

# 2023

# HOMEBUILDING COMPENSATION REPORT

SCI had a record year in 2022 but saw a slight slowdown in Q4. We expect base compensation to level off this year with a decrease in bonuses for 2023. The best talent is still fully employed and challenging to recruit.

The numbers in this report reflect compensation collected between April 2022 and April 2023 for candidates working within companies or divisions delivering over 80 closings per year. The variance between markets should be no greater than 15%.

The figures are based on the middle 70% for each position with the upper 15% and lower 15% removed to provide more relevant information. Over 30 samples per position were used to ensure an appropriate bell curve.

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Position (Revenues)	Base Salary	Incentives (% of Base)
Regional President/COO (>\$100M)	\$315,000 - \$445,000	180% - 350%
Division President (>\$50M)	\$235,000 - \$290,000	175% - 275%
Division President (<\$50M)	\$210,000 - \$238,000	135% - 250%
Chief Financial Officer (>\$50M)	\$226,000 - \$344,000	50% - 90%
Chief Financial Officer (<\$50M)	\$195,000 - \$255,000	40% - 60%
Controller (>\$50M)	\$185,000 - \$228,000	35% - 65%
Controller (<\$50M)	\$118,000 - \$175,000	25% - 45%
Vice President of Construction (>\$50M)	\$181,000 - \$215,000	35% - 70%
Vice President of Construction (<\$50M)	\$135,000 - \$175,000	40% - 50%
Vice President of Sales & Marketing (>\$50M)	\$165,000 - \$205,000	75% - 100%
Vice President of Sales & Marketing (<\$50M)	\$121,000 - \$165,000	60% - 95%
Vice President/Director of Land Development	\$150,000 - \$195,000	30% - 45%
Land Development Manager	\$115,000 - \$145,000	25% - 40%
Site Acquisition Manager	\$110,000 - \$192,000	35% - 80%
General Sales Manager	\$90,000 - \$135,000	50% - 95%
Marketing Manager	\$85,000 - \$155,000	20% - 35%
Purchasing Director	\$120,000 - \$170,000	25% - 45%
Production/Area Construction Manager	\$95,000 - \$140,000	25% - 45%