# Join Our Mortgage Team



# What's inside:

- 1 About M&T Bank
- 1 Our Commitment
- 2 Mortgage Products
- **3** Mortgage Marketing Support
- 4 M&T Bank Benefits
- **5** Mortgage Training Support
- **5** M&T Bank Business Partners



### About M&T Bank

# Service, strength and stability.

M&T Bank is a regional bank with a dedicated focus on the communities we serve within Connecticut, Delaware, Florida, Maine, Maryland, Massachusetts, New Jersey, New Hampshire, New York, Pennsylvania, Vermont, Virginia, Washington D.C., and West Virginia. Founded in 1856, M&T and its affiliates provide banking, lending, investment and insurance solutions to consumers and business clients.



# **Our Committment**

# At M&T Bank, we strive to be the best.

Our historic success in retail lending can be attributed to our commitment to providing an outstanding customer experience that extends through all levels of our organization. Our customer-oriented approach is our north star and guides the way we operate. This drives M&T's high ranking in providing a best-inclass customer experience.

Our success, as a company and as individuals, is driven by our ability to meet our customer's needs. We're committed to understanding what's important for everyone's unique situation. At M&T, we all share the same vision and that's why we're here.

#### M&T strives to be...

- the best company our employees ever work for
- the best bank our customers ever do business with
- the best investment our shareholders ever make

#### **FAST FACTS**

- One of the 20 largest U.S.-based commercial banks
- \$204 billion in assets as of June 30, 2022
- \$5.8 billion+ in mortgage closings
- \$109 billion+ mortgage servicing portfolio
- 680,000+ homeowners nationwide
- 1,000+ domestic, full-service branches
- 2,200+ ATMs
- 22,000+ team members
- Online and mobile services, built for both personal and business customers



# **Mortgage Products**

# Competitive lending solutions.

At M&T Bank, we keep our competitive edge by offering a wide variety of lending solutions to meet the vast needs of our customers. We provide a full suite of competitively priced mortgage products which gives us the opportunity to win.

#### **M&T MORTGAGE PRODUCTS**

### Conforming Loans (FNMA/FHLMC)

- Fixed and Adjustable Rate Mortgages
- HomeStyle Renovation loans
- Co-ops eligible (DC, MD, NJ, NY and VA)
- Condominiums eligible
- Bi-weekly payment option available

#### **Community Reinvestment Act**

- M&T Home Starter program
- FHA, VA and USDA (discounted rate or lender credit, geographic restrictions apply)
- Fannie Mae HomeReady® program
- Freddie Mac Home Possible® program

#### Government

- FHA
  - FHA 203(k) Renovation loans available
- State Sponsored Housing Programs
  - CHFA (Connecticut)
- NHHFA (New Hampshire)
- SONYMA (New York)
- VHFA (Vermont)
- USDA
- VA



#### **Jumbo Mortgages**

- Offers large loan amounts up to \$2 million
- Bi-weekly payment option available
- Condominiums eligible
- Fixed and Adjustable Rate Mortgages
- Co-ops eligible (DC, MD, NJ, NY and VA)

#### Renovation (FHA 203(k) & HomeStyle Loans)

- Over 30 years' experience originating and servicing renovation loans
- Combined purchase/refinance and home improvement financing, so your customers can buy and improve a home using the same loan
- "As-completed" valuation for financing almost any type of home improvement, so home improvements are not limited by the amount of equity currently available
- Best-in-class in-house draw administration

#### **Niche Products**

- Swing (Bridge) Loans
- New Construction Loans
- Home Equity Line of Credit (HELOC)
- Special Programs for our VIP, Private Banking and High Net Worth bank customers

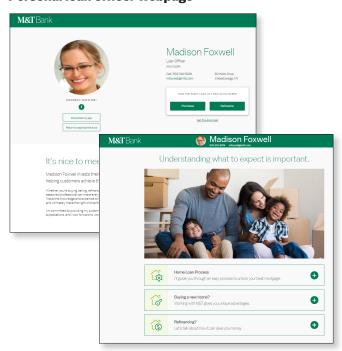
M&T's product set is further strengthened by our portfolio lending capabilities which allow us to offer our customers a wider range of loan options while permitting M&T to benefit from additional investment opportunities.

# **Mortgage Marketing Support Tools for you.**

M&T supports our mortgage Loan Officers (LOs) with marketing materials to engage homebuyers and promote our products and services:

- Personal LO webpage and mobile app
- Customizable product and information flyers
- Automated and self-service tools for LOs to communicate with prospects, customers, and Centers of Influence

#### Personal loan officer webpage



#### **Self-serve emails**



#### **Flyers**



# **M&T Bank Benefits**

# You'll be rewarded.

At M&T, you can make the most of your skills. We reward drive and ambition with a compensation plan that provides a high earnings potential. M&T is also committed to providing its employees with a benefits package designed to give them the flexibility and protection they need to ensure a healthy life/work balance. In addition to your compensation, you will receive:

- Health Care Benefits: We offer a Consumer Driven
  Health Plan that combines traditional medical coverage
  with a health savings account feature that provides
  various tax benefits. Additional health care benefits
  include a dental and vision plan. Our plan also includes
  a telemedicine benefit for non-urgent care and a free
  medical advisory service for complex medical issues
- Parental Leave Policy: 100% paid time off for the birth or adoption of a child
- Employee Wellness: We offer employee wellness programs on various topics including healthy eating, exercise, financial wellness and more. We also offer an annual flu shot program to employees and their immediate family members. In addition, employees can view wellness calendars and related articles centered on monthly wellness topics. SmartDollar, a financial wellness tool, is free to use for all employees
- Tuition Reimbursement/Professional Development:
  Employees can apply for tuition reimbursement for
  job-related courses and programs that either increase
  their skills in their current position or develop skills
  to help them in their future positions.¹ Expense
  reimbursement is tiered depending on the employee's
  performance in the course

- Retirement Savings Plan: Our retirement savings
   plan has two features to help you prepare for a
   stronger future: a 401(k) plan with an employer
   match and a 401(k) plan and a Discretionary Employer
   Contribution. The 401(k) plan allows for pre and/or
   post-tax contributions
- Financial Benefits: We offer several financial benefits, including life insurance, paid short-term disability, long-term disability coverage, flexible spending accounts, and an employee stock purchase plan
- Employee Banking: We show our appreciation for the dedication and effort of our employees by offering a MyChoice Plus checking account with no monthly service charge<sup>2</sup> and additional discounts on products and services
- Employee Referrals: Our Employee Rewards Program recognizes employees who assist in recruiting qualified applicants to the bank. Monetary awards for qualifying referrals can range from \$250 to \$15,000 depending on the position
- Employee Discounts: With hundreds of exclusive discounts online via a quick and convenient portal, employees can take advantage of bank-specific discounts on cultural activities, sporting events and theme parks

M&T also believes in rewarding and celebrating the success of its employees. For this reason, M&T top performing loan officers receive a variety of awards and special incentives each year recognizing their achievements

 $<sup>1 \</sup> Employee \ must \ meet \ eligibility \ criteria \ and \ have \ approval \ from \ management.$ 

<sup>2</sup> There is no monthly service charge, but transaction and service fees, including insufficient funds and overdraft fees, may apply to these accounts.

# **Mortgage Training Support**

# Train your way to success

M&T Bank strongly believes in providing our LOs the support they need to be successful. We offer a comprehensive training program to prepare you from a product, process, procedures, and systems perspective. The key to success for an LO joining our organization is to provide them with the training, tools, and support needed to hit the ground running.

Course name	Description
Mortgage 101	This course is designed as a "boot camp" for LOs that are new to the organization.  We'll ensure that you get the basics you need if you're new to the industry, or if you have mortgage sales experience, this will serve as a great refresher.
Product Training	This training session will focus on the mortgage product offerings at M&T Bank. Product training will include guest speakers from the Product and Sales teams.
Blend/Velocify	This training session introduces our technology platforms for lead management and our customer-facing portal for potential borrowers to start their mortgage application. The session will include instructor demonstrations and hands-on test cases.
Empower	This training session introduces our Loan Operating System (LOS). The session includes instructor-led demonstrations and hands-on test cases. LOs will become familiar with the platform and learn how to generate mortgage application packages.

In addition to the courses referenced above, M&T Bank offers on-going training through M&T University, a series of interactive online courses.

# **M&T Bank Business Partners**

# Together we can.

At M&T Bank, we believe that working together is the best way to meet the financial needs of our customers. Beyond your existing network, you'll have the opportunity to partner with our retail branch network and other business lines within the bank. We encourage our LOs to establish strong working relationships and collaborate with other M&T business partners to cross-sell business opportunities.

As one of the leading regional banks in the U.S., we have over 165 years under our belt as a reputable lender. M&T offers employees tremendous opportunities for growth and career progression.





Equal Housing Lender.

M&T Bank Corporation is an Equal Opportunity/Affirmative Action Employer, including disabilities and veterans.

M&T Bank Corporation does not sponsor individuals for the purpose of obtaining H-1 Visas.

M&T Bank Corporation has policies and procedures in place to promote a drug free workplace.

Unless otherwise specified, all advertised offers and terms and conditions of accounts and services are subject to change at any time without notice. After an account is opened or service begins, it is subject to its features, conditions, and terms, which are subject to change at any time in accordance with applicable laws and agreements. Please contact an M&T representative for full details.