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Code	
1010 Chief Executive Officer	83
1020 Chief Operating Officer	88
1021 Chief Administrative Officer	92
1110 Chief Financial Officer/Top Financial Executive	96
1111 Chief Accounting Officer	101
1040 Chief Investment Officer/Top Investment Executive.....	105
1250 Chief Legal Officer/Top Legal Executive	109
1310 Chief Information Officer	113
1025 CEO/President - Subsidiary	117
1030 Top Division/Group/Regional Executive	121
1050 Head of Business Development	126
1055 Head of Sustainability	131

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Position Summary Tables – Incumbent Weighted (continued)

Corporate/Regional Positions (continued)

Pos. Code		
1130	Corporate Treasurer	135
1140	Corporate Controller	139
1610	Head of Internal Audit	144
1611	Internal Auditor.....	148
1145	Property Controller/Director of Property Accounting	153
1150	Property Accounting Manager	158
1160	Senior Property Accountant.....	163
1165	Property Accountant	168
1172	Senior Accounts Payable Clerk	174
1166	Accounts Payable Clerk.....	179
1185	Accounts Receivable Clerk	185
1189	Manager Financial Analysis.....	189
1171	Senior Financial Analyst	193
1170	Financial Analyst.....	198
1174	Cash Management Manager	203
1175	Cash Management Analyst.....	207
1179	Head of Tax.....	211
1180	Tax Manager.....	215
1220	Head of Human Resources.....	219
1221	Human Resources Manager	224
1222	Compensation and Benefits Manager.....	229
1224	Benefits Manager.....	233
1231	HRIS Manager/Director.....	237
1225	HRIS Analyst.....	241
1230	Head of Training and Development	245
1585	Director of Property Management Training and Development	249
1586	Senior Property Management Trainer	253
1587	Property Management Trainer	257
0216	Regional HR Generalist	262
1590	Payroll Manager.....	267
1591	Payroll Clerk.....	271
1227	Senior HR Assistant.....	275
1226	HR Assistant	279
1430	Head of Asset Management	284
1435	Senior Asset Management Manager	288
1440	Asset Management Manager.....	293
1441	Asset Management - Analyst.....	297
1480	Head of Construction	301
1481	Director of Construction	306
1485	Senior Construction Manager	311
1486	Construction Manager.....	316
1491	Senior Project Manager	321
1490	Project Manager.....	326
1495	Construction Superintendent	332
1496	Head of Rehabilitation/Renovation/Redevelopment.....	337
1497	Rehabilitation/Renovation/Redevelopment Projects Regional Director.....	341
1498	Rehabilitation/Renovation/Redevelopment Projects Manager	345
1499	Rehabilitation/Renovation/Redevelopment Projects Coordinator.....	349
1459	VP Project Development.....	353
1460	Director Project Development.....	358
1465	Senior Development Manager	363

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Position Summary Tables – Incumbent Weighted (continued)

Corporate/Regional Positions (continued)

Pos. Code		
1470	Development Manager.....	368
1471	Development Analyst.....	373
1472	Contract Administrator.....	378
0115	Head of Facilities Management/Engineering.....	382
1311	Head of Information Technology.....	387
1312	IT Manager.....	392
1316	Senior IT Analyst.....	397
1313	IT Analyst.....	401
1314	IT Support Specialist.....	405
1321	Business Analyst – New Technology.....	410
1520	Regional Manager - Maintenance (Over 5,000 Units).....	414
1521	Regional Manager - Maintenance (2,400 - 5,000 Units).....	418
1522	Regional Manager - Maintenance (Under 2,400 Units).....	423
1534	Head of Marketing.....	427
1535	Regional Manager - Marketing.....	432
1537	Marketing Specialist.....	438
1538	Social Media Specialist.....	443
1541	Customer Service/Relations Supervisor/Manager – Corporate Level.....	447
1542	Senior Customer Service/Relations Representative – Corporate Level.....	451
1539	Customer Service/Relations Representative – Corporate Level.....	455
1545	Digital Marketing Manager.....	459
1546	Digital Marketing Specialist.....	463
1167	Head of Pricing.....	467
1168	Pricing Manager.....	471
1169	Pricing Analyst.....	475
1605	Head of Purchasing/Procurement.....	479
1606	Purchasing Manager.....	483
1607	Buyer.....	487
1450	Head of Property Management.....	491
1510	Vice President - Property Operations.....	496
1511	Area/Regional Vice President – Property Operations.....	502
1530	Regional Manager - Property Operations (Over 5,000 Units).....	508
1531	Regional Manager - Property Operations (2,400 - 5,000 Units).....	513
1532	Regional Manager - Property Operations (Under 2,400 Units).....	519
1543	Affordable Housing Manager.....	526
1536	Senior Affordable Housing Specialist.....	530
1533	Affordable Housing Specialist.....	534
1120	Head of Risk Management.....	538
1125	Risk/Insurance Manager.....	542
1127	Risk Analyst.....	546
1420	Head of Transactions.....	550
1421	Transactions Manager.....	554
1425	Transactions Analyst.....	559

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Pos. Code	
0110 Bookkeeper	564
0092 Leasing Manager	569
0099 Senior Leasing Consultant	576
0100 Leasing Consultant	582
0130 Maintenance Manager (Over 500 Units).....	593
0140 Maintenance Manager (300 - 500 Units)	600
0150 Maintenance Manager (100 - 299 Units)	608
0152 Maintenance Manager (Under 100 Units).....	617
0171 Senior Maintenance Technician	623
0170 Maintenance Technician	631
0180 Make Ready/Maintenance Assistant	644
0190 Groundskeeper	652
0200 Painter.....	661
0210 Housekeeper.....	666
0040 Multi-Site Property Manager	673
0050 Property Manager (Over 500 Units).....	680
0060 Property Manager (300 - 500 Units)	687
0070 Property Manager (100 - 299 Units)	696
0072 Property Manager (Under 100 Units).....	705
0080 Assistant Property Manager.....	711
0081 Assistant Property Manager (leasing focus)	722
0220 Concierge.....	727
0214 Customer Service/Relations Representative	734
0125 Multi-Site Maintenance Manager	741
0172 Multi-Site Maintenance Technician	746
0101 Multi-Site Leasing Consultant	750
Position Summary Tables – Company Weighted	755
Corporate/Regional Positions	756
Pos. Code	
1010 Chief Executive Officer	757
1020 Chief Operating Officer	762
1021 Chief Administrative Officer	766
1110 Chief Financial Officer/Top Financial Executive	770
1111 Chief Accounting Officer	775
1040 Chief Investment Officer/Top Investment Executive.....	779
1250 Chief Legal Officer/Top Legal Executive	783
1310 Chief Information Officer	787
1025 CEO/President - Subsidiary	791
1030 Top Division/Group/Regional Executive	795
1050 Head of Business Development	800
1055 Head of Sustainability	805
1130 Corporate Treasurer	809
1140 Corporate Controller	813
1610 Head of Internal Audit	818
1611 Internal Auditor.....	822
1145 Property Controller/Director of Property Accounting	827

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Position Summary Tables – Company Weighted (continued)

Corporate/Regional Positions (continued)

Pos. Code		
1150	Property Accounting Manager	832
1160	Senior Property Accountant	837
1165	Property Accountant	842
1172	Senior Accounts Payable Clerk	848
1166	Accounts Payable Clerk.....	853
1185	Accounts Receivable Clerk	859
1189	Manager Financial Analysis.....	863
1171	Senior Financial Analyst	867
1170	Financial Analyst.....	872
1174	Cash Management Manager	877
1175	Cash Management Analyst.....	881
1179	Head of Tax.....	885
1180	Tax Manager	889
1220	Head of Human Resources.....	893
1221	Human Resources Manager	898
1222	Compensation and Benefits Manager.....	903
1224	Benefits Manager	907
1231	HRIS Manager/Director.....	911
1225	HRIS Analyst.....	915
1230	Head of Training and Development	919
1585	Director of Property Management Training and Development	923
1586	Senior Property Management Trainer	927
1587	Property Management Trainer	931
0216	Regional HR Generalist	936
1590	Payroll Manager	941
1591	Payroll Clerk.....	945
1227	Senior HR Assistant.....	949
1226	HR Assistant	953
1430	Head of Asset Management	958
1435	Senior Asset Management Manager	962
1440	Asset Management Manager.....	967
1441	Asset Management - Analyst.....	971
1480	Head of Construction	975
1481	Director of Construction	980
1485	Senior Construction Manager	985
1486	Construction Manager.....	990
1491	Senior Project Manager	995
1490	Project Manager.....	1000
1495	Construction Superintendent	1006
1496	Head of Rehabilitation/Renovation/Redevelopment.....	1011
1497	Rehabilitation/Renovation/Redevelopment Projects Regional Director.....	1015
1498	Rehabilitation/Renovation/Redevelopment Projects Manager	1019
1499	Rehabilitation/Renovation/Redevelopment Projects Coordinator.....	1023
1459	VP Project Development.....	1027
1460	Director Project Development.....	1032
1465	Senior Development Manager	1037
1470	Development Manager.....	1042

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Position Summary Tables – Company Weighted (continued)

Corporate/Regional Positions (continued)

Pos. Code		
1471	Development Analyst.....	1047
1472	Contract Administrator.....	1052
0115	Head of Facilities Management/Engineering.....	1056
1311	Head of Information Technology.....	1061
1312	IT Manager.....	1066
1316	Senior IT Analyst.....	1071
1313	IT Analyst.....	1075
1314	IT Support Specialist.....	1079
1321	Business Analyst – New Technology.....	1084
1520	Regional Manager - Maintenance (Over 5,000 Units).....	1088
1521	Regional Manager - Maintenance (2,400 - 5,000 Units).....	1092
1522	Regional Manager - Maintenance (Under 2,400 Units).....	1097
1534	Head of Marketing.....	1101
1535	Regional Manager - Marketing.....	1106
1537	Marketing Specialist.....	1112
1538	Social Media Specialist.....	1117
1541	Customer Service/Relations Supervisor/Manager – Corporate Level.....	1121
1542	Senior Customer Service/Relations Representative – Corporate Level.....	1125
1539	Customer Service/Relations Representative – Corporate Level.....	1129
1545	Digital Marketing Manager.....	1133
1546	Digital Marketing Specialist.....	1137
1167	Head of Pricing.....	1141
1168	Pricing Manager.....	1145
1169	Pricing Analyst.....	1149
1605	Head of Purchasing/Procurement.....	1153
1606	Purchasing Manager.....	1157
1607	Buyer.....	1161
1450	Head of Property Management.....	1165
1510	Vice President - Property Operations.....	1170
1511	Area/Regional Vice President – Property Operations.....	1176
1530	Regional Manager - Property Operations (Over 5,000 Units).....	1182
1531	Regional Manager - Property Operations (2,400 - 5,000 Units).....	1187
1532	Regional Manager - Property Operations (Under 2,400 Units).....	1193
1543	Affordable Housing Manager.....	1200
1536	Senior Affordable Housing Specialist.....	1204
1533	Affordable Housing Specialist.....	1208
1120	Head of Risk Management.....	1212
1125	Risk/Insurance Manager.....	1216
1127	Risk Analyst.....	1220
1420	Head of Transactions.....	1224
1421	Transactions Manager.....	1228
1425	Transactions Analyst.....	1233

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Position Summary Tables – Company Weighted (continued)		
Onsite Positions		1237
Pos.		
Code		
0110	Bookkeeper	1238
0092	Leasing Manager	1243
0099	Senior Leasing Consultant.....	1250
0100	Leasing Consultant	1256
0130	Maintenance Manager (Over 500 Units).....	1267
0140	Maintenance Manager (300 - 500 Units)	1274
0150	Maintenance Manager (100 - 299 Units)	1282
0152	Maintenance Manager (Under 100 Units).....	1291
0171	Senior Maintenance Technician	1297
0170	Maintenance Technician	1305
0180	Make Ready/Maintenance Assistant	1318
0190	Groundskeeper	1326
0200	Painter.....	1335
0210	Housekeeper.....	1340
0040	Multi-Site Property Manager	1347
0050	Property Manager (Over 500 Units).....	1354
0060	Property Manager (300 - 500 Units)	1361
0070	Property Manager (100 - 299 Units)	1370
0072	Property Manager (Under 100 Units).....	1379
0080	Assistant Property Manager.....	1385
0081	Assistant Property Manager (leasing focus)	1396
0220	Concierge.....	1401
0214	Customer Service/Relations Representative	1408
0125	Multi-Site Maintenance Manager	1415
0172	Multi-Site Maintenance Technician	1420
0101	Multi-Site Leasing Consultant	1424
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