

McLagan U.S. Commercial & Multifamily Real Estate Finance Compensation Survey

Our comprehensive survey report provides key data on professionals across the major functions/ areas within the Commercial Real Estate Finance industry. Our process enables us to collect data by function, specialization, and business or product group.

Our survey collects data on an incumbent-level basis for professionals across major functions and roles within the commercial and multifamily real estate finance industry.

Survey elements include:

- Base Salary
- Bonus % of Salary
- Cash Bonus
- Commissions
- Long-term / Deferred Awards
- Overtime
- Total Cash
- Total Compensation

Survey scoping factors include:

- Geographic Region
- Number of Employees

We focus on key positions:

- Asset Pricing & Appraisal
- Commercial Mortgage Backed Securities
- Divisional Management
- Investor Reporting
- Loan Closing
- Loan Documentation & Processing
- Loan Operations
- Loan Origination
- Loan Servicing
- Loan Workout
- Mezzanine Finance
- Multifamily & Affordable Housing
- Physical Asset Management
- Portfolio Management
- Product Specialist
- Syndications
- Underwriting

Global benchmarking and advisory solutions customized to your business needs

Access to MBA HR Symposium: McLagan presents key human capital trends as part of the roundtable. This HR Symposium, hosted by the MBA, also serves as a forum to network with colleagues throughout the mortgage banking industry.

Advisory Solutions: Our consulting approach is customized by project and includes functional benchmarking, pay and performance analysis, incentive plan review and design, cost to market analysis, and custom market practice studies.

Benchmarking Support: McLagan offers guidance for matching your employees to the survey structure. This serves as a useful tool to help normalize and understand internal equity.

Confidentiality: Reports are presented in a way that ensures that individual company data cannot be identified. Reports are distributed only to participating organizations, each of which signs a reciprocal non-disclosure agreement with McLagan.

Incumbent-by-Incumbent Analysis: We provide customized analyses, comparing each of your surveyed employee's pay levels against the competitive market.

Unmatched expertise and partnership

McLagan provides tailored human capital expertise to financial services firms across the globe. We pride ourselves on helping clients make data-driven decisions to recruit, retain, engage, and develop top talent. Even more, we tie this data to your firm's financial performance to ensure that your talent strategies are always in line with your overall business goals and competitiveness in the market.

We're here to empower results

Contact our team today to learn more about McLagan's survey products.

Dave Rosenthal
1.203.326.4349
dave.rosenthal@mcclagan.com

For more information on McLagan, visit mcclagan.aon.com



Key dates

February - March

Survey launch / matching calls
Data collection is distributed

April

Data collection due
MBA Commercial and Multifamily HR Roundtable

May - July

Data cleaning / questions

August

Study results delivered

September - December

Review survey results
Select cut requests
Market Practice Studies

We partner with the leading firms across the commercial real estate finance industry

2021 Participants

1st Source Bank
Aegon
Amerant Bank, N.A.
American Savings Bank
Ameritas
Amherst Capital
Apple Financial Holdings
Arbor Management, LLC.
Arvest Bank
Associated Bank
Atlantic Union Bank
Banc of California, Inc.
Bancorp, Inc.
Bank ABC
Bank Hapoalim
Bank of America
Bank of Hawaii
Bank of New York Mellon
Bank of the West
Bank OZK
Banner Bank
Barclays
Barings
Bayerische Landesbank
BBVA Compass
Berkadia
BMO Financial Group
Bryn Mawr Trust
Capital One
CBRE Global Investors
CIT Group Inc.
Citigroup
Citizens Financial Group
City National Bank
CNO Financial Group
Comerica
Crédit Agricole CIB
Cushman & Wakefield
Customers Bank
Deutsche Bank
Deutsche Pfandbriefbank
DLL
Eagle Bancorp Inc. - MD
Empower Retirement
Fannie Mae
Federal Home Loan Bank of San Francisco
Fifth Third Bank
First Business Financial Services
First Citizens Bank - NC
First Commonwealth Bank
First Midwest Bank
First National Bank of Omaha
First Northern Bank
FirstBank Holding Company
Flagstar Bank
Fort Washington Investment Advisors
Fulton Financial Corporation
Global Atlantic Financial Group
Goldman Sachs & Co.
Hancock Whitney Bank
HomeStreet Bank
HSBC
Huntington Bancshares, Inc.
Investors Bancorp, Inc.
Jones Lang LaSalle
JP Morgan Chase
KeyCorp
Lakeland Bank
Lincoln Financial
LNR Properties
M&T Bank Corporation
Manulife
Merchants Bank of Indiana
Metlife
Metropolitan Commercial Bank
Midland States Bancorp
Morgan Stanley
MUFG Bank, Ltd.
Mutual of Omaha
Natixis Corporate & Investment Banking
New York Community Bank
New York Life Insurance Company
NorthMarq Capital
Northwest Bank – PA
Northwestern Mutual Life Insurance
Nuveen Investments
Ocwen Financial Corporation
OneAmerica
ORIX
Pacific Premier Bank
PacWest Bancorp
Peapack-Gladstone Bank
Peoples Bank - IN
People's United Financial, Inc.
PNC Bank
Popular Community Bank
PPM America
Principal Financial Group
Prudential Financial
Regions Financial Corporation
Renasant Corporation
Rialto Management Group, LLC
Santander Bank, N.A.
Seacoast National Bank
Signature Bank – NY
Societe Generale
Spencer Savings Bank
State Farm Mutual Insurance Company
Sterling National Bank
SVB Financial Group
Synovus Financial Corporation
TD Securities
Texas Capital Bank
Thrivent Financial
TIAA Bank
Trimont Real Estate Advisors
Triumph Bancorp, Inc.
Truist
Trustmark Corporation
U.S. Bancorp
UBS
UMB Financial Corporation
Umpqua Bank
United Bankshares, Inc.
Valley National Bancorp
Voya Financial
Walker & Dunlop
Webster Bank
Wells Fargo Bank
Western Alliance Bancorporation
Wintrust Financial Corporation
Zions Bancorporation

McLagan U.S. Commercial & Multifamily Real Estate Finance Compensation Surveys Participation Form

The firm designated below agrees to participate in and purchase the 2021 Commercial & Multifamily Real Estate Compensation Survey. All McLagan products are for internal use only and a signed mutual Services Agreement must be received prior to delivery of the results. All client data is treated as confidential and reported only in aggregate form.

Participation Fees

Please check each of the product(s) that your firm will be participating in and subsequently purchasing for the survey program. Please check the appropriate product fee based on your firm's current MBA membership status. The 2020 edition of the survey is also available for purchase with a commitment to participate in and purchase the 2021 survey. If your firm would like to purchase the 2020 edition of the survey, McLagan will bill for the 2020 results in addition to half of the 2021 fees in advance toward 2021 survey fees as a non-refundable survey deposit.

2021 Registration

If your firm would like to sign up to participate in and subsequently purchase the mortgage banking surveys for the 2021 survey program, please complete the form below.

Product	2021 Participation	
	MBA Members*	Non-Members
Commercial & Multifamily Real Estate Compensation Survey (CRE)	<input type="checkbox"/> \$4,800	<input type="checkbox"/> \$5,800
Select Cut Reports (per select cut)	<input type="checkbox"/> \$1,100	<input type="checkbox"/> \$2,000
Commercial and Multifamily HR Roundtable—October 2021 (For more info go to www.mba.org)	MBA Charge	

*Please note that McLagan will confirm membership with the MBA.

Primary Data Contact

The individual identified below will act as the primary data contact for completion of all survey, study or analysis information and has the authority to release all necessary data to McLagan. In addition, this individual will be responsible for returning a fully executed Non-Disclosure Agreement with McLagan prior to the release of any survey results.

Name: _____ Title: _____

Company: _____

Address: _____

City: _____ State: _____ Zip: _____

Email: _____ Phone: _____

Please Sign: _____

Date: _____

Please sign and email a PDF copy to Dave Rosenthal at dave.rosenthal@mcclagan.com.