

Radford McLagan Compensation Database (RMCD)

Real Estate Module

Commercial Real Estate Finance roles are included in our Real Estate Module. The survey comes highly recommended through our long-standing partnership with the Mortgage Bankers Association (MBA). The survey collects data on an incumbent-level basis for employees across major functions and roles within the commercial real estate industry.

The survey benchmarks key compensation elements for sales and support functions

Data elements		Scoping factors
<ul style="list-style-type: none"> • Base Salary • Cash bonus/commission • Long-term and deferred awards 	<ul style="list-style-type: none"> • Overtime • Total cash • Total compensation 	<ul style="list-style-type: none"> • Geographic region • Firm Headcount • Firm Type

Key Commercial Real Estate Finance Roles*

Real Estate Module					
<ul style="list-style-type: none"> • Head of Real Estate Finance • Asset Pricing & Appraisal • Loan Workout • Physical Asset Management • Product Specialist 	Loan Servicing <ul style="list-style-type: none"> • Commercial Mortgage-Backed Securities • Investor Reporting • Multi-Family & Affordable Housing 	Portfolio Management <ul style="list-style-type: none"> • Commercial Mortgage-Backed Securities • Multi-Family & Affordable Housing • Real Estate Finance Lending 	Relationship Management <ul style="list-style-type: none"> • Affordable Housing • Commercial Mortgage-Backed Securities • Mezzanine Finance • Multifamily • Real Estate Finance Lending • Syndications 	Underwriting <ul style="list-style-type: none"> • Multifamily & Affordable Housing 	Operations <ul style="list-style-type: none"> • Loan Closing • Loan Documentation & Processing • Loan Operations

**The Real Estate Module also covers roles for real estate investment and construction/property development*

Key Dates

February-April	May 15	May-July	August	September - December
<ul style="list-style-type: none"> • Survey launch / matching calls • Data collection is distributed 	<ul style="list-style-type: none"> • Data collection due 	<ul style="list-style-type: none"> • Data cleaning • Questions 	<ul style="list-style-type: none"> • Survey results delivered on HCA platform 	<ul style="list-style-type: none"> • Review survey results • Select cut requests

Radford McLagan Compensation Database Participation

2024 Participation

Product	
Real Estate Module	Contact McLagan for fees – MBA members* receive a \$1,000 discount

**Please note that Aon will confirm membership with MBA*

All Radford McLagan products are for internal use only and a signed Services Agreement and Statement of Work must be received prior to delivery of the results. All client data is treated as confidential and reported only in aggregate form.

2024 Registration

If your firm would like to sign up to participate in and purchase the Radford McLagan Compensation Database, please contact Dave Rosenthal. email: dave.rosenthal@aon.com telephone: 1.203.326.4349

We partner with the leading firms across the commercial real estate industry

2023 Participants

AegonAegon	Flagstar Bank	Regions Financial Corporation
American AgCredit	Flushing Financial Corporation	Renasant Corporation
Ameritas	Fort Washington Investment Advisors	Rialto Management Group, LLC
Apple Financial Holdings	Freddie Mac	Sandy Spring Bank
Arbor Management, LLC.	Fulton Financial Corporation	Santander Bank, N.A.
Associated Bank	Glacier Bank	Seacoast National Bank
Atlantic Union Bank	Goldman Sachs & Co.	Situs
Banc of California, Inc.	Greystone	South State Bank
Bank Hapoalim	Guardian Life Insurance Company	StanCorp Financial Group
Bank of America	Hancock Whitney Bank	State Bank & Trust
Bank of New York Mellon	Helaba Landesbank Hessen-Thuringen	State Employees' Credit Union
Bank OZK	HSBC	State of California - California Housing
BankPlus	Huntington Bancshares, Inc.	Finance Agency
Banner Bank	Jones Lang LaSalle	Symetra Financial
Barings	JP Morgan Chase	Synovus Financial Corporation
BECU	KeyCorp	TD Securities
Berkadia	Lima One Capital	Texas Capital Bank
Berkshire Bank	M&T Bank Corporation	Thrivent Financial
BOK Financial Corporation	Manulife	TowneBank
Broadway National Bank	Merchants Bank of Indiana	TriState Capital Bank
Cambridge Savings Bank	Middlesex Savings Bank	Triumph Bancorp, Inc.
Capital One	Morgan Stanley	Truist
CBRE Global Investors	Mountain America Federal Credit Union	U.S. Bancorp
CIBC World Markets	Nationwide	UBS
CIM Group	Natixis Corporate & Investment Banking	UMB Financial Corporation
Citigroup	New York Community Bank	Valley National Bancorp
Citizens Financial Group	New York Life Insurance Company	Voya Financial
City National Bank of Florida	NewPoint Real Estate Capital	Walker & Dunlop
City National Bank	NorthMarq Capital, Inc.	Webster Bank
Colliers	Northwest Bank – PA	Wells Fargo Bank
Columbia Bank – NJ	Nuveen Investments	Wintrust Financial Corporation
Comerica	Ocwen Financial Corporation	Zions Bancorporation
Crédit Agricole CIB	Old National Bank	
Credit Suisse	ORIX	
Cross River Bank	Pacific Life Insurance Company	
Eagle Bancorp Inc. - MD	Pacific Premier Bank	
East West Bancorp, Inc.	PacWest Bancorp	
EverBank, National Association	Peoples Bank - IN	
Fannie Mae	PGIM	
Federal Home Loan Bank of Boston	Pinnacle Financial Partners, Inc.	
Federal Home Loan Bank of San Francisco	PNC Bank	
Fifth Third Bank	Popular Community Bank	
First Citizens Bank - NC	PPM America	
First Financial Bancorp - OH	Principal Financial Group	
First Hawaiian Bank	Protective Life Corporation	
Firsttrust Savings Bank	Raymond, James & Associates	