

# Independent Mortgage Lender Compensation Survey

**RICHEY  
MAY & CO**

## WHY PARTICIPATE?

### REGIONAL & LOCAL MARKETS COMPARISON

Our analysis includes information based on the most comparable regional area, providing you with valuable and relevant data to your business. This allows you to see if your compensation packages are competitive in your local markets, not simply the national averages.

### SPECIFIC TO MORTGAGE BANKING

We cover over 150 job titles specific to mortgage banking, so you will only be provided with information relevant to your specialty.

### DYNAMIC

Our use of an interactive dashboard to display the survey data allows participants to drill down on a variety of geographic markets or peer criteria to answer your questions regarding compensation. Additionally, the entire data set can be exported to Excel for further analysis.

### CONVENIENT

Most compensation surveys require you to fill out long questionnaires or sift through payroll documents to find the required data. As a participant in the Richey May program, you simply send us data files from your company's payroll system and we extract all necessary information to conduct the analysis.

### COMPETITIVE PRICING

Our fees include compensation data for all mortgage banking titles and departments, making our survey the most affordable survey specific to mortgage banking.

## PAST PARTICIPANTS

The identity of participating lenders remains completely confidential. Based on past years, the number of participants usually includes 25-30 independent lenders, which translates to over 10,000 unique mortgage banking jobs to benchmark against.

Have you seen the **Sample dashboard**? It can be accessed on our [website](#).

## PRICING

Participants can purchase a 1 year license to the dashboard for \$2,500. Current Richey May clients are offered a discounted price of \$2,000.

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## HOW TO PARTICIPATE

### STEP # 1

Send a data file export from your payroll system with the following fields for 2016:

1. Department description
2. Job title
3. All pay codes & types (including annual salary rates and hourly rates, if possible)
4. Start/hire and termination dates
5. Salary or hourly
6. Full-time or part
7. Geographic location (zip code if possible; city, state otherwise)

### STEP # 2

Schedule a brief call with Richey May to review the job title & pay code mapping performed by Richey May.

### STEP # 3

Set up your confidential account and begin using the dashboard to benchmark compensation across a wide variety of geographic regions, peer criteria and much more. Have you seen the [sample dashboard](#)? It can be accessed on our website.

Please contact Tyler House at [tyler@richeymay.com](mailto:tyler@richeymay.com) or **303.409.2697** with any questions and to get the process started.

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 [www.richeymay.com](http://www.richeymay.com)

 Denver HQ | Charlotte | Los Angeles | Salt Lake City | Grand Cayman

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