

# SMITH & WILKINSON

## EXECUTIVE SEARCH SOLUTIONS

### 2017 COMMERCIAL LENDER SALARY SURVEY RESULTS

Smith & Wilkinson is excited to present the results from our ninth annual Commercial Lender salary survey. The results below are collected from all survey respondents; any responses specific to Individual Contributors or Team Leaders will be labeled as such.

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**898**

Total Respondents



**534**

Individual Contributors

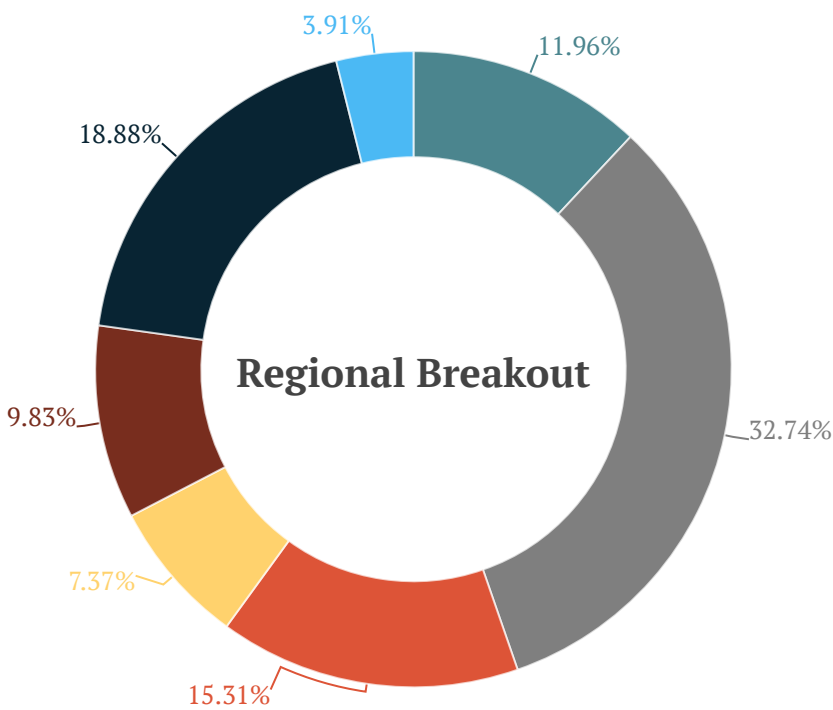


**363**

Team Leaders

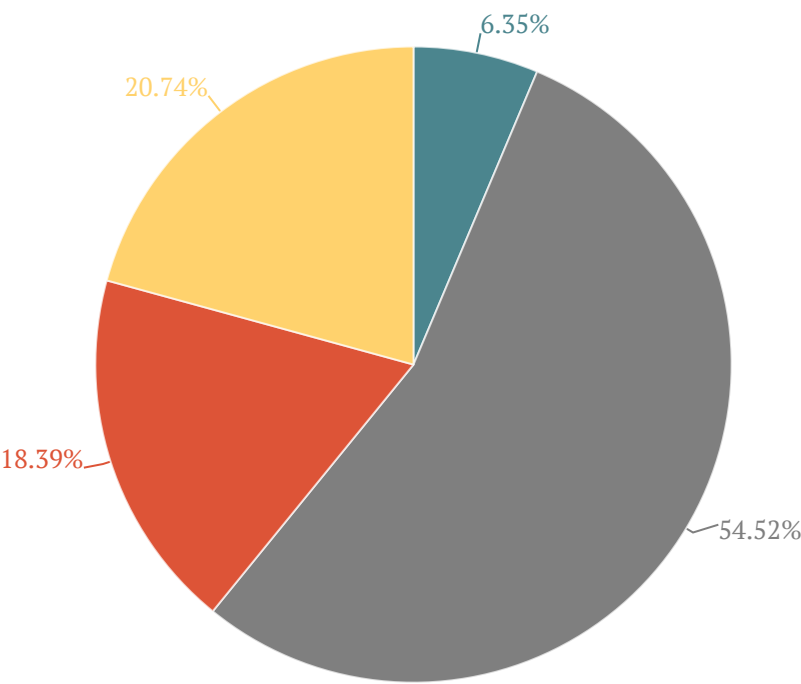
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# Demographics



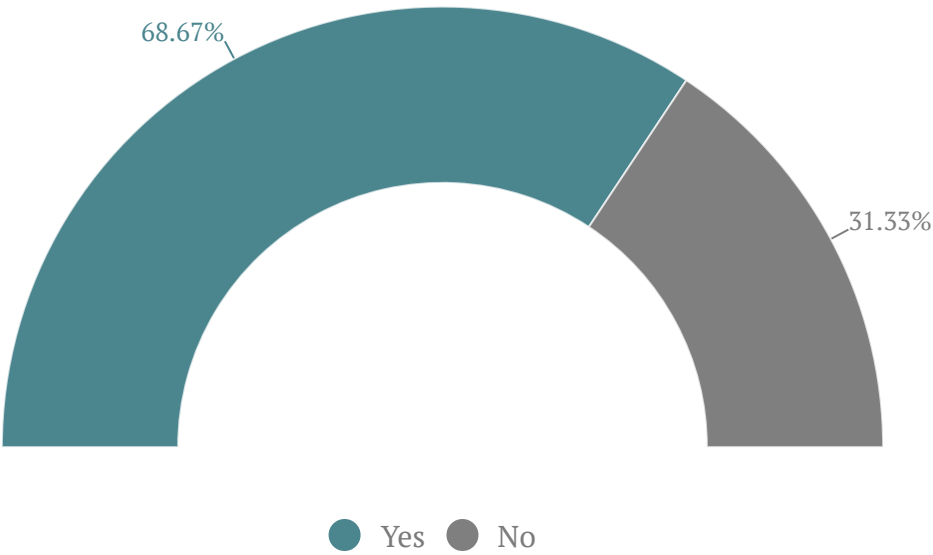
- Northern New England (ME, NH, VT)
- Southern New England (MA, CT, RI)
- North Atlantic (NY, NJ, PA)
- Mid Atlantic (DE, DC, MD, VA)
- Southeast
- Midwest
- Other

## Type of Financial Institution Worked For

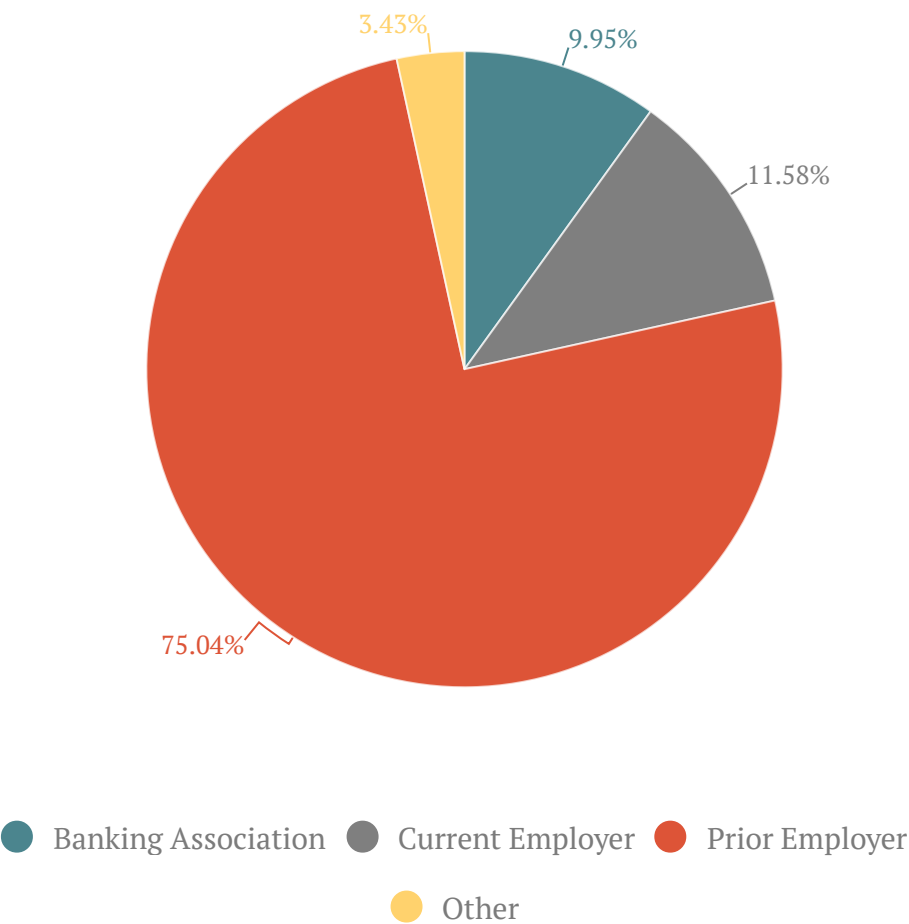


- Credit Union
- Publicly Traded
- Privately Owned/Closely Held
- Mutual/Cooperative

# Have you been formally credit trained?

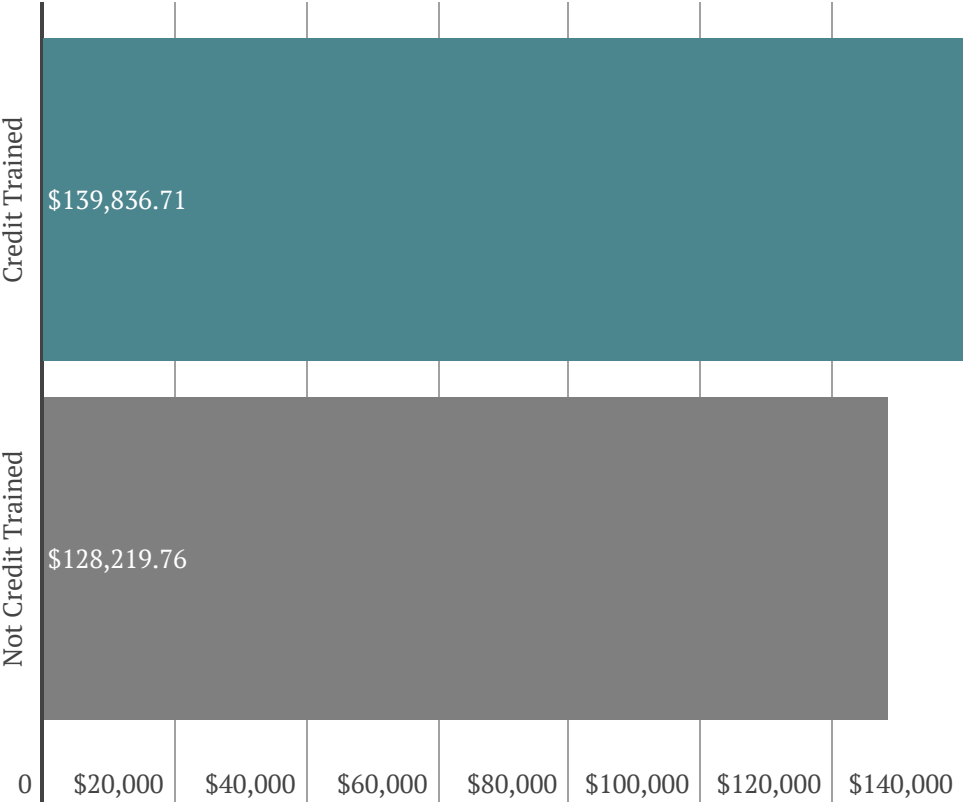


# Where were you credit trained?

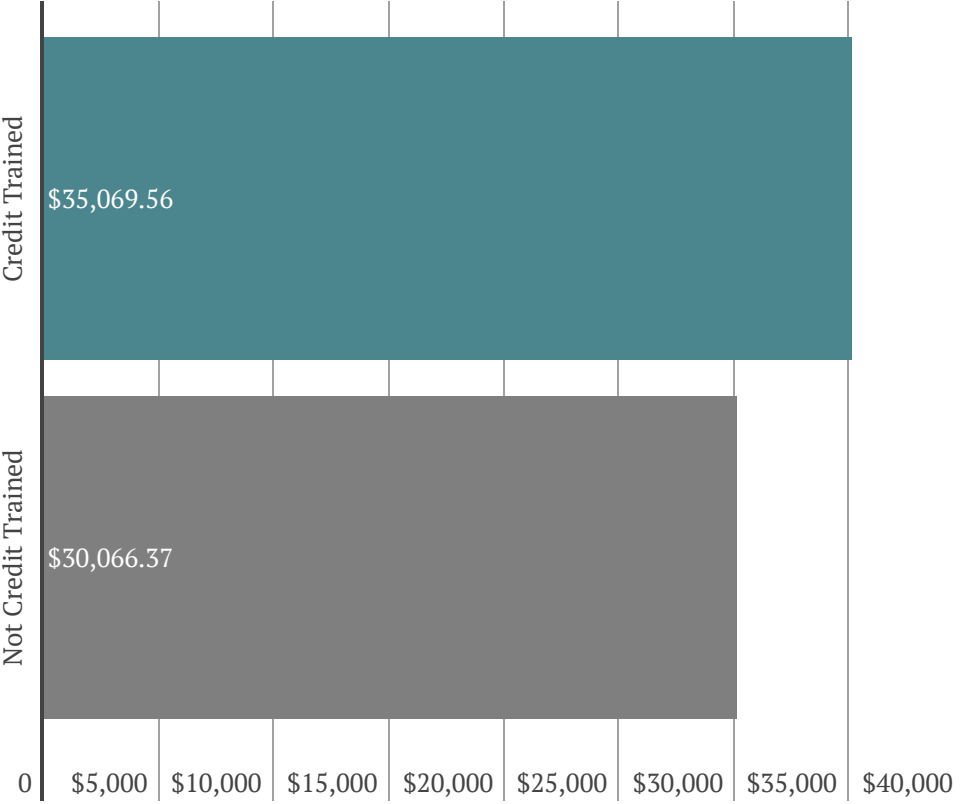


# Average Salary & Bonus based on Formal Credit Training

## Salary

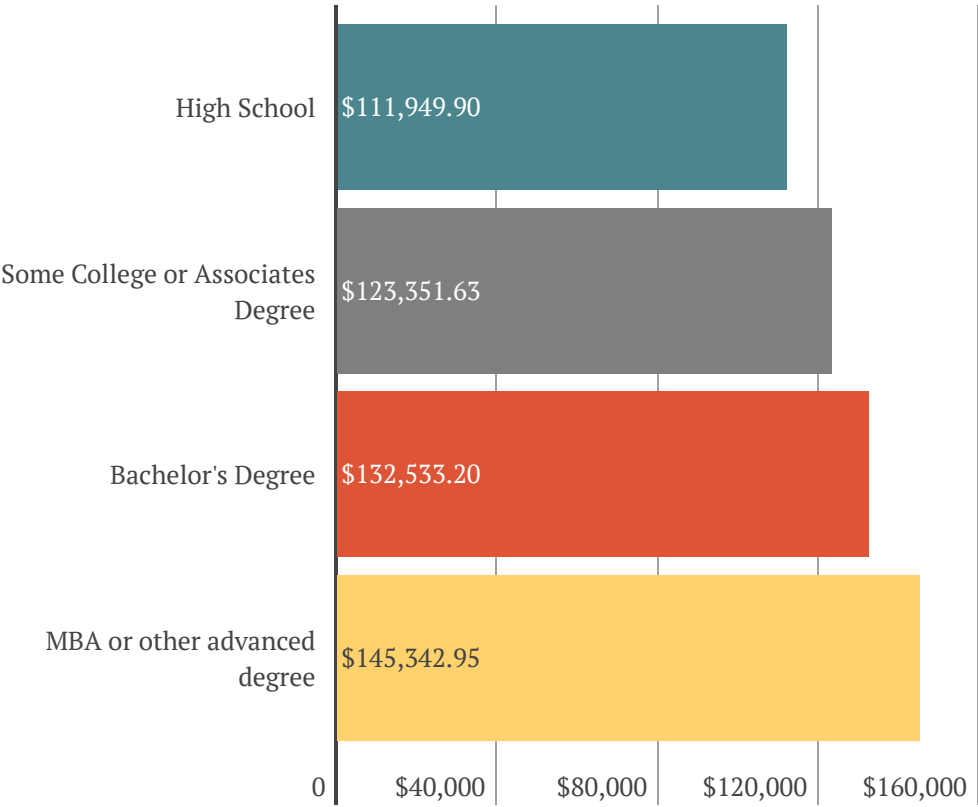


## Bonus

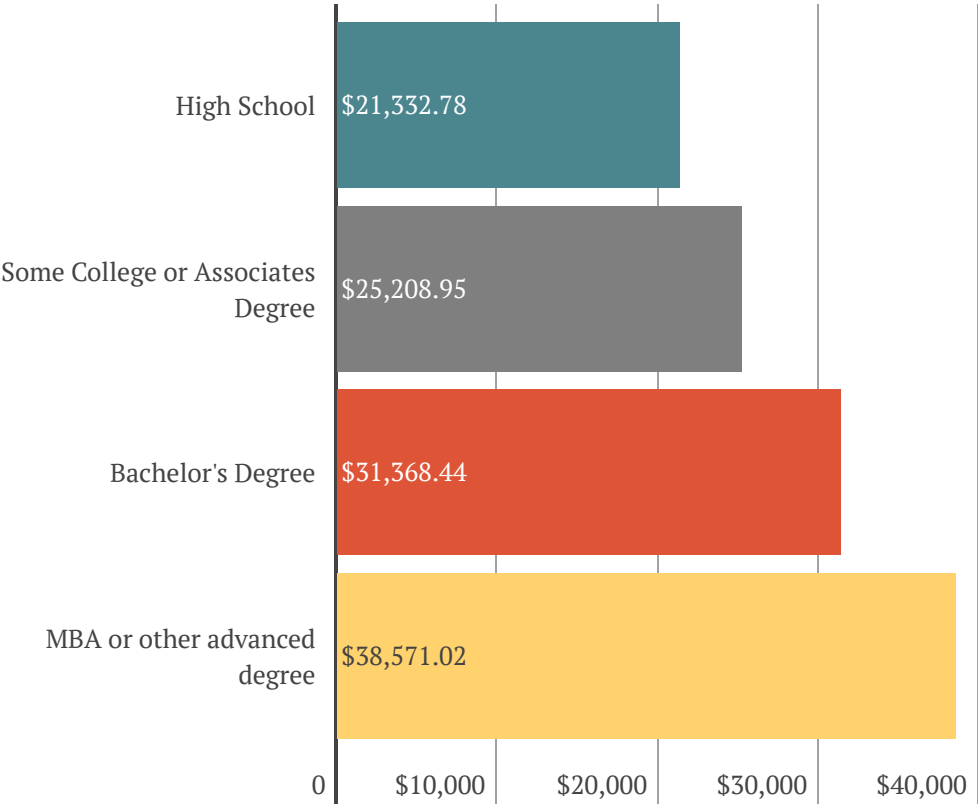


# Average Salary & Bonus by Education Level

## Salary



## Bonus



”

**"The results from this year's salary surveys very much mirror what we are hearing in the market every day: as demand for credit trained Commercial Lenders and Commercial Credit Analysts outstrips supply, banks and credit unions are continuing to pay a hefty premium for talent with formal credit training. Not surprisingly, organizations are also compensating most heavily for tenure, as reflected in overall compensation based on years of experience. We anticipate this trend to continue into the foreseeable future, or until such time that more widespread training programs reemerge."**

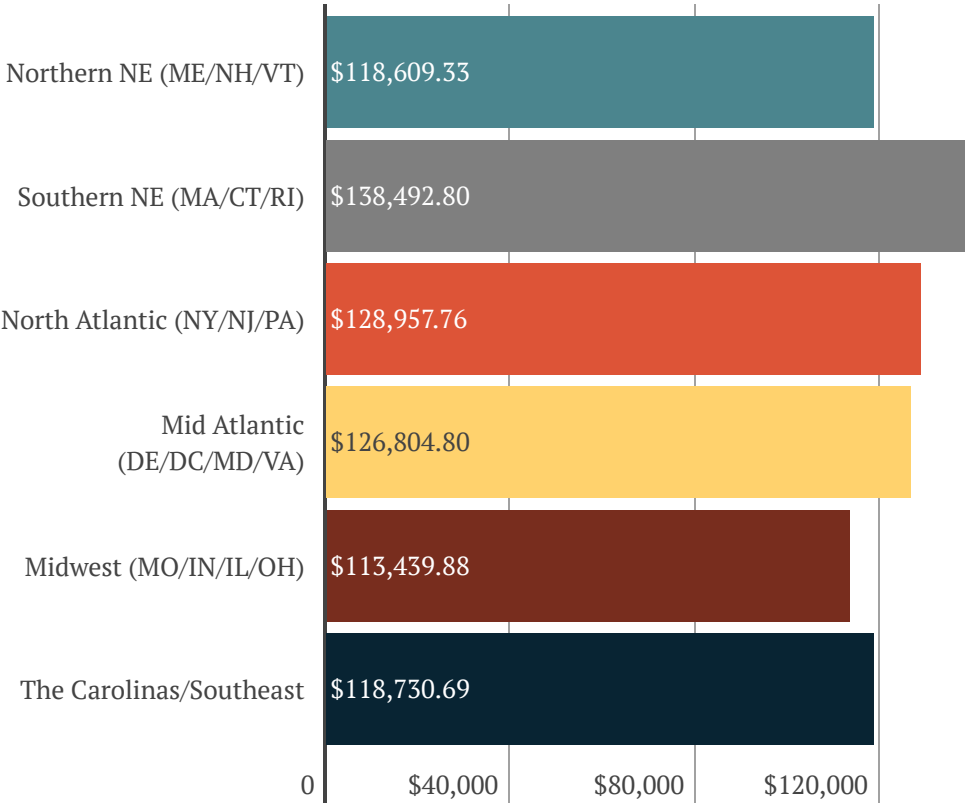
Cameron Boyd, Practice Director, Financial Services

# Salary & Bonuses

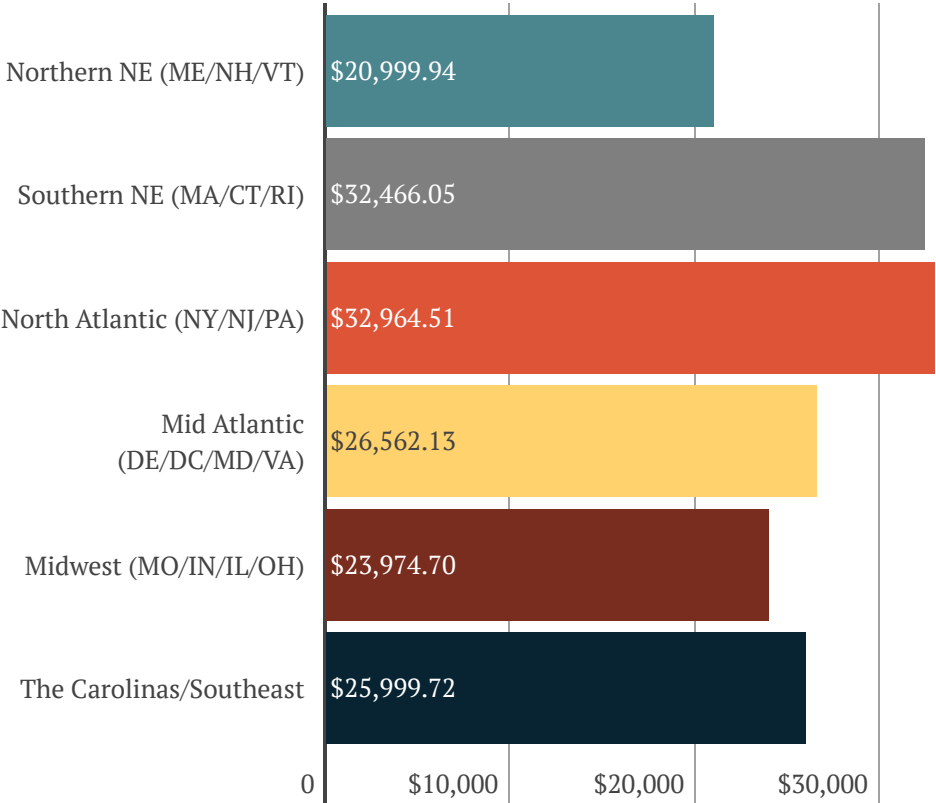
## Results from Individual Contributors

### Average Salary and Bonus by Region

#### Salary

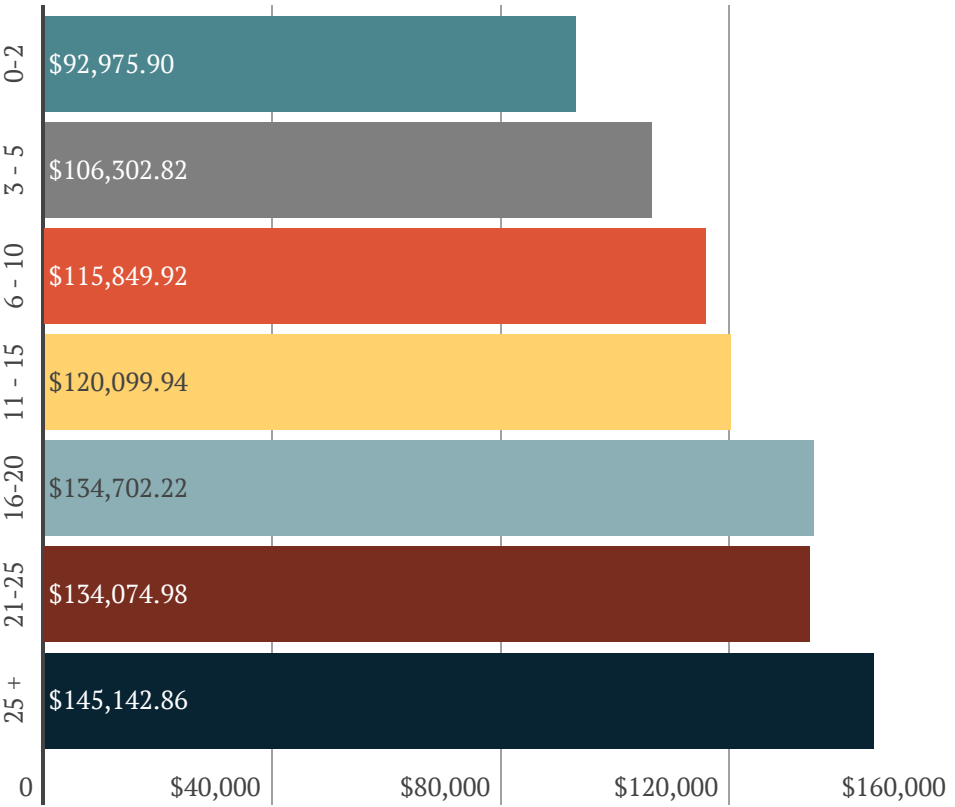


#### Bonus

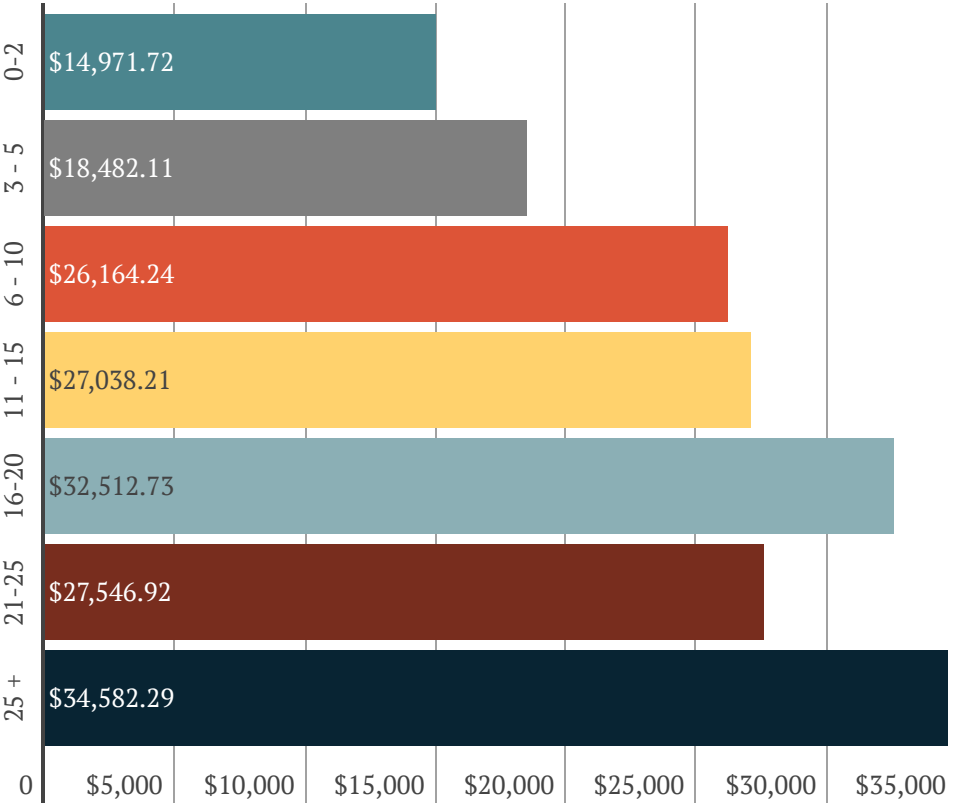


# Average Salary & Bonus by Years of Experience

## Salary



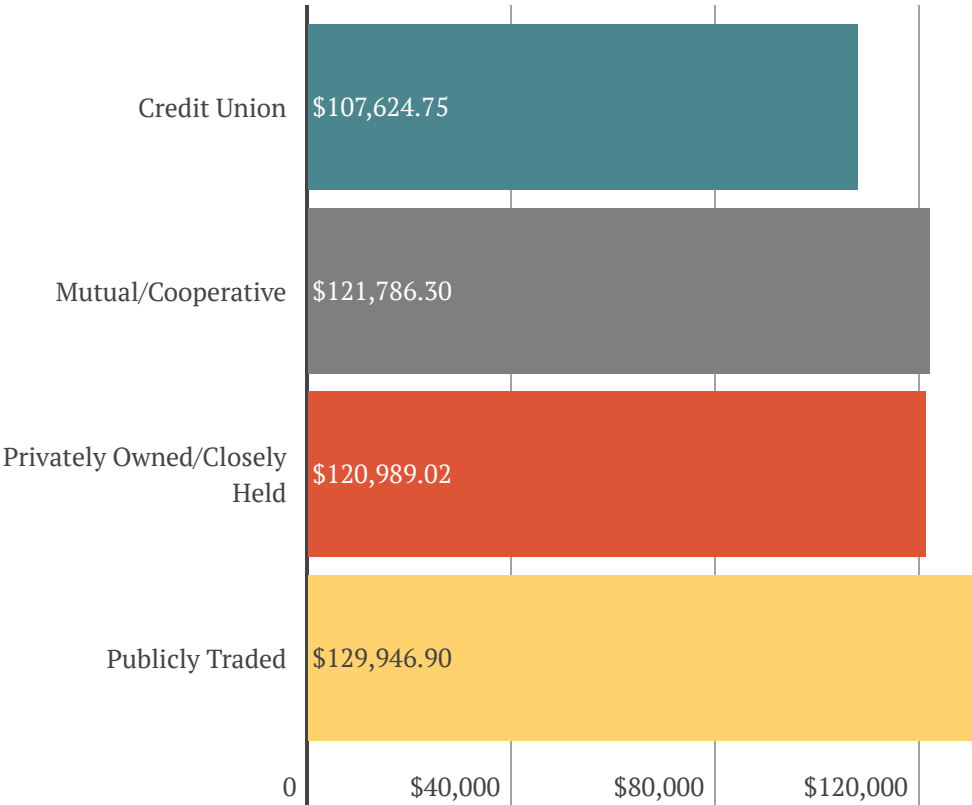
## Bonus



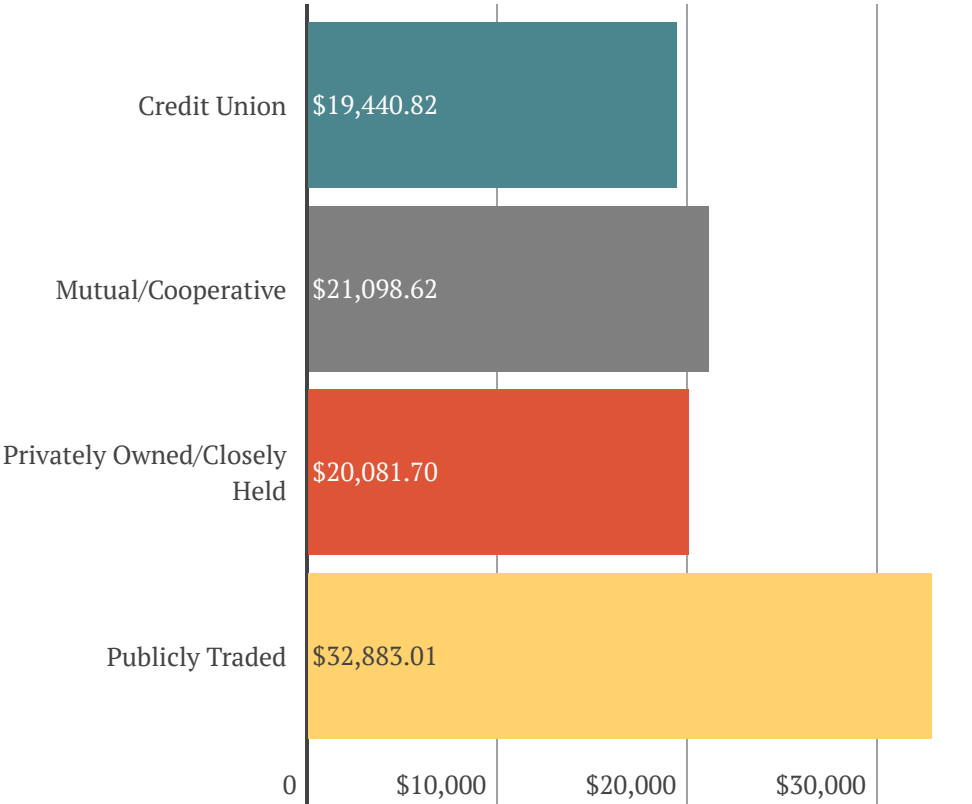


# Average Salary & Bonus by Institution

## Salary

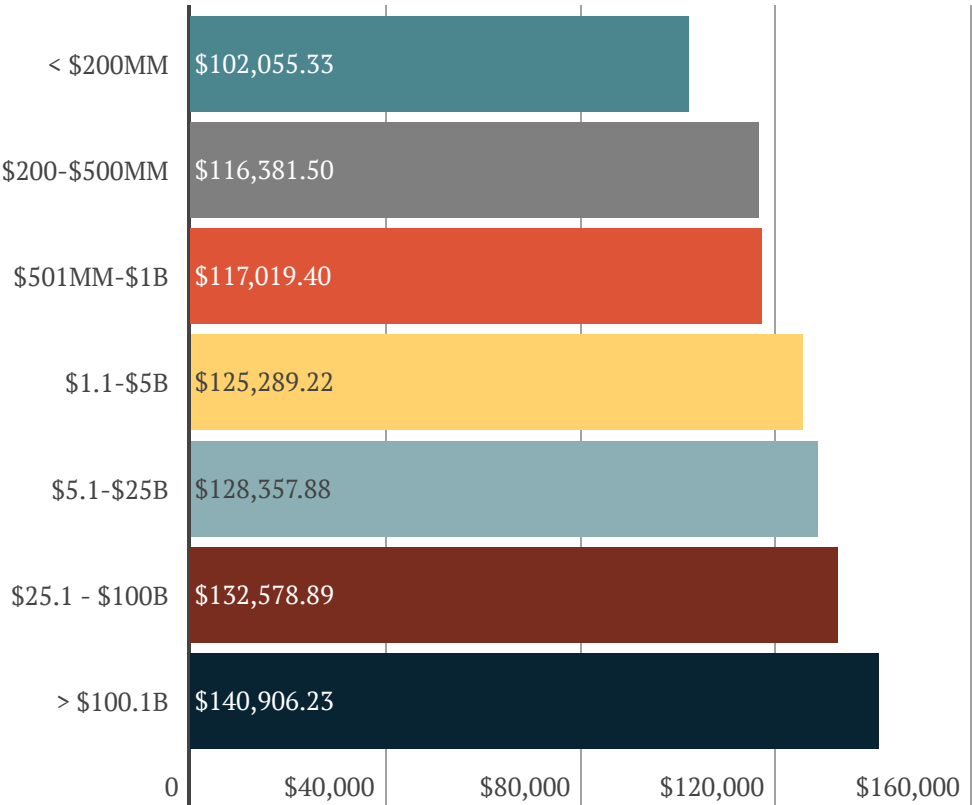


## Bonus

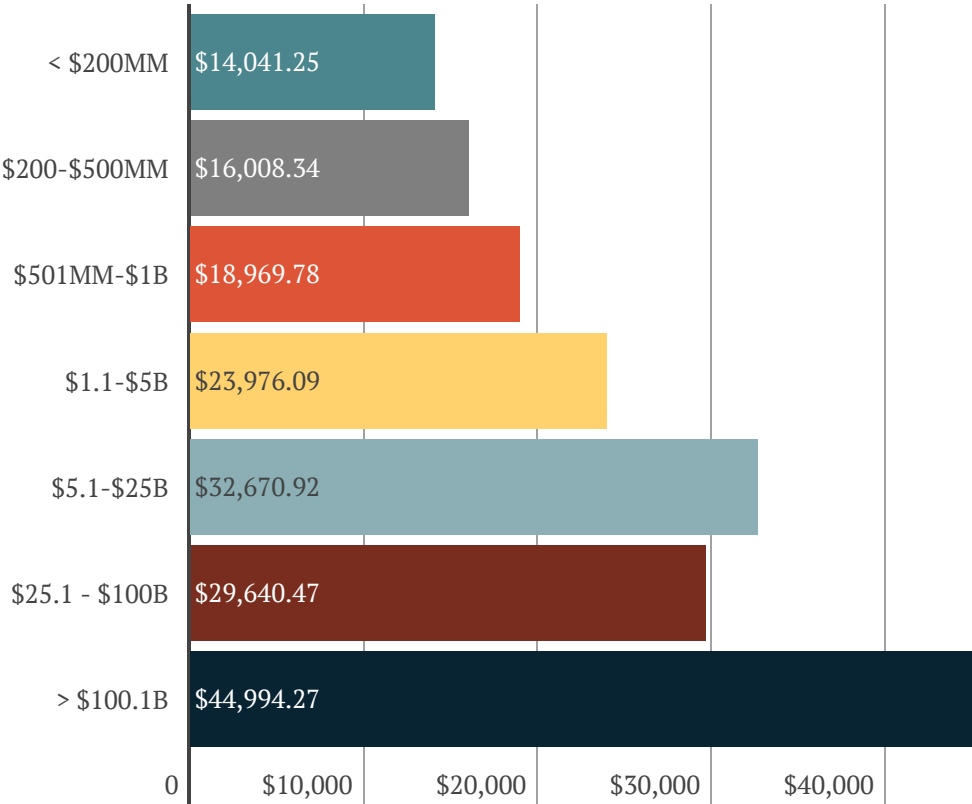


Average Salary & Bonus by Institutional Asset Size

Salary

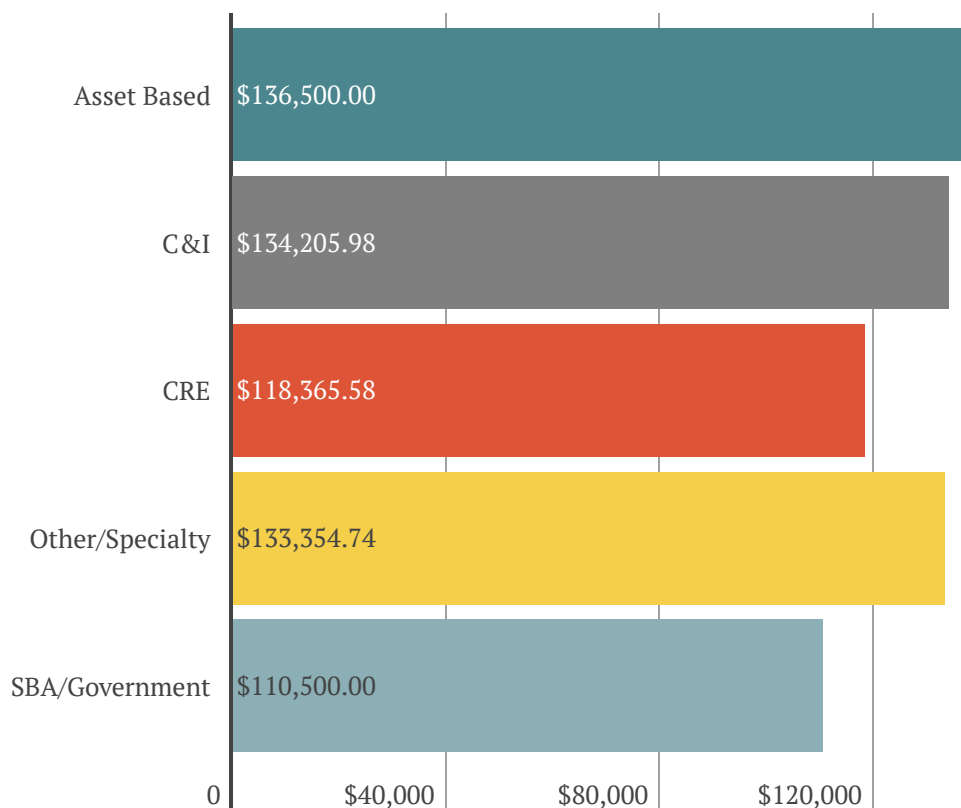


Bonus

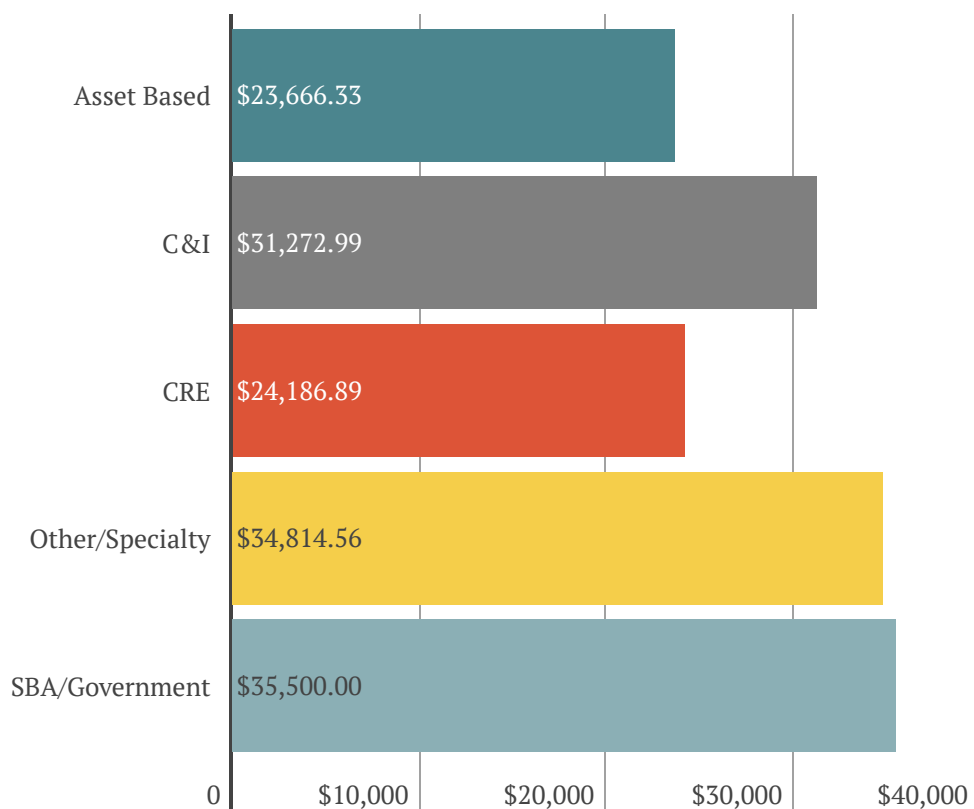


# Average Salary & Bonus by Lending Type

## Salary

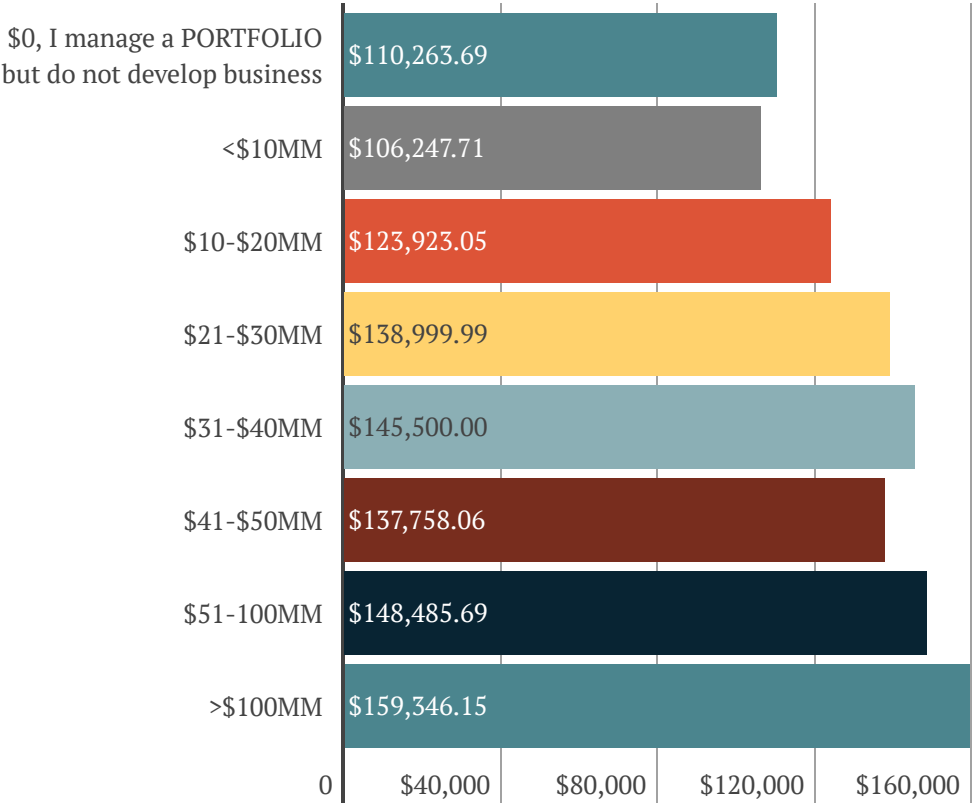


## Bonus

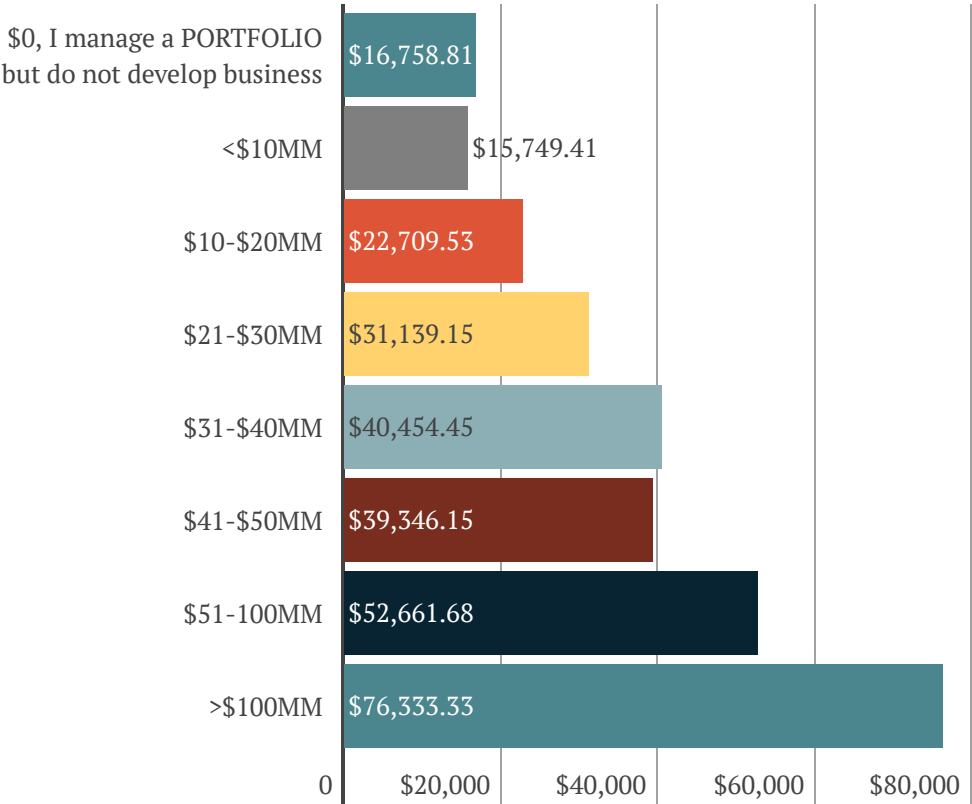


# Average Salary & Bonus by Production

## Salary

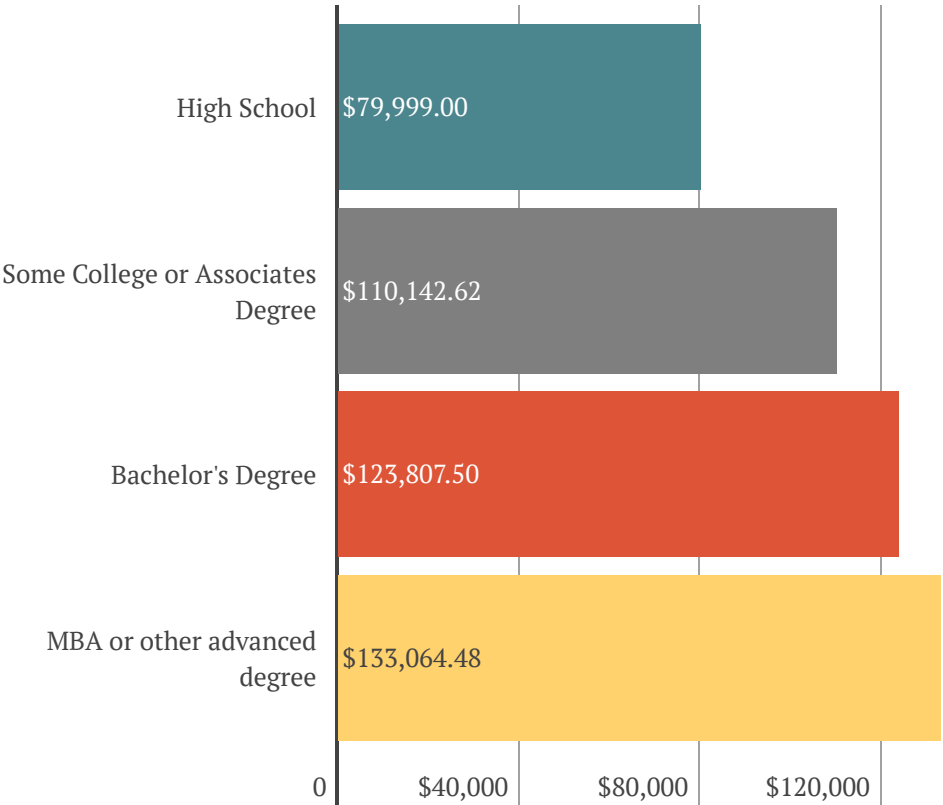


## Bonus

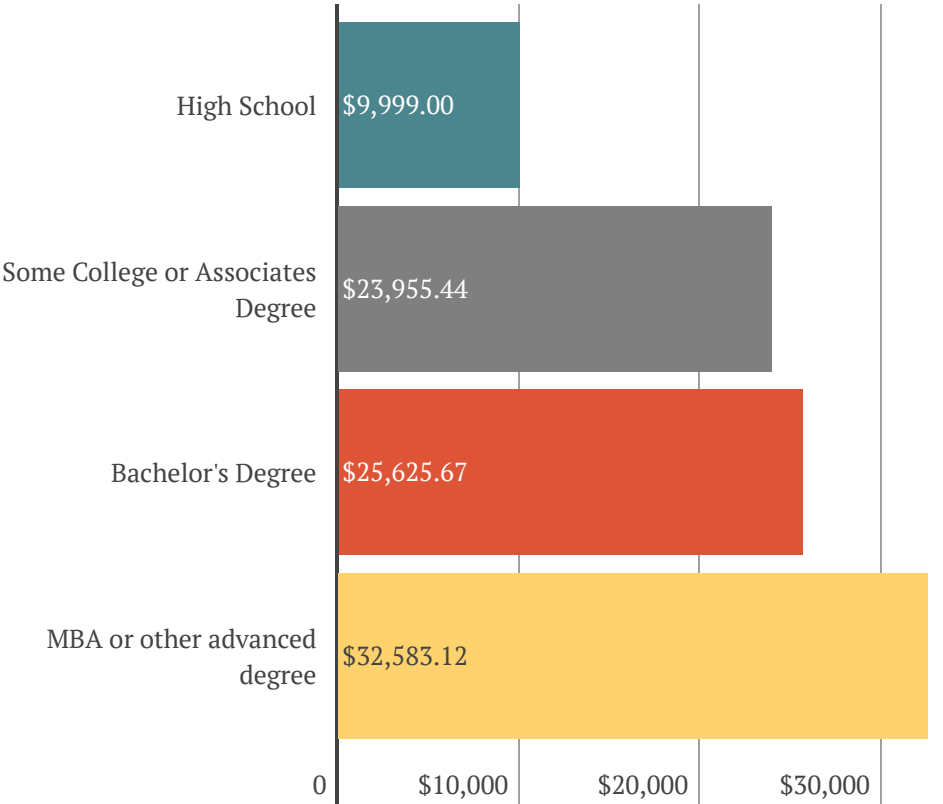


# Average Salary & Bonus by Education Level

## Salary

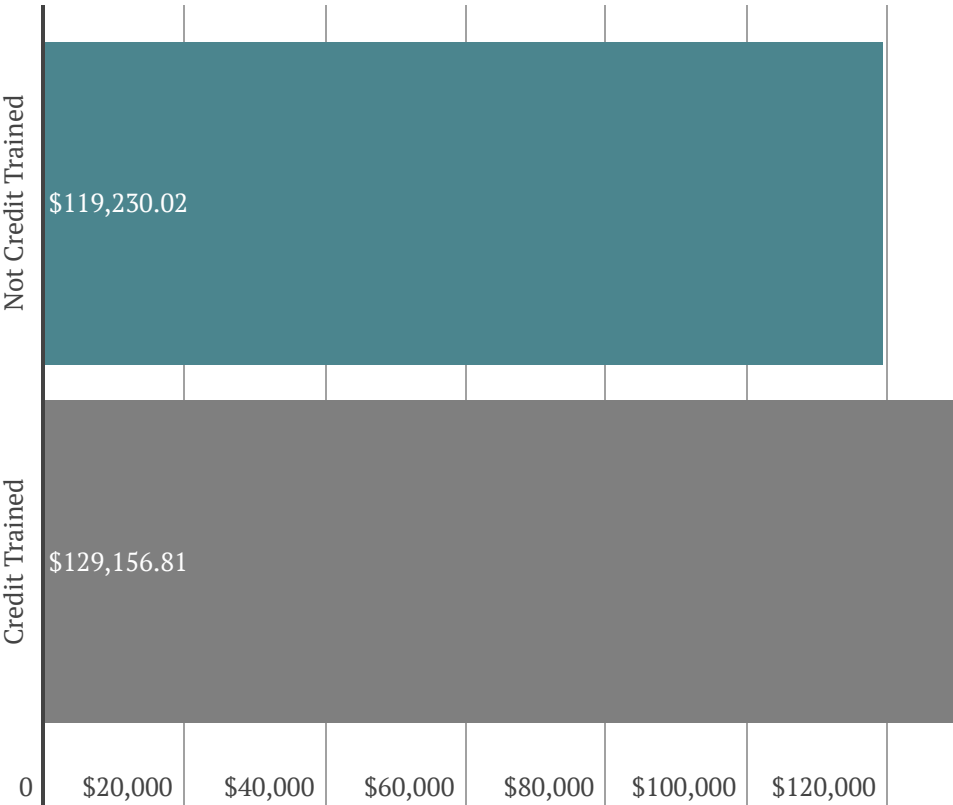


## Bonus

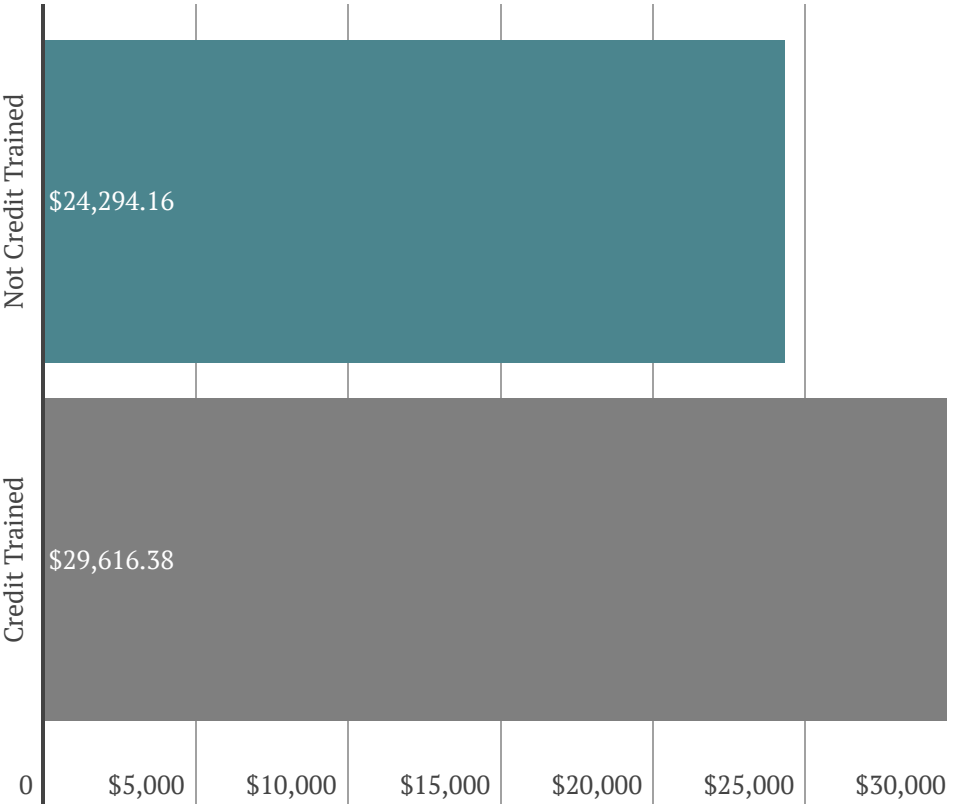


# Average Salary & Bonus by Credit Training

## Salary



## Bonus

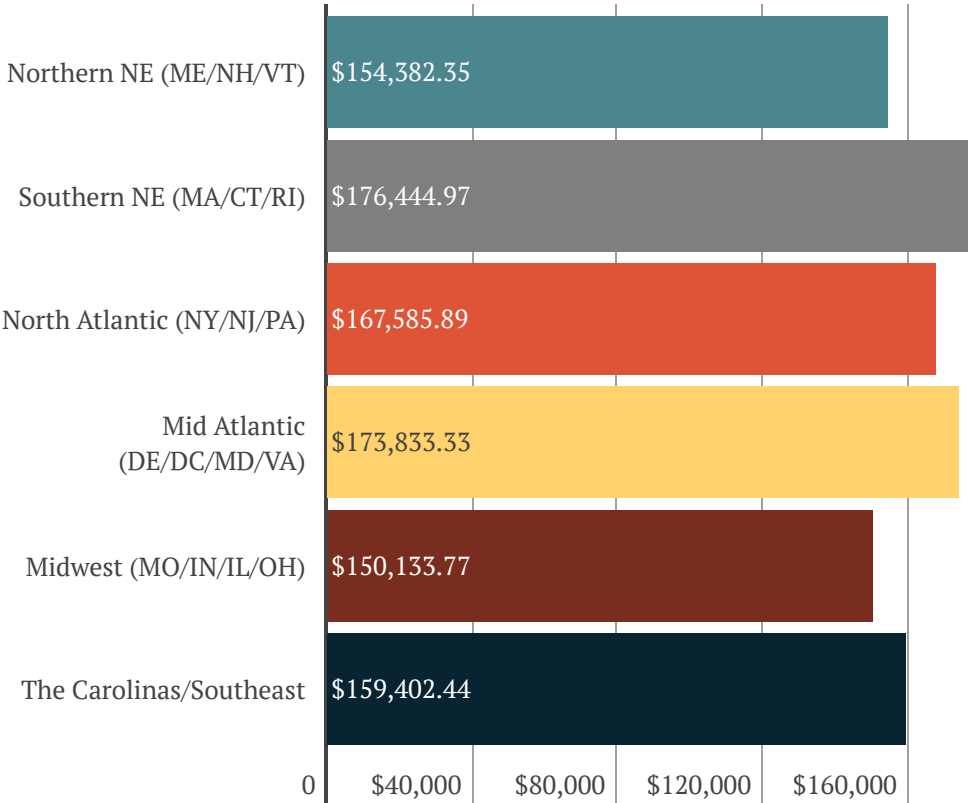


# Salary & Bonuses

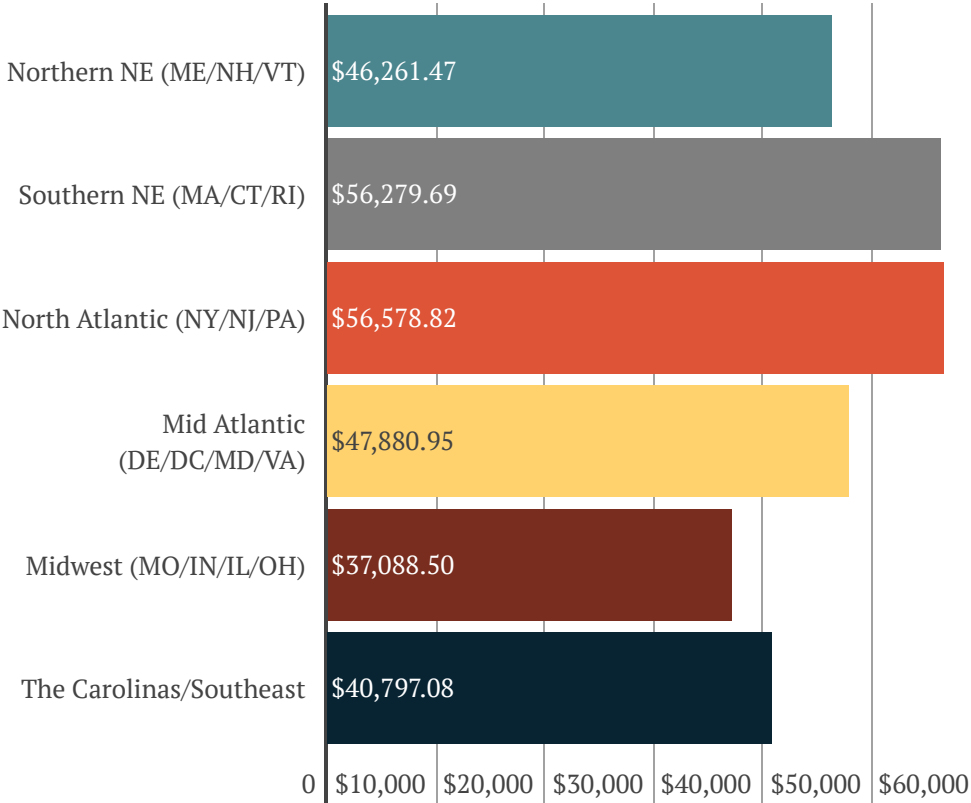
## Results from Team Leaders

### Average Salary and Bonus by Region

#### Salary

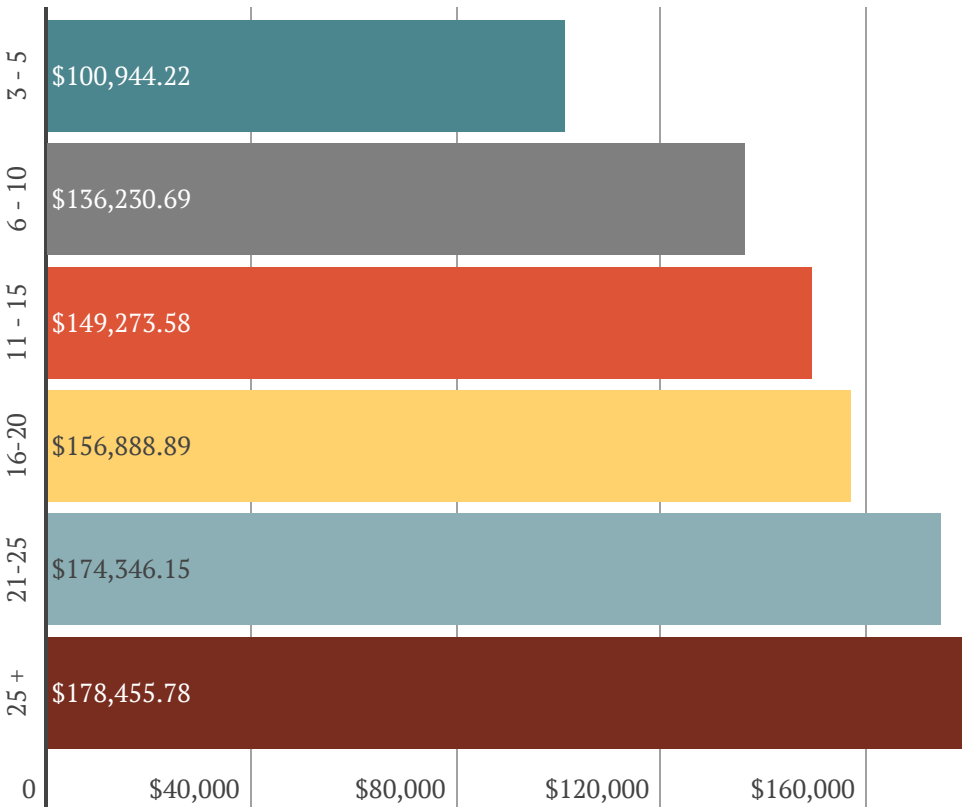


#### Bonus

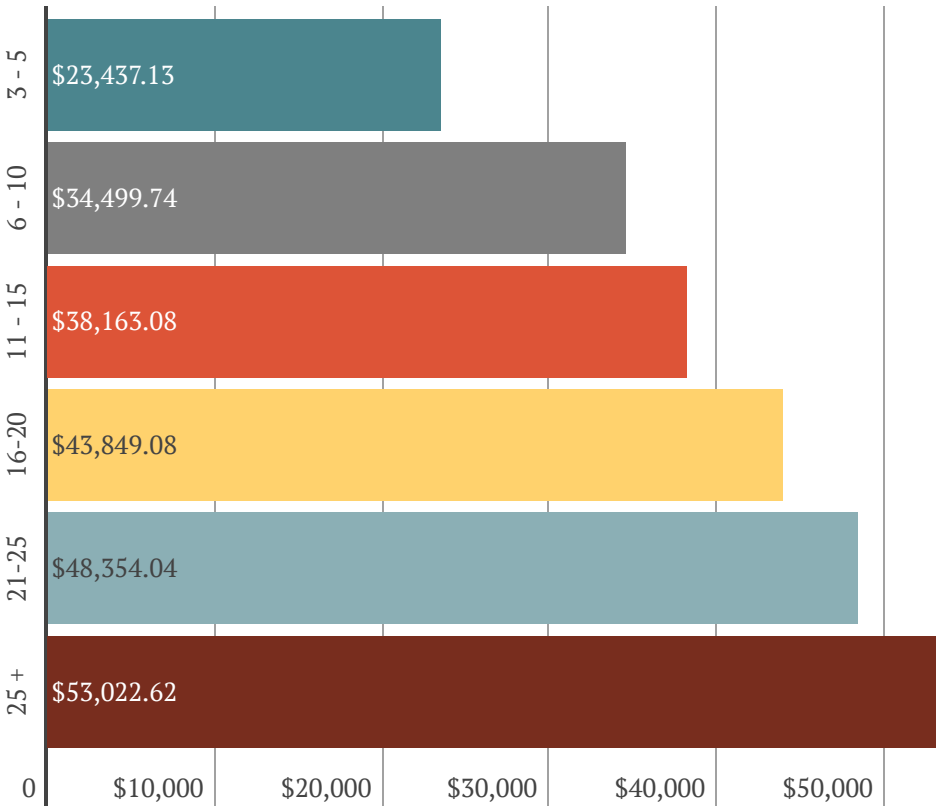


# Average Salary & Bonus by Years of Experience

## Salary



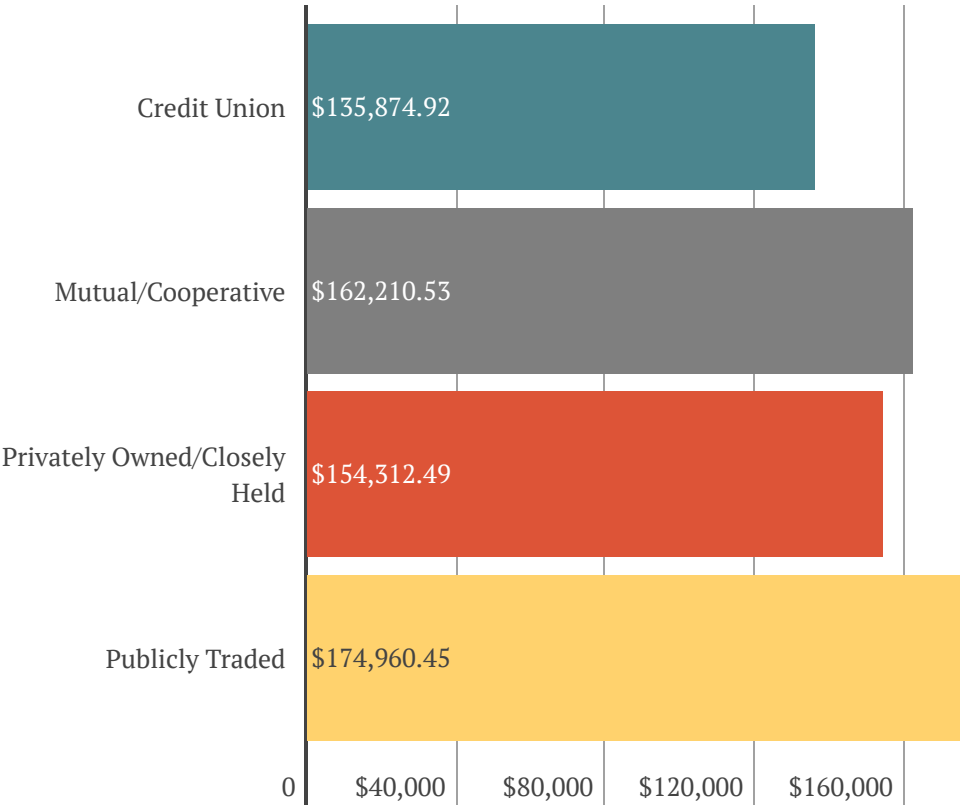
## Bonus



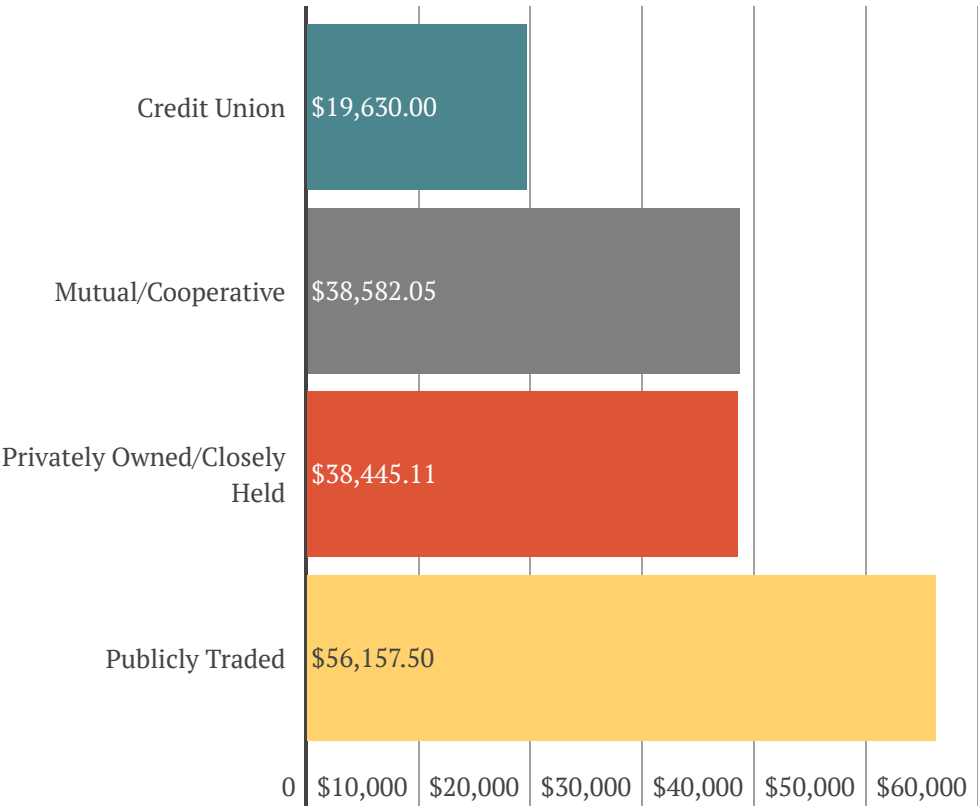


# Average Salary & Bonus by Institution

## Salary

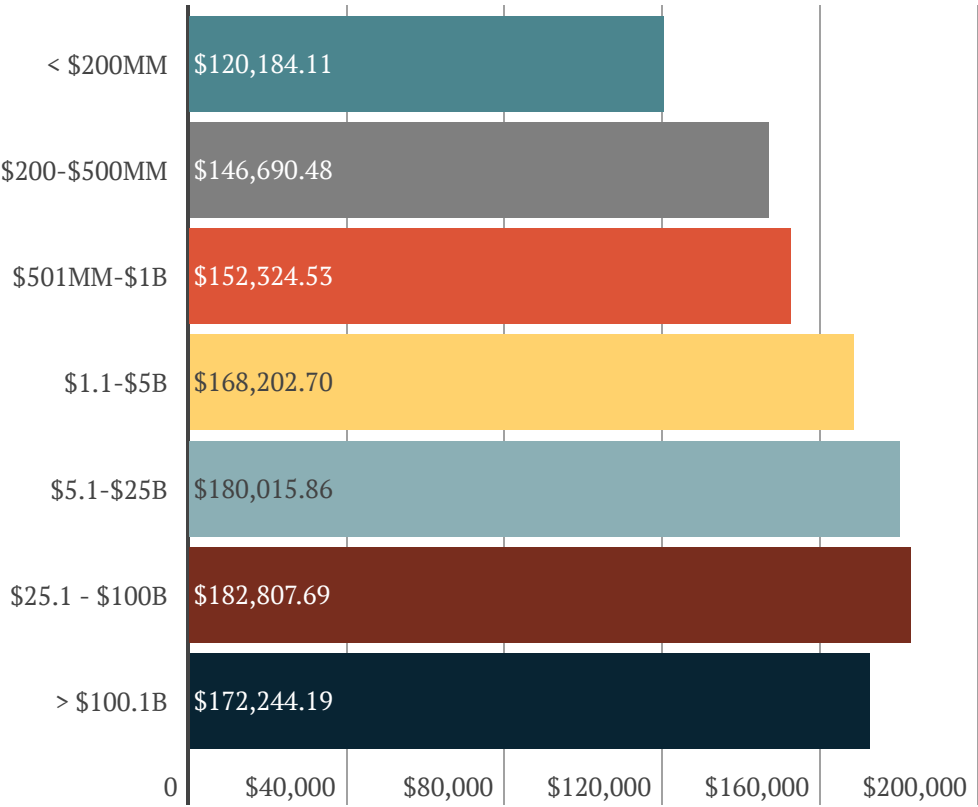


## Bonus

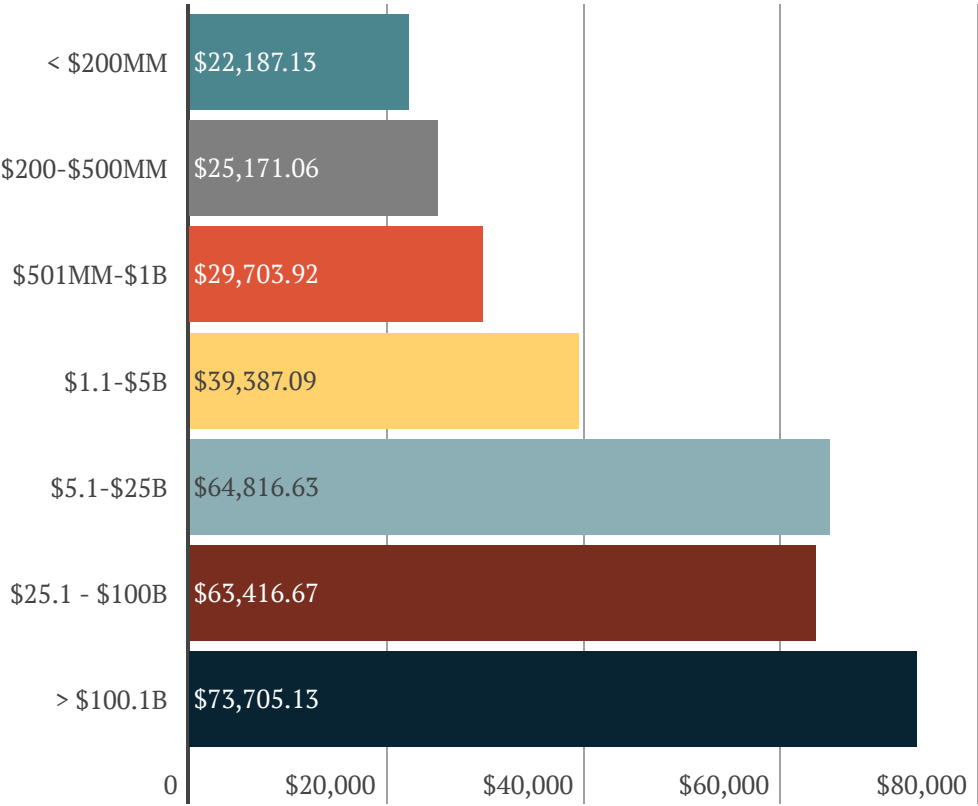


Average Salary & Bonus by Institutional Asset Size

Salary

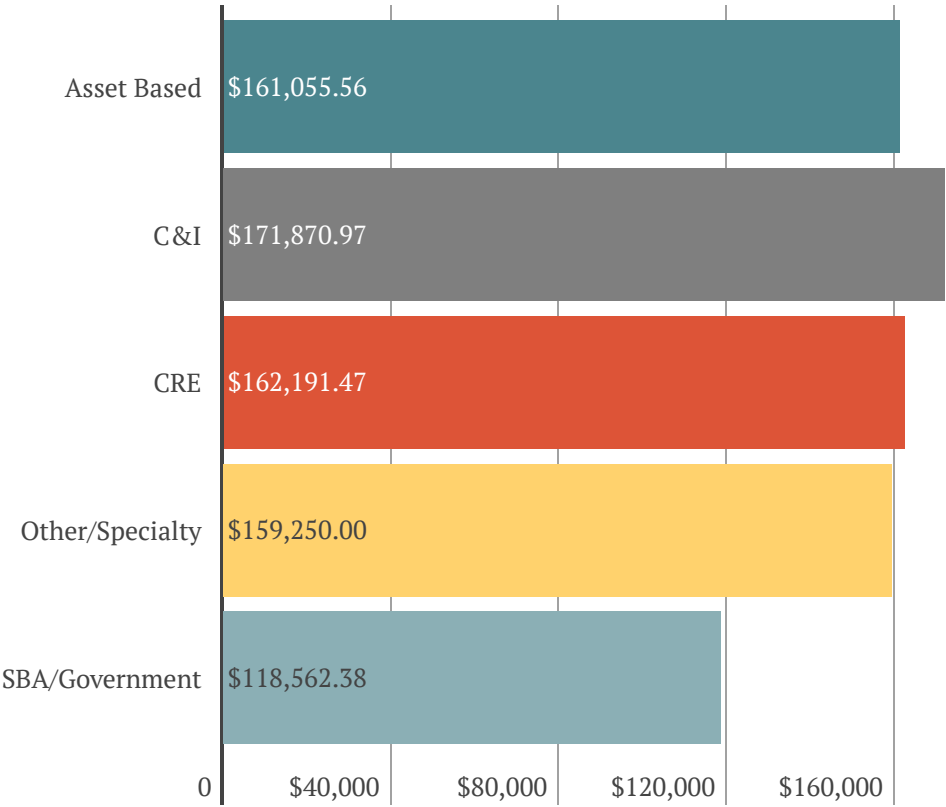


Bonus

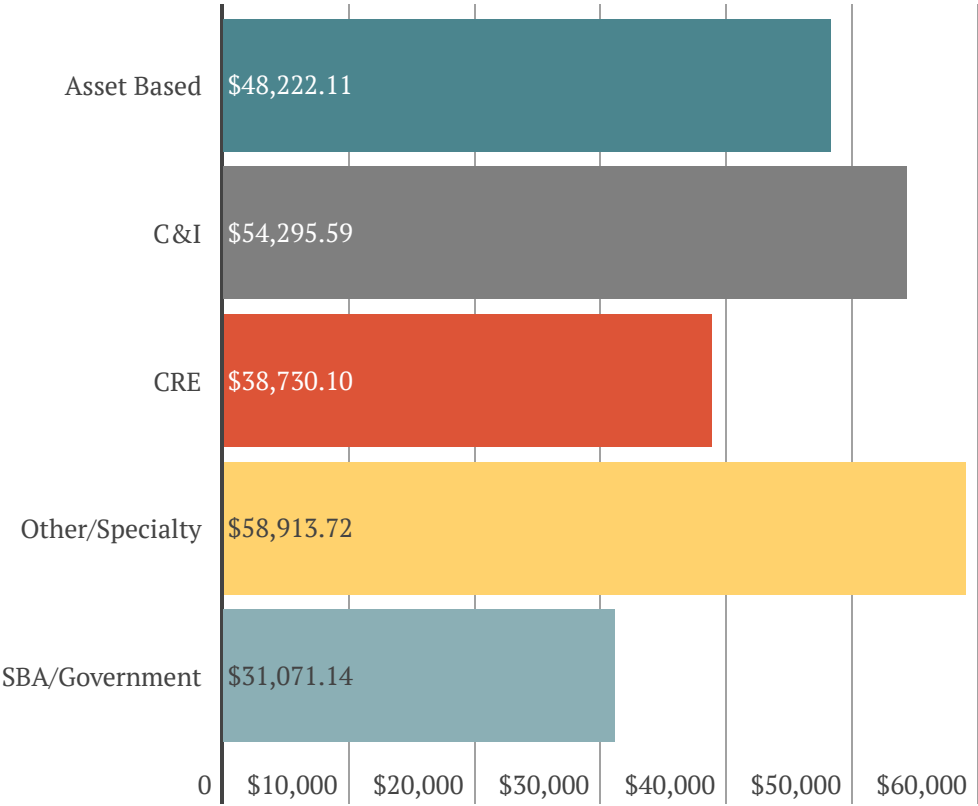


# Average Salary & Bonus by Lending Type

## Salary

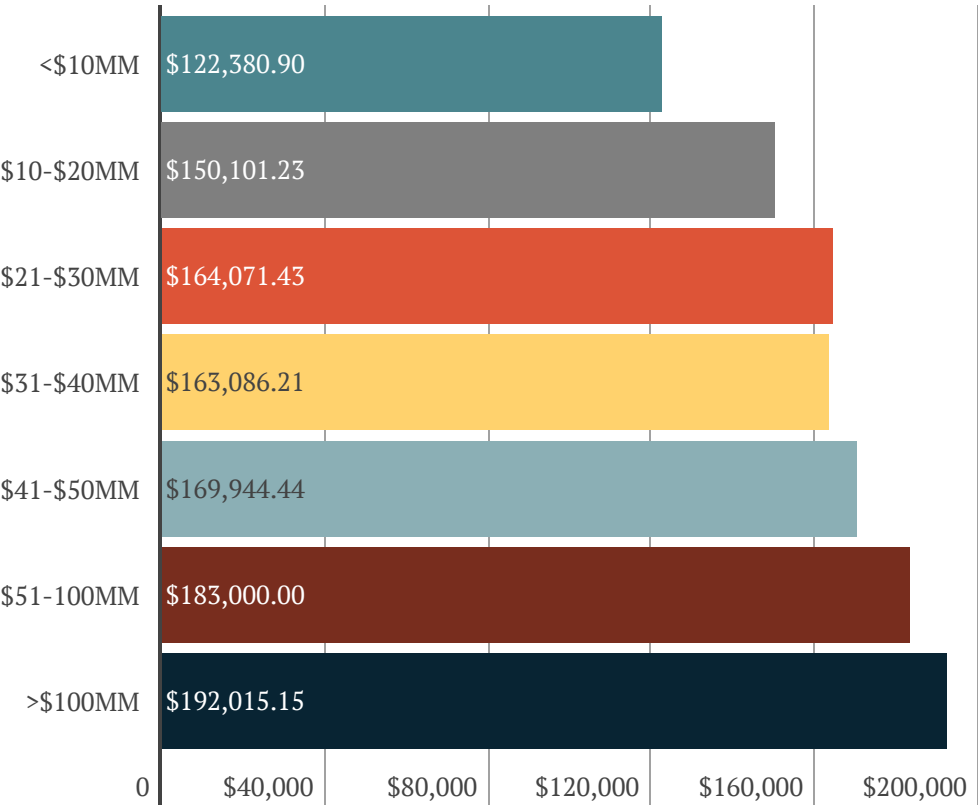


## Bonus

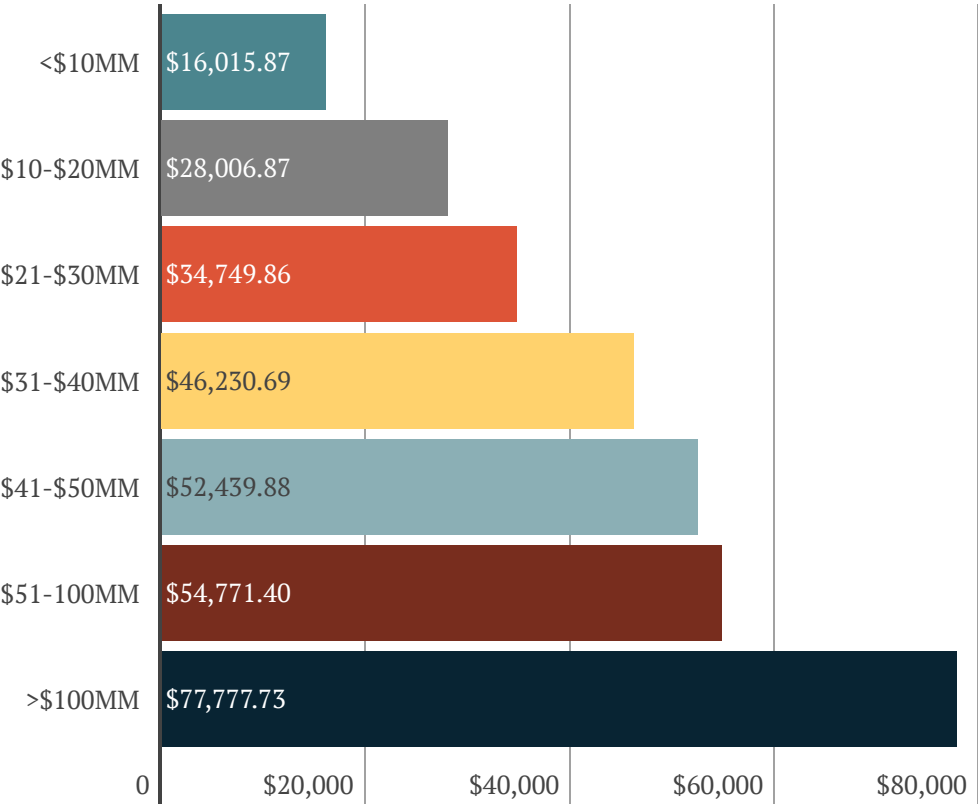


# Average Salary & Bonus by Production

## Salary

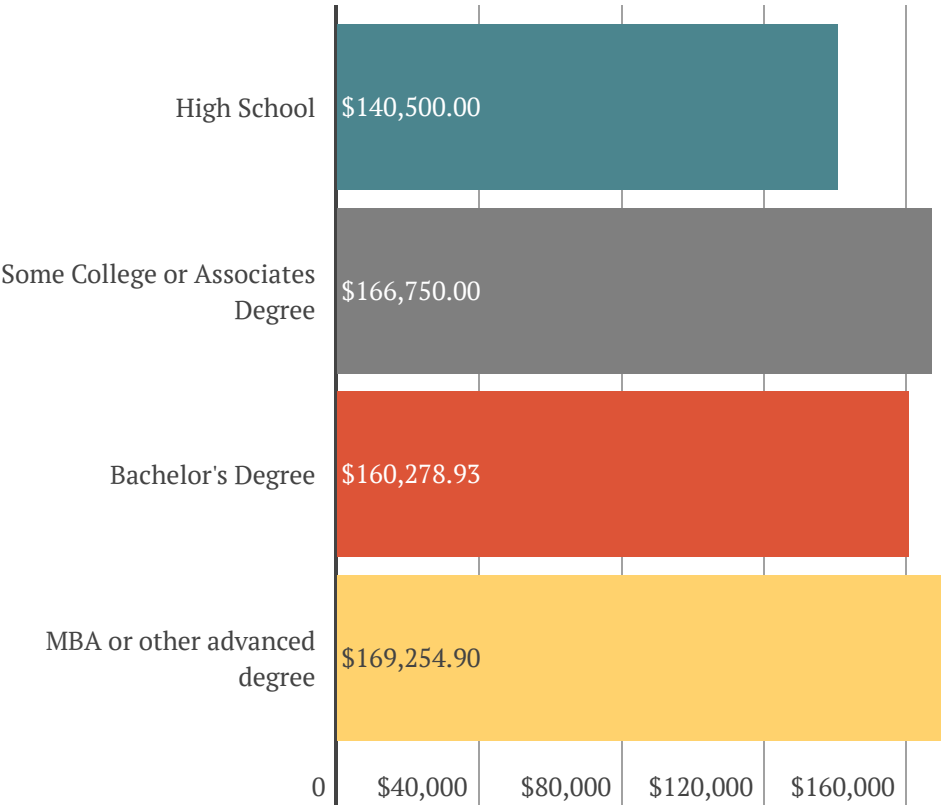


## Bonus

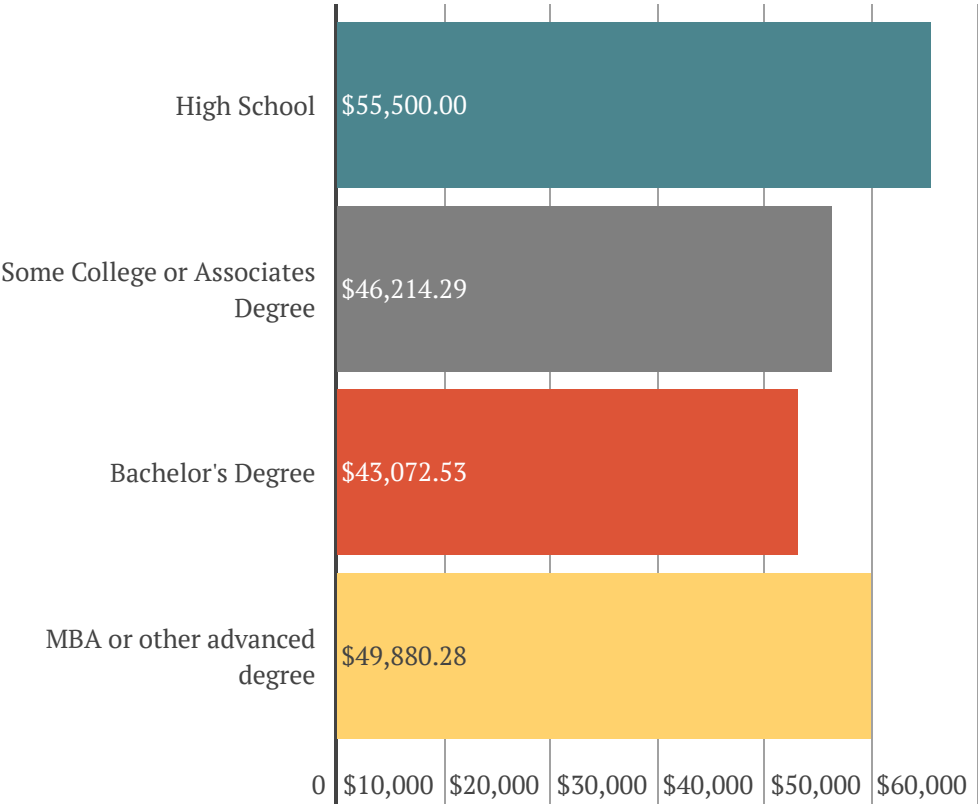


# Average Salary & Bonus by Education Level

## Salary



## Bonus

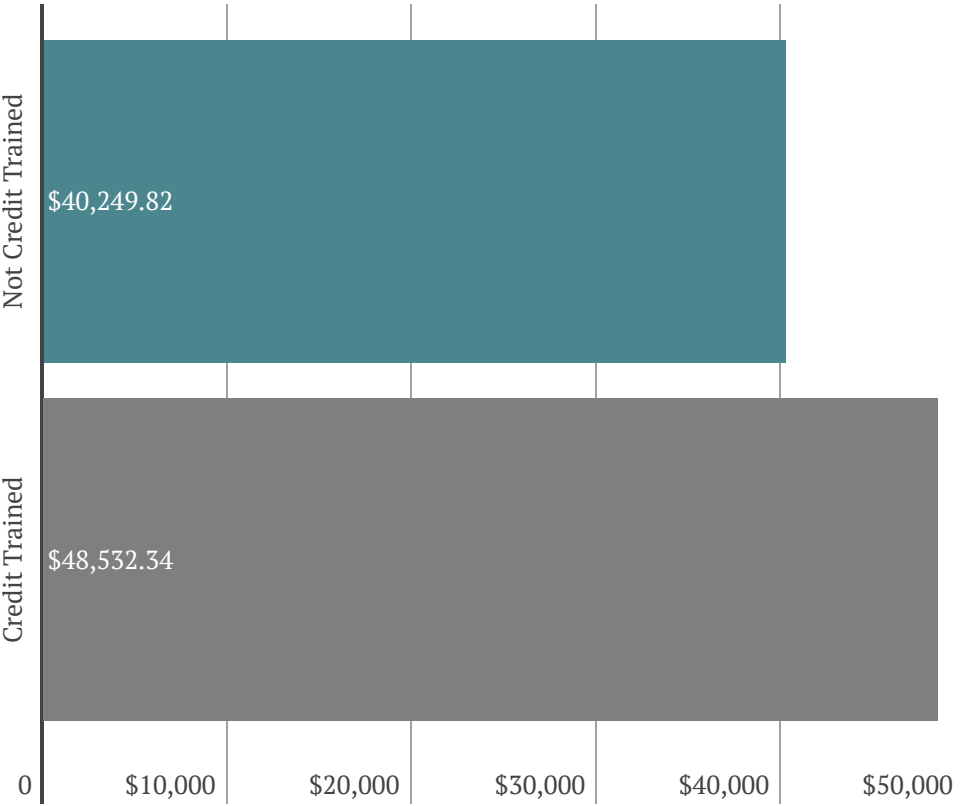


# Average Salary & Bonus by Credit Training

## Salary

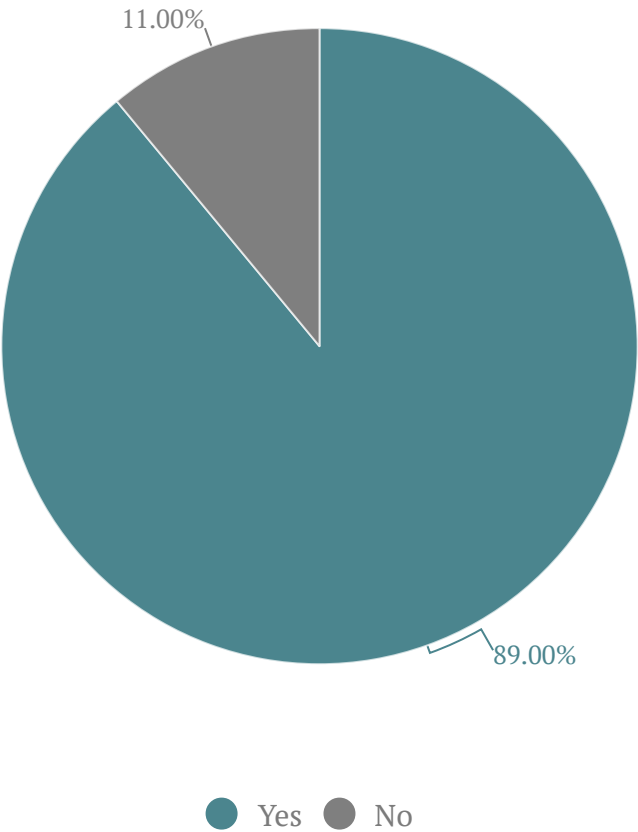


## Bonus

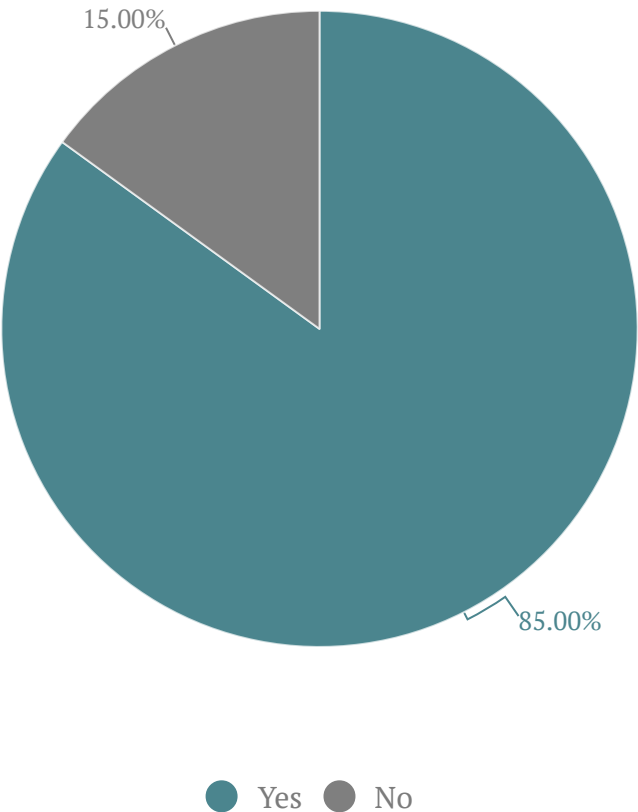


# Did you receive a salary increase in 2017?

## Individual Contributors

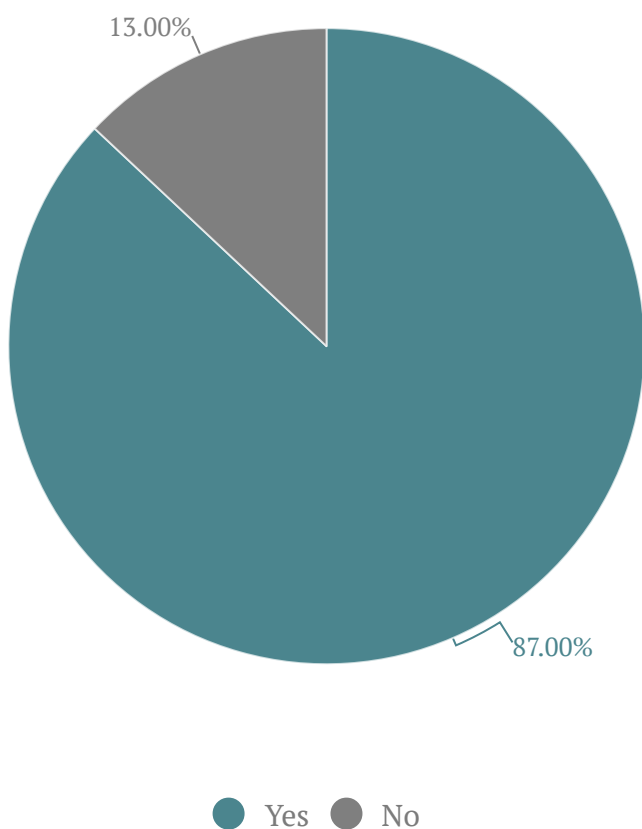


## Team Leaders

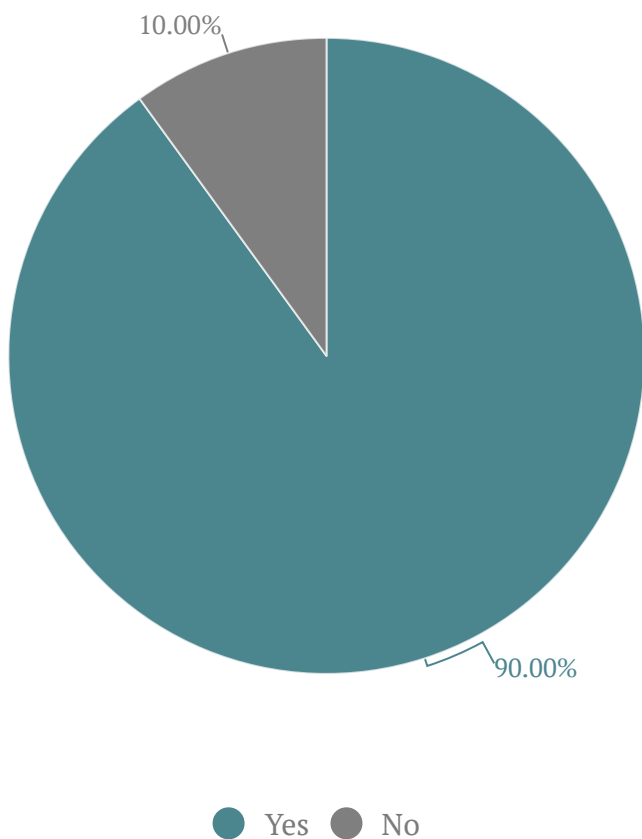


# Did you receive a cash bonus in 2017?

## Individual Contributors



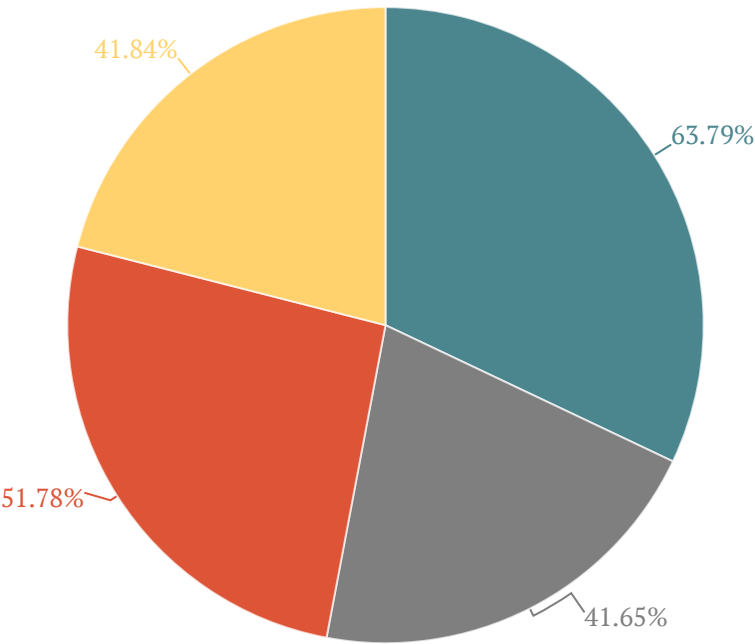
## Team Leaders





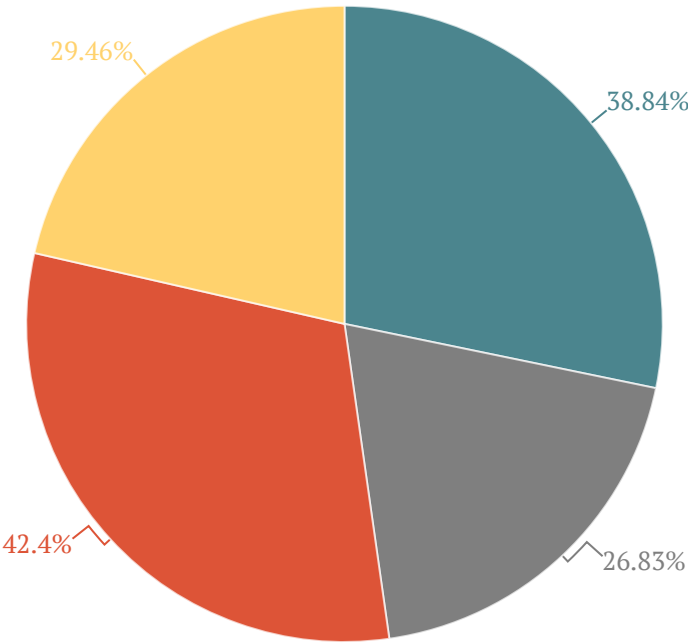
# What is your cash bonus based on?

## Individual Contributor



New Loans   New Depo   BK Perf   Discret

## Team Leader

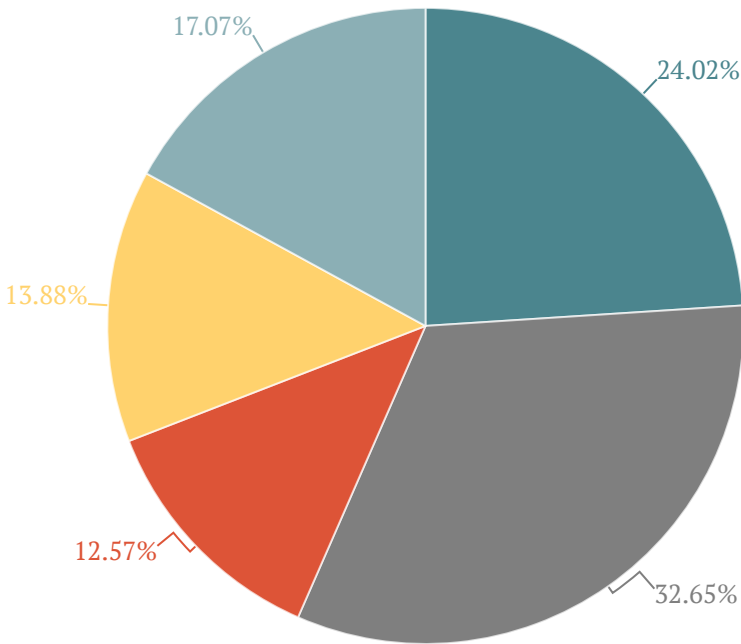


New Loans   New Depo   BK Perf   Discret

# Career Planning

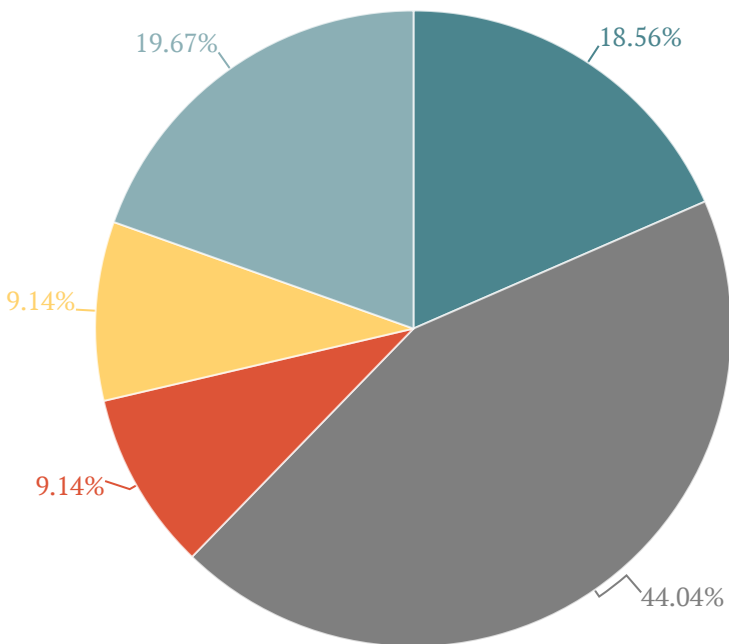
What is most important to you about where you work?

## Individual Contributors



- Compensation
- Coworkers/Team
- Job Security
- Location
- Opportunity for Professional Advancement

## Team Leaders



- Compensation
- Coworkers/Team
- Job Security
- Location
- Opportunity for Professional Advancement

# About Smith & Wilkinson

Founded in 1998, Smith & Wilkinson is a best-of-breed boutique search firm focused on middle and senior management search for a diverse range of industries. With twenty years of commitment, performance, and success, S&W has developed a reputation for bringing together our highly reputable client base with the most exceptional professionals in the market. We are known as experienced and discreet intermediaries, and we will provide feedback to each client on the market perception of their organization, on compensation levels for their market(s), and any other issues that may affect their ability to land the best candidate for their opening.

S&W's Financial Services Practice serves community and regional banks and credit unions nationally, and is the largest community banking-specific search practice in the region. We are active members and participants in numbers state banking associations, and are also one of the few approved executive search firms affiliated with the American Bankers Association.

Our thorough process for search and recruitment starts with an understanding of your needs, goals, and business culture. Our aim is to find the right person for your organization, not simply to fill the position. Smith & Wilkinson handles everything, including reference and background checking, saving you valuable time and resources.

## **Our practice specialties include:**

Banking; Credit Unions; Nonprofits & Associations; Insurance; Wealth Management; Finance & Accounting; Human Resources; Information Technology; Healthcare Management; Physicians; Retail

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[S&W's current search engagements](#)

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