



## Correspondent Banking/Warehouse Lending Compensation Survey Program - 2009

### INTRODUCTION TO MCLAGAN

At McLagan, we have a singular focus: helping our clients make important business decisions by leveraging the unique combination of our in-depth financial services industry knowledge, proprietary pay and performance studies and proven consulting expertise.

Our belief is that data can be a powerful management tool if it is simultaneously accurate, comprehensive, and actionable. Our goal is to provide a complete set of data which, taken in context, can improve business results.

### ABOUT THE CORRESPONDENT BANKING/WAREHOUSE LENDING SURVEY PROGRAM

The Correspondent Banking/Warehouse Lending Compensation Survey Program covers management and professional staff, in the Correspondent division of a Commercial Bank and the Warehouse Lending division of a Mortgage Bank, focused on lending to financial institution customers. The results from this survey are reported in two distinct sections based on the role of the incumbent: Revenue or Infrastructure.

### COMPENSATION LEVEL BENCHMARKING

This comprehensive report provides key compensation data on professionals across the major functions within the warehouse lending/correspondent banking sector. Our data collection process enables us to collect data by position level, function, specialization, and role, in conjunction with scope factors such as geographic location.

### FUNCTIONS AND BUSINESS LINES COVERED IN THE SURVEY

- Divisional Management
- Loan/Credit Portfolio
- Product Specialist
  - Fixed Income
  - Credit Based Products (Lending)
  - Cash Management/Treasury
- Relationship Management
  - Regional/Community Bank/Credit Union
  - Mortgage Bank
  - Insurance
  - Foreign Bank/International

### 2008 PARTICIPANTS

Compass Bancshares, Inc.  
Deutsche Bank  
Fannie Mae  
Freddie Mac

GMAC  
Marshall & Ilsley Corporation  
Wachovia Corporation  
Wells Fargo Bank

### PARTICIPATION FEE

The participation fee for the Correspondent Banking/Warehouse Lending Survey is \$2,500.

### CONTACT

Rob Northway      RNorthway@mclagan.com      (203) 602-1234  
Lauren Kramer      LKramer@mclagan.com      (203) 602-1291

#### CHICAGO

Aon Center  
200 East Randolph Street,  
Tenth Floor  
Chicago, IL 60601-6421  
Tel: 312.381.9700  
Fax: 312.381.9920

#### DUBAI

Dubai International Finance Centre  
Level 12, The Gate, Office Number 34  
P.O. Box 121208  
Dubai  
United Arab Emirates  
Main Office: 971.4365.0196  
Fax: 971.4361.1999

#### HONG KONG

Unit 1402, Euro Trade Centre  
21-23 Des Voeux Road Central  
Hong Kong  
Tel: 852.2840.0911  
Fax: 852.2840.0966

#### LONDON

Lloyds Chambers  
1 Portsoken Street  
London E1 8BT  
England  
Tel: 44.207.680.7400  
Fax: 44.207.481.3210

#### NEW YORK

199 Water Street 12th Floor  
New York, NY 10038  
Telephone: 212.441.2000  
Fax: 212.441.1967

#### STAMFORD

1600 Summer Street, Suite 601  
Stamford, CT 06905  
Tel: 203.359.2878  
Fax: 203.323.9851

#### TOKYO

Akasaka Kato Building  
2nd Floor  
22-15, Akasaka 2-chome  
Minato-ku, Tokyo 107-0052  
Japan  
Tel: 813.5549.1850  
Fax: 813.5549.1857

[www.mclagan.com](http://www.mclagan.com)