

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

### Key Roles\*

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

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

\*Contact us for the full role coverage in each module

**Key Dates**

February-April	May 15	May-June	Late August	September 17 - 18	September - December
<ul style="list-style-type: none"> <li>• Survey launch/matching calls</li> <li>• Data collection is distributed</li> </ul>	<ul style="list-style-type: none"> <li>• Data collection due</li> </ul>	<ul style="list-style-type: none"> <li>• Data cleaning</li> <li>• Questions</li> </ul>	<ul style="list-style-type: none"> <li>• Survey results delivered on HCA platform</li> </ul>	<ul style="list-style-type: none"> <li>• MBA HR Symposium</li> </ul>	<ul style="list-style-type: none"> <li>• Review survey results</li> </ul>

**Radford McLagan Compensation Database Participation**

**2025 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 <a href="http://www.mba.org">www.mba.org</a> )	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.

**2025 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](mailto:adrienne.sund@aon.com) telephone: 1.203.602.1225

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