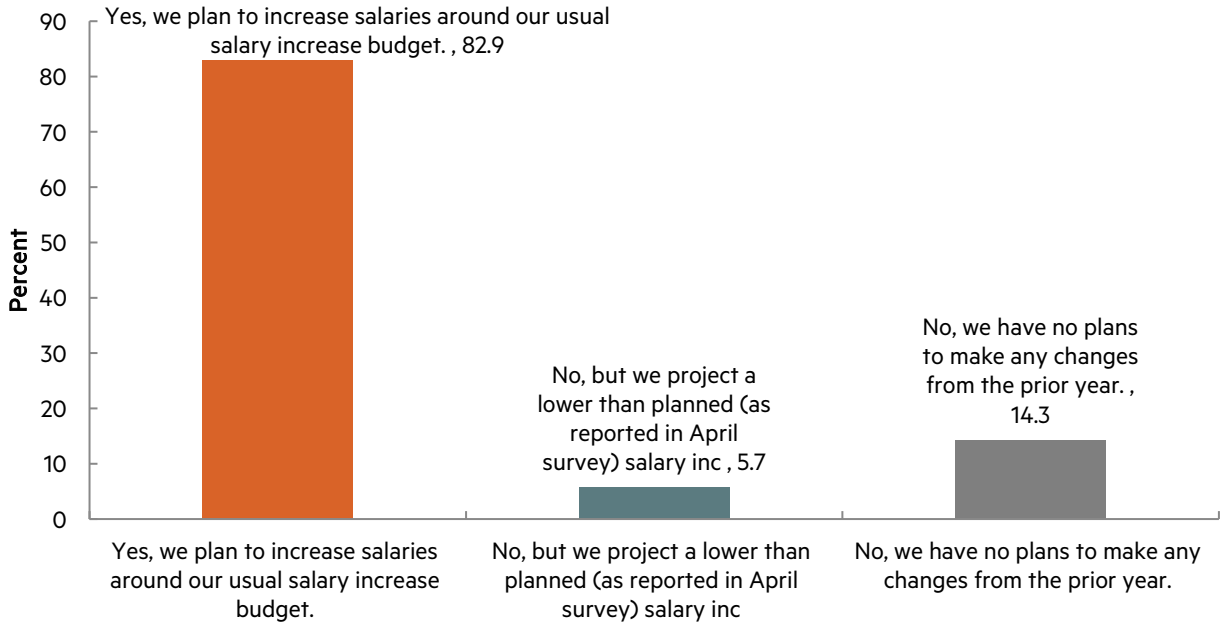
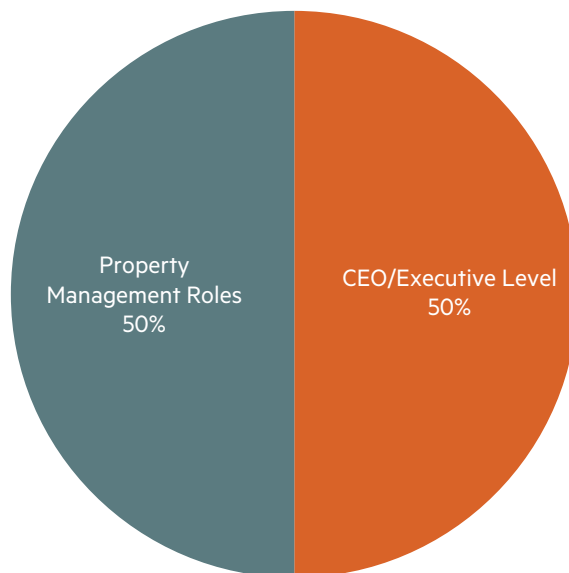


Results: NMHC Compensation Pulse Survey

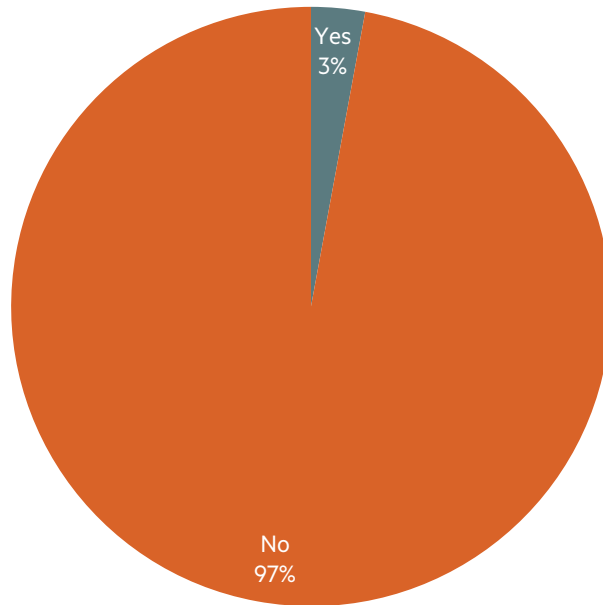
1. Are you expecting to make any changes to base salary levels in 2022 in response to COVID-19 and/or expected recovery? Check all that apply. (Only indicate for 2022, not what you may have already done this year)



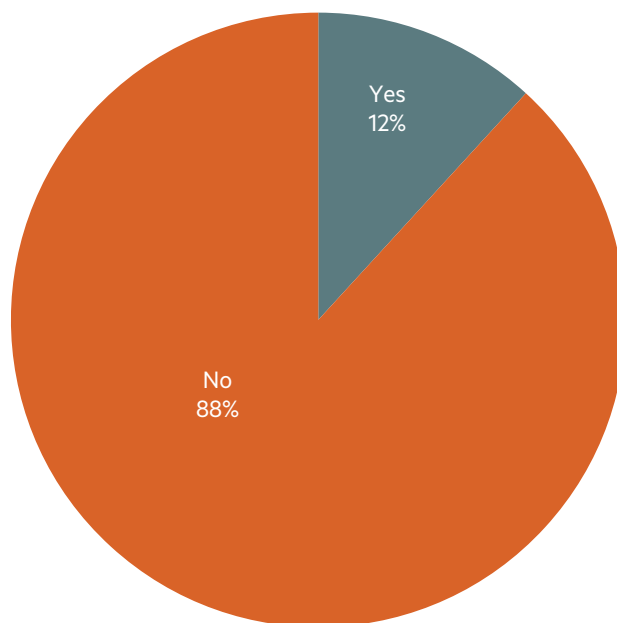
2. At what level/s are you projecting a lower than planned (as reported in April survey) salary increase budget?



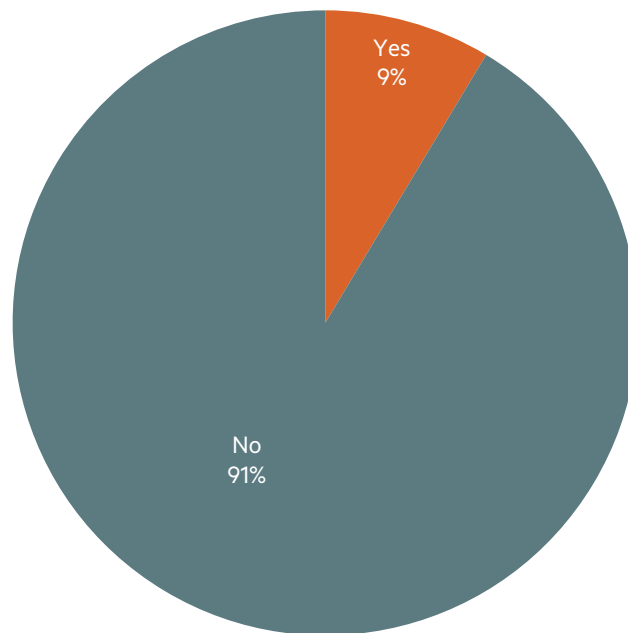
3. Are you considering employee benefit reductions for 2022?



4. Does your company plan to enhance health and welfare or increase benefit plan offerings due to employees' changing needs as a result of the pandemic?



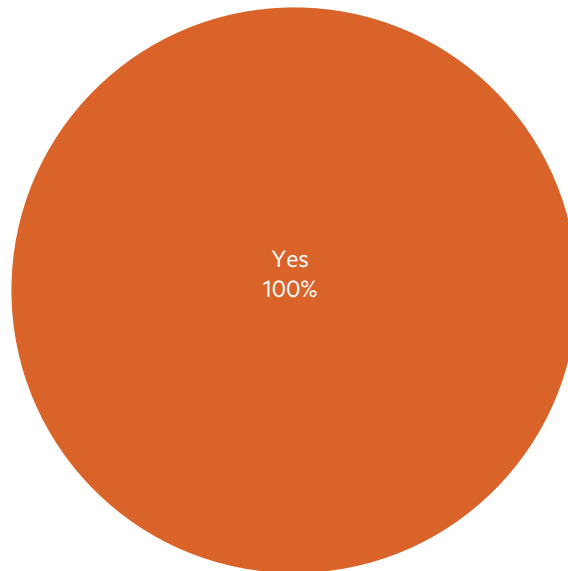
5. Are you redesigning onsite positions?



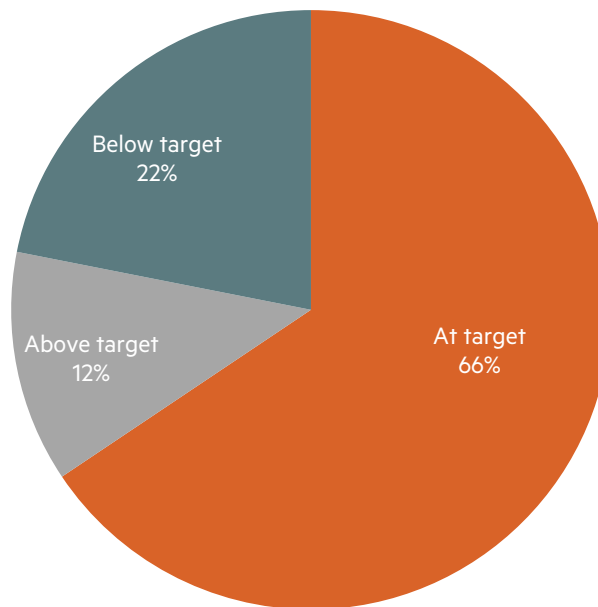
6. How are you redesigning onsite positions in light of pandemic trends? (check all that apply per role)

| | Leasing | Customer Service/Call Center | Service and Maintenance |
|-------------------------|---------|------------------------------|-------------------------|
| No Change | 25% | 25% | 50% |
| Flexible hours/shift | 40% | 20% | 40% |
| Remote/Virtual Work | 42.9% | 42.9% | 14.3% |
| Centralized workforce | 25% | 50% | 25% |
| Self-guided tours | 60% | 40% | 0% |
| Virtual leasing process | 40% | 60% | 0% |

7. Referring to 2020, did your company pay out bonus incentives?



8. If yes, how much did you pay out?



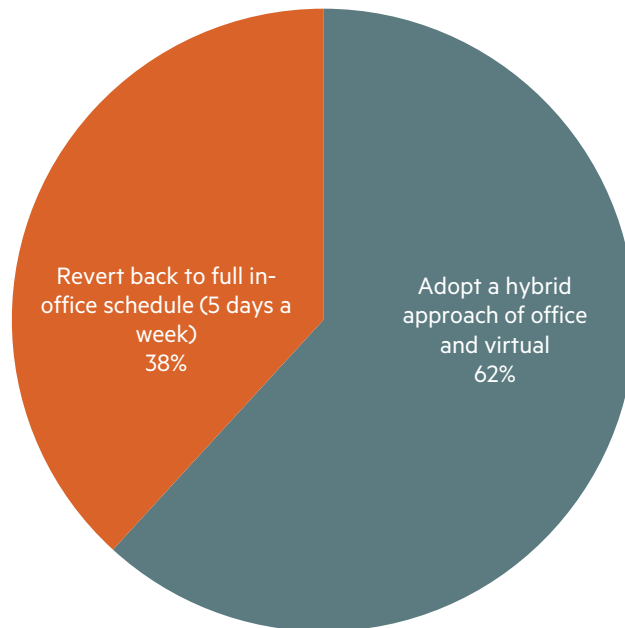
9. Referring to 2021, how is your company projected to pay out bonus incentives?

| | Onsite Staff | Onsite Management | Corporate Staff | Corporate Management | Senior Leadership |
|----------------------|--------------|-------------------|-----------------|----------------------|-------------------|
| At Target | 19.8% | 20.7% | 20.7% | 19.8% | 19% |
| Below Target | 11.8% | 11.8% | 23.5% | 29.4% | 23.5% |
| Above Target | 29.2% | 29.2% | 12.5% | 16.7% | 12.5% |
| Discretionary | 13.3% | 13.3% | 23.3% | 23.3% | 26.7% |

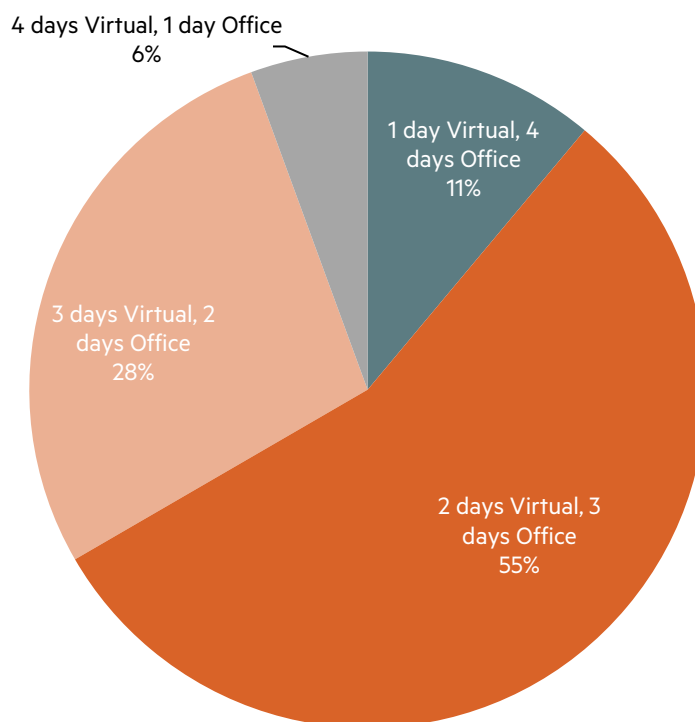
10. Input the projected bonus payout level as a percentage of target (eg: 80% of bonus target)

| | Project Level | Onsite Staff | Onsite Management | Corporate Staff | Corporate Management | Senior Leadership |
|--|---------------|--------------|-------------------|-----------------|----------------------|-------------------|
| Projected Bonus Payout Percentage | 75.0% | 62.5% | 68.8% | 68.8% | 68.8% | 68.8% |

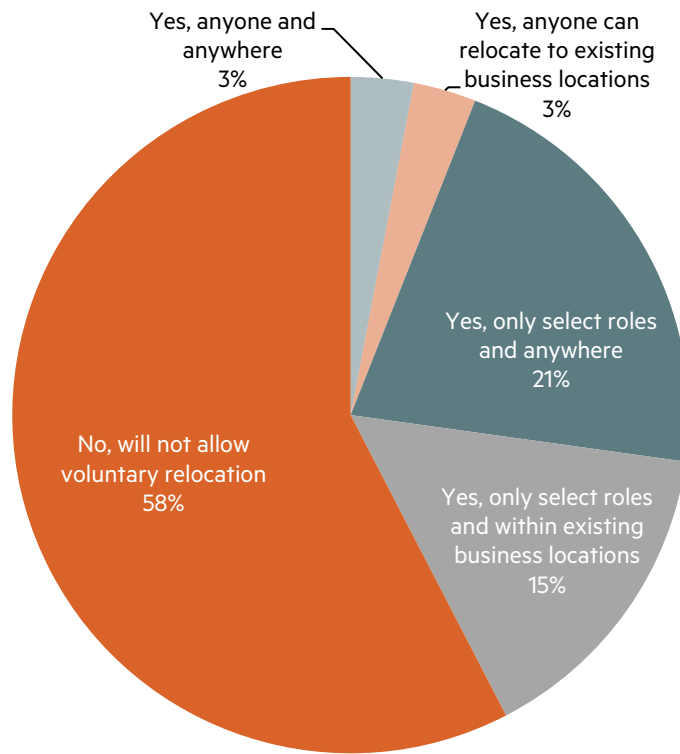
11. Once COVID-19 restrictions are lifted and employees are allowed to return back to work, how likely will your firm be revising your virtual workforce policies for corporate/support staff?



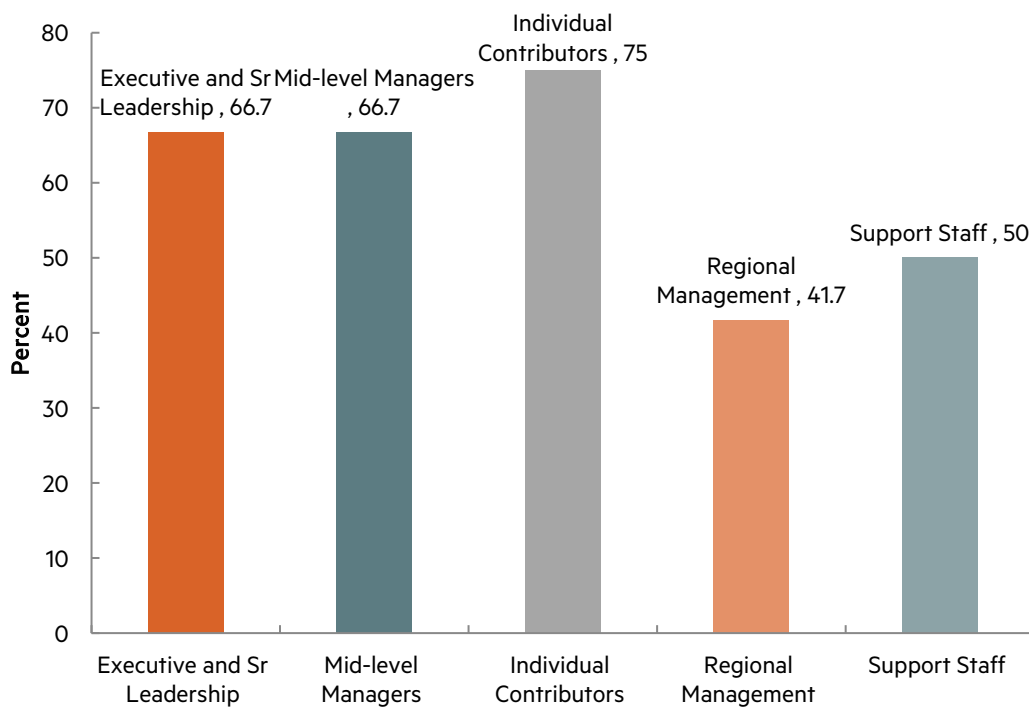
12. Please specify the cadence of your hybrid approach of office and virtual:



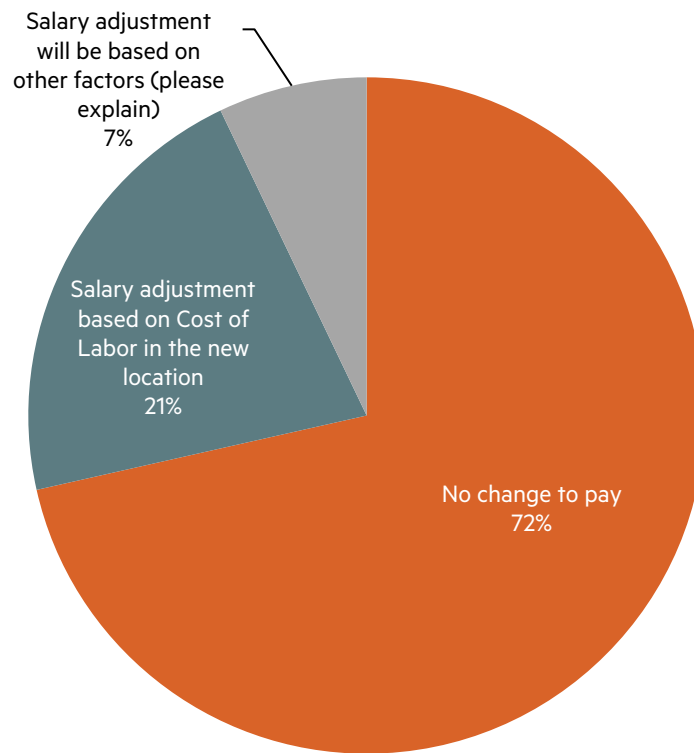
13. Will you allow employees to voluntarily relocate to a different city for corporate/support staff?



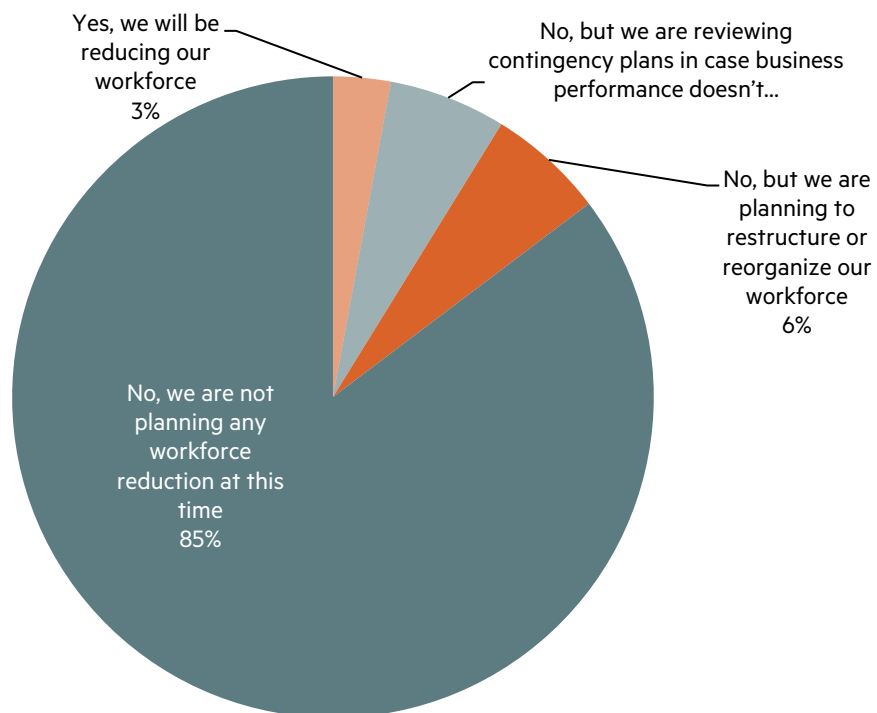
14. Which roles will be eligible for relocation? (select all that apply)



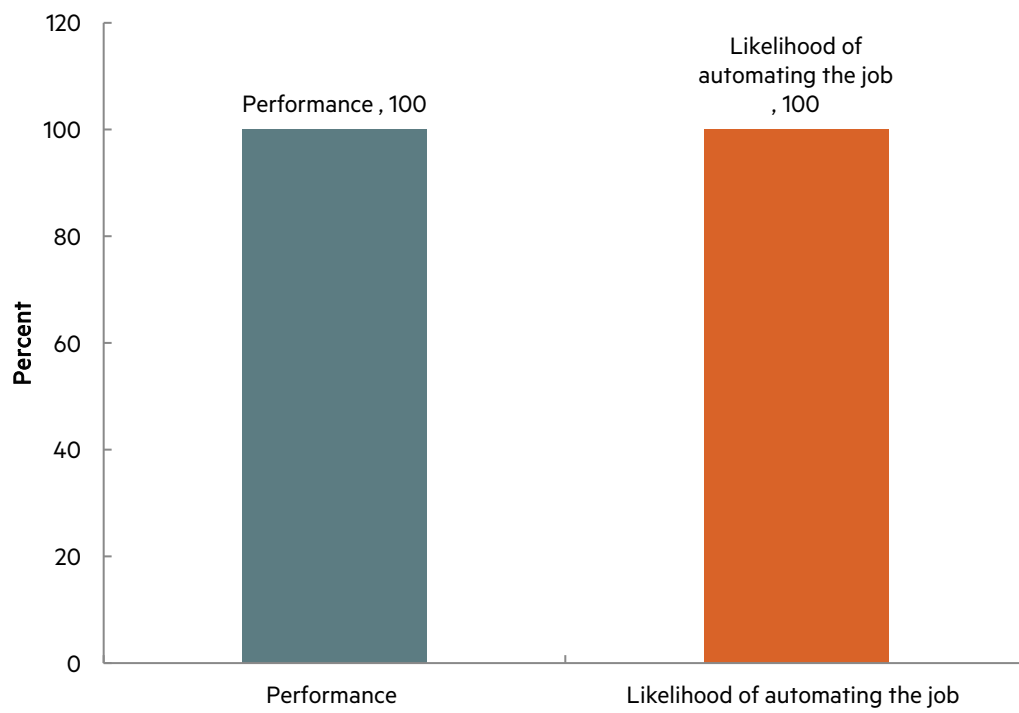
15. How will you be adjusting the employee's pay?



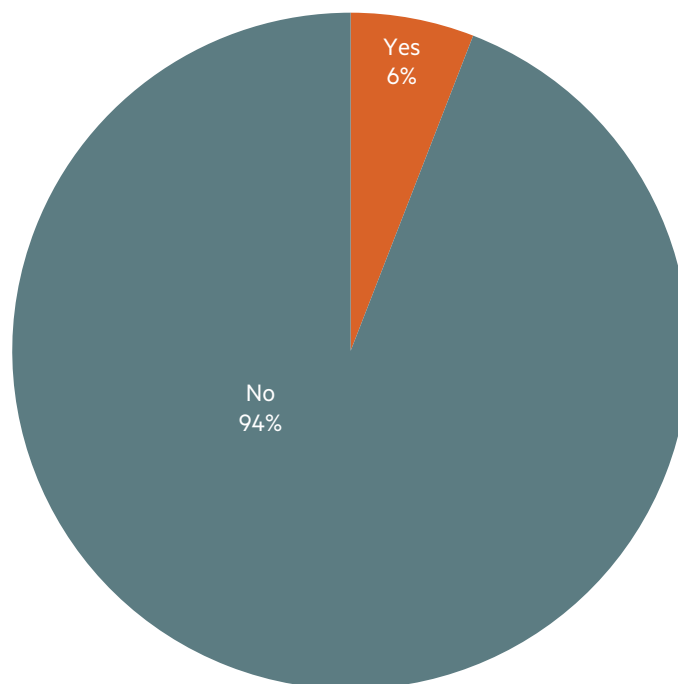
16. Workforce Reduction: will you be reducing your workforce as part of your pandemic recovery plan or new ways of conducting business?



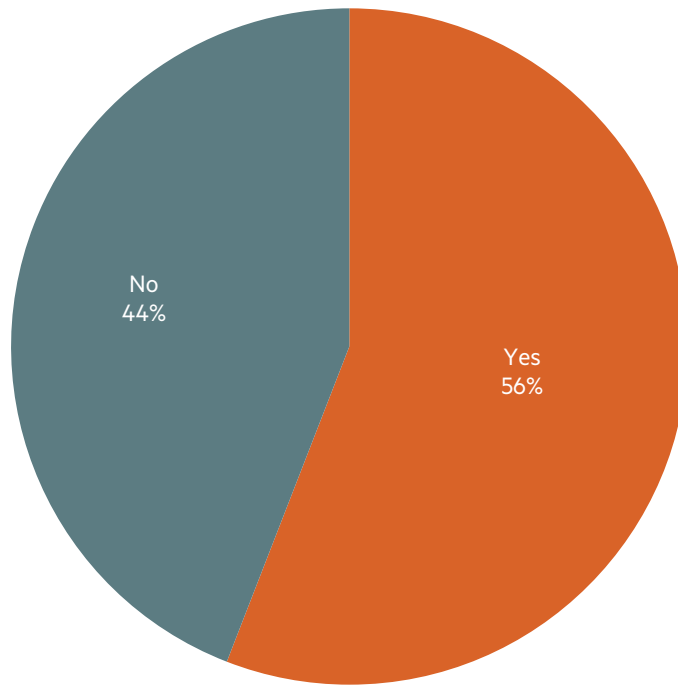
17. If yes, what factors will you consider to determine workforce reduction? (check all that apply)



18. Are you requiring your employees to get vaccinated?



19. Will you ask employees to voluntarily disclose vaccination status?



Questions? Please contact NMHC's [Deborah Lee](#), Vice President of Administration, at dlee@nmhc.org with any questions or comments on the survey.