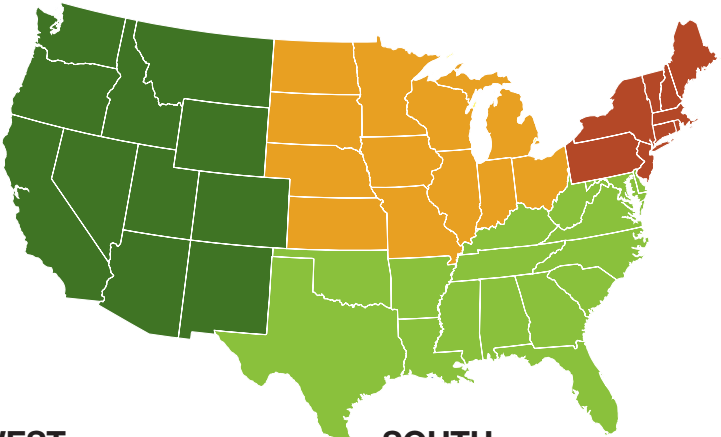


Pay: Smaller Raises the Rule

● West ● Midwest ● South ● Northeast



WEST

Median salary: \$83,000 ↑
Bonus eligibility: 47%
Median raise: 0.0% ↓
Median FM experience: 18 years
Median tenure: 8 years
Staffing Expectations:
Reduce staffing: 28%
Add staffing: 14%

SOUTH

Median salary: \$80,000 ↑
Bonus eligibility: 44%
Median raise: 1.9% ↓
Median FM experience: 20 years
Median tenure: 10 years
Staffing Expectations:
Reduce staffing: 19%
Add staffing: 15%

MIDWEST

Median salary: \$72,500 ↑
Bonus eligibility: 43%
Median raise: 0.60% ↓
Median FM experience: 20 years
Median tenure: 10 years
Staffing Expectations:
Reduce staffing: 16%
Add staffing: 12%

EAST

Median salary: \$80,000 ↑
Bonus eligibility: 51%
Median raise: 2.44% ↓
Median FM experience: 20 years
Median tenure: 8 years
Staffing Expectations:
Reduce staffing: 19%
Add staffing: 21%



For a detailed look at how salary or raise information changed from 2008 to 2009, look at the 2008 FM Pulse Survey results at www.facilitiesnet.com/9639bom