

2021

Lending
Compensation
Survey



BALANCED[®]
COMP

Participation Agreement

Ownership and Title

Nothing contained in this Agreement grants the respondent, either expressly or implied, any right, title, interest, or license in or to the intellectual property of BalancedComp.

Confidentiality

BalancedComp agrees it shall not use the respondent information for any purpose outside the scope of services. Individual Respondent data will not be singled out and that all data will be anonymized before publication. Access to respondent information shall be restricted to those employees who need to know such information to perform services agreed to by the respondent. All written and oral information and material disclosed or provided by BalancedComp to the respondent under this Agreement is Confidential Information, regardless of whether it was provided before or after the date of this Agreement or how it was provided to the Respondent. Confidential Information will not include information that:

1. is commonly known in the Financial or Human Resources industry.
2. is now or subsequently becomes generally available to the public through no wrongful act of the respondent.
3. that was rightfully in the possession of the Respondent prior to disclosure by BalancedComp to the respondent.
4. is independently created by the respondent without direct or indirect use of the Confidential Information.
5. is obtained from a third party who has the right to transfer or disclose the information.

Remedies

Both parties agree and acknowledge that the Confidential Information is of a proprietary and confidential nature and that any disclosure of the Confidential Information to a third party is a breach of this Agreement and cannot be reasonably or adequately compensated for in monetary damages and would cause irreparable injury to the non-disclosing party. Accordingly, each party agrees the non-disclosing party is entitled to, in addition to all other rights and remedies available to it at law or in equity, and injunction restraining the disclosing party and any agents of the disclosing party, from directly or indirectly committing or engaging in any restricted by this Agreement in relation to the Confidential Information.

Nice to Meet You!

First Name

Last Name

Email

Phone

Where do you work?

Organization Name

Assets Size (in millions)

Organization Type

Headquarters City

Headquarters State

Mortgage Lending

Does your organization employ Mortgage Loan Officers?

- Yes
- No

What is your Mortgage Loan Officer(s) compensation structure?

- 100% Commission
- 100% Base Salary
- Mostly Commission
- Mostly Base

Does your organization have commission structures change for higher tiers of production?

- Yes
- No

How many tiers of production do you pay commission on?

From 2020, what was the commission amount paid on fee income for the first tier of production?

- N/A
- 0 bps
- < 15 bps
- 16 pbs - 24bps
- 25 pbs - 34bps
- 35 pbs - 40bps
- 41 bps - 50bps
- 51 bps - 60 bps
- 61 bps - 70 bps
- > 70 bps

Does your organization have a Mortgage Loan Sales Manager? (mainly/solely manages Mortgage Originators)

- Yes
- No

What was your Mortgage Sales Manager salary in 2020?

What was the 2020 incentive/commission payout to your Mortgage Sales Manager (for the department and individual production)?

What was the 2020 Total Mortgage Loan Origination Volume (total production from the department)?

Does your Mortgage Loan Sales Manager participate in a company-wide bonus plan?

- Yes
- No

Is your Mortgage Loan Sales Manager paid incentive on the Mortgage Loan Officers' production?

- Yes
- No

Does your Mortgage Sales Manager receive a commission on her/his individual production?

- Yes
- No
- No, they do not produce

What is the incentive paid per loan funded to the processor/processing team?

Commercial Lending

Does your organization employ Commercial Loan Officers?

- Yes
- No

If yes to the last question, How many?

Does your organization employ Market Presidents?

- Yes
- No

If yes to the last question, How many?

When recruiting a Commercial Loan Officer from an organization, approximately on average, what % of their prior portfolio transfers over to your bank after three years?

- < 20%
- 20% - 30%
- 31% - 40%
- 41% - 50%
- 51% - 60%
- 61% - 70%
- > 71%

Are Commercial Loan Officers eligible to receive incentive pay or commission?

- Yes
- No

Does your organization defer a portion of compensation to assess portfolio performance or asset quality?

- Yes
- No

Is the Head of Commercial Lending at your organization expected to produce as well as manage?

- Yes
- No

Is the Head of Commercial Lending at your organization paid an incentive based on the departments production?

- Yes
- No