

Loan Servicing - Real Estate Owned Manager (156)

Responsible for maintenance, security and sale of real estate obtained through foreclosure. Conducts foreclosure appraisal; commissions contractors to repair or refurbish properties; negotiates rental, lease or sales agreements.

Position Details

	Level of Match				FSLA Status				Overtime Eligible		Formal Pay Range Policy	
	Close	Higher	Lower	# of Banks	Exempt	Non-Exempt	Unknown	# of Banks	Yes	# of Banks	Yes	# of Banks
All Respondents	70.0%	20.0%	10.0%	10	90.0%	10.0%	0.0%	10	11.1%	9	70.0%	10

Cash Compensation (All dollar amounts are displayed in USD \$000s)

Scope	Base Salary						Bonus/Profit Sharing				Commission				Total Compensation						Pay Range - Medians				
	75th Percentile	Median	25th Percentile	Average	# of Employees	# of Banks	Median	Average	# of Employees	# of Banks	Median	Average	# of Employees	# of Banks	75th Percentile	Median	25th Percentile	Average	# of Employees	# of Banks	Max	Mid	Min	# of Employees	# of Banks
All Respondents	\$75.0	\$67.6	\$50.1	\$64.1	11	10	\$4.4	\$4.4	6	6	*	*	0	0	\$75.0	\$72.0	\$50.5	\$66.7	11	10	\$83.1	\$68.7	\$55.0	7	7

Asset Size	75th Percentile	Median	25th Percentile	Average	# of Employees	# of Banks	Median	Average	# of Employees	# of Banks	Median	Average	# of Employees	# of Banks	75th Percentile	Median	25th Percentile	Average	# of Employees	# of Banks	Max	Mid	Min	# of Employees	# of Banks
< \$50 Million	*	*	*	*	0	0	*	*	0	0	*	*	0	0	*	*	*	*	0	0	*	*	*	0	0
\$50 - 99 Million	*	*	*	*	0	0	*	*	0	0	*	*	0	0	*	*	*	*	0	0	*	*	*	0	0
\$100 - \$299 Million	*	*	*	*	0	0	*	*	0	0	*	*	0	0	*	*	*	*	0	0	*	*	*	0	0
\$300 - \$499 Million	*	*	*	*	0	0	*	*	0	0	*	*	0	0	*	*	*	*	0	0	*	*	*	0	0
\$500 - \$699 Million	*	*	*	*	2	2	*	*	1	1	*	*	0	0	*	*	*	*	2	2	*	*	*	2	2
\$700 - \$999 Million	*	*	*	*	3	2	*	*	0	0	*	*	0	0	*	*	*	*	3	2	*	*	*	0	0
\$1 - \$2.9 Billion	*	*	*	*	4	4	*	*	3	3	*	*	0	0	*	*	*	*	4	4	*	*	*	3	3
>= \$3 Billion	*	*	*	*	2	2	*	*	2	2	*	*	0	0	*	*	*	*	2	2	*	*	*	2	2

Ownership Type	75th Percentile	Median	25th Percentile	Average	# of Employees	# of Banks	Median	Average	# of Employees	# of Banks	Median	Average	# of Employees	# of Banks	75th Percentile	Median	25th Percentile	Average	# of Employees	# of Banks	Max	Mid	Min	# of Employees	# of Banks
Stock	\$78.9	\$75.0	\$65.5	\$70.5	8	7	*	*	4	4	*	*	0	0	\$82.9	\$75.0	\$69.3	\$73.9	8	7	\$85.9	\$68.7	\$55.0	5	5
Mutual	*	*	*	*	3	3	*	*	2	2	*	*	0	0	*	*	*	*	3	3	*	*	*	2	2
Mutual Holding Co	*	*	*	*	0	0	*	*	0	0	*	*	0	0	*	*	*	*	0	0	*	*	*	0	0

Charter Type	75th Percentile	Median	25th Percentile	Average	# of Employees	# of Banks	Median	Average	# of Employees	# of Banks	Median	Average	# of Employees	# of Banks	75th Percentile	Median	25th Percentile	Average	# of Employees	# of Banks	Max	Mid	Min	# of Employees	# of Banks
Commercial Bank	\$75.0	\$70.5	\$65.3	\$68.5	7	6	*	*	3	3	*	*	0	0	\$75.0	\$73.5	\$68.0	\$71.1	7	6	*	*	*	4	4
Saving Bank	*	*	*	*	4	4	*	*	3	3	*	*	0	0	*	*	*	*	4	4	*	*	*	3	3

Loan Servicing - Real Estate Owned Manager (156)

Responsible for maintenance, security and sale of real estate obtained through foreclosure. Conducts foreclosure appraisal; commissions contractors to repair or refurbish properties; negotiates rental, lease or sales agreements.

Cash Compensation (All dollar amounts are displayed in USD \$000s)

Scope	Base Salary						Bonus/Profit Sharing				Commission				Total Compensation						Pay Range - Medians				
Region	75th Percentile	Median	25th Percentile	Average	# of Employees	# of Banks	Median	Average	# of Employees	# of Banks	Median	Average	# of Employees	# of Banks	75th Percentile	Median	25th Percentile	Average	# of Employees	# of Banks	Max	Mid	Min	# of Employees	# of Banks
Northwest	*	*	*	*	1	1	*	*	1	1	*	*	0	0	*	*	*	*	1	1	*	*	*	1	1
Southwest	*	*	*	*	0	0	*	*	0	0	*	*	0	0	*	*	*	*	0	0	*	*	*	0	0
Mountain	*	*	*	*	0	0	*	*	0	0	*	*	0	0	*	*	*	*	0	0	*	*	*	0	0
Plains	*	*	*	*	2	2	*	*	1	1	*	*	0	0	*	*	*	*	2	2	*	*	*	1	1
South	*	*	*	*	0	0	*	*	0	0	*	*	0	0	*	*	*	*	0	0	*	*	*	0	0
Great Lakes	*	*	*	*	3	3	*	*	2	2	*	*	0	0	*	*	*	*	3	3	*	*	*	2	2
Lower Southeast	*	*	*	*	3	2	*	*	1	1	*	*	0	0	*	*	*	*	3	2	*	*	*	1	1
Middle Southeast	*	*	*	*	1	1	*	*	0	0	*	*	0	0	*	*	*	*	1	1	*	*	*	1	1
Mid-Atlantic	*	*	*	*	1	1	*	*	1	1	*	*	0	0	*	*	*	*	1	1	*	*	*	1	1
New England	*	*	*	*	0	0	*	*	0	0	*	*	0	0	*	*	*	*	0	0	*	*	*	0	0

Northwest: AK, WA, OR
 Southwest: CA, NV, AZ, HI
 Mountain: MT, ID, WY, UT, CO
 Plains: ND, SD, NE, KS, IA, MO
 South: NM, TX, OK, AR, LA
 Great Lakes: MN, WI, IL, MI, IN, OH
 Lower SE: MS, AL, GA, FL, USVI
 Middle SE: WV, KY, TN, NC, SC
 Mid-Atlantic: NY, NJ, PA, DE, MD, VA, DC
 New England: ME, VT, NH, MA, RI, CT

State	75th Percentile	Median	25th Percentile	Average	# of Employees	# of Banks	Median	Average	# of Employees	# of Banks	Median	Average	# of Employees	# of Banks	75th Percentile	Median	25th Percentile	Average	# of Employees	# of Banks	Max	Mid	Min	# of Employees	# of Banks
California	*	*	*	*	0	0	*	*	0	0	*	*	0	0	*	*	*	*	0	0	*	*	*	0	0
Florida	*	*	*	*	2	1	*	*	0	0	*	*	0	0	*	*	*	*	2	1	*	*	*	0	0
Illinois	*	*	*	*	1	1	*	*	0	0	*	*	0	0	*	*	*	*	1	1	*	*	*	0	0
Indiana	*	*	*	*	0	0	*	*	0	0	*	*	0	0	*	*	*	*	0	0	*	*	*	0	0
Maryland	*	*	*	*	0	0	*	*	0	0	*	*	0	0	*	*	*	*	0	0	*	*	*	0	0
Massachusetts	*	*	*	*	0	0	*	*	0	0	*	*	0	0	*	*	*	*	0	0	*	*	*	0	0
NY/NJ	*	*	*	*	1	1	*	*	1	1	*	*	0	0	*	*	*	*	1	1	*	*	*	1	1
Ohio	*	*	*	*	1	1	*	*	1	1	*	*	0	0	*	*	*	*	1	1	*	*	*	1	1
Pennsylvania	*	*	*	*	0	0	*	*	0	0	*	*	0	0	*	*	*	*	0	0	*	*	*	0	0
Texas	*	*	*	*	0	0	*	*	0	0	*	*	0	0	*	*	*	*	0	0	*	*	*	0	0
Virginia	*	*	*	*	0	0	*	*	0	0	*	*	0	0	*	*	*	*	0	0	*	*	*	0	0
Wisconsin	*	*	*	*	1	1	*	*	1	1	*	*	0	0	*	*	*	*	1	1	*	*	*	1	1