

# 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>• Home Equity</li> <li>• Bridge Loans</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> <li>• Title Review</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	Early September	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

#### 2026 Participation

Product	MBA Members*	Non-Members
U.S. Mortgage Banking Module	\$3,750 - \$8,000	\$4,750 - \$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.

#### 2026 Registration

If your firm would like to sign up to participate in and purchase the Radford McLagan Compensation Database, please contact:

**Adrienne Sund**

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### Mortgage Banking Module Participants List

Alliant Credit Union	First Citizens Bank	Mr. Cooper
Ally Financial	First Financial Bancorp	National Mortgage Insurance Corporation
America First Federal Credit Union	First Home Mortgage Corporation	Navy Federal Credit Union
Annaly Capital Management, Inc.	First Merchants Corporation	NewRez Caliber
Arbor Management, LLC	First Tech Federal Credit Union	NVR Mortgage Inc.
Arc Home	First United Bank – OK	Ocwen Financial Corporation
Arch	Flagstar Bank	Old National Bank
Associated Bank	FNB Omaha	Orchard
Bank of America	FourLeaf Federal Credit Union	PenFed
Bank of Montreal (BMO)	Freddie Mac	PennyMac
Banner Bank	Freedom Financial Network dba Achieve	Pinnacle Financial Partners, Inc.
Bayview Asset Management	Freedom Mortgage Corporation	Planet Financial Group, LLC
Bell State Bank & Trust	Fulton Financial	PNC Bank
Bellwether Enterprise	Gateway First Bank	Premium Mortgage Corp.
Boeing Employees Credit Union	Glacier Bancorp, Inc.	PrimeLending
BOK Financial Corporation	Golden 1 Credit Union	Radian
Cadence Bank	GreenState Credit Union	Raymond, James & Associates
Carrington Mortgage Holdings	Guild Mortgage Company	Red Ventures
Celink	Hancock Bank	Redfin
Cenlar	Homeservices Lending, LLC	Regions Financial Corporation
Central Bancompany, Inc	HSBC	Renasant Corporation
Citigroup	Huntington Bancshares	Rocket, LLC
Citizens Financial Group	Idaho Central Credit Union	RoundPoint Mortgage
City National Bank	JP Morgan Chase	S3 Shared Service Solutions
Columbia Bank	K. Hovanian Companies	SchoolsFirst Federal Credit Union
Comerica	KeyCorp	Selene Finance LP
Cornerstone Capital Management, Inc.	Kiavi	Social Finance, Inc.
Cullen/Frost Bankers, Inc.	Lennar Corporation	Solidifi
CV3 Financial Services	Lima One Capital, LLC	SouthState Corporation
Discover Financial Services	LoanCare	State Employees' Credit Union
East West Bancorp	LoanDepot	Sunflower Bank, National Association
Elevations Credit Union	Longbridge Financial, LLC	Synovus
Ent Credit Union	M&T Bank Corporation	Taylor Morrison Home Funding
EverBank, N.A.	Merchants Bank of Indiana	TD Securities
Fairway Mortgage	MidFirst Bank	Texas Capital Bank
Fannie Mae	Morgan Stanley	TIH Insurance Holdings, LLC
Fay Financial, LLC.	Mortgage Guaranty Insurance Corporation	TowneBank - VA
FB Financial Corporation	Mountain America Federal Credit Union	Truist
Fifth Third Bank	Movement Mortgage	Trustmark National Bank
First American Financial Corp		U.S. Bancorp

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<p>UMB Financial Corporation United Bank - VA United Community Banks, Inc. USAA UW Credit Union VA Housing Development Authority Valley National Bank Valon Vanderbilt Mortgage &amp; Fin Inc Veterans United Home Loans Webster Bank Wells Fargo Bank Wesbanco, Inc. Wintrust Financial Corp. Zillow Zions Bancorporation</p>		
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