

# 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"> <li>• Base Salary</li> <li>• Cash bonus/commission</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>• Geographic region</li> <li>• Firm Headcount</li> <li>• Firm Type</li> </ul>

### Key Commercial Real Estate Finance Roles\*

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

*\*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"> <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>• Review survey results</li> <li>• Data interpretation and trend calls available upon request</li> </ul>

### Radford McLagan Compensation Database Participation

#### 2026 Participation

Product	MBA Members*	Non-Members
U.S. Real Estate Module	\$6,000 - \$9,000	\$7,000 - \$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.

#### 2026 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](mailto: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\***