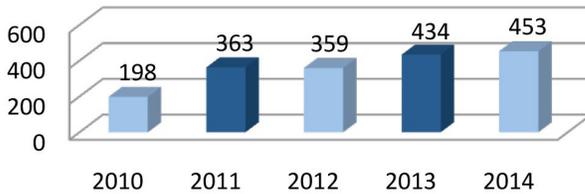
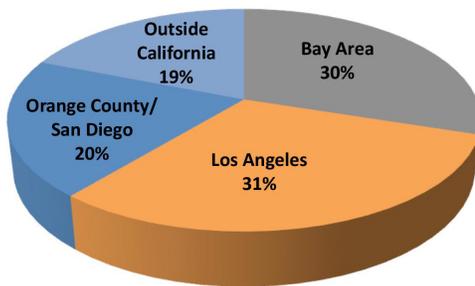


Total Searches by Year



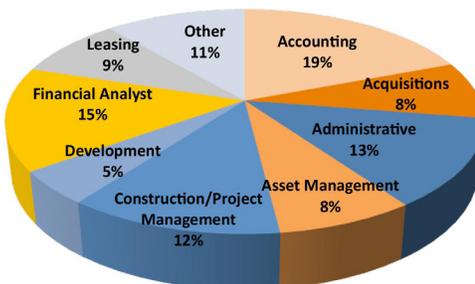
Searches by Geography



*“CBRE Global Investors thanks the RETS team for successfully filling five searches that built out our RFP team platform. The RETS team has the unique ability to understand the intricacies of each position while also comprehending the chemistry aspects that are so critical.”*

—Michael McMenemy, Global Head of Investor Services  
CBRE GLOBAL INVESTORS

Searches by Category  
(Excluding Property Management)



For additional information, please contact:  
Kent Elliott, [kent@retsusa.com](mailto:kent@retsusa.com)  
Jana Turner, [jana@retsusa.com](mailto:jana@retsusa.com)

949.724.0800  
[www.retsusa.com](http://www.retsusa.com)

## DEMAND FOR QUALIFIED CANDIDATES SURPASSES PREVIOUS HIGH LEVELS

MARCH 5, 2015

The strong surge in the U.S. economy during the final months of 2014 continues to fuel the growth in RETS' business as 2015 begins. Even the traditionally slower December-January time frame remained active, and RETS finished the year with a **record-breaking total of more than 450 searches**. The strong economic recovery, which began gaining visible traction in 2011, has opened fresh opportunities for both job seekers and organizations in need of top talent. A look at the five-year patterns shows that specific search segments within the industry have varied, but overall demand in most markets has grown at a healthy rate.

The robust job market has had **two dramatic** effects as firms compete to hire the best candidates: **compensation packages have increased dramatically**, and the **selection process must be speedy and efficient**. Top candidates are receiving multiple offers, so companies must define and refine their candidate selection process and be prepared to move quickly.

### BAY AREA SIZZLES

The uptick in development activity throughout the Bay Area has created a feeding frenzy in real estate hiring – especially in positions directly related to project management. The resulting supply/demand pressures for qualified candidates have **pushed compensation levels to record highs**, and most top-tier markets in the Western U.S. are feeling similar pressures. In both hiring and retaining employees, firms must step up to current pay rates or risk losing their star performers. For example, base salaries for many positions have shown increases at **close to 40%** in Northern California and even in Southern California gains range from **14% to 17%**.

### RETS COMPLETES “LUCKY 13TH” YEAR

At the end of 2014, RETS celebrated its 13th year of assisting clients and candidates with full-service recruitment solutions in commercial real estate. During recent years, tracking shows that Interim Recruiting has remained steady, while Direct and Executive Recruiting has expanded to meet the growing need to provide top-caliber candidates to fill positions in California, the Pacific Northwest, Rocky Mountain, Midwest and East Coast regions. “For everyone at RETS, it has been very gratifying to work with such impressive clients and help them attain their goals with these key searches,” says Kent Elliott, Principal.

### HOT SHEET – FEBRUARY 2015 TRENDS

- The Bay Area has become the No. 1 U.S. market in terms of hiring, and **compensation has spiked accordingly**. In many cases, candidates are in the driver's seat and are able to choose from multiple opportunities, so companies must move quickly to acquire the best talent.
- RETS conducted 453 job searches in 2014, up from 434 the previous year, and the pace continues in early 2015.
- While property management positions lead in total number of RETS searches, clients show an increased need for seasoned talent in development, construction/project management and acquisitions roles.