

# Commercial Lending Market Practices and Productivity Study

The commercial lending market is being shaped by increasingly fierce competition for both business and talent along with a heightened focus on risk. Does your firm have competitive compensation plans to attract and retain the talent you need?

Our Commercial Lending Market Practices and Productivity Study will help firms stay ahead of emerging market trends in the design and structure of compensation plans for top producers.

## Survey coverage and scope

We cover the most pressing topics needed to structure your firm's commercial lending pay program:

### Compensation

- Caps
- Clawbacks
- Compensation trends
- Incentive plan types
- LTI award vehicles
- LTI prevalence
- Mandatory deferrals
- Modifiers / adjustments
- Payout frequency
- Performance objectives
- Referral plans
- Triggers

### Production

- Production volume
- Factor-by-factor impact analysis
- Setting production expectations

## Commercial banking trends

The commercial lending market continues to evolve rapidly. Each year, changes in the economy, commercial lending talent pool, and the banking environment at large impact the pay, practices, and priorities of the commercial market. As part of the study, we provide insights into trends we're seeing in the commercial lending sphere, so that your firm is equipped to respond.

## Structured approach with your firm's confidentiality in mind

We collect data in a structured questionnaire and distribute reports only to participating firms. Like all of our studies, your data and our results are covered by a reciprocal NDA. We present reports in a way that ensures data on individual firms cannot be identified.

## We're here to empower results

Contact our team today to learn more about our solutions for regional & community banks and credit unions.

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For more information on McLagan, visit [mclagan.aon.com](http://mclagan.aon.com)



### Key dates

**March - August**

Data collection

**October**

Report delivery

**Participation fee** is \$2,500.

Special pricing available for firms with less than \$3 billion in assets.