

Radford McLagan Compensation Database (RMCD)

Mortgage Banking Module

Our Mortgage Banking Module comes highly recommended through our long-standing partnership with the Mortgage Bankers Association (MBA). The survey collects data on an incumbent-level basis for employees across major functions and roles within the mortgage banking industry.

Our survey benchmarks key compensation elements for sales and support functions

Data elements		Scoping factors	
<ul style="list-style-type: none"> • Base Salary • Cash bonus/commissions • Long-term and deferred awards 	<ul style="list-style-type: none"> • Overtime • Total cash • Total compensation 	<ul style="list-style-type: none"> • Bonus % of salary • Compensation as basis points of loan volume • Loan production (#/\$) 	<ul style="list-style-type: none"> • Firm headcount • Geographic region • Production volume • Bank vs. independent

Key Roles*

Mortgage Banking Module		
<ul style="list-style-type: none"> • Business Leadership <p>Loan Origination</p> <ul style="list-style-type: none"> • Correspondent • FHA/VA • Private Mortgage Banking • Retail • Consumer Direct • Wholesale • Warehouse Lending • Sales Assistant 	<p>Mortgage Banking Operations</p> <ul style="list-style-type: none"> • Appraisal • Loan Fulfillment: Processing, Underwriting, Closing, Post Closing <p>Secondary/Capital Markets</p> <ul style="list-style-type: none"> • Asset Sales • Portfolio Management • Pricing • Quantitative Analysis • Loan Securitization • Trading 	<p>Mortgage Servicing</p> <ul style="list-style-type: none"> • Core Operations • Customer Service • Collections – All Stages • Default • Investor Relations

Infrastructure Module*		
<ul style="list-style-type: none"> • Compliance • Finance • Human Resources 	<ul style="list-style-type: none"> • Information Technology • Internal Audit • Legal 	<ul style="list-style-type: none"> • Marketing & Communications • Corporate & Business Admin • Risk Management

*Contact us for the full role coverage in each module

Key Dates

February-April	May 15	May-June	August	September	September - December
<ul style="list-style-type: none"> • Survey launch/matching calls • Data collection is distributed 	<ul style="list-style-type: none"> • Data collection due 	<ul style="list-style-type: none"> • Data cleaning • Questions 	<ul style="list-style-type: none"> • Survey results delivered on HCA platform 	<ul style="list-style-type: none"> • MBA HR Symposium 	<ul style="list-style-type: none"> • Review survey results • Select cut requests

Radford McLagan Compensation Database Participation

2024 Participation

Product	MBA Members*	Non-Members
U.S. Mortgage Banking Module	\$3,500 - \$8,000	\$4,500 - \$10,000
Infrastructure Module	Contact Aon for fees	
Peer Group Functionality (<i>fee additional to standard results</i>)		
MBA Human Resources Symposium (for more information go to www.mba.org)	MBA Charge	

**Please note that Aon will confirm membership with MBA
Fees based on firm size*

All Radford McLagan products are for internal use only and a signed Services Agreement and Statement of Work must be received prior to delivery of the results. All client data is treated as confidential and reported only in aggregate form.

2024 Registration

If your firm would like to sign up to participate in and purchase the Radford McLagan Compensation Database, please contact Adrienne Sund - email: adrienne.sund@aon.com telephone: 1.203.602.1225

We partner with the leading firms across the mortgage banking industry

2023 Participants

Alliant Credit Union	Gateway First Bank	Popular Community Bank
Allied First Bank, sb dba Servbank	Genworth Financial	PrimeLending
Ally Financial Inc.	Georgia Banking Company	Prosper Marketplace
Altisource	Glacier Bank	Pulte Homes, Inc.
Amplify Credit Union	Golden 1 Credit Union	Quontic Bank Acquisition Corporation
Annaly Capital Management	Guild Mortgage Company	Radian Guaranty Inc.
Arch	Hancock Whitney Bank	Raymond, James & Associates
Bank of America	Home State Bank	Redfin
Bank of the West	Homeservices Lending, LLC	Regions Financial Corporation
Banner Bank	Homeward	Renasant Corporation
Bayview Asset Management	HSBC	Rocket Central
BECU	Huntington Bancshares, Inc.	RoundPoint Mortgage
Benchmark Mortgage	Idaho Central Credit Union	Sandy Spring Bank
Bethpage Federal Credit Union	Independent Bank Corporation	Santander Bank, N.A.
Blend Labs	JP Morgan Chase	SchoolsFirst Federal Credit Union
BMO Financial Group	K. Hovarian Companies	Security Service Federal Credit Union
BOK Financial Corporation	KeyCorp	Selene Finance
Cadence Bank	Kiavi	South State Bank
Carrington Mortgage Holdings	Lennar Corporation	State Bank & Trust
Cenlar	Lima One Capital	State Employees' Credit Union
Central Bancompany, Inc	LoanDepot	State Employees Credit Union NM
Citigroup	Longbridge Financial, LLC	Sunflower Bank, National Association
Citizens Financial Group	M&T Bank Corporation	Synovus Financial Corporation
City National Bank	Mann Mortgage	TD Securities
Click n' Close, Inc.	Merchants Bank of Indiana	Texas Capital Bank
CoBank	MGIC	TIAA
Comerica	Morgan Stanley	TIAA Bank
Compass Mortgage Inc.	Mountain America Federal Credit Union	Together Credit Union
Discover Financial Services	Movement Mortgage	Truist
East West Bancorp, Inc.	mr. Cooper	U.S. Bancorp
Elevations Credit Union	National Mortgage Insurance Corporation	UMB Financial Corporation
EverBank, National Association	Navy Federal Credit Union	United Bankshares, Inc.
Fairway Mortgage	New York Community Bank	United Community Banks
Fannie Mae	NewRez Caliber	University Federal Credit Union
FB Financial Corporation	NLC Loans	USAA
Federal Home Loan Bank of Boston	Nova Home Loans	UW Credit Union
Fifth Third Bank	Ocwen Financial Corporation	VA Housing Development Authority
Finance of America Holdings, LLC	Old National Bank	Valley National Bancorp
First Citizens Bank - NC	Opendoor Labs Inc.	Valon
First Financial Bancorp - OH	Orchard	Verus Mortgage Capital
First Interstate BancSystem, Inc.	Pacific Premier Bank	Veterans United Home Loans
First National Bank of Omaha	PacWest Bancorp	Virginia Credit Union
First Republic Bank	Patelco Credit Union	Waterstone Mortgage Corp.
First Technology Credit Union	Pentagon Federal Credit Union	Webster Bank
First United Bank - OK	Planet Home Lending, LLC	Wells Fargo Bank
Flagstar Bank	Plaza Home Mortgage, Inc	Wintrust Financial Corporation
Freddie Mac	PNC Bank	Zillow
Frost Bank		Zions Bancorporation
Fulton Financial Corporation		