



McLagan Mortgage Banking Incentive Plan Study

In this changing mortgage market, companies look for ways to maintain market competitive incentive compensation structures while controlling expenses. Understanding industry pay practices for sales and fulfillment roles allows firms to more effectively attract, motivate and retain talent.

McLagan's study provides a comprehensive overview of how mortgage originators structure compensation for sales and fulfillment staff.

Coverage Across Multiple Channels

LOAN ORIGATION*	LOAN FULFILLMENT
▪ Retail	▪ Underwriter
▪ Consumer Direct	▪ Processor
▪ Wholesale	▪ Closer
▪ Correspondent	▪ Post Close

**NOTE: Practices covered for Senior Management through LOs*

Core Compensation Structure Elements

- Base Salary vs. Draw
- Payout Rates (Bps or \$ per Loan) by Tier
 - Bank vs. IMB Breakout
- Payout Timing
- Performance Metrics (Production, Service, Quality)
- Sales Assistant Structures
- New Hire Arrangements
- Executive Compensation Structures

Comprehensive Pay Practices Insights

In addition to providing robust data, our consultants are available for customized projects, including functional benchmarking, pay and performance analysis, incentive plan review and design, cost to market analysis, and custom market practice studies.

Key Dates

- Data Collection: March – May
- Results Available: June
- Pricing: \$3,300

Contact

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