

## ANNUAL BONUS (as a percentage of salary)

---

	<b>2009 average</b>	<b>2010 average</b>	<b>% increase</b>
Land and planning director	20	38	18
Managing director	53	57	4
Technical director	28	31	3
Commercial director	31	33	2
Sales and marketing director	34	35	1
Development director	33	33	0
Design director	27	27	0
Construction/build director	28	28	0