

## Guide to the NAREIM Website:

HOME: <https://www.nareim.org/>

### About

- In this section you can find the member list and committee members for NAREIM's Executive and Program committees, as well as the NAREIM Board of Directors and staff.

### Programs

- In this section, you can find the calendar of NAREIM events. Please note we will be revealing our 2021 calendar from January 26, comprising nine "in-person" meetings together with around 18 virtual connections, up to two per department group per year.
  - Our meetings covering the following areas: Executive Officer, Sustainability, Data Strategy, Asset & Portfolio Management, Acquisitions, Architecture & Engineering, Talent Management, Legal & Compliance, Capital Raising & IR.
  - In 2021, we will also provide virtual peer-to-peer conversations for internal marketing and communications/PR teams to share ideas and best practices.
  - NAREIM is focused on small group, workshop style sessions where members talk candidly in breakout group formats. Typical attendance at in-person departmental group meetings is around 45-55 people (25-30 for HR and Legal & Compliance) and around 65-85 for Executive Officer meetings. Typical registrations at virtual meetings is around 50-75 people (30-40 for HR and Legal & Compliance) and around 85-100 for Executive Officer meetings.
  - During 2021, NAREIM meetings will pivot between virtual and in-person, as the Covid-19 pandemic outlook clarifies.

### Research & Best Practices (member-only and primary member-only sections)

- In this section, you will find access to the executive summaries of NAREIM's benchmarking research, comprising: Compensation Survey, Global Management Surveys, and in 2021, Diversity & Inclusion Survey and the Defined Contribution Surveys. You will also be able to access NAREIM's member surveys, meeting takeaways/presentations and member best practice resources.
  - Inclusion & Diversity: The first corporate benchmark of D&I specific to our industry. The Survey saw 74 organizations representing \$2tn of AUM participate, as we measure gender and ethnicity across seniority and job functions within real estate investment management. Note, NAREIM's D&I Survey will be released Feb 2 to participating members. Executive summaries are available for all non-participating members.
  - Compensation: The report covers more than 120 individual position compensation reports, including, but not limited to, functions within: Executive management, accounting (corporate, portfolio/fund, property), asset management, capital markets, corporate marketing and communications, due diligence, engineering, environmental, finance, human resources, investor relations, capital raising, leasing, legal and compliance, portfolio management, property management, risk management, technology, transactions, valuations, debt and REIT securities. Executive summaries are available for all non-participating members.
  - Global Management Survey: Proprietary research benchmarking the organizational, financial and capital raising metrics of real estate investment managers. The report covers more than 65 individual data points, including, but not limited to:

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- Capital Raising and AUM: growth of net and gross AUM, total value of commitments, commitment growth YOY, capital raised as percentage of year-end AUM, investor concentration ratios.
- Organizational Metrics: headcount growth, employees per \$1bn AUM, employee breakdowns per function, per function and seniority, portfolio manager workloads (per account, psf, per GAV) acquisition officer workloads, asset manager workloads, outsourcing, average turnover, size and composition of executive committees and workloads and deal flows.
- Financial Metrics: YOY financial performance, EBITDA (pre- and post-bonus) margins, bonus pools, revenue and expense breakdowns.
- Meetings – key takeaways: You can find here the key takeaways and presentations from our meetings, both virtual and in-person
- Best practice resources: In this section you can find:
  - Member surveys covering topics such as: rent collections (March through September, all property types), Covid return to work benchmarking; insurance coverage/premiums
  - NAREIM Resume Book – 130 student resumes from 11 schools across the US

#### Dialogues/News:

- In this section, you will find access to past issues of Dialogues, the bi-annual magazine NAREIM publishes alongside IREI and which is distributed to more than 7,000 industry GPs and LPs. All members can contribute articles to Dialogues, the equivalent advertising value of which is \$12,000 per article.
- You will also find news that NAREIM publishes for public/industry wide promotion of NAREIM activities.

### **Getting access to the NAREIM Website**

There are three levels of access to the NAREIM website: public; member-only and primary member-only. To access the member-only and primary member-only content, you will need to sign up or log-in at the member portal section.

- To sign up: [Click on the member portal section](#) here.
- Below the Log In headline you will see a notice: “New to this site? Sign up”. Click the link
- Please use your work email and create a password that is unique to yourself
- To log-in, use your work email and password to sign-in on the member portal section.

*Note, primary members are the Executive Officer contacts designated as owning the NAREIM relationship. Primary members have access to all NAREIM content in addition to the Executive Summaries of the Compensation, Defined Contribution, Diversity & Inclusion and Global Management Survey benchmarking.*

To change your password:

- If you are logged into your account, log out.
- On the Log In page, click “Forgot Password”. It will prompt you to change your password immediately. Please create a unique password personal to you.
- This is an automated system and you can reset your password at any time, 24/7. NAREIM does not store or have access to passwords and we are unable to change them on your behalf.

For more information on the NAREIM website and member benefits, contact Zoe Hughes, CEO, NAREIM, [zhughes@nareim.org](mailto:zhughes@nareim.org).