

2020 Best Mortgage Companies to Work for

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What is Best Mortgage Companies to Work for?

National Mortgage News' Best Mortgage Companies to Work for is a survey competition to determine which participants are the best employers. The process is managed by Best Companies Group (BCG) and winners are published by National Mortgage News.

What is Best Companies Group (BCG)?

Best Companies Group is an independent research firm specializing in identifying and recognizing great places to work. BCG manages programs worldwide, including the US, Canada and the UK.

Why participate?

By participating, you can find out if you are one of the nation's best employers in the mortgage industry! It can also result in significant organizational benefits for entrants:

1) Heightened Company Pride. If your company appears on the list, it could improve employee morale and retention.

2) Public Relations and Marketing Advantage. Companies can use the distinction to enhance recruiting efforts, increase the value of general marketing and improve reputations.

3) The Employee Feedback Report:

While participation is FREE (for the online employee survey), participants can pay as little as \$785 to receive their Employee Feedback Report detailing the company's employee responses. Also included are national employee and employer benchmarks.

Who can participate?

In order to participate, you must:

- Be a for-profit or not-for-profit business or government entity
- Be a publicly or privately held business
- Have a facility in the United States
- Have a minimum of 15 permanent employees working in the United States
- Must be in business a minimum of 1 year
- Must be a stand-alone mortgage lender, mortgage broker, or mortgage servicer, or Mortgage unit of a diversified financial services firm (employees' responsibilities must be concentrated on mortgage operation – i.e., not general staff in a retail bank branch).

• Only one entry per parent company. If an origination and a servicer apply and are controlled by the same company, you must enter as one organization.

• Investment banks, securitization firms, government sponsored entities, mortgage technology companies and mortgage insurers are not eligible (although distinct origination or servicing arms of such companies may apply under the same conditions as above).

Assessment Description

The process includes 2 surveys to gather detailed data about each participating company. BCG conducts the surveys, analyzes the data and determines the winners and rankings.

Part I – Employer Benefits & Policies Questionnaire:

The employer completes an online survey, detailing company policies, practices, benefits and demographics.

Part II – Employee Engagement & Satisfaction

Survey: Employees complete a survey of in-depth statements using a scale of 5 points ranging from "Agree Strongly" to "Disagree Strongly." The survey also includes 7 demographic and 2 open-ended questions. It can be given online or by paper, if a full company employee email list is not available.

What does it cost?

# of US Employees	# Employees Surveyed	Online Fee ⁽¹⁾	Paper Fee ⁽²⁾
15-24	All	FREE	\$270
25-99	All	FREE	\$415
100-199	All	FREE	\$545
200-499	Up to 250 ⁽³⁾	FREE	\$625
500-2499	350 ⁽³⁾	FREE	\$725
2500+	400 ⁽³⁾	FREE	\$880

1) Review the Assessment Process page to learn about this email-based survey before selecting this option 2) Fees are non-refundable 3) Employees are randomly selected

Announcing & Recognizing the Winners!

Winning companies will be notified in writing whether or not they made the list in early December. The final rankings will be published by National Mortgage News in late February/early March. Non-winning companies are not publicly revealed.

For more information or to register visit the website below or call BCG at 1-877-455-2159.

www.BestMortgageCompaniesToWorkFor.com

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