

Create your career with Compass

No experience necessary. Tap into your sales potential with a mortgage industry leader.

630.393.9362
contactus@compmort.com
ww.compmort.com
27755 Diehl Road
Suite 100
Warrenville, IL 60555





This is an interactive document.

Anytime you see a QR code, click or scan to view a short video.

Your career starts here.

My main objective as Chairman and CEO is to create a work environment where people enjoy where they work. When I started Compass in 1999, I simply wanted to provide for my family and create a great place to work. Our core values – Infinite Worth, Integrity, and Excellence – are the backbone to our growing workplace. Consequently, Compass' culture, including our approach to hiring, is unlike any other in the business.

Companies often have strict requirements for loan officer skill sets, as it saves them the time it takes to teach. I believe those companies are missing out on *big* opportunities; valuable people and hard workers come out of every industry and generation. We highly value training and teaching new loan officers who fit our company culture and vision. For that reason, you can be assured we have created a comprehensive training program to help teach you everything you need to know to succeed as a loan officer, taking you from zero net knowledge to a mortgage professional – with support every step of the way. I am proud of Compass YOUiversity and the amazing loan officers we have trained through it.

Our focus at Compass is in our slogan, "Home to a Better Mortgage Experience". We pride ourselves on our ability to develop and maintain lifetime client and referral relationships. When you sign on with Compass Mortgage, you become a member of the family and my partner in business. I look forward to helping you learn, grow, and succeed with Compass. Come experience it for yourself!



Dan Graham
CEO & Chairman



Work where people matter.



We're committed to providing an excellent experience to our customers and we know that begins with creating an atmosphere where people love coming to work.

Our focus on community, family, healthy living, and teamwork has earned us a spot as a Top Chicago Workplace, as well as a National Top Workplace. When it comes to sales, we're also leading the industry:



Our goal is to create customers for life, by delivering excellent customer service that far exceeds the industry benchmark. Our customers love us!
Compass Average Net Promoter Score: 82
Industry Average Banking Score: 35



Awarded to the top 10% of lender participants, means our loan officers and staff consistently achieve outstanding ratings from our clients in key critical categories: easy to use and easy to understand technology, loan process, loan products, and timely and consistent follow-up.

We're betting on you.

While other companies are looking at transferable experience, we're looking at *you*. Are you a people-person? Community focused? A sales-oriented go-getter? Looking to make a meaningful impact? Compass Mortgage could be a good fit for you.

New-to-the-industry loan officers have been some of our greatest success stories, which is why we invest and bet on you from day one.

We provide you with the products, support and tools you need to build your business:

Compass YOUiversity

Starting a new career can be overwhelming, but our extensive two-month program covers all the bases. From loan officer expectations and utilizing our systems to expert advice from our top producers, you'll graduate Compass Youiversity with your personal 30-day business plan and the tools and support to start originating.

Ongoing sales guidance

At Compass Mortgage, we have a sales support system that is unique to our industry. Our sales management team is focused on one thing: supporting you. Our sales managers have over 50 years of experience in the mortgage business, including origination experience. Sales support is one of our top priorities.

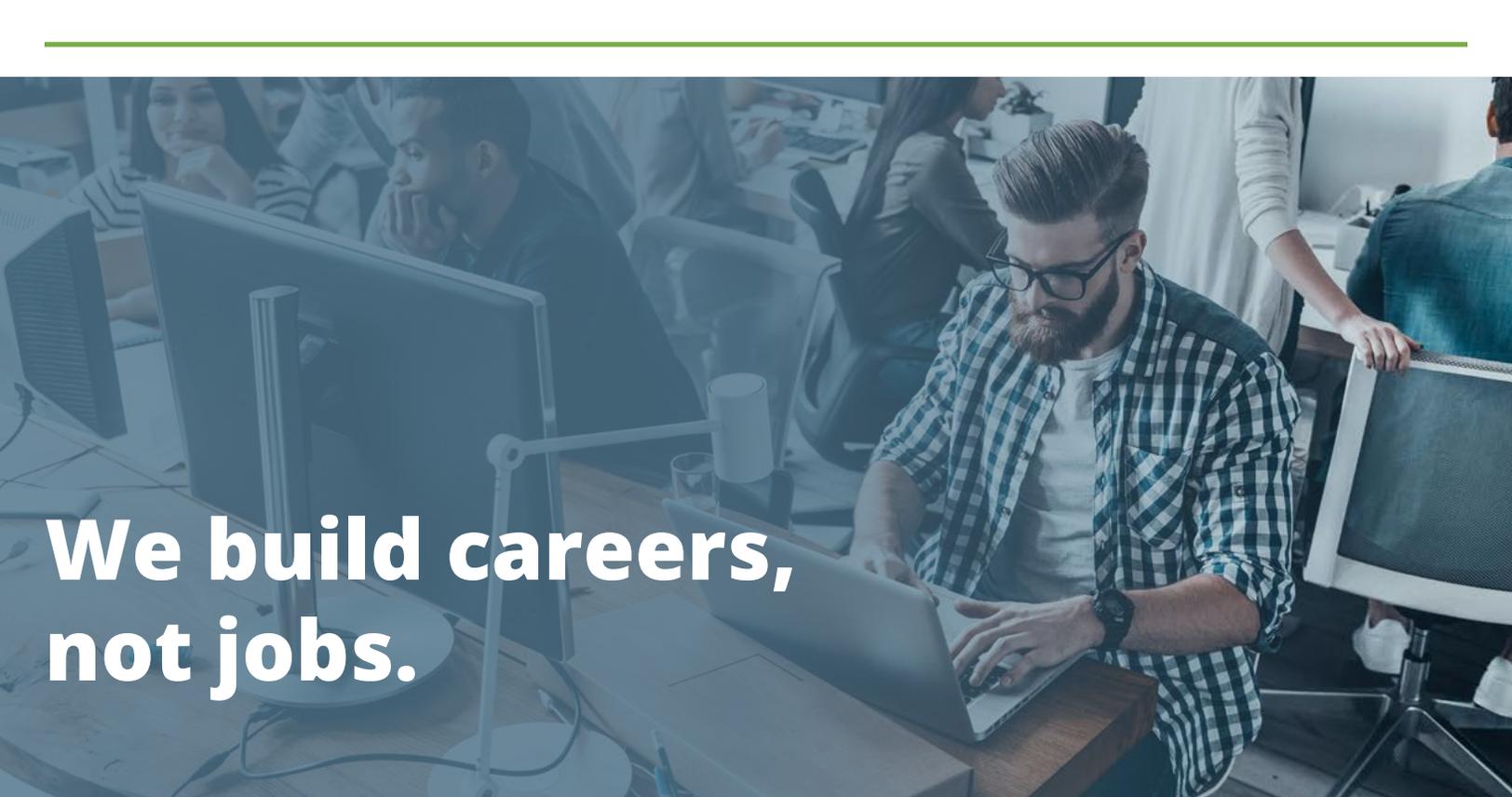
In-house marketing firm

Just like our unique sales support, our marketing team and strategy is distinctive. While we market Compass as a whole, our main focus is implementing a marketing strategy custom to *you*. We offer an in-house video team, events, custom design, and a swag and print store to bring in business for you from the start.



Going through the Compass You training really helped me kick off my business and helped me learn the ropes. The support has been here since day one, and there's so much opportunity right now.

- Andres Jimenez, Loan Officer



We build careers, not jobs.

How often do you see friends and classmates job-hopping from company to company? Compass Mortgage takes pride in our investment and building of successful careers where team members want to stay long-term. This is a direct result of our “Model of Trust.” We are always transparent in your earning potential as well as what you’ll experience as part of our team. See just some of the ways we set ourselves apart from other companies below.

Employee vs. **Trusted Partner**

Here you’re a partner, not an employee. At Compass you’re always in-the-know and in control of your business, and always have access to the support you need. Our sales management team is focused on one thing: supporting you.

Capped vs. **Limited Earnings**

We have the best compensation plan in the industry — a bold but true statement. Other companies can have a lot of fine print and red tape in their commissions. Our commission structure is transparent and limitless, because we value your work.

Transaction vs. **Relationship Driven**

Our bottom line isn’t the numbers, it’s the people. Buying a home is a huge milestone in a person’s life, and we get to help make that happen. We are heavily invested in the communities we serve in so that we can build relationships outside of our clients’ mortgage experiences.

Initial vs. **Ongoing Training**

Other companies get you started and push you out of the nest. Compass YOUiversity is thorough in all aspects of the mortgage originating, but once you’ve “graduated,” the trainings don’t stop. All of our loan officers benefit from ongoing training because we’re always striving to be better.



The ability to be my own boss, the opportunity to make a change in people’s lives, and the flexibility for me to grow a career are what appealed to me about becoming a loan officer at Compass.

- Rachel Stell, Loan Officer



Experience the Compass Culture.

At Compass, we don't have employees, we have team members. We are intentional about the language we use as a company because we know that the way we speak contributes to our culture.

Most companies have core values but don't live them as intended. At Compass Mortgage, our core values define who we are as a company and as individuals.



Infinite Worth

Everyone has value. We believe we are called to treat every person we meet with love and respect.



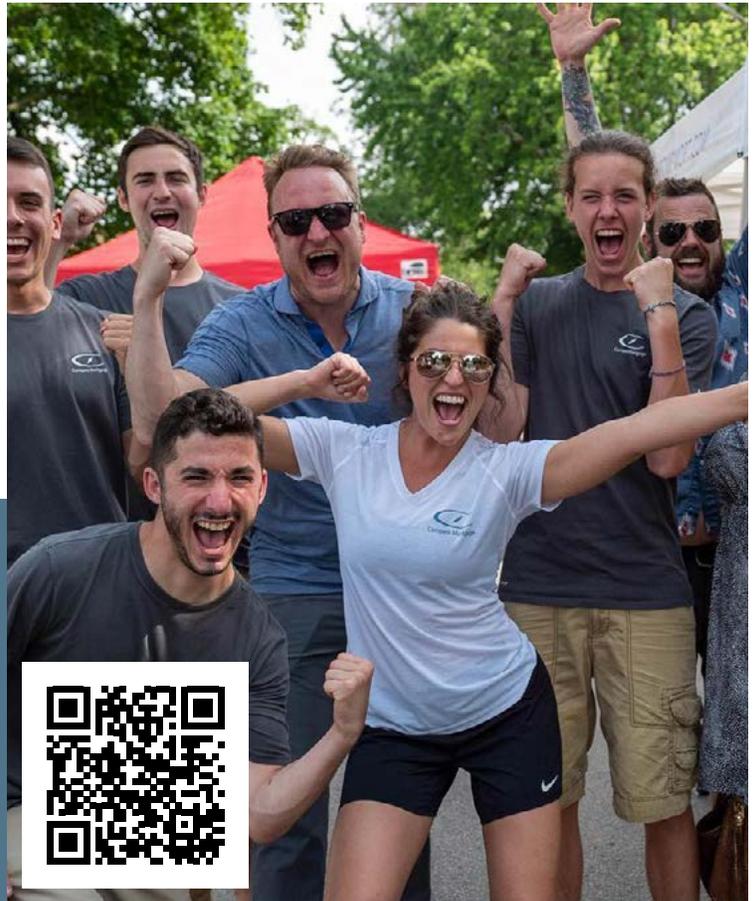
Integrity

We do what's right. We uphold our ethical code regardless of the situation.



Excellence

We go above and beyond in all that we do. You are always moving in a direction – you are either getting better or getting worse.



We live our culture. Because we give our team members the tools to do their jobs well, we've created a family-like atmosphere of respect, success, and excellence. Our team members are proud of who we are and what we do. We bring on great people first and foremost!

"Home to a Better Mortgage Experience" is our tagline because we believe our work ethic, execution and culture set us apart from other companies. Furthermore, our tagline extends beyond the office. We believe in the well-balanced life. Being successful at Compass doesn't mean sacrificing family time – our families come before all else.



Culture always starts at the top. It has been so encouraging for me to see the leadership at Compass and how they love their people. Whether it's from providing incredible health benefits, counseling programs at no cost, or buying us lunch through GrubHub – they want us to know that we matter to them.

- Lisa Anderson, Loan Officer





Loan Officer Appreciation

Each year we reward our top producers with an all-expense paid trip. From the welcome reception, excursions, spa appointments, golf outings, and things to do in your free time, we curate an unforgettable experience for each of our attendees. Our Loan Officers work hard, and we make sure to reward their successes.

Past trips have included:

London

Cancun

Las Vegas

Scottsdale

Florida Keys

Palm Springs

Jackson Hole

Hawaii



The core values of Infinite worth, Integrity and Excellence are central to everything done at Compass. The emphasis on people here is undeniable. Whether you are working with clients, coworkers or your superiors in the office, every person is treated with dignity and respect.

- Matt Moore, Loan Officer



Team Member Perks



WELLNESS PROGRAM

Access to free health coaching, counseling services, and more.



TEAM MEMBER MORTGAGE PROGRAM

We offer a discount on mortgage loans to full-time team members.



GRUBHUB PERK

Enjoy a monthly credit towards any Grubhub order.



LIFETIME FITNESS MEMBERSHIP PERK

Receive a monthly subsidy of \$45 off your membership.



REFERRAL BONUSES

Earn up to \$10,000 for referring another Loan Officer.



Team Member Benefits

HEALTH INSURANCE

- Competitive health insurance plans through BlueCross BlueShield allow you to choose between two PPO plans or an HMO*.
- PPO with Health Savings Account - Compass contributes up to \$2,000 into an HSA on your behalf.
- PPO with Health Reimbursement - Compass covers the first 80% of your deductible expenses, up to \$5,500.

ADDITIONAL BENEFITS

- Vision and Dental Insurance including orthodontia coverage up to \$1,500
- Life Insurance of \$25,000 provided by Compass, option to elect additional coverage
- Short-Term Disability coverage for up to 12 weeks
- 401(k) Match on traditional and Roth contributions

**HMO plan is only available to Illinois and NW Indiana employees*



Our Seamless Transition

After learning the ropes, your main objective is to grow your clientele and generate business, which can be hard to focus on when starting a new career. Our dedicated team is here to guide you through the process without skipping a beat.



MATT RAYBURN, AL GELSCHUS AND MICHELE LONGWORTH

Matt, Al, and Michele will be your first point of contact and are here to assist you in making the transition to Compass Mortgage. They will ensure you have all your questions answered before your first day and are committed to your success once you're a part of the team. If you are receiving this booklet, you have probably talked with at least one of them.



TERRY FUNG & ANTOINETTE BARANEK

Terry and Antoinette will make sure you are well-versed in product knowledge and our loan origination software. They will provide one-on-one guidance on the Compass Mortgage sales initiatives and will make sure your first transactions go smoothly. They are your resources for loan products and loan origination scenarios, making sure no questions go unanswered.



JOCELYN FUNG

With our 5-star concierge-level training techniques, Jocelyn assists in making your transition to Compass seamless. In addition to the onboarding process, Jocelyn is your point of contact throughout your pre-hire process and ensures all resources are ready for your start date.



HEATHER LOEB

Heather is our Sales Trainer and EnCompass expert. She will train you on EnCompass, work with you on your first 10 files, and help with any questions along the way. After you've originated your first 10 loans, you should be able to navigate EnCompass. If help is needed, Heather is your go-to.



BLAKE DE YOUNG

Our first step in marketing a new-to-the-industry loan officer is to determine your community and help you build on your current relationships. One-on-one, Blake's team will work with you to create a customized marketing plan that will help you achieve our sales initiatives and reach your goals.

**Ready to
become
our trusted
partner?**

Let's continue the conversation.

630.393.9362
contactus@compmort.com
www.growwith.compmort.com
27755 Diehl Road
Suite 100
Warrenville, IL 60555



Home to a Better Mortgage Experience™

