

**Underwriting Job Titles :: Median Total Compensation**

Job Title	Count	Peers Median	Your Company Median
Chief Credit & UW Officer	6	\$30K	
VP / SVP of Underwriting	9	\$29K	
	1		\$26K
Director of Underwriting	4	\$28K	
Underwriting Manager	62	\$23K	
	2		\$20K
Underwriter Team Lead	56	\$21K	
	1		\$18K
Sr Underwriter	187	\$20K	
	15		\$18K
Underwriter	558	\$18K	
	23		\$15K
Underwriter Specialist	46	\$14K	
Jr Underwriter	58	\$10K	
	2		\$11K
Underwriting Assistant	52	\$10K	
	1		\$9K

**Department**  
Underwriting

**Year**  
2017

**Loan Vol Category**  
All

**Region**  
All

**Show...**  
 Peers Only  
 Your Company

**Base or Total Comp**  
Total Compensation

**Key**  
■ Peers  
■ Your Company

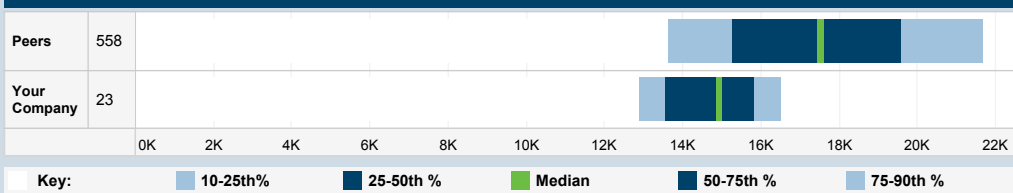
SAMPLE MOCK DATA

SAMPLE MOCK DATA

SAMPLE MOCK DATA

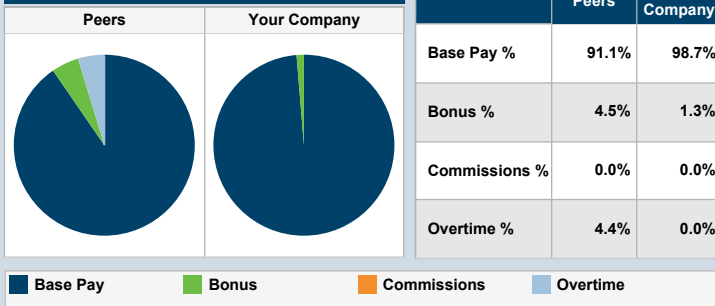
**Underwriter (558 Peer Jobs)**

**Underwriter: Total Compensation Box & Whisker Plot**



	Peers	Your Company
90th Pct	\$22,000	\$17,000
75th Pct	\$20,000	\$16,000
Median	\$18,000	\$15,000
25th Pct	\$15,000	\$14,000
10th Pct	\$14,000	\$13,000

**Underwriter: Avg Pay Type Breakdown**



**Underwriter: Median Total Compensation By Annual Volume**

Annual Volume	Count	Peers Median	Your Company Median
+3 Bill.	208	\$17K	
1-3 Bill.	304	\$18K	
	23		\$15K
<1 Bill.	46	\$17K	

**Underwriter: Median Total Compensation By Region**

Region	Count	Peers Median	Your Company Median
Atlantic South	105	\$16K	
	1		\$17K
Great Lakes	75	\$18K	
	3		\$13K
Gulf Coast	93	\$18K	
	3		\$16K
Mid-Atlantic	63	\$17K	
Midwest	9	\$16K	
	1		\$14K
Mountain	83	\$19K	
	3		\$15K
Upper Northeast	4	\$17K	
West Coast	126	\$19K	
	12		\$15K

**Underwriter: Median Total Compensation By Salary or Hourly**

Category	Count	Peers Median	Your Company Median
Hourly	362	\$18K	
	7		\$15K
Salary	196	\$17K	
	16		\$15K

SAMPLE MOCK DATA

SAMPLE MOCK DATA

SAMPLE MOCK DATA

## Internal Job :: Underwriter

Internal Id	Region	Internal Company Title	Base Pay	Bonus	Comm- issions	OT	Total Comp
B. Brown	Atlantic South	Underwriter	\$16,464	\$214	-	-	\$16,678
P. Moore	West Coast	Underwriter	\$16,464	\$182	-	-	\$16,646
J. Sanchez	West Coast	Underwriter	\$16,317	\$212	-	-	\$16,529
P. Campbell	Gulf Coast	Underwriter	\$16,317	\$174	-	-	\$16,491
K. Miller	West Coast	Underwriter	\$15,876	\$180	-	-	\$16,056
M. Carter	Mountain	Underwriter	\$15,729	\$184	-	-	\$15,913
A. Davis	Gulf Coast	Underwriter	\$15,582	\$192	-	-	\$15,774
S.B. Anthony	Great Lakes	Underwriter	\$15,582	\$178	-	-	\$15,760
B. Miller	West Coast	Underwriter	\$15,288	\$184	-	-	\$15,472
J. Harris	West Coast	Underwriter	\$15,141	\$194	-	-	\$15,335
C. King	Mountain	Underwriter	\$14,847	\$230	-	-	\$15,077
J. Wooden	Mountain	Underwriter	\$14,700	\$230	-	-	\$14,930
G. Galilei	West Coast	Underwriter	\$14,700	\$182	-	-	\$14,882
P. Johnson	West Coast	Underwriter	\$14,553	\$230	-	-	\$14,783
B. Joel	West Coast	Underwriter	\$14,553	\$192	-	-	\$14,745
N. White	West Coast	Underwriter	\$13,065	\$104	-	-	\$13,169

Year  
2017

Department Map  
Underwriting

Title Map  
Underwriter

Compare to...  
Jobs w/ Same Region & Volume

Job Count	
Peers	Your Company
44	12

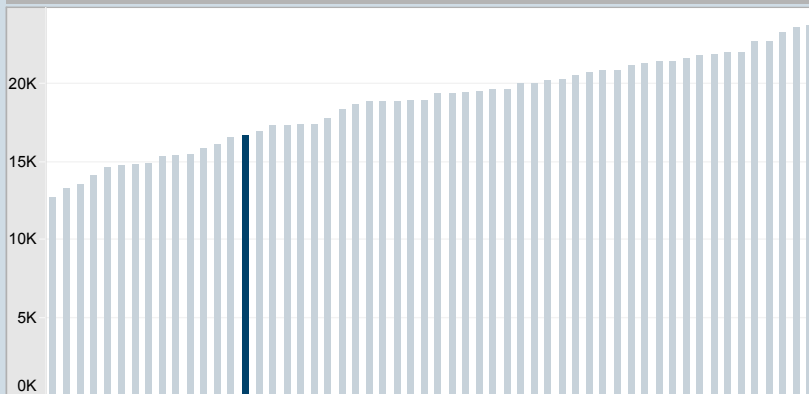
SAMPLE MOCK DATA

SAMPLE MOCK DATA

SAMPLE MOCK DATA

### P. Moore - Underwriter

#### Total Compensation

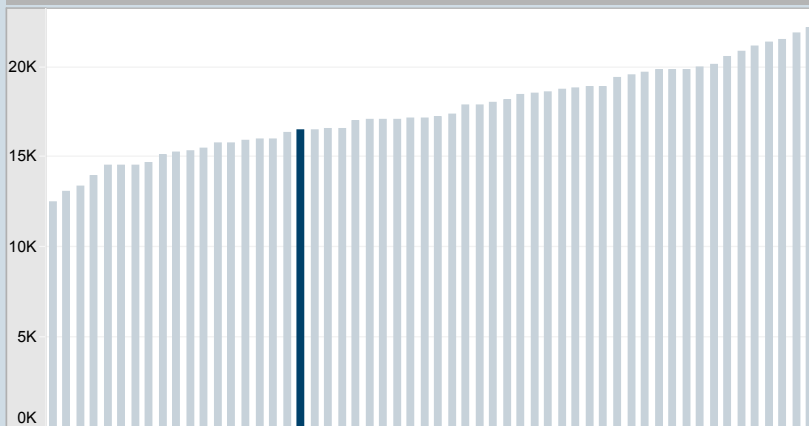


	P. Moore	Medians
Base Pay	\$16,464	\$17,111
Bonuses	\$182	\$230
Commission	-	-
Overtime	-	\$196
Total Compensation	\$16,646	\$18,941

Base Pay Compa Ratio	Total Pay Compa Ratio	Bonus to Base %	Bonus to Base +/- Median
96%	88%	1.1%	-0.4%

Dept: Underwriting, Title: Underwriter, Region: West Coast, Volume: 1-3 Bill.

#### Base Pay



#### Bonus + OT + Commissions

