



## **FPL Survey: Real Estate Hiring and Compensation Practices to Face Uncertainty in 2009**

[FPL Advisory Group](#) has released findings from its *2009 Industry Hiring Trends Forecast and Compensation Survey*. The survey focuses on the real estate industry and examines anticipated hiring and compensation practices for 2009. Key findings include:

- Nearly one-half of respondents (49%) anticipate a decrease in total workforce size in 2009
- The United States will experience a decrease in demand for talent across geographies
- In Europe, firms are working to position themselves for a fresh start
- Asia remains a bright spot — Twenty-one percent (21%) predict they will increase headcount in this region
- Today's market activity translates into a moderate demand for asset and portfolio management, along with operations and financial professionals
- Across the broader employee base, base salaries are expected to remain flat and more than one-half of respondents expect cash bonuses to decrease

“Real estate players will face uncertainty and distress as they ride the credit crisis and resulting economic dislocation into 2009. Global markets will continue to feel the effects of a number of factors including declining real estate values, tightening lending standards, and inflation,” remarked William J. Ferguson, Co-Chairman and Co-CEO of FPL Advisory Group. “Despite this bleak outlook, when better times return, it is expected that well capitalized investors will emerge as stronger and more competitive players than when the downturn began.”

### **About the Survey**

FPL Advisory Group surveyed top U.S. real estate executives about their expected hiring and compensation strategies for 2009. The survey generated and analyzed over 225 responses from professionals, including CEOs and other senior-level executives from companies active primarily in commercial property investment, commercial mortgage lending, and single-family homebuilding. The full report is available at [www.fpladvisorygroup.com](http://www.fpladvisorygroup.com).

### **About FPL Advisory Group**

[FPL Advisory Group](#) (“FPL”) is a family of companies focused on providing highly specialized advisory services to the real estate and related financial services industries. FPL is comprised of two primary operating companies that work together to serve a common client base. Ferguson Partners provides executive, director, and professional search services. FPL Associates provides a range of specialized consulting services in the areas of compensation, management consulting, executive onboarding, and succession planning. The firm is headquartered in Chicago and maintains offices in New York, Los Angeles, London, Hong Kong, and Tokyo.