

## Introduction to McLagan Partners

## About the Mortgage Banking Compensation Survey Program

At McLagan Partners, we have a singular focus: helping our clients make important business decisions by leveraging the unique combination of our in-depth financial services industry knowledge, proprietary pay and performance studies and proven consulting expertise. Our belief is that data can be a powerful management tool if it is simultaneously accurate, comprehensive, and actionable. Our goal is to provide a complete set of data which, taken in context, can improve business results.

The ongoing partnership with the Mortgage Bankers Association (MBA) and McLagan Partners leverages the Association's industry network with McLagan Partners' deep experience in compensation benchmarking, performance analysis and compensation plan design within the financial services industry. The compensation survey program has multiple components constructed to address the needs of both large and small firms. The complete survey program consists of the following five components:

### I. Compensation Level Benchmarking

This comprehensive report provides key data on professionals across the major functions/areas within the mortgage banking industry. Our process enables us to collect data by function, specialization, business or product group, and distribution channel, in conjunction with scope factors such as; geographic location, and revenue size.

#### Executive Management & Production Administration

- ABA/JV
- Appraisal
- Executive Management
- Fulfillment/Loan Operations
- Origination Channels
  - Affinity Group
  - Affordable & Home Equity Lending
  - Commercial Real Estate
  - Construction Loan
  - Corporate Relocation
  - Correspondent
  - Cross Sell
  - Housing CRA
  - Retail
  - Telemarketing
  - Web-Based Lending
  - Wholesale
- Secondary Marketing/Capital Markets
- Strategy & Planning

#### Loan Servicing & Loan Administration

- Bankruptcy
- Capacity Planning & Strategy
- Cash Management
- Claims
- Customer Service
- Delinquency/Foreclosure
- Distribution
- Document Release Administration
- Investor Reporting
- Loan Counseling/Collection
- Loss Mitigation
- Master Servicing
- New Loan Boarding
- Project Management
- Quality Control
- REO
- Servicing System Coordination
- Special Loans
- Tax/Escrow

#### Corporate Administration & Support

- Clerical
- Corporate Services
- Economic Research
- Finance
- Human Resources
- Internal Audit
- Legal/Compliance
- Marketing/Communications
- Mergers & Acquisitions
- Risk Management
- Technology

**For additional information concerning any of the products listed, please contact Rob Northway or Phil Bodenstab at (203) 359-2878**

### 2005 Survey Participants

AEGIS MORTGAGE	KEYCORP
AEGON USA	KH FINANCIAL
AMEGY BANK	LASALLE BANK
AMERICAN GENERAL FINANCE	LITTON LOAN SERVICING
AMERICAN HOME BANK	LOANCITY
AMERICAN MORTGAGE NETWORK	LOVE FUNDING
AMERIQUEST MORTGAGE	M&T BANK
AMERITRUST MORTGAGE	MACQUARIE MORTGAGES
ARVEST MORTGAGE	MARKET STREET MORTGAGE
ASTORIA FEDERAL SAVINGS	MGIC
AURORA LOAN SERVICES	MIDLAND LOAN SERVICES
BANK OF AMERICA	MORTGAGE LENDER NETWORK
BANKUNITED	MORTGAGEIT HOLDINGS
BRANCH BANKING & TRUST	NATIONAL CITY MORTGAGE
CASTLE MORTGAGE	NATIONWIDE ADVANTAGE
CENLAR	MORTGAGE
CITI FINANCIAL	NAVY FEDERAL CREDIT UNION
MORTGAGE	NEW CENTURY MORTGAGE
CITIMORTGAGE	NEW SOUTH FEDERAL
COMMERCIAL FEDERAL BANK	OHIO SAVINGS BANK
COUNTRYWIDE FINANCIAL	OPTEUM FINANCIAL SERVICES
CREDIT SUISSE FIRST BOSTON	OPTION ONE MORTGAGE
CUNA MUTUAL INSURANCE	PHH MORTGAGE
DANA CAPITAL GROUP	PLAZA HOME MORTGAGE
DOWNNEY SAVINGS AND LOAN	PMI GROUP
E-LOAN	POPULAR FINANCIAL HOLDINGS
E-TRADE	PRIMELENDING
EVERGREEN MONEY SOURCE	PULASKI MORTGAGE
FIELDSTONE MORTGAGE	PULTE HOMES
FIFTH THIRD BANK	QUICKEN LOANS
FINANCE AMERICA	REPUBLIC BANK
FIRST NATIONAL BANK OF ARIZONA	RYLAND MORTGAGE
FREDDIE MAC	SCME MORTGAGE BANKERS
FREMONT INVESTMENT & LOAN	SELECT PORTFOLIO SERVICING
GMAC RESIDENTIAL	SHEA FINANCIAL SERVICES
GMAC RFC	SOVEREIGN BANK
GREENPOINT FINANCIAL	SPACE COAST CREDIT UNION
GUARANTY BUSINESS CAPITAL	STERLING NATIONAL BANK
HOME STREET BANK	STERLING SAVINGS BANK
HOMEFIELD FINANCIAL	SUNTRUST BANKS
HSBC BANK	SYNOVUS MORTGAGE
INDYMAC BANK	TECHNOLOGY CREDIT UNION
IRWIN MORTGAGE	TOWN AND COUNTRY CREDIT
JOHNSON FINANCIAL GROUP	UNION BANK OF CALIFORNIA
JP MORGAN CHASE	VALLEY NATIONAL BANK
	VERDE MORTGAGE
	WACHOVIA
	WASHINGTON MUTUAL
	WEBSTER BANK
	WELLS FARGO HOME MORTGAGE

### II. Sales Incentive Plan Study

This Study provides an aggregated information on current incentive plan designs for the origination positions in mortgage banking. Compensation topics include: commission payout metrics, performance measures, funding criteria, merit budget data and executive prerequisites.

### III. Productivity Analysis

This product provides in depth analysis of the correlation between loan volume levels and compensation for origination business lines. Participating firms will be able to compare aggregated individual incumbent level production levels and compensation data with external market benchmarks.

### IV. Methods of Pay (Non Sales)

Covers industry market practices related to merit budgets, bonus pool accruals, eligibility, turnover/hiring rates, performance measures, long-term incentive plan design as well as prevalence by business, product, geography and/or employee level.

### V. Customized Reporting and Consulting Capabilities

McLagan also has vast experience in incentive plan design and market benchmarking projects to report data in customized formats, including select peer groups based on your direct competitors, geographical regions, incumbent-by-incumbent results, functional management reporting and top-paid analysis.

## 2006 Participation Form

The firm designated below agrees to participate in the *2006 MBA Mortgage Banking Compensation Survey Program*. With the commitment to participate, the firm also has the opportunity to purchase products from the *2005 MBA Mortgage Banking Compensation Survey Program*. The products offered below are available for purchase, except for the 2005 Productivity Analysis. McLagan Partners will bill half of the 2006 participation fees in advance for those firms that purchase results. All McLagan Partners products are for internal use only and a signed non-disclosure agreement must be received prior to delivery of the results. All data is treated as confidential and reported only in summary form.

If you have questions, please call Rob Northway at 203-359-2878 or email [RNorthway@mclagan.com](mailto:RNorthway@mclagan.com)

Once completed, please sign and fax this form to: 203-323-9851

### Authorization for Participation

Company: \_\_\_\_\_

Authorized Name: \_\_\_\_\_

Title: \_\_\_\_\_ Phone: \_\_\_\_\_

Email: \_\_\_\_\_

Signature: \_\_\_\_\_

### Primary Data Contact

*The individual identified below will act as the primary data contact for completion of all compensation survey information and has the authority to release all necessary data to McLagan Partners, Inc.*

Company: \_\_\_\_\_

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ ZIP Code: \_\_\_\_\_

Email: \_\_\_\_\_ Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

### 2005 Survey Participants

- AEGIS MORTGAGE
- AEGON USA
- AMEGY BANK
- AMERICAN GENERAL FINANCE
- AMERICAN HOME BANK
- AMERICAN MORTGAGE NETWORK
- AMERIQUEST MORTGAGE
- AMERITRUST
- MORTGAGE
- ARVEST MORTGAGE
- ASTORIA FEDERAL SAVINGS
- AURORA LOAN SERVICES
- BANK OF AMERICA
- BANKUNITED
- BRANCH BANKING & TRUST
- CASTLE MORTGAGE
- CENLAR
- CITI FINANCIAL
- MORTGAGE
- CITIMORTGAGE
- COMMERCIAL FEDERAL BANK
- COUNTRYWIDE FINANCIAL
- CREDIT SUISSE FIRST BOSTON
- CUNA MUTUAL
- INSURANCE
- DANA CAPITAL GROUP
- DOWNEY SAVINGS AND LOAN
- E-LOAN
- E-TRADE
- EVERGREEN MONEY SOURCE
- FIELDSTONE MORTGAGE
- FIFTH THIRD BANK
- FINANCE AMERICA
- FIRST NATIONAL BANK OF ARIZONA
- FREDDIE MAC
- FREMONT INVESTMENT & LOAN
- GMAC RESIDENTIAL
- GMAC RFC
- GREENPOINT FINANCIAL
- GUARANTY BUSINESS CAPITAL
- HOME STREET BANK
- HOMEFIELD FINANCIAL
- HSBC BANK
- INDYMAC BANK
- IRWIN MORTGAGE
- JOHNSON FINANCIAL GROUP
- JP MORGAN CHASE
- KEYCORP
- KH FINANCIAL
- LASALLE BANK
- LITTON LOAN SERVICING
- LOANCITY
- LOVE FUNDING
- M&T BANK
- MACQUARIE MORTGAGES
- MARKET STREET MORTGAGE
- MGIC
- MIDLAND LOAN SERVICES
- MORTGAGE LENDER NETWORK
- MORTGAGEIT HOLDINGS
- NATIONAL CITY MORTGAGE
- NATIONWIDE ADVANTAGE MORTGAGE
- NAVY FEDERAL CREDIT UNION
- NEW CENTURY MORTGAGE
- NEW SOUTH FEDERAL
- OHIO SAVINGS BANK
- OPTEUM FINANCIAL SERVICES
- OPTION ONE MORTGAGE
- PHH MORTGAGE
- PLAZA HOME MORTGAGE
- PMI GROUP
- POPULAR FINANCIAL HOLDINGS
- PRIMELENDING
- PULASKI MORTGAGE
- PULTE HOMES
- QUICKEN LOANS
- REPUBLIC BANK
- RYLAND MORTGAGE
- SCME MORTGAGE
- BANKERS
- SELECT PORTFOLIO SERVICING
- SHEA FINANCIAL SERVICES
- SOVEREIGN BANK
- SPACE COAST CREDIT UNION
- STERLING NATIONAL BANK
- STERLING SAVINGS BANK
- SUNTRUST BANKS
- SYNOVUS MORTGAGE
- TECHNOLOGY CREDIT UNION
- TOWN AND COUNTRY CREDIT
- UNION BANK OF CALIFORNIA
- VALLEY NATIONAL BANK
- VERDE MORTGAGE
- WACHOVIA
- WASHINGTON MUTUAL
- WEBSTER BANK
- WELLS FARGO HOME MORTGAGE

### Participation/Purchase Fees

Please circle all products your firm will participate in 2006.

If your firm would like to purchase the 2005 results of the products listed below, please check the appropriate product under the column labeled *2005 Purchase*.

	MBA Members*	Non-Members	2005 Purchase
<b>2006 Survey Participations Fee (all 3 compensation survey products)</b>	<b>\$3,500</b>	<b>\$4,250</b>	
- Executive Management & Production Administration Survey	\$1,250	\$1,500	
- Loan Servicing/Loan Administration Survey	\$1,250	\$1,500	
- Corporate Administration & Support Survey	\$1,000	\$1,250	
<b>2006 Sales Incentive Plan Study</b>	<b>\$2,000</b>	<b>\$2,500</b>	
<b>2006 Productivity Analysis</b>	<b>\$4,000</b>	<b>\$4,000</b>	

\*Please note that McLagan Partners will confirm membership with the Mortgage Bankers Association