

BEST MORTGAGE COMPANIES TO WORK FOR

REGISTRATION DEADLINE:

October 6, 2023

What is the Best Mortgage Companies to Work for program?

This program 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 the 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 best credit union employers! It can also result in significant organizational benefits for entrants:

- **Heightened Company Pride:** If your company appears on the list, it could improve employee morale and retention.
- **Public Relations and Marketing Advantage:** Organizations can use the distinction to enhance recruiting efforts, increase the value of general marketing and improve reputations.
- **The BCG Insights Report Package:** While participation is FREE, participants can pay as little as \$980 to receive their Insights Report Package detailing the company's employee responses. Also included are employee and employer benchmarks.

Who Can Participate?

To be eligible for consideration, organizations must:

- Must have a minimum of 15 employees working in the US
- Be a publicly or privately held business
- Have a facility or operations in the US
- Be a for-profit or not-for-profit business
- 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).

*See website for more eligibility requirements

Assessment Description

The process includes two 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 Questionnaire (EQ):** The employer (main company contact) will complete this online survey, detailing company policies, practices, benefits and demographics.
- **Part II – Employee Engagement & Satisfaction Survey (EES):** The employee survey is an in-depth set of statements (77) that employees will be asked to respond to on a 1-5 Likert scale of "Strongly Disagree" to "Strongly Agree." This section of the survey will also include two (2) open-ended questions, and seven (7) demographic questions. Email and internet technology needs to be available for use by company employees.

Announcing & Recognizing the Winners!

The contact at each company is notified of their status prior to the release of the winner rankings in a special issue of National Mortgage News in March 2024. Non-winning organizations are not publicly revealed

National
Mortgage News

2024 Best Mortgage
Companies
to Work for

What Does It Cost?

# of Employees	# Employees Surveyed	Online Fee
15-24	All	FREE
25-99	All	FREE
100-199	All	FREE
200-499	Up to 250*	FREE
500-2499	350*	FREE
2500+	400*	FREE

For more information or to register, please visit

www.BestMortgageCompaniesToWorkFor.com

or contact the program manager Gemise James at

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