

# SMITH & WILKINSON

## EXECUTIVE SEARCH SOLUTIONS

### 2016 COMMERCIAL LENDER SALARY SURVEY RESULTS

Smith & Wilkinson is excited to present the results from our eighth 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.



**889**

Total Respondents



**516**

Individual Contributors



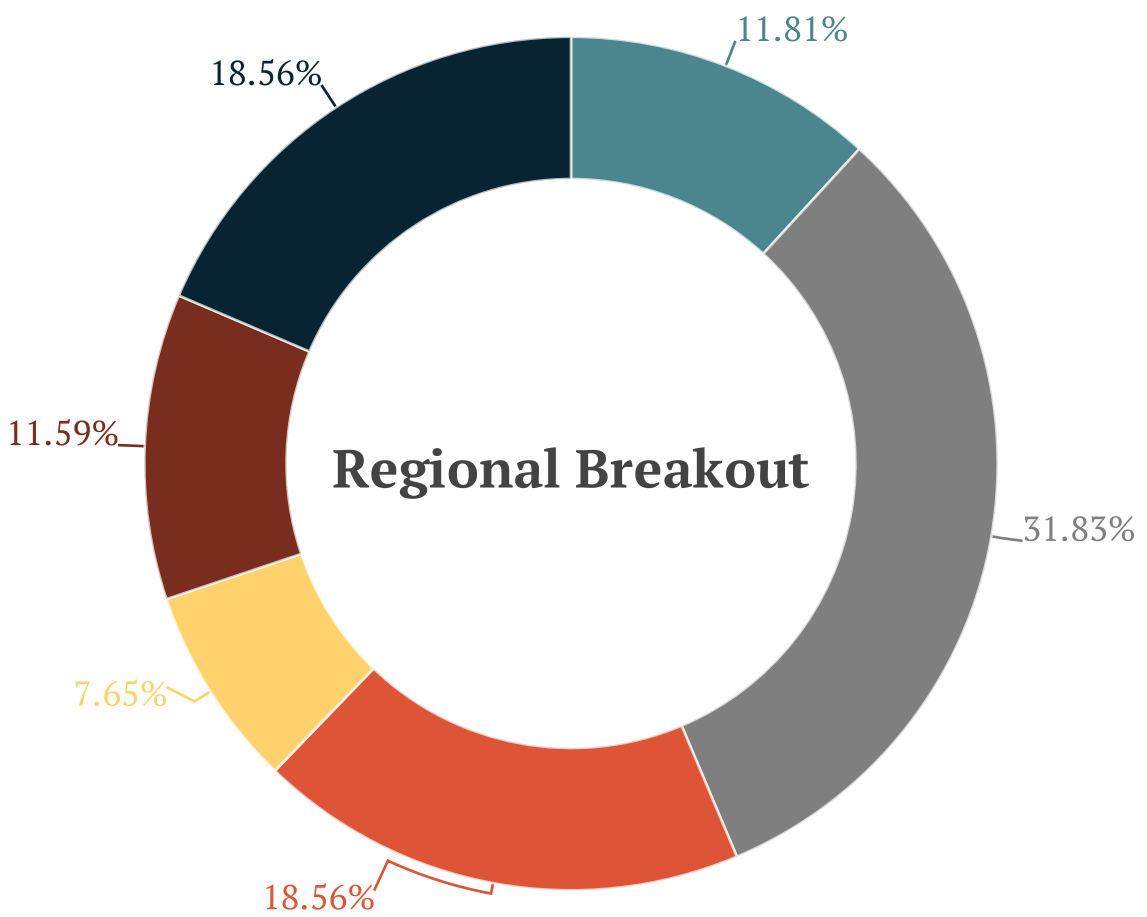
**373**

Team Leaders

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# Demographics

## Regional Breakout



● Northern New England (ME, NH, VT)

● Southern New England (MA, CT, RI)

● North Atlantic (NY, NJ, PA)

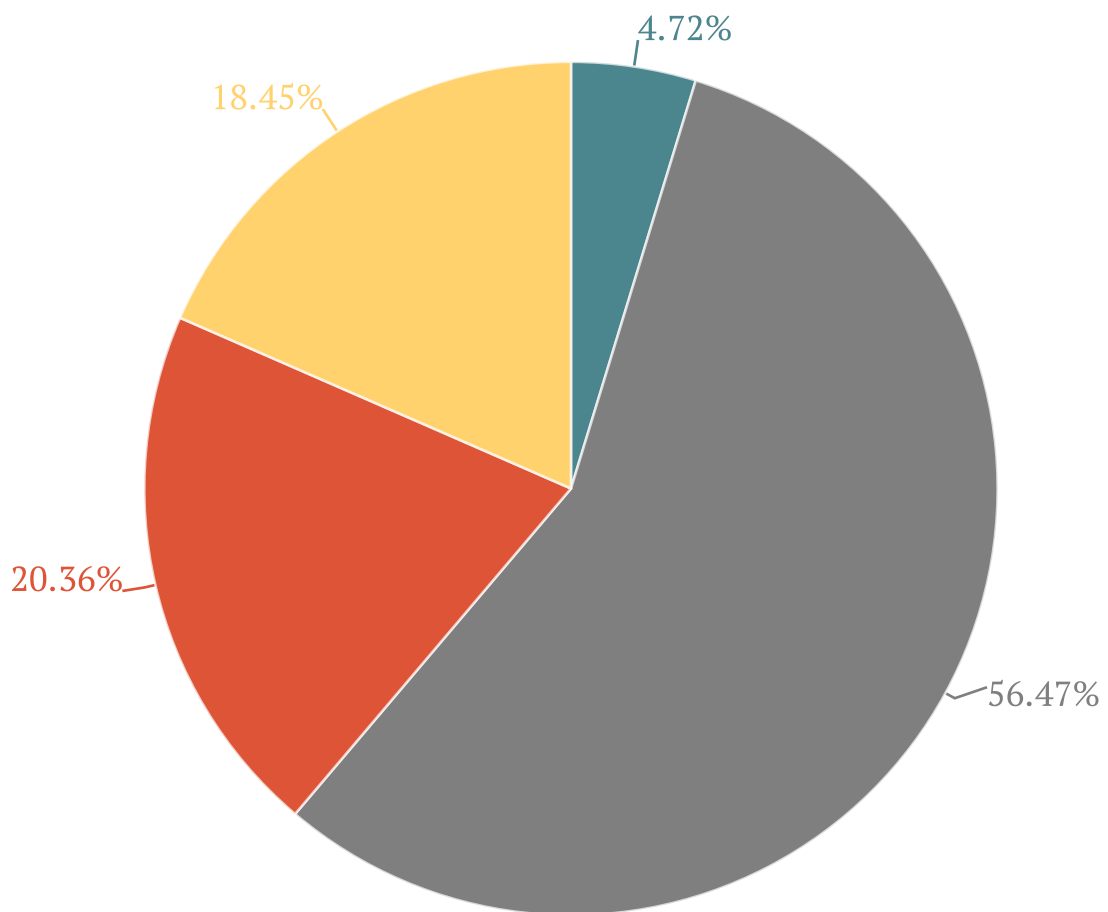
● Mid Atlantic (DE, DC, MD, VA)

● Southeast

● Midwest

## Type of Financial Institution Worked For

### Area

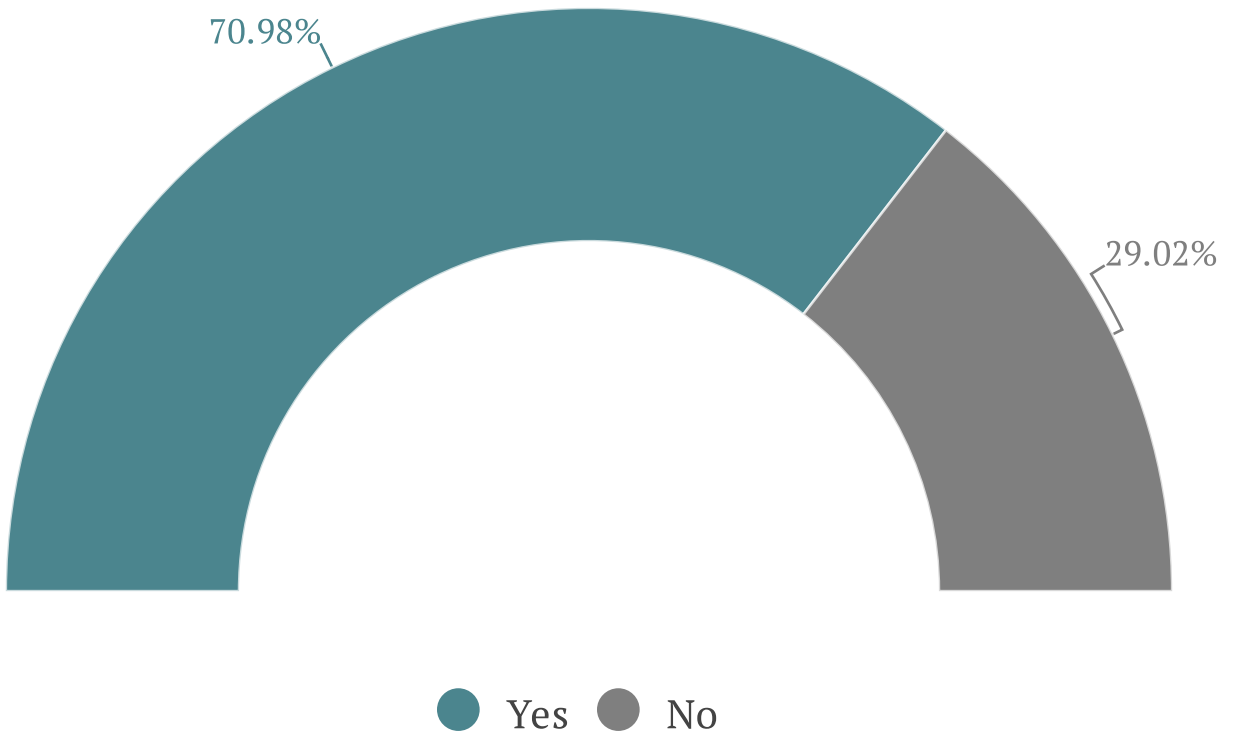


● Credit Union ● Publicly Traded

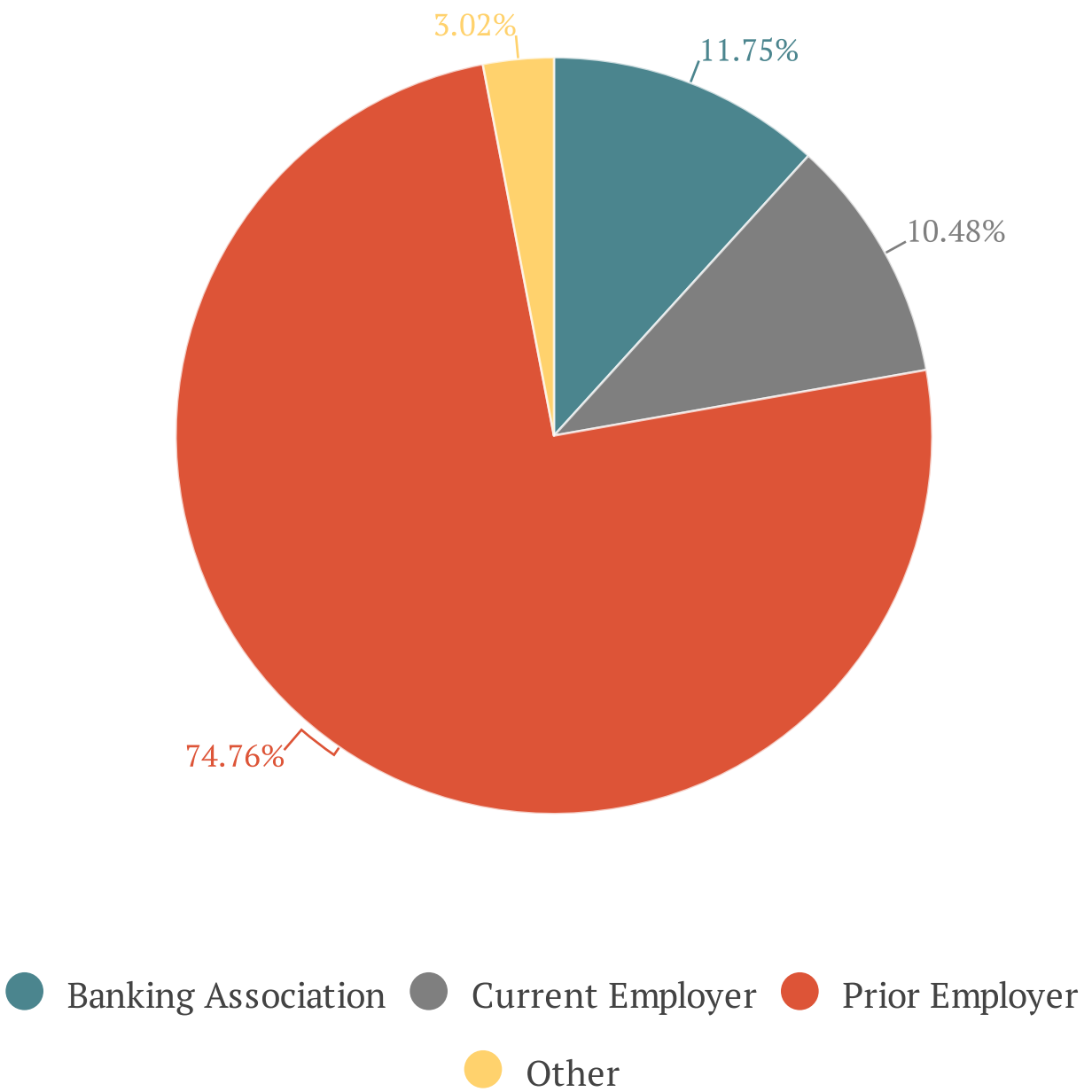
● Privately Owned/Closely Held

● Mutual/Cooperative

# Have you been formally credit trained?

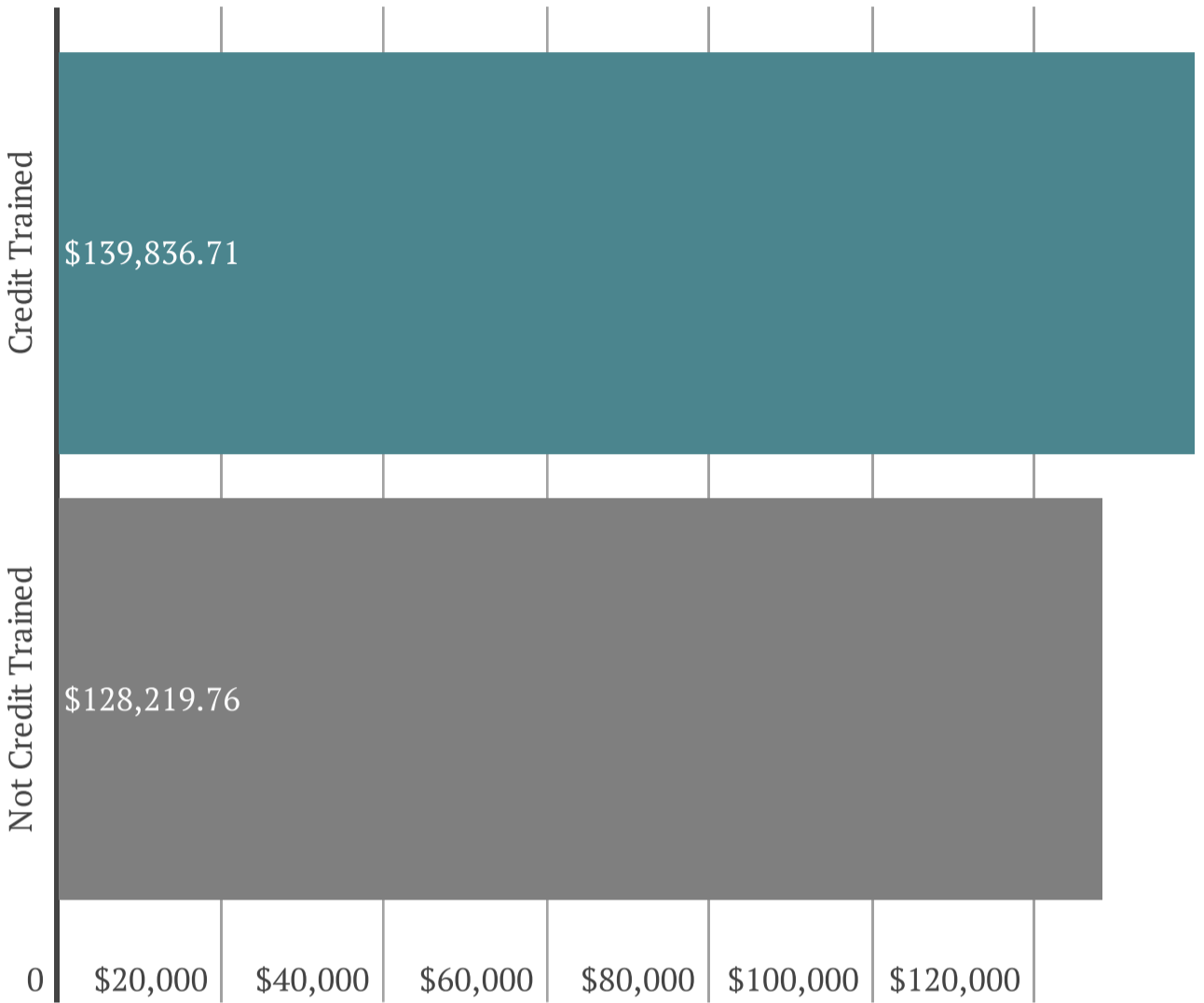


# Where were you credit trained?

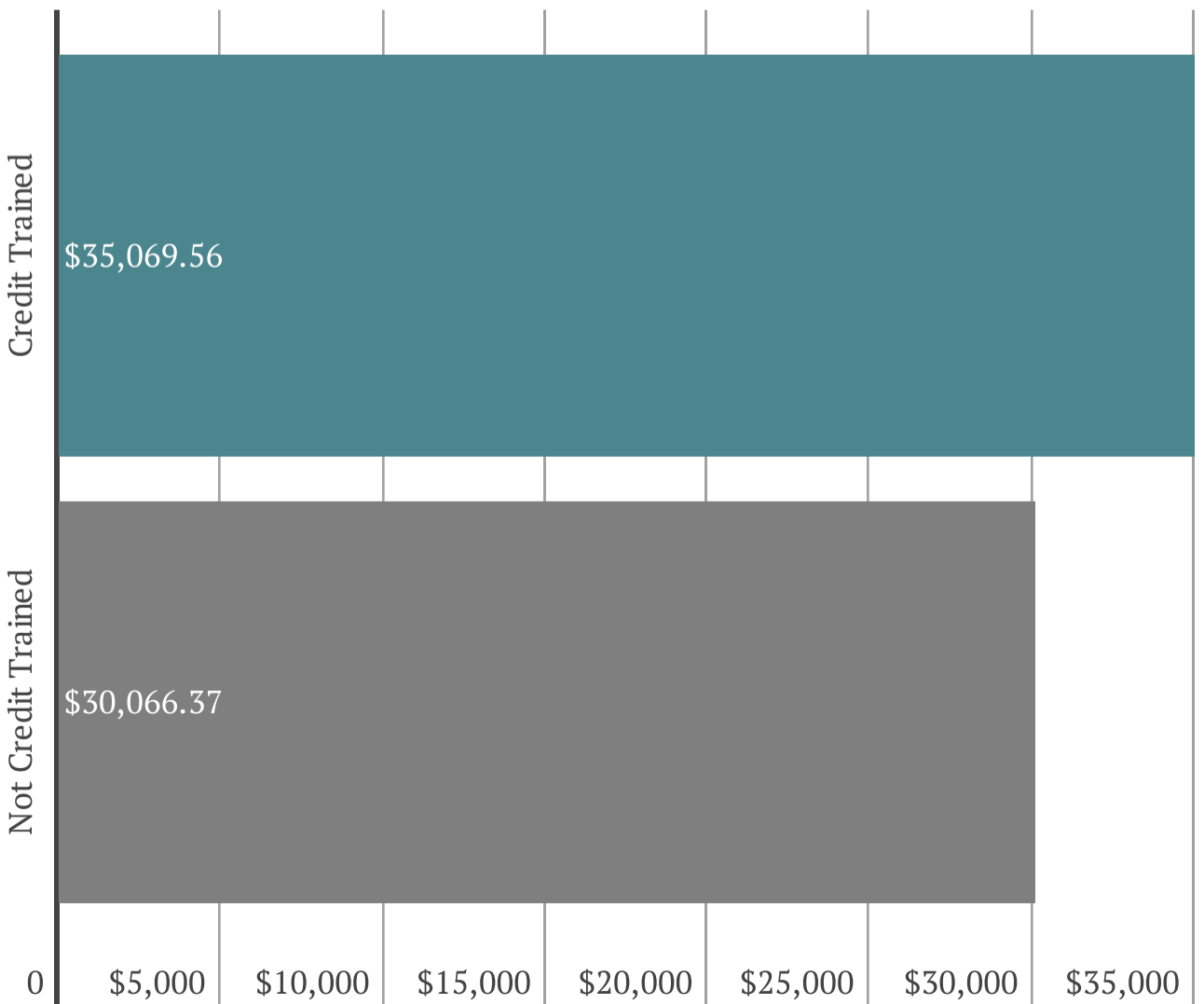


# Average Salary & Bonus based on Formal Credit Training

## Salary

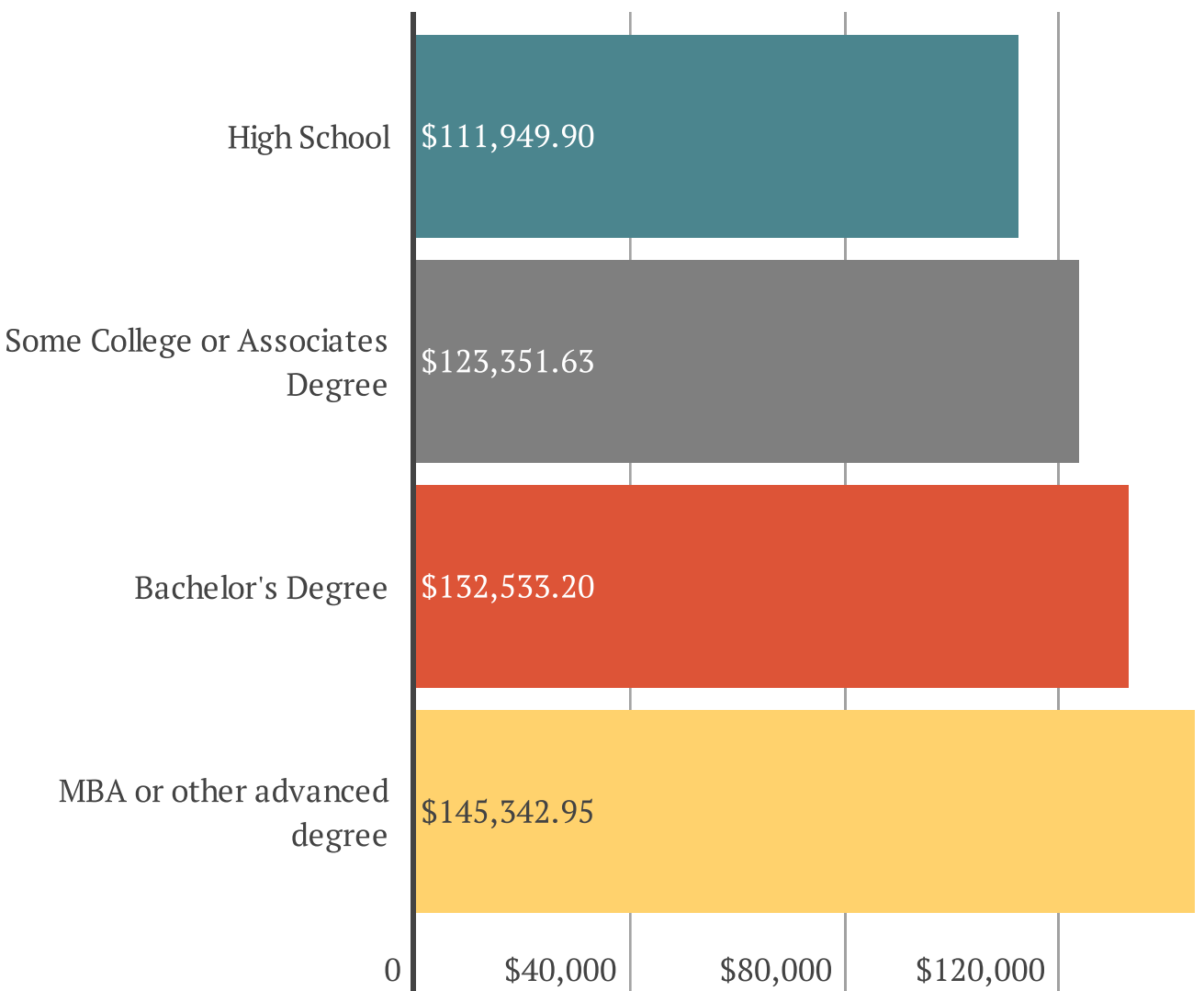


## Bonus

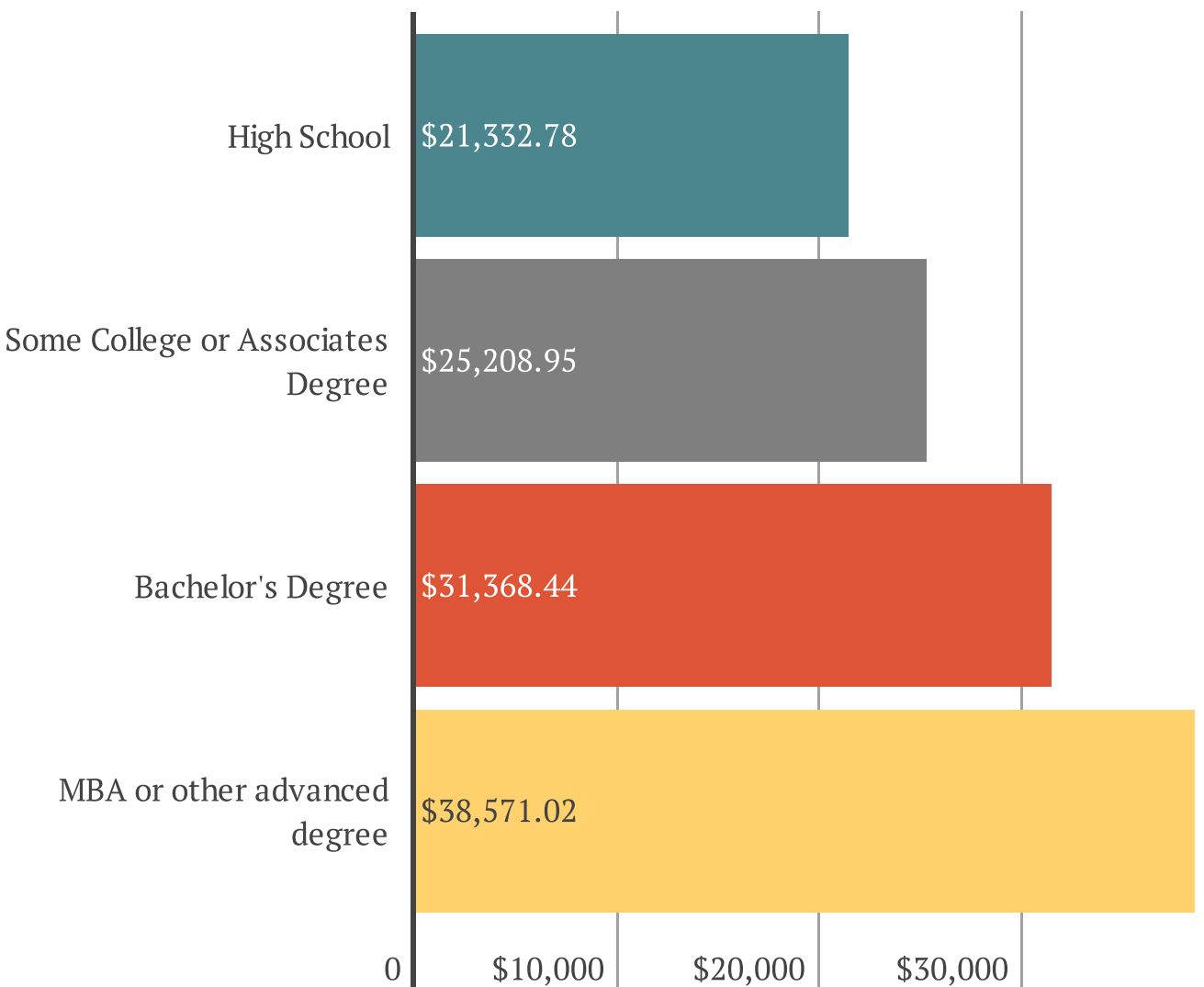


# Average Salary & Bonus by Education Level

## Salary



## Bonus



”

**Based on survey responses, formal credit training in addition to an advanced degree results in higher overall earnings for commercial lenders.**

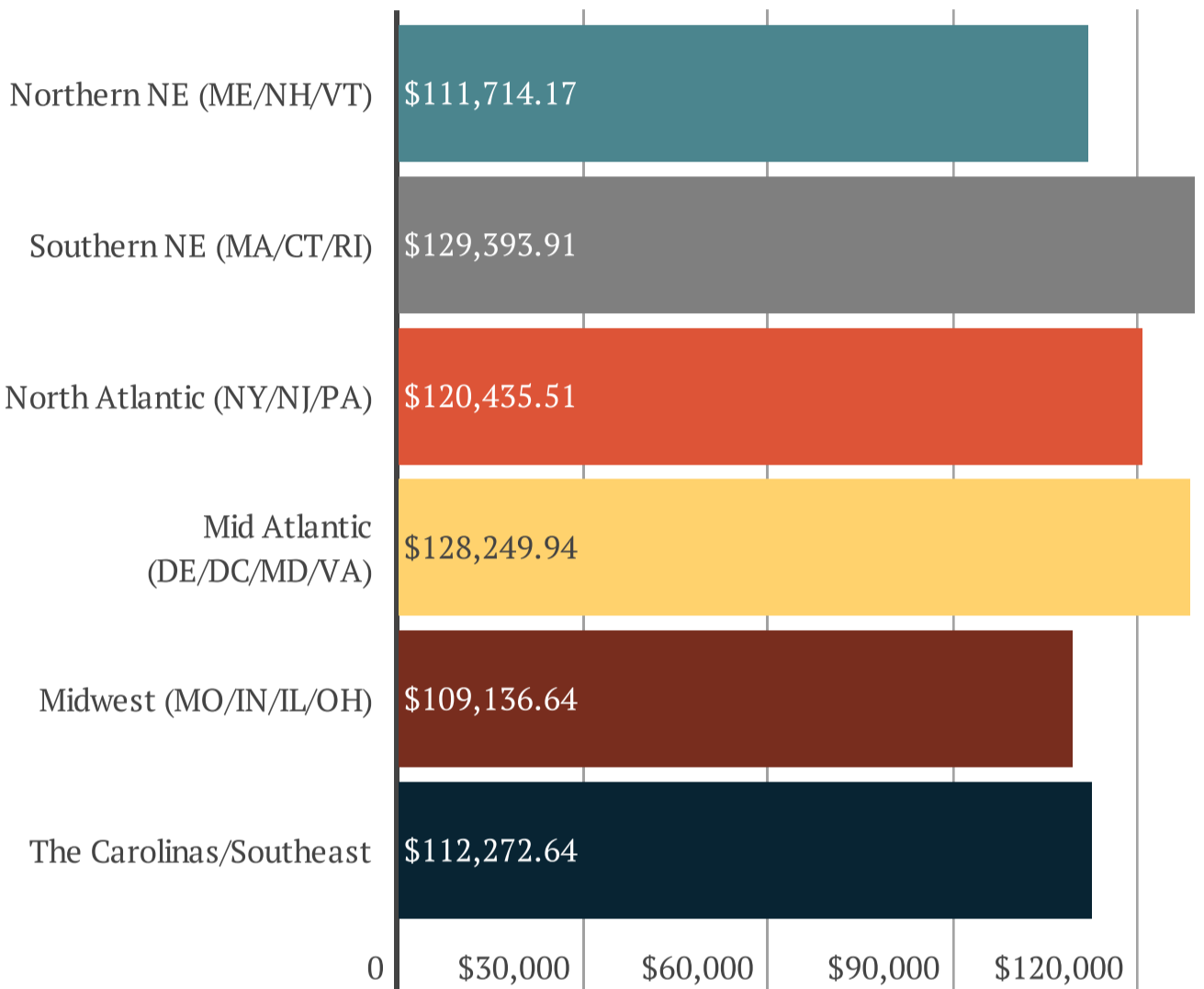
Carll Wilkinson, Managing Partner

# Salary & Bonuses

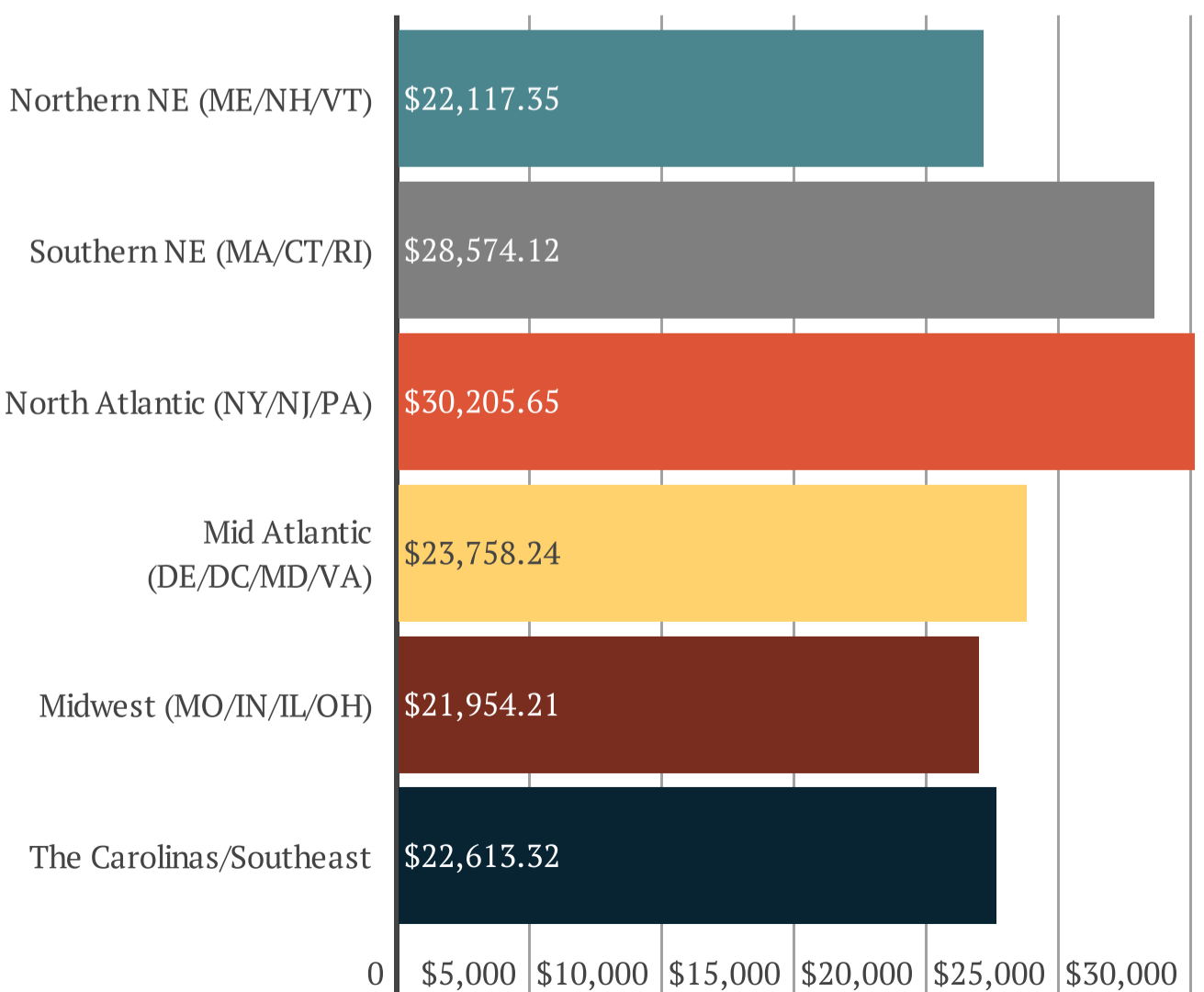
## Results from Individual Contributors

### Average Salary and Bonus by Region

#### Salary

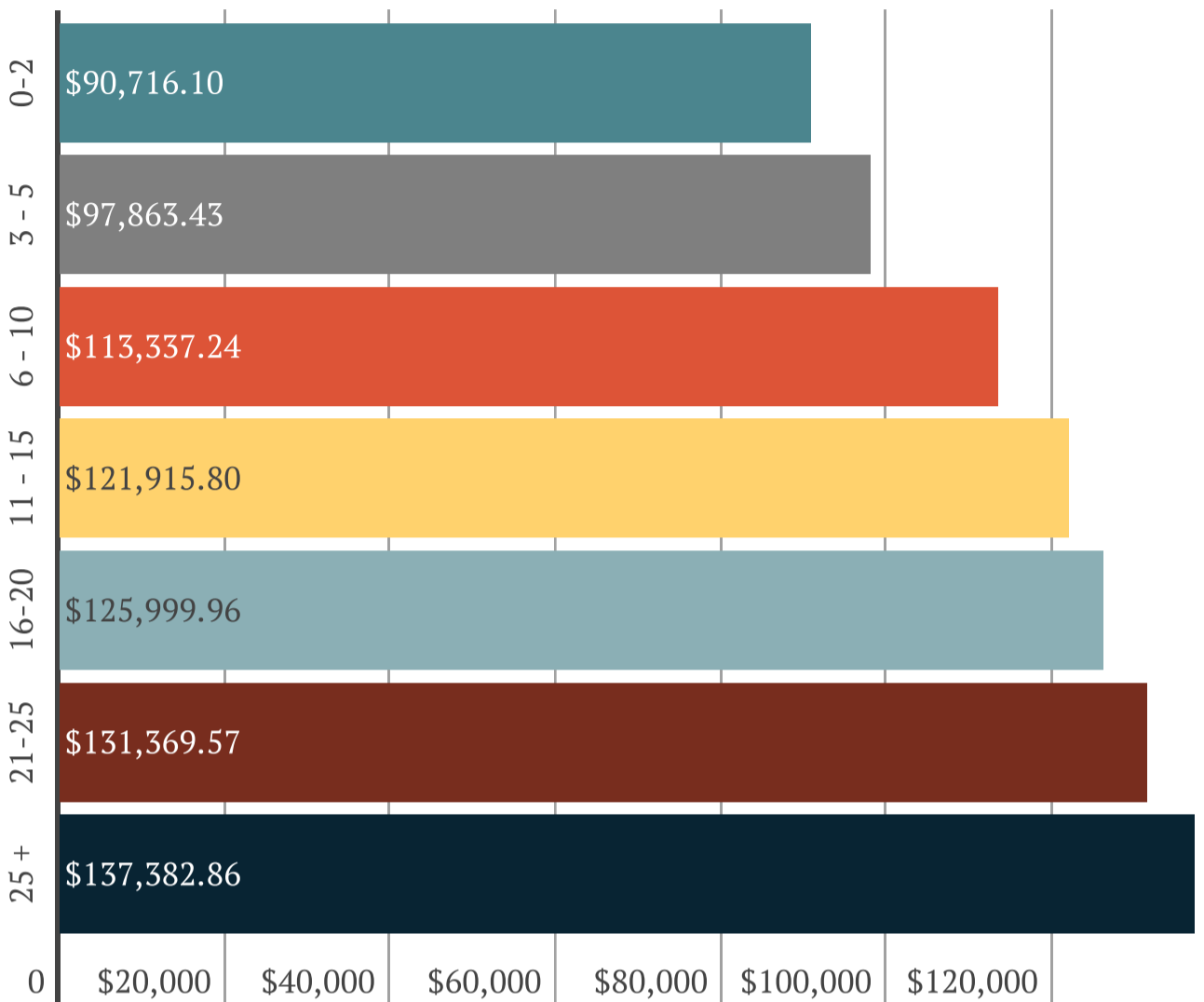


#### Bonus

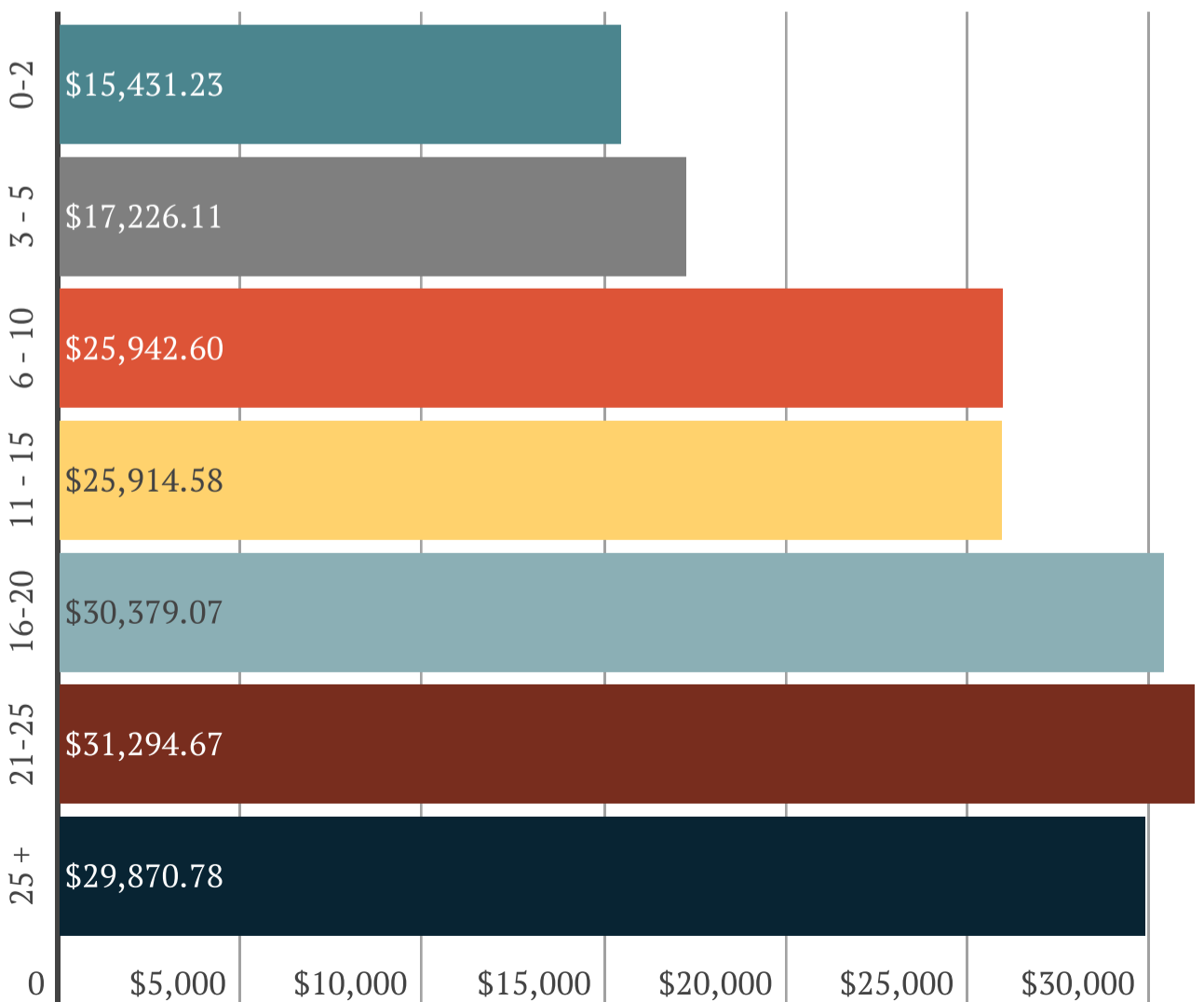


# Average Salary & Bonus by Years of Experience

## Salary

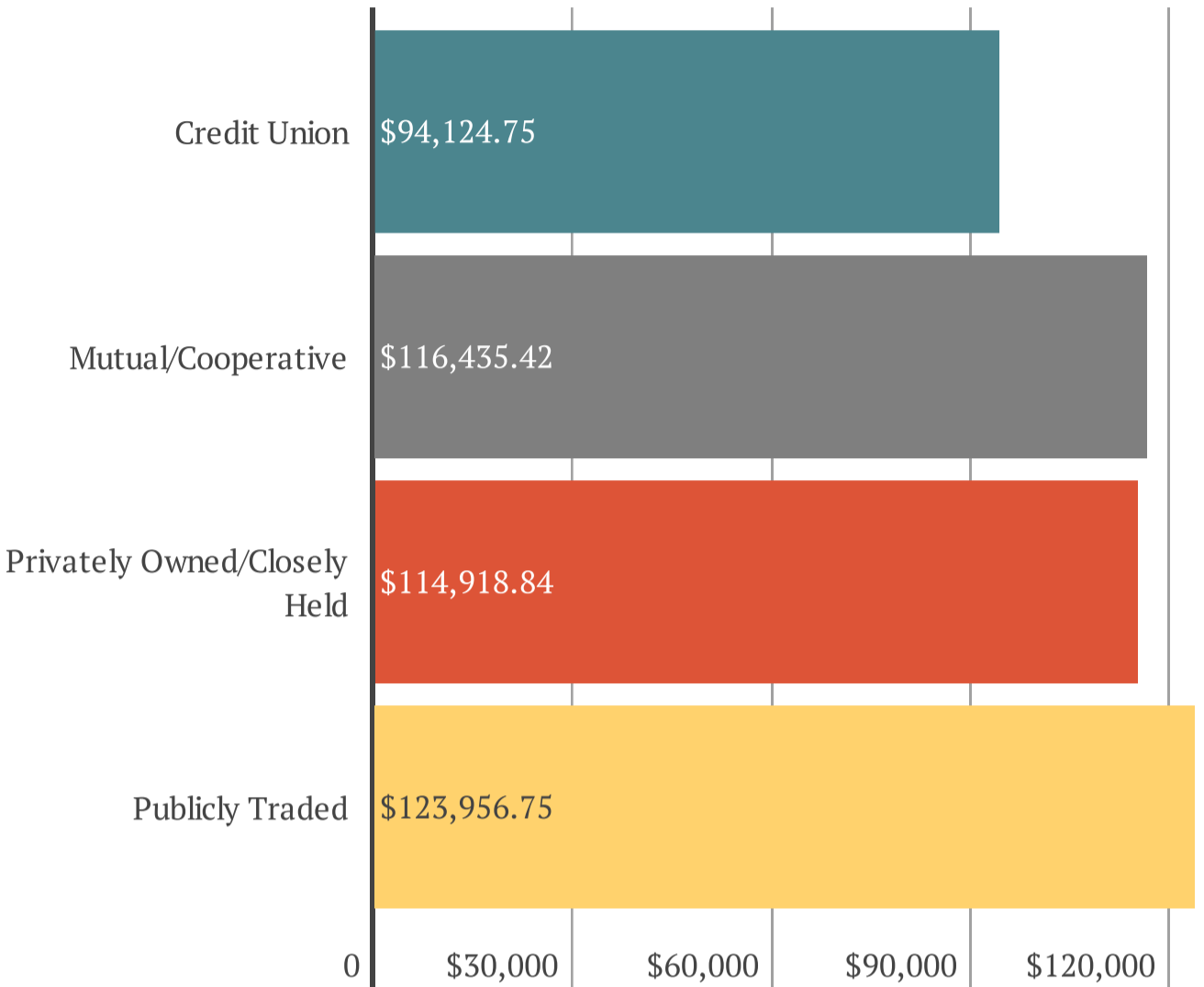


## Bonus

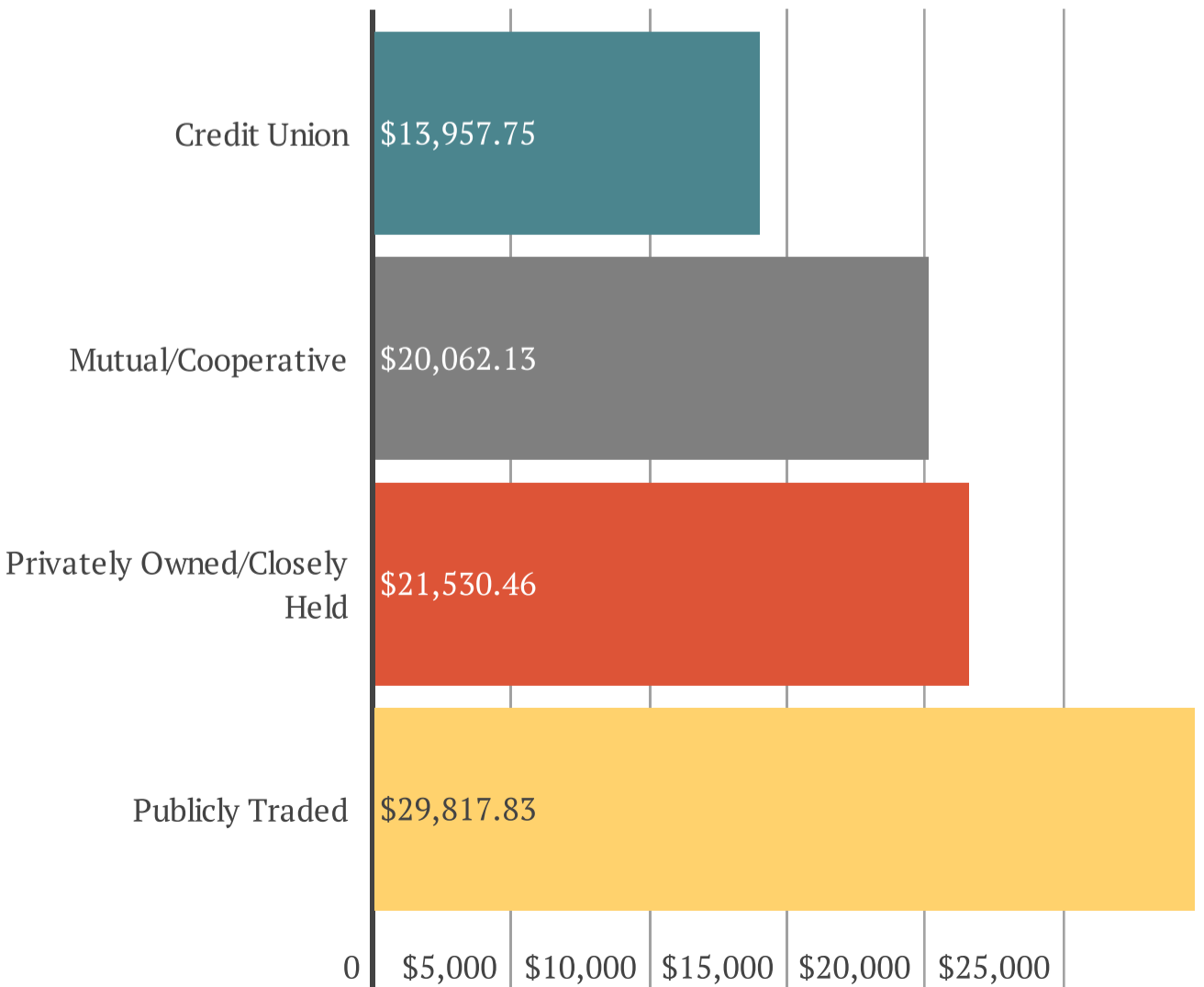


# Average Salary & Bonus by Institution

## Salary

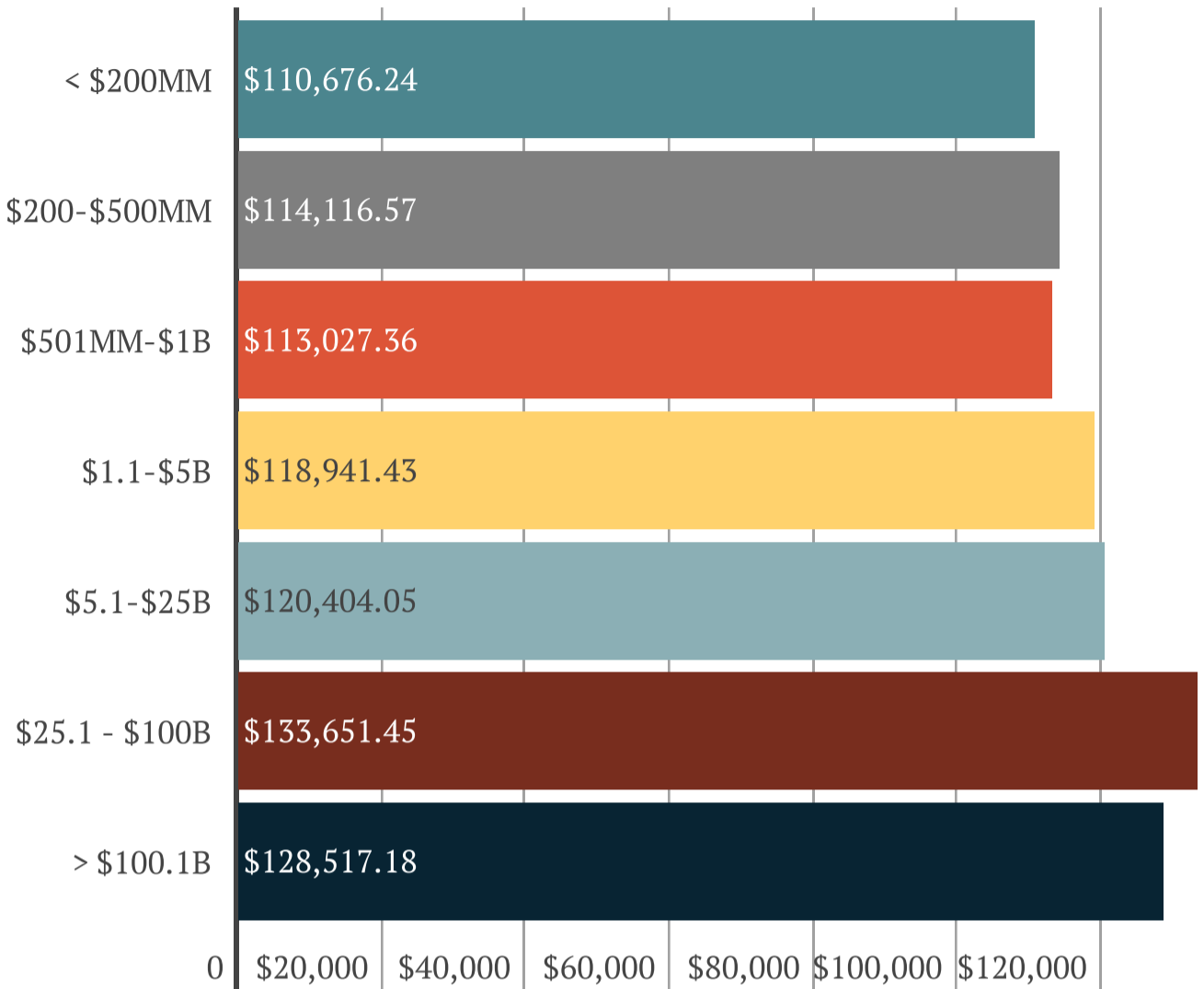


## Bonus

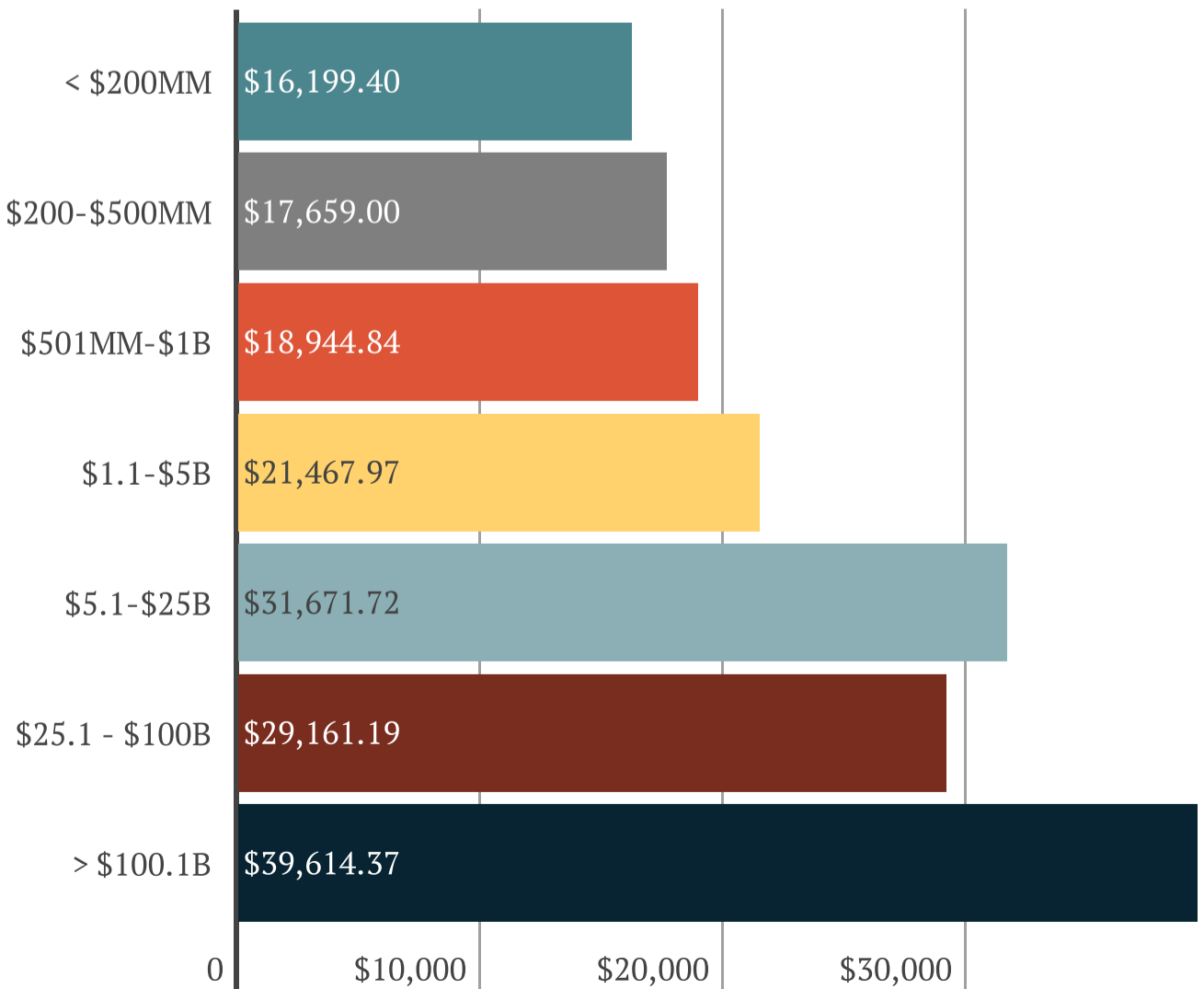


# Average Salary & Bonus by Institutional Asset Size

## Salary

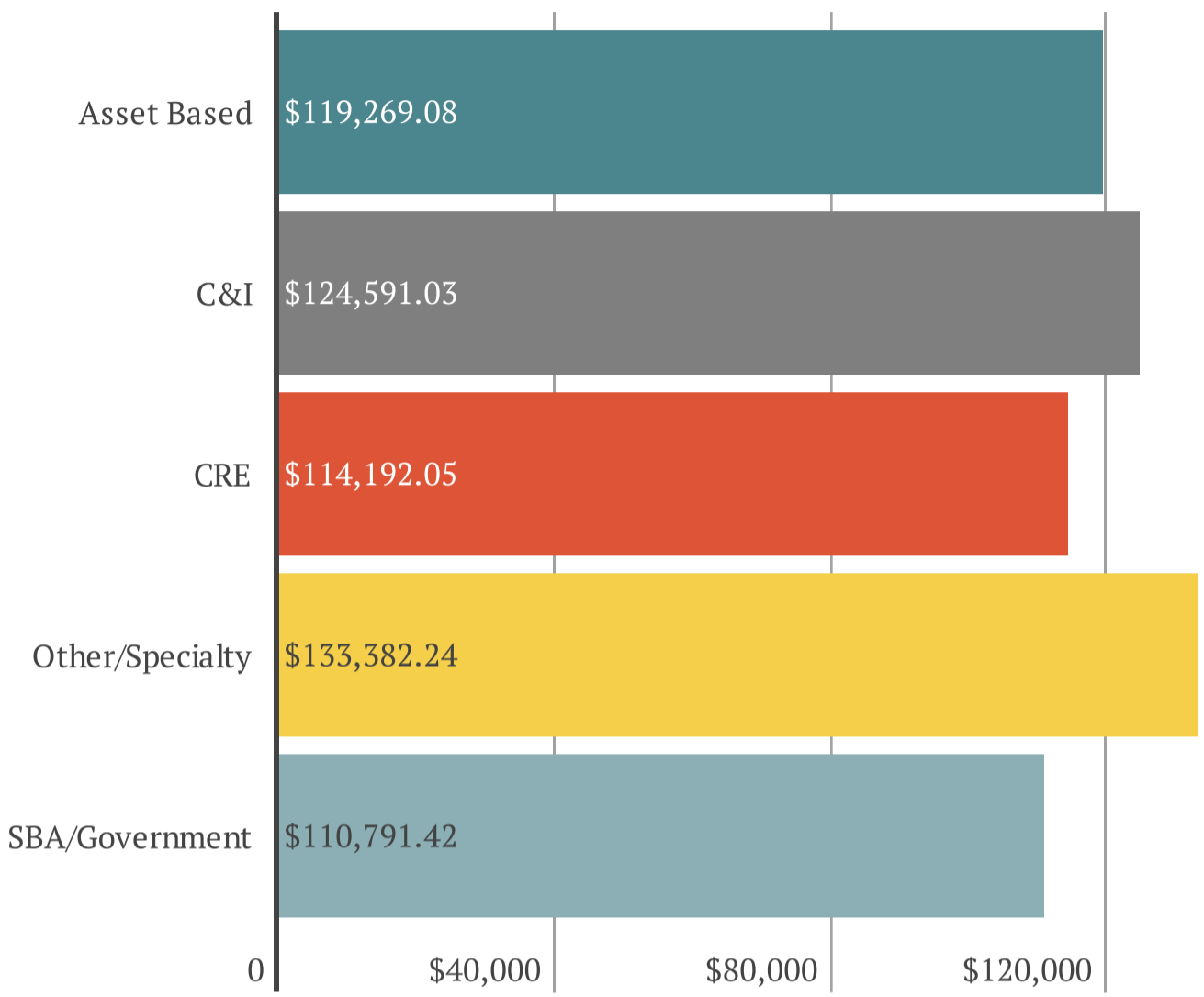


## Bonus

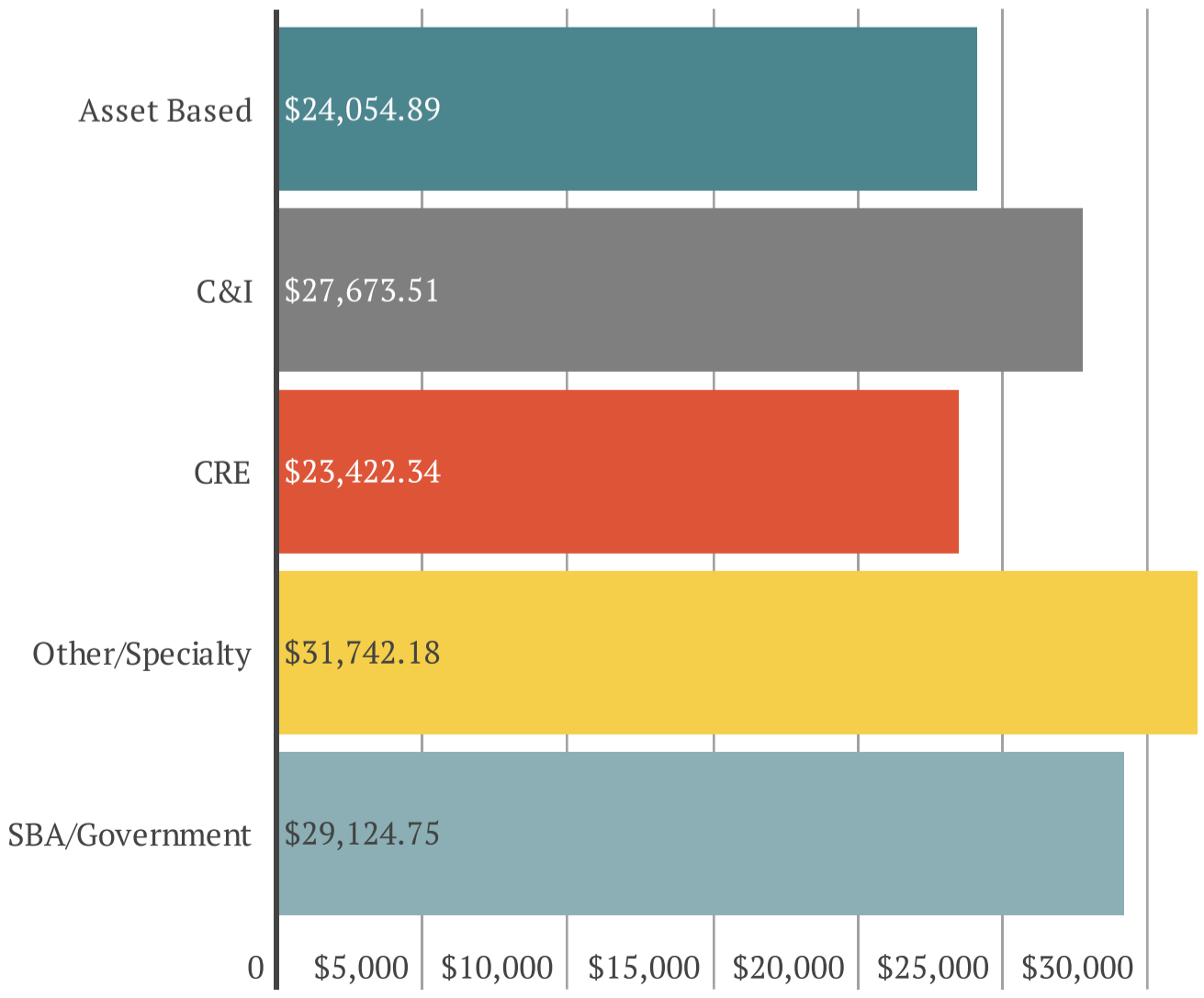


# Average Salary & Bonus by Lending Type

## Salary

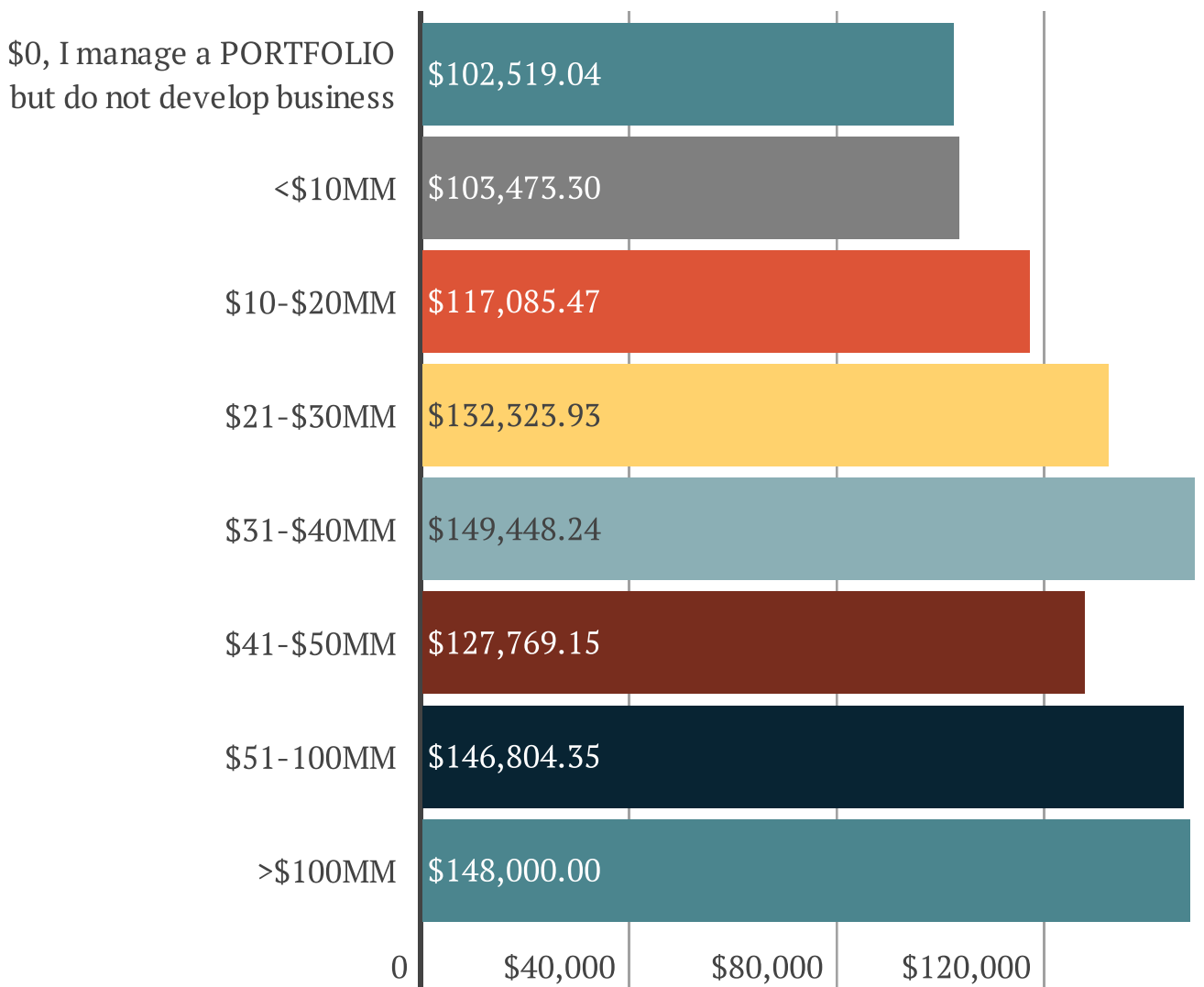


## Bonus

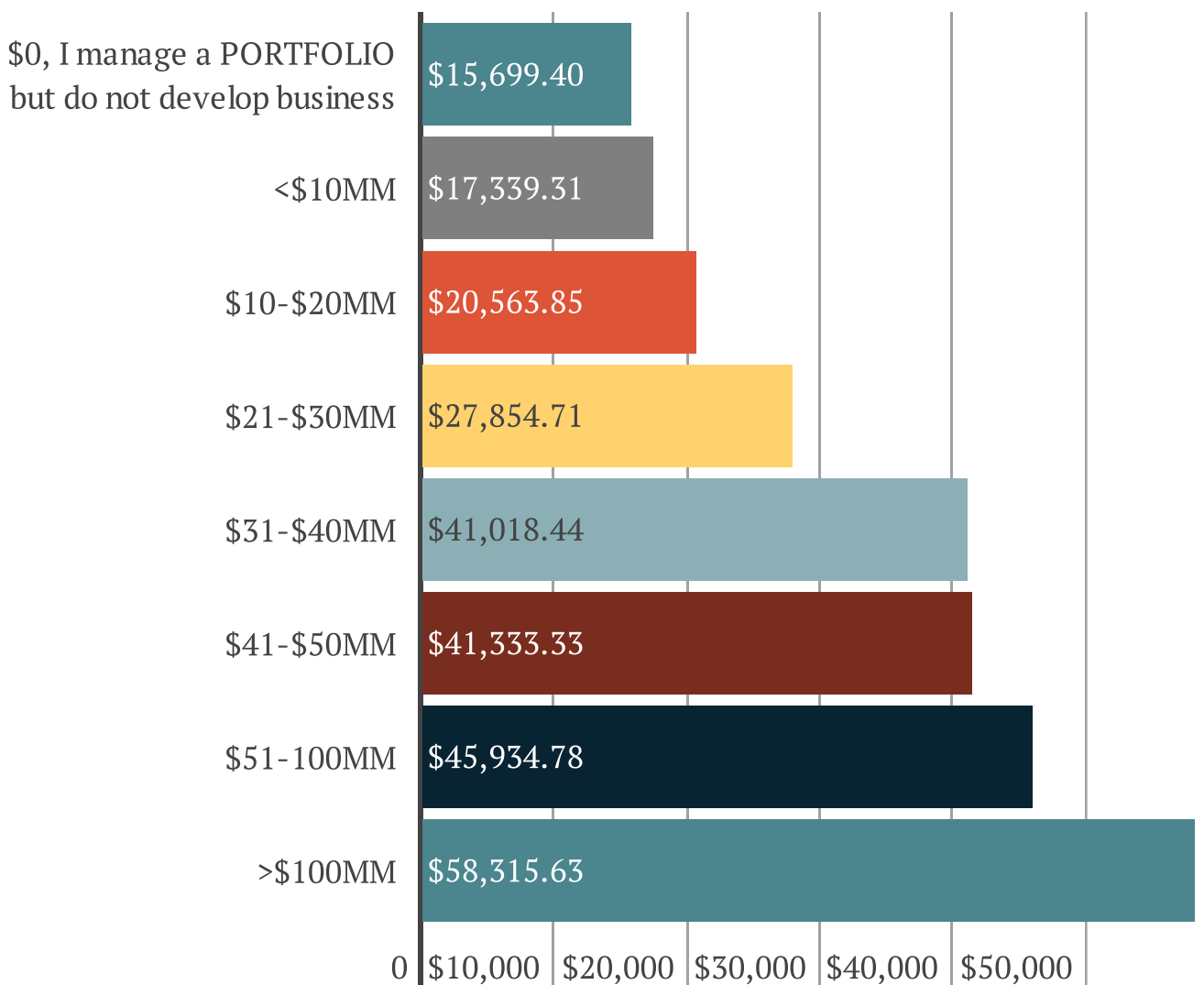


# Average Salary & Bonus by Production

## Salary

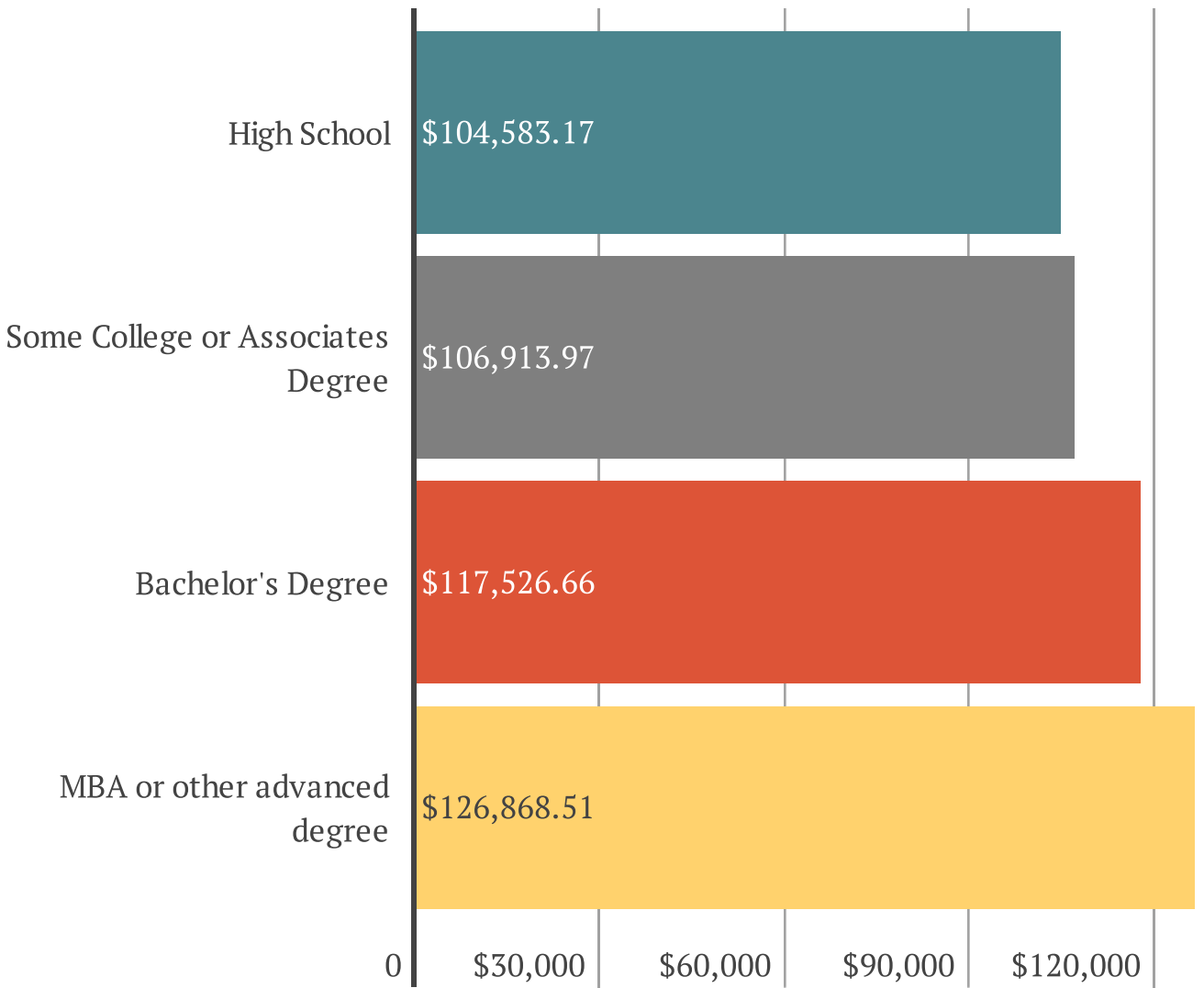


## Bonus

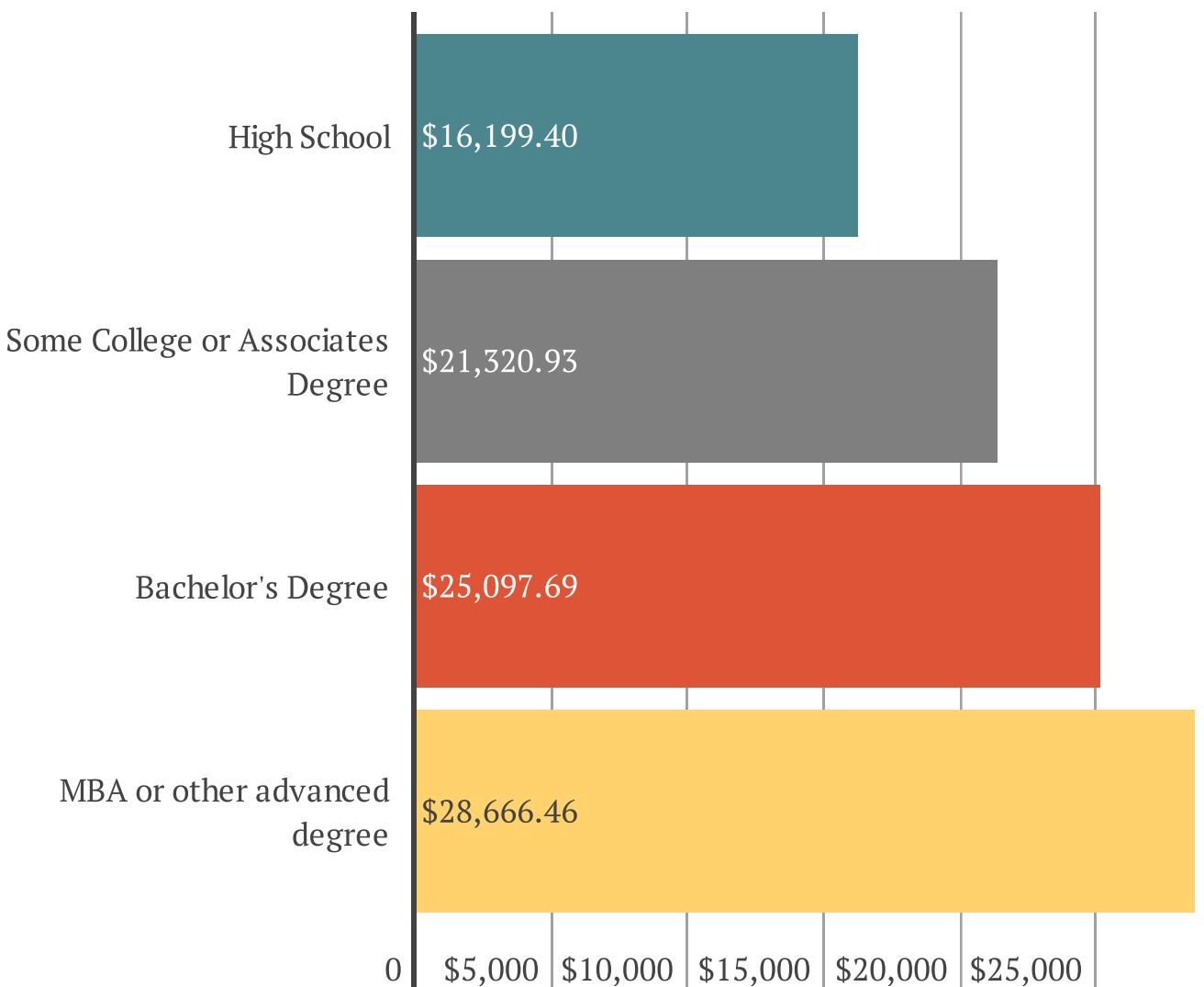


# Average Salary & Bonus by Education Level

## Salary

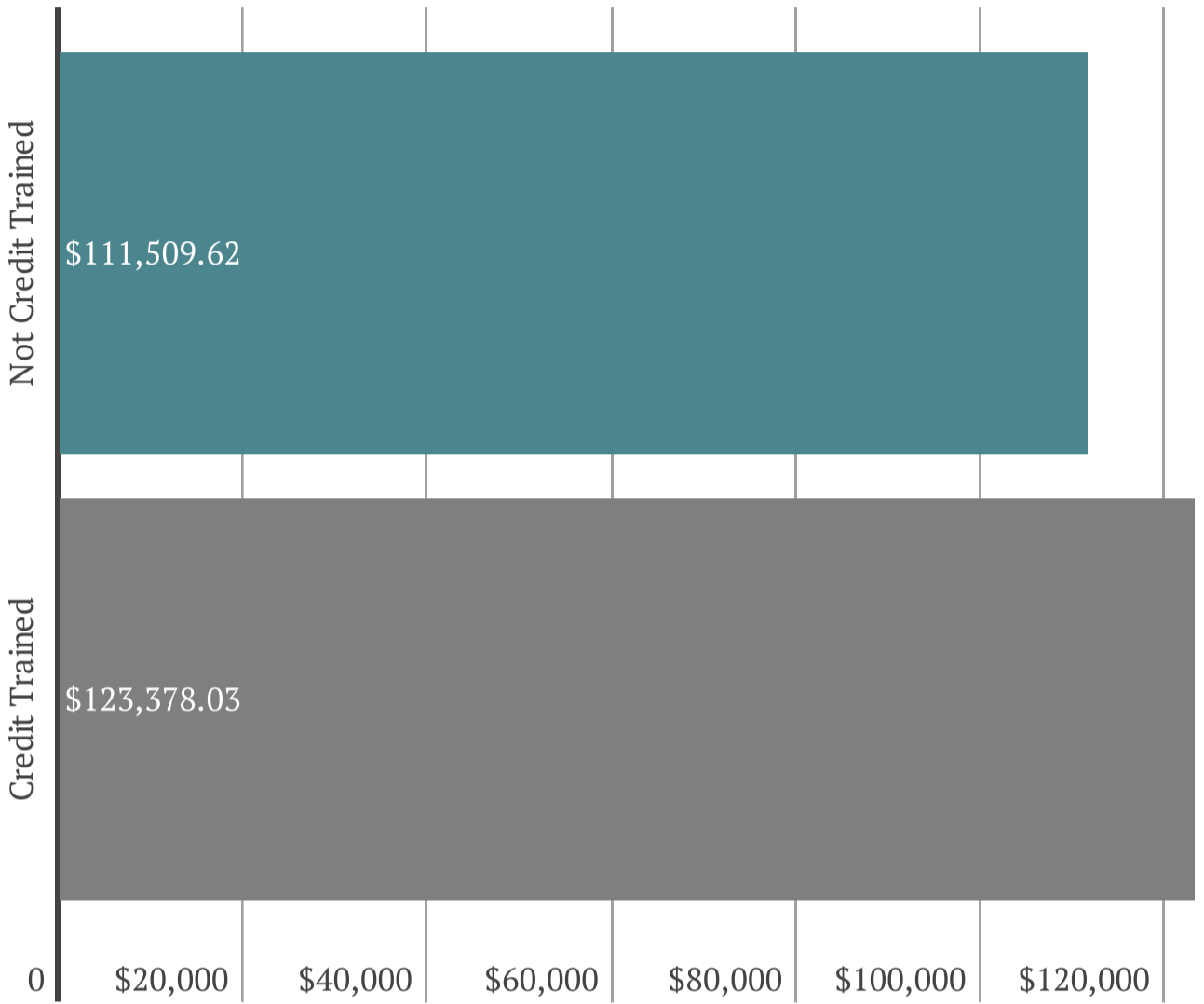


## Bonus

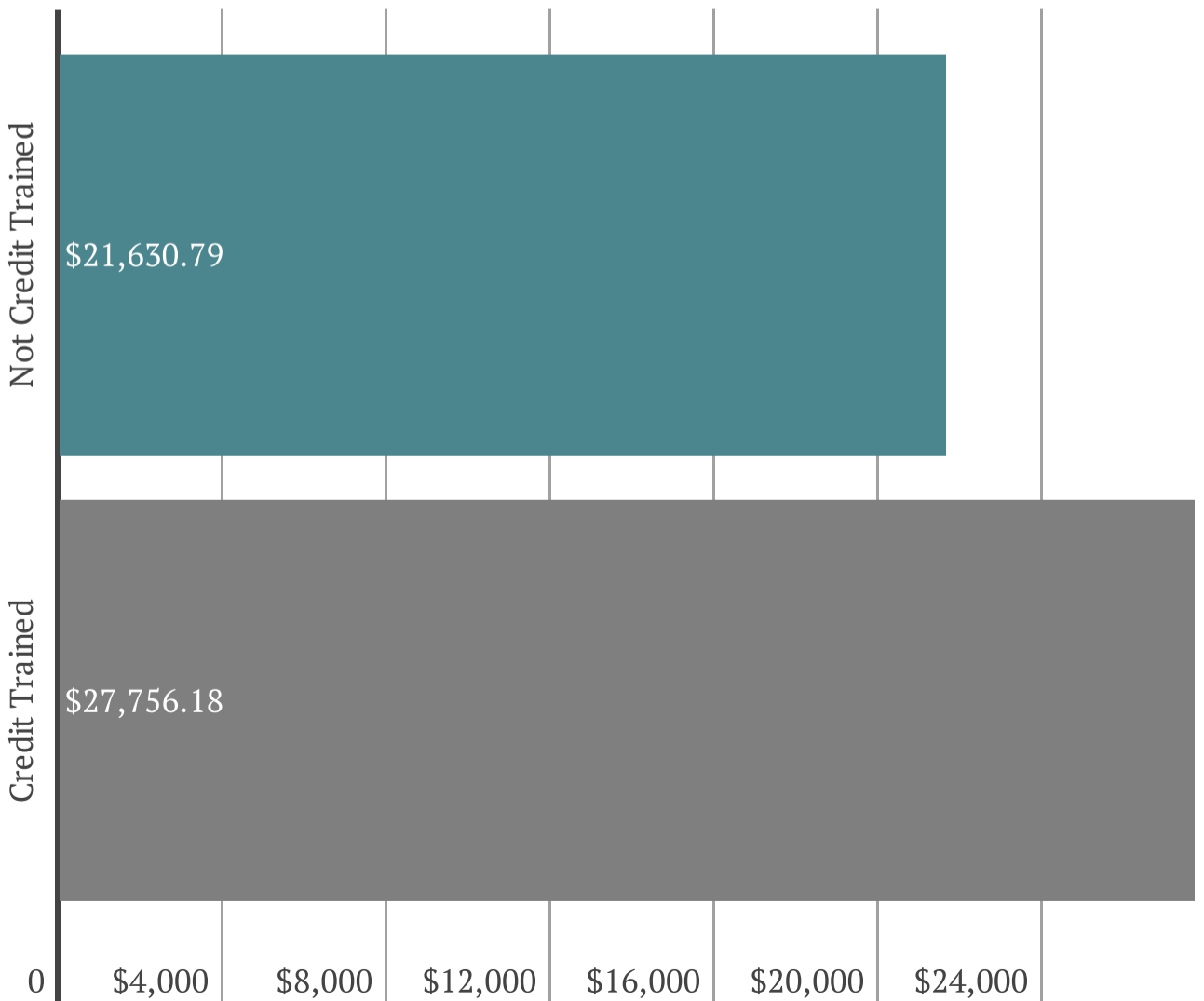


# Average Salary & Bonus by Credit Training

## Salary

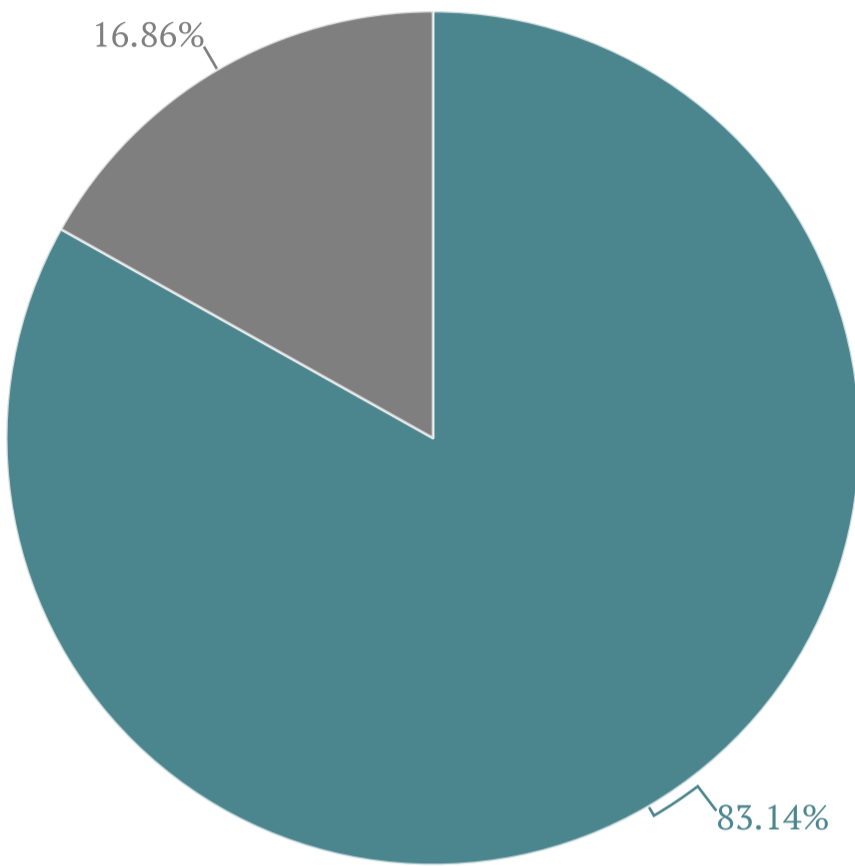


## Bonus



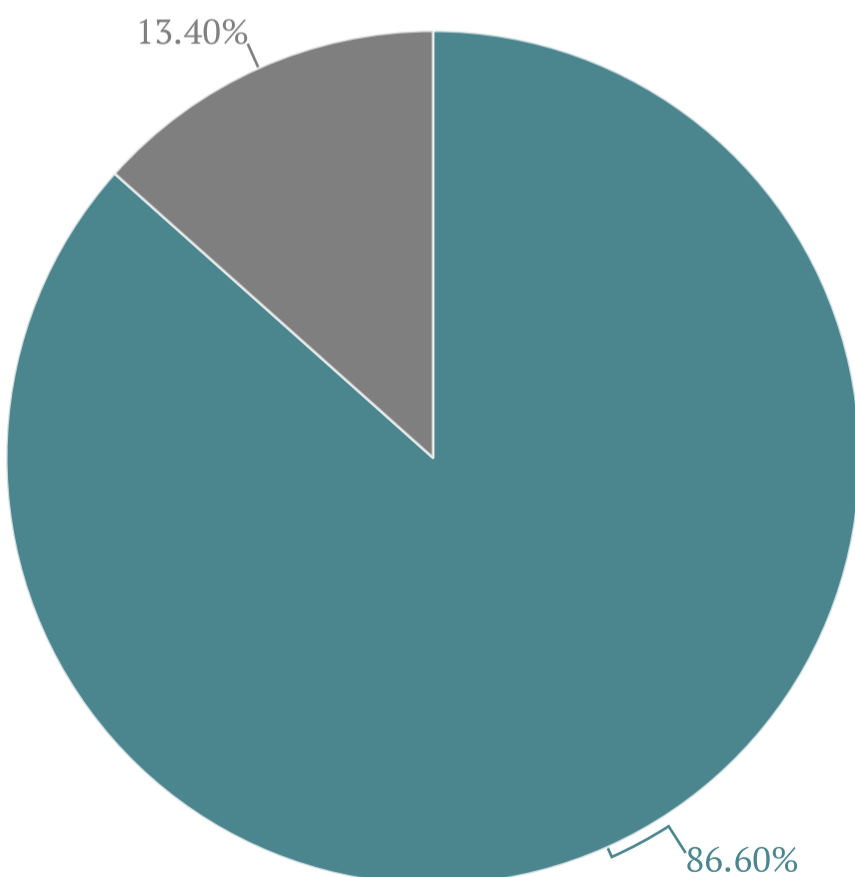
# Did you receive a salary increase in 2016?

## Individual Contributors



● Yes ● No

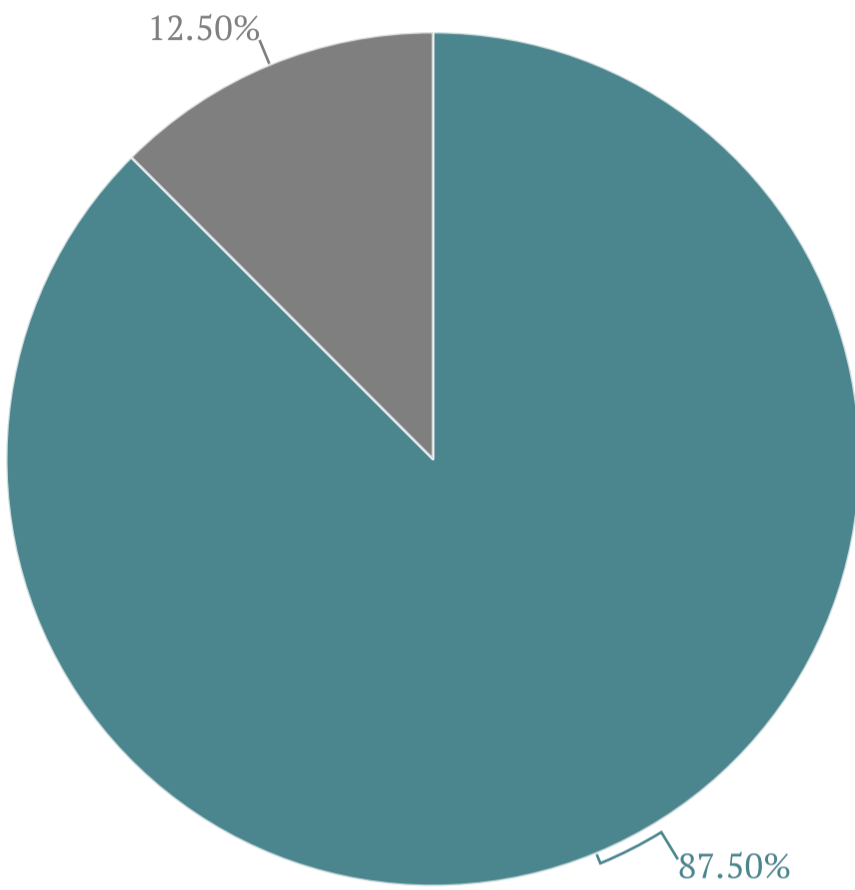
## Team Leaders



● Yes ● No

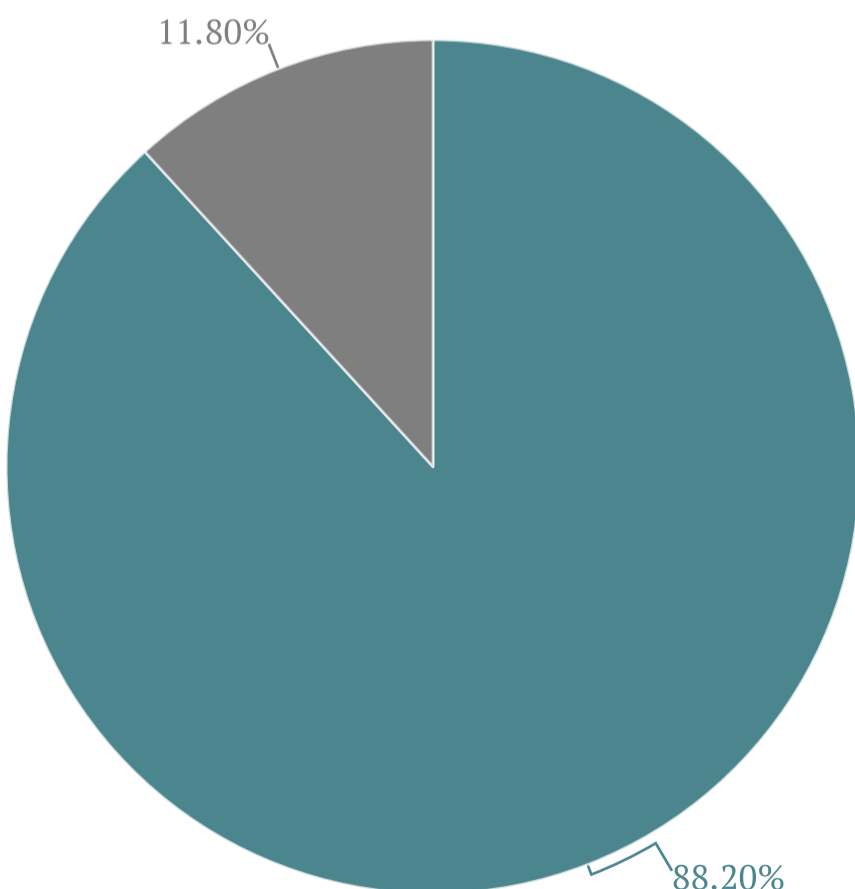
# Did you receive a cash bonus in 2016?

## Individual Contributors



● Yes ● No

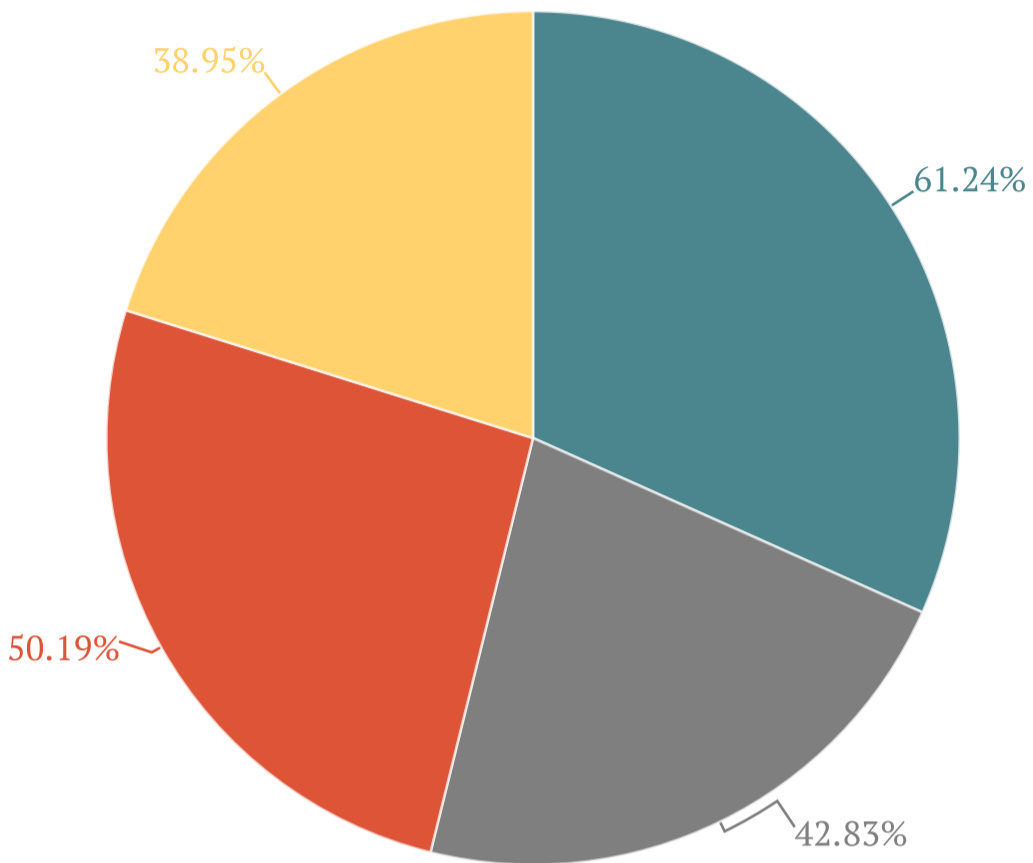
## Team Leaders



● Yes ● No

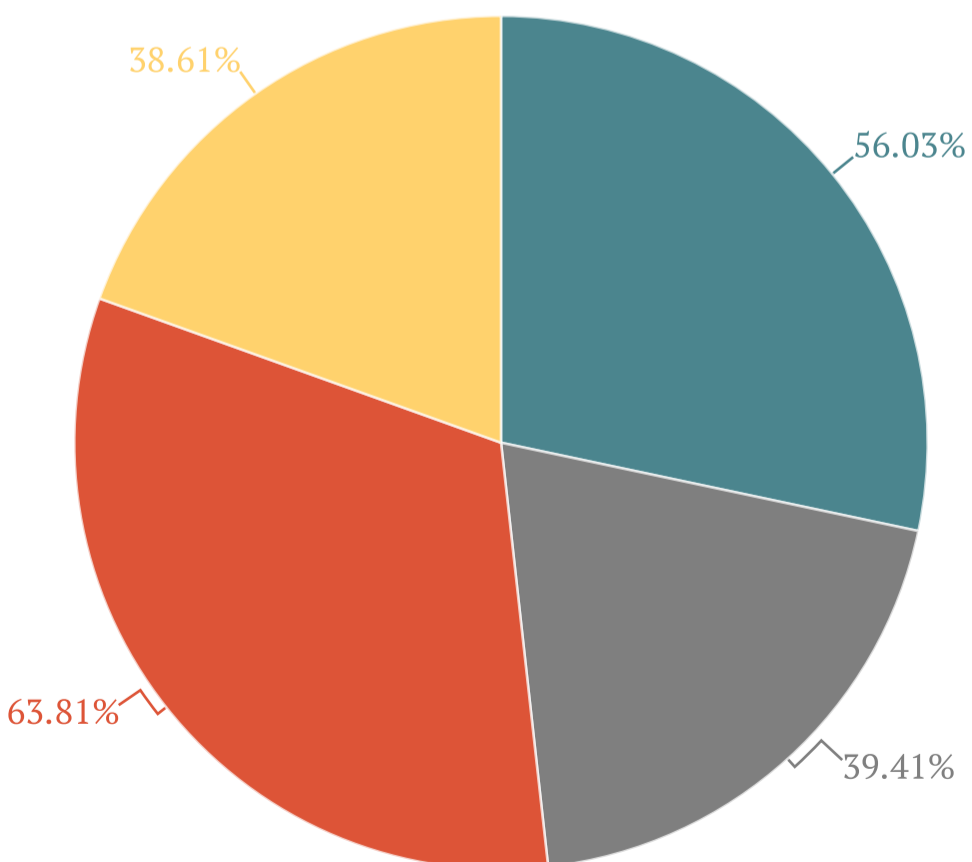
# What is your cash bonus based on?

## Individual Contributor



● New Loans ● New Depo ● BK Perf ● Discret

## Team Leader

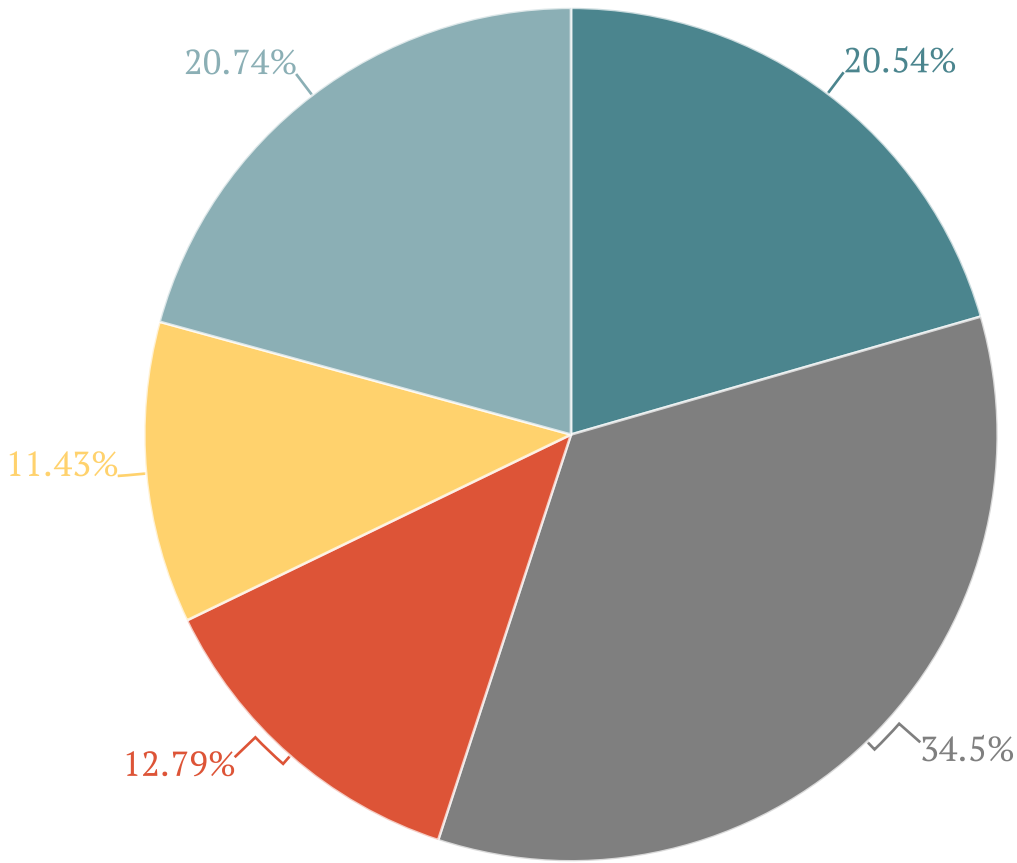


● New Loans ● New Depo ● BK Perf ● Discret

# Career Planning

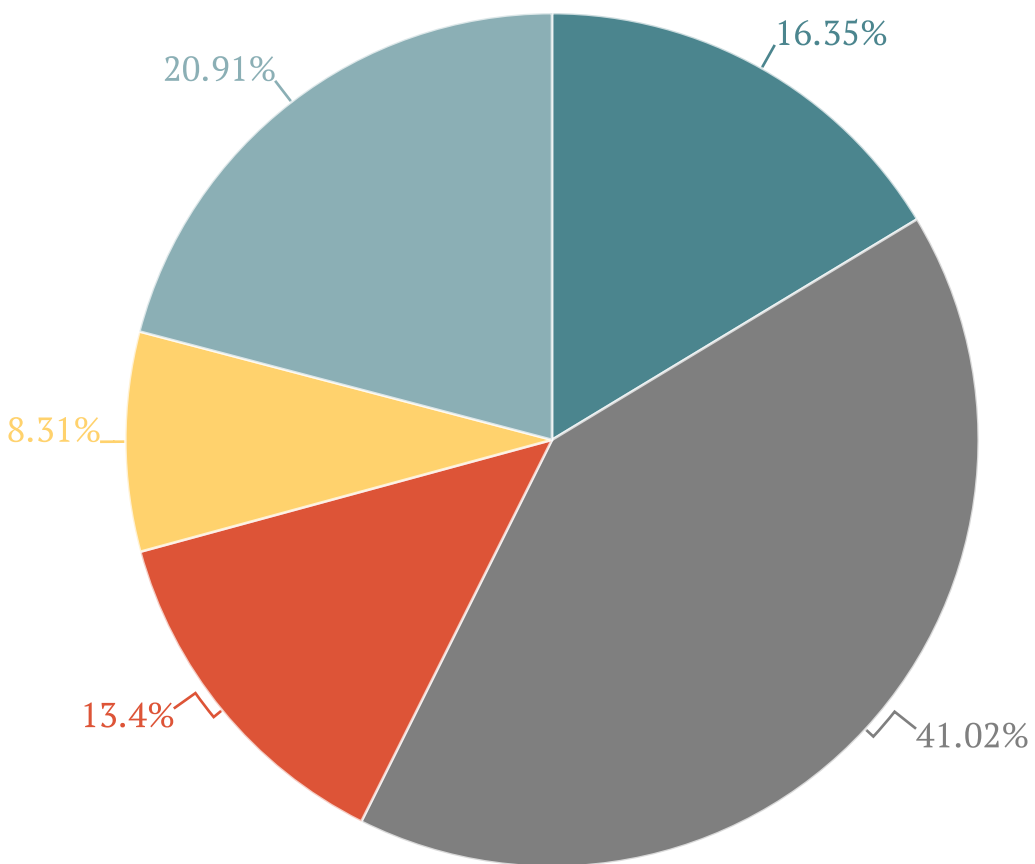
What is most important to you about where you work?

## Individual Contributors



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

## Team Leaders



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

# SMITH & WILKINSON

EXECUTIVE SEARCH SOLUTIONS

## Further Information

Smith & Wilkinson is a nationally recognized, specialized search and recruitment firm for the financial services industry. Our dedicated team possesses the skill and judgment to separate the exceptional from the average performer and the experience to assess each candidate against the needs of the position. This is not an easy skill, and it takes years of experience working within the banking community and speaking with and assessing thousands of Executives. We are known as professional 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.

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; Payments Processing; Financial Technology; Insurance; Wealth Management; Finance & Accounting; Human Resources; Information Technology.

[Smith & Wilkinson's past salary survey results](#)

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

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