

2005 Homebuilders Compensation Survey

1st Level Head	All Regions
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	Your Data	%ile Rank With your Data Included	Results with your data factored out							
			10th Percentile	25th Percentile	Median	Your Co % to Market	Mean	Your Co% to Market	75th Percentile	90th Percentile
All Sales	# Companies: 25		# Incumbents: 136							
Base Salary (000)	N/A	N/A	171.6	207.7	265.0	N/A	306.1	N/A	377.5	505.0
Bonus (000)	N/A	N/A	185.8	250.9	590.3	N/A	927.5	N/A	1,322.0	1,904.2
Total (000)	N/A	N/A	362.3	560.8	885.0	N/A	1,213.2	N/A	1,635.7	2,317.0
2004 Residential Units Sold	N/A	N/A	342	647	1,244	N/A	2,031	N/A	2,346	5,389

Sales Less Than \$100 Million	# Companies: 4		# Incumbents: 12							
Base Salary (000)	N/A	N/A	156.4	165.0	173.9	N/A	194.4	N/A	217.9	256.7
Bonus (000)	N/A	N/A	134.0	150.2	187.5	N/A	195.8	N/A	228.6	239.8
Total (000)	N/A	N/A	330.8	339.4	374.6	N/A	390.2	N/A	428.2	493.0
2004 Residential Units Sold	N/A	N/A	41	191	288	N/A	349	N/A	525	638

Sales \$101 to \$200 Million	# Companies: 8		# Incumbents: 13							
Base Salary (000)	N/A	N/A	170.0	171.3	200.0	N/A	243.92	N/A	250.0	334.7
Bonus (000)	N/A	N/A	184.9	200.0	274.9	N/A	365.18	N/A	493.8	705.5
Total (000)	N/A	N/A	317.2	370.0	549.7	N/A	581.00	N/A	800.0	892.8
2004 Residential Units Sold	N/A	N/A	240	381	478	N/A	592	N/A	881	981

Sales \$201 to 500 Million	# Companies: 17		# Incumbents: 48							
Base Salary (000)	N/A	N/A	193.5	223.8	276.8	N/A	315.9	N/A	400.0	500.0
Bonus (000)	N/A	N/A	200.0	315.3	583.5	N/A	787.9	N/A	958.7	1,490.0
Total (000)	N/A	N/A	547.3	676.0	837.5	N/A	1,071.0	N/A	1,211.8	1,827.8
2004 Residential Units Sold	N/A	N/A	406	669	1,160	N/A	1,152	N/A	1,504	2,008

Sales \$501 tp \$999 Million	# Companies: 12		# Incumbents: 24							
Base Salary (000)	N/A	N/A	243.0	312.5	402.5	N/A	398.3	N/A	500.0	585.0
Bonus (000)	N/A	N/A	250.3	354.8	874.5	N/A	1,040.2	N/A	1,565.0	1,889.3
Total (000)	N/A	N/A	656.0	850.0	1,297.0	N/A	1,438.5	N/A	1,909.0	2,291.3
2004 Residential Units Sold	N/A	N/A	1,064	1,495	1,895	N/A	2,046	N/A	2,489	2,875

Sales \$1 Billion and Above	# Companies: 5		# Incumbents: 16							
Base Salary (000)	N/A	N/A	247.5	311.5	331.5	N/A	387.4	N/A	520.0	550.0
Bonus (000)	N/A	N/A	431.1	1,441.7	1,750.0	N/A	2,045.3	N/A	2,090.6	3,771.5
Total (000)	N/A	N/A	694.1	1,850.4	2,300.0	N/A	2,432.7	N/A	2,401.1	4,142.5
2004 Residential Units Sold	N/A	N/A	2,466	3,095	5,445	N/A	4,812	N/A	5,773	6,729

Position Description	Copyright © The Analytical Consulting Companies, Inc.
Directs overall management of business through subordinate profit center heads. Manages negotiations for potential acquisitions. Reports to CEO or COO.	