

Radford McLagan Compensation Database (RMCD)

Real Estate Module

Commercial Real Estate Finance roles are included in our Real Estate Module. The survey 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 commercial real estate industry.

The survey benchmarks key compensation elements for sales and support functions

Data elements		Scoping factors
<ul style="list-style-type: none"> • Base Salary • Cash bonus/commission • Long-term and deferred awards 	<ul style="list-style-type: none"> • Overtime • Total cash • Total compensation 	<ul style="list-style-type: none"> • Geographic region • Firm Headcount • Firm Type

Key Commercial Real Estate Finance Roles*

Real Estate Module					
<ul style="list-style-type: none"> • Head of Real Estate Finance • Asset Pricing & Appraisal • Loan Workout • Physical Asset Management • Product Specialist 	Loan Servicing <ul style="list-style-type: none"> • Commercial Mortgage-Backed Securities • Investor Reporting • Multi-Family & Affordable Housing 	Portfolio Management <ul style="list-style-type: none"> • Commercial Mortgage-Backed Securities • Multi-Family & Affordable Housing • Real Estate Finance Lending 	Relationship Management <ul style="list-style-type: none"> • Affordable Housing • Commercial Mortgage-Backed Securities • Mezzanine Finance • Multifamily • Real Estate Finance Lending • Syndications 	Underwriting <ul style="list-style-type: none"> • Multifamily & Affordable Housing 	Operations <ul style="list-style-type: none"> • Loan Closing • Loan Documentation & Processing • Loan Operations

**The Real Estate Module also covers roles for real estate investment and construction/property development*

Key Dates

February-April	May 15	May-July	Late August	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"> • Review survey results • Data interpretation and trend calls available upon request

Radford McLagan Compensation Database Participation

2025 Participation

Product	MBA Members*	Non-Members
U.S. Real Estate Module	\$5,750 - \$9,000	\$6,750 - \$10,000
Peer Group Functionality (<i>fee additional to standard results</i>)	Contact Aon for fees	

**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.

2025 Registration

If your firm would like to sign up to participate in and purchase the Radford McLagan Compensation Database, please contact Dave Rosenthal. email: dave.rosenthal@aon.com
telephone: 1.203.326.4349

We partner with the leading firms across the commercial real estate industry. A full list of participating firms is available upon request