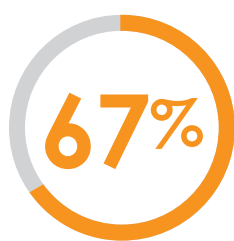
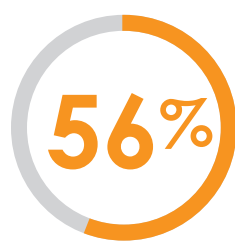


# Mortgage industry leaders weigh in about their challenges and strategies

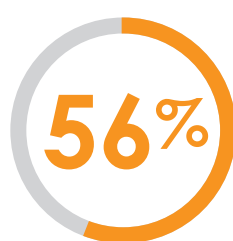
## MOST CRITICAL RECRUITMENT CHALLENGES:



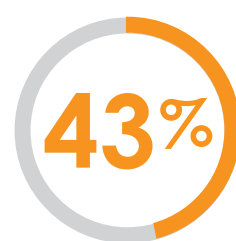
Candidate's Potential



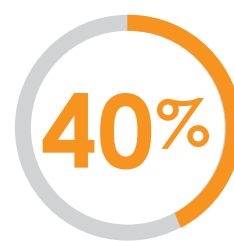
Cultural Alignment



Ability to be Innovative



Past Performance



Growth and Scale

## BIGGEST TRAIT MISSING ON LEADERSHIP TEAMS:



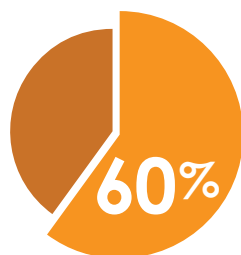
**78%** Say Performance Accountability

## MOST COMMON TREND TO INVEST IN:

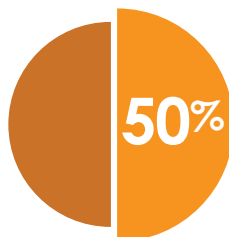


**60%** Say Millennial Talent Acquisition

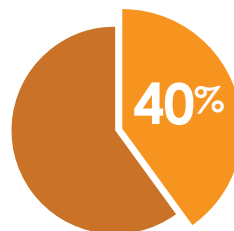
## STRATEGIES FOR A RISING INTEREST RATE ENVIRONMENT:



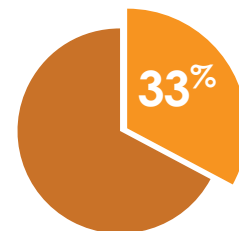
Talent Acquisition



Leadership Development



Employee Retention



M&A Leadership Experience