

The background features a grid of small, light-colored dots in the upper half, transitioning into a series of flowing, overlapping lines in shades of yellow, gold, and black in the lower half. The lines are dynamic and curved, creating a sense of movement and depth.

**USC LUSK CENTER
FOR REAL ESTATE**

*Real Estate
Employment Report 2012*

**FOR MORE INFORMATION ON
USC REAL ESTATE PROGRAMS AND EMPLOYMENT,
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A Message from the Directors

We are very pleased to present the 2012 Lusk Center Real Estate Employment Report summarizing the placement of USC real estate graduates, their average salary ranges, and the companies who hired from our talent pool. The Lusk Center is committed to supporting the professional development of USC real estate students. Our success in this area has garnered significant attention from the real estate industry and also from student applicants to USC's real estate degree programs.

The Lusk Center's position as a university-wide organized research unit enables us to serve as the focal point for real estate activity at USC. For firms looking to hire full-time employees and interns, the Lusk Center is a centralized conduit to access real estate students from throughout the USC campus. With the generous support of Lusk Center members, USC alumni, and professionals throughout from the country, the Lusk Center provides a host of programs to introduce prospective employers to our students. Our professional development activities are augmented by the USC Career Planning and Placement Center, the Marshall School of Business Career Resource Center, and the Sol Price School of Public Policy Office of Career Services.

We look forward to the coming year and appreciate your efforts to further our endeavors.

Stan Ross
Chairman of the Board

Richard K. Green
Director

LUSK CENTER CAREER SERVICES

The USC Lusk Center hosts a number of programs to aid students in their job search efforts. These are detailed at the end of this document in Appendix II.

A significant component of our career development efforts is directed towards educating our students on the unique recruitment and hiring process within the real estate profession

2012 GRADUATES INCLUDED IN REPORT

MBA • 6
MRED • 24
Dual MBA/MRED • 10

which can prove to be challenging for young professionals. Due to the nature of the industry, real estate employers are typically unable to anticipate their hiring needs far in advance. New hires are tied to the status of a project or the closure of a transaction and therefore real estate firms hire as needs arise on a year-round basis. USC students graduating in May typically begin a concerted job search process in the Spring semester. Most job offers are made as early as March and continue through the Summer. Some students with focused career interests continue their job search through the Fall. An added factor for students is that few real estate companies

have structured recruiting programs. In the real estate industry most jobs are the outcome of networking and the establishment of professional relationships. To that end, the Lusk Center places emphasis on helping students to foster contacts and parlaying their network into employment opportunities.

SALARIES AND REAL ESTATE SECTOR DISTRIBUTION

MASTERS-LEVEL EMPLOYMENT

(SALARIES ARE FOR GRADUATES FROM THE MASTER OF REAL ESTATE DEVELOPMENT (MRED) AND MBA REAL ESTATE CONCENTRATION)

Sector	Number	Percent	Annual Salary Range	Average Salary	Average Annual Bonus
Asset Management/ Investment	13	32%	\$60,000 – 105,000	\$87,500	\$28,000
Development	16	40%	\$65,000 – 120,000	\$95,500	\$20,000
Finance	5	13%	\$90,000 – 125,000	\$115,000	\$28,000
Other – Brokerage, Consulting, Planning	2	5%	\$70,000 – 120,000	\$85,000	\$13,000
Unreported/Other	4	10%			



APPENDIX I FIRMS RECRUITING THROUGH THE LUSK CENTER/ HIRED 2012 GRADUATES

Adler Realty Investments	GE Capital Real Estate	NewMark Merrill Companies
AEW Capital Management	General Growth Properties	OneWest Bank
Alvarez & Marsal Capital Real Estate	George Smith Partners	Onni Group
Alvarez & Marsal Real Estate Advisory Services	Goodman Birtcher	Pacific Urban Residential Company
American Realty Advisors	Gramercy Capital Corp.	Palm Desert Development Company
Angelo, Gordon & Co.	Greenlaw Partners	PCCP
Apple	Grosvenor	Pendo Investments
Arch Bay Capital	Hanley Investment Group	PM Realty Group
Archstone	HFF	Primestor Development
Arden Realty	Holland Partners	ProLogis
AREA Property Partners	The Howard Hughes Corporation	QVT Mount Auburn Capital
Avalon Investment Company	Hutton Companies	Raintree Partners
B&A Capital Partners	IDS Real Estate Group	The Ratkovich Company
Bank of America	IHP Capital Partners	RCLCO
Bank of New York Mellon	Industrial Income Trust	Related California
Barker Pacific Group	Industry Partners	The Reliant Group
Bentall Kennedy	INVESCO Real Estate	Resmark Equity Partners
Bentley Forbes	IRA Realty Capital	Rialto Capital
Brookfield Homes	JADE Enterprises	Rising Realty Partners
Camden Property Trust	Jay Paul Company	Roanoke Capital Management
Canfield Development	JCR Capital	Rockwood Capital
Caruso Affiliated	Johnson Capital	ROEM Development Corporation
Catellus Development Corp.	Jones Lang LaSalle	Sares Regis Group
CBRE	JP Morgan Asset Management	Shea Properties
Chandler Pratt & Partners	JRK Property Holdings	Sonnenblick-Eichner Company
City Ventures	Karlin Real Estate Group	Standard Pacific Corporation
CityView	Kearny Real Estate Company	Step Up on Second
Clarett West Development	Kilroy Realty Corporation	SunAmerica Affordable Housing Partners
Clarion Partners	Kosmont Companies	Sunbrook Partners
Colliers	L&S Realty	TA Associates Realty
Colony Capital	Lewis Group of Companies	Thomas Safran & Associates
Commonwealth Partners	Lowe Enterprises	Trammell Crow Company
Community Dynamics	Lucent Capital	Transwestern Investment Company
Cornerstone Real Estate Advisors	Macerich	TRI Pointe Homes
Cushman & Wakefield	MacFarlane Partners	Union Bank
Danbe Partners	Marcus & Millichap	Urban Development Partners
Deutsche Bank	Mark IV Capital	Urdang Capital Management
DLJ Real Estate Capital Partners	McCarthy Cook	US Bank
Douglas Emmett	Merlone Geier Partners	Velocity Commercial Capital
Downtown Properties	Mesa West Capital	Ventas
Eastdil Secured	MetLife Real Estate Investments	The Walt Disney Company
Equity Office	MIG Real Estate Group	Watt Companies
Ernst & Young	MJW Investments	Wells Fargo Bank
Everest Realty Management	Montecito Corporation	Westfield Group
Evergreen Development Company	Moss Adams Capital	Westport Capital Partners
Federal Realty Investment Trust	MPG Office Trust	Wood Partners
Festival Companies	MPM	Woodridge Capital Partners
Forest City Enterprises	NAI Capital	Xebec Realty Partners
	New Urban West	
	Newland Real Estate Group	

APPENDIX II LUSK CENTER CAREER SERVICES PROGRAMS

MENTOR PROGRAM

The Lusk Center Mentor Program is highly regarded by our students and is frequently cited as the highlight of their experience at USC. Many prospective applicants cite the Lusk Mentor Program as a key component of reason for their attraction to USC. Mentors are recruited from the membership of the Lusk Center Executive, Advisory, and Leadership Boards along with other senior level real estate professionals. Mentors are typically executives at the President, Chief Executive Officer, or Senior Vice President level.

SPEAKER SERIES

Throughout the academic year, students have the chance to hear from prominent developers, financiers, and other industry leaders in an informal seminar setting. These speakers are the key decision-makers in their respective companies and bring the real life perspective to what students learn in the classroom. Although this program is intended to meet educational objectives, these events have given prospective employers a view of our programs and our students.

JOB ANNOUNCEMENTS

The Lusk Center serves as a conduit to disseminate job opening announcements. Job descriptions submitted by employers are made available to current USC real estate students at both the graduate and undergraduate level and to our recent alumni.

INTERNSHIP PROGRAM

Students on both the graduate and undergraduate level seek to complete internships during the summer or as a part-time position during the school year. These experiences provide valuable on-the-job training.

REAL ESTATE INDUSTRY NIGHT

This annual event—the most significant of its kind in the U.S.—serves as a networking and information gathering session for real estate students from throughout USC. Each year over 150 students participate from nine different USC degree programs. Some 60 firms typically attend representing a wide range of industry sectors.

REAL ESTATE RESUME BOOKS

Each year, the Lusk Center publishes and distributes a Resume Book providing information on graduate and undergraduate real estate students who are seeking careers in the real estate industry. The Real Estate Resume Book is made available at Real Estate Industry Night and mailed nationwide to real estate companies.

GRADUATE REAL ESTATE ASSOCIATION

The Graduate Real Estate Association (GREA) is a forum for learning about the real estate industry and making connections with professionals. Its members include graduate students from the Schools of Business; Policy, Planning, and Development; Architecture; Law; and Engineering.

TROJAN REAL ESTATE ASSOCIATION

The Trojan Real Estate Association (TREA) is an undergraduate student association at USC devoted to the field of real estate. TREA's membership encompasses several different degree programs including the Bachelor of Science in Business Administration and the Bachelor of Science in Policy, Planning, and Management.





USC University of
Southern California

Marshall School of Business

Sol Price School of Public Policy

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