



Jeremy Banoff  
Senior Managing Director  
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Mr. Banoff is a Senior Managing Director with FPL Associates L.P., responsible for co-managing the compensation consulting division with FPL. Mr. Banoff has extensive experience working with executive management and Board of Directors to identify and implement strategic compensation programs that are designed to drive business strategy and create value for shareholders. Mr. Banoff provides expertise on a range of compensation and corporate governance issues to his clients, which includes a significant number of public REITs as well as private real estate companies. Additionally, Mr. Banoff has extensive background with compensation matters relating to Board of Director compensation design, broad-based organizational benchmarking, employment agreement structuring and negotiations, customized surveys, and implementing comprehensive compensation solutions within transactional situations (initial public offerings, mergers, spin-outs, and internalizations).

Over his career, Mr. Banoff has advised a wide array of clients in the real estate industry with a primary focus on the public sector. In addition, he is responsible for overseeing FPL's survey team, which conducts nearly 20 unique surveys within the real estate industry per annum, Mr. Banoff has completed over 750 client assignments focused within all facets of the real estate industry.

Mr. Banoff is widely cited in compensation issues affecting the real estate industry, including articles published in the Wall Street Journal, Commercial Property News, Real Estate Portfolio Magazine, Commercial Property Executive, National Real Estate Investor, amongst others, and he is a frequent speaker at real estate industry events. He is also a member of WorldatWork and the National Association of Stock Plan Professionals (NASPP).

Mr. Banoff received his B.S. in Finance with honors from the University of Illinois, College of Commerce and Business Administration.