

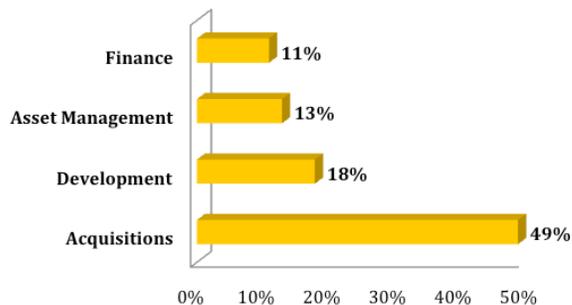
Top Three Factors When Considering a New Job Offer



“Equity Office engaged RETS to identify financial analyst candidates after a frustrating few months searching on our own. RETS quickly understood the requirement and presented a panel of candidates in an expedient manner. We are extremely pleased with their service delivery and highly recommend RETS to other firms seeking a search partner.”

—Kirsten Sullivan, Sr. Director-Human Resources

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



For additional information, please contact:

Kent Elliott, kent@retsusa.com

Jana Turner, jana@retsusa.com

949.724.0800

www.retsusa.com

FINANCIAL ANALYST SURVEY

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In a recent **survey of 344 financial analysts** in the U.S. commercial real estate industry, RETS Associates has identified several significant employment trends. Combined with the 50+ analyst searches conducted by RETS in the last year, RETS' fourth annual study showed that:

- A clear majority (**55%**) of financial analysts preferred to work as **generalists with mixed portfolios**
- By comparison, only 16% preferred multi-family, while office and hotel/hospitality followed at 9% each, retail at 6% and industrial at 2%
- **75% are open to relocating** for a new position
- **49% are seeking advancement in acquisitions**
- 24% currently earn a base salary of \$75,000-\$89,999; 21% did not receive an incentive compensation for their role in 2014 (mainly due to short tenure)
- 83% of the polled financial analysts are male

Most survey respondents are fairly new to the job: 54% have been with their current company for 1-3 years, and another 36% for less than a year. Most analysts are very early in their careers, and the position can provide entry to asset management, development and acquisitions; 27% cited growth potential as a primary factor in job offer considerations. However, 44% said the compensation package was key. Responses also showed that graduate degrees pay off: when compared to those with only a Bachelor's degree, respondents **holding a Master's degree earn 5.6% more**, and those with a **Master of Real Estate Development degree take home an added 9.5%**.

LOCATION AND EXPERIENCE

Location and experience also drive base salaries. Analysts in **San Francisco, the Northeast, the Mountain region and Los Angeles command 16%-19% higher salaries than other areas**, and those with advanced expertise in programs such as Excel – especially with waterfall analysis – and Argus can earn more, depending on their skill levels.

PLAN FOR ADVANCEMENT

Typical of younger workforce members, financial analysts are looking for advancement with new employers. The survey showed **65% have actively pursued a new job** or position in the last year, and **31% have attended four or more interviews**.