



Reverse Mortgage Banking Compensation Survey — *New in 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 REVERSE MORTGAGE BANKING COMPENSATION SURVEY

The ongoing partnership with the Mortgage Bankers Association (MBA) and McLagan leverages the Association's industry network with McLagan's deep experience in compensation benchmarking, performance analysis and compensation plan design within the financial services industry. The compensation survey programs have multiple components constructed to address the needs of both large and small firms. In addition, McLagan and the MBA also execute a *Residential Mortgage Banking Compensation Survey* and a *Commercial Real Estate Compensation Survey* examining competitive pay levels for positions within residential mortgage banking and commercial real estate finance businesses. This sponsored MBA survey consists of the following two components:

I. COMPENSATION LEVEL BENCHMARKING

This comprehensive report provides key data on professionals across the major functions/areas within the mortgage banking industry. Our process enables us to collect data by function, specialization, business or product group, and distribution channel, in conjunction with scope factors such as: geographic location, number of employees and revenue size. With the expansion of firms entering into the reverse mortgage market, this survey will consist of information similar to that of the Residential Mortgage Banking Survey. The positions covered are listed at the bottom of this page.

II. CUSTOMIZED REPORTING AND CONSULTING CAPABILITIES

McLagan is experienced in inventive compensation plan design and market benchmarking, consulting incentives, peer group selection, geographical analysis, incumbent-by-incumbent results, functional management reporting and top-paid analysis.

POSITIONS COVERED

EXECUTIVE/ORIGINATION

- Executive Management
- Origination Channels:
 - Retail
 - Telemarketing
 - Wholesale

SECONDARY/CAPITAL MARKETS

- Loan Portfolio Management
- Securitization
- Pricing
- Quantitative Analysis
- Sales/Investor Relations
- Secondary/Capital Markets Management
- Secondary/Capital Markets Support
- Trading

OPERATIONS/SERVICING & INFRASTRUCTURE

- Customer Service
- Finance
- Loan Operations
- Loan Workout
- Marketing & Communications
- Quality Control/Compliance
- Risk Management
- Technology
- Underwriting

PARTICIPATION FEE

The participation fee for the 2009 Reverse Mortgage Survey is \$1,500 for MBA members and \$1,750 for non-MBA members. Please contact McLagan for MBA membership confirmation.

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