



**CROSSCOUNTRY
MORTGAGE®**

Who We Are

CrossCountry Mortgage is America's #1 Retail Mortgage Lender.

CCM offers more than a mortgage, we deliver a uniqueness that separates us from most organizations.

We are one team creating an open, transparent and trust-based environment. We are committed to your path to success.

- Headquartered in Cleveland, Ohio
- Founded in 2003 by CEO, Ron Leonhardt
- Honored with numerous awards for growth, innovation, and employee satisfaction

From
425

employees in
2016 to
8,500+
employees &
growing



Awards

Recognized as a top workplace with industry-leading innovation and employee satisfaction awards.



Culture

**Culture is the foundation of our company.
Despite our rapid growth, we have maintained our
unique small business feel.**

Our culture profoundly impacts our company's success. By fostering an environment of trust, collaboration, and continuous improvement, we empower our employees to excel and innovate.

This positive atmosphere enhances employee engagement, productivity, and overall job satisfaction, driving our company's growth and success.



**#1 RETAIL
LENDER**
NATIONALLY & LOCALLY

Equal Housing Opportunity. NMLS3029
Source: Scottsman Guide



Vision, Mission, Values

OUR VISION

To become **the most referred** mortgage lender in every community we serve

OUR MISSION

Through our dedication to getting it done, we make every mortgage **feel like a win**

OUR VALUES

Share your passion **It's infectious**

Be determined **Believe in yourself and your abilities**

Act with integrity **Always do the right thing**

Embrace your community **And it will embrace you**

Be a good teammate **We win more when we work together**



CCM Cares

CCM Cares Foundation

The CCM Cares Foundation focuses its charitable giving on organizations responding to the pressing needs of women, youth, Military Members, and CCM employees in crisis.



Women

CCM advocates and advances women. In a historically male-dominated industry, we employ more women than men, including top-producing female loan officers. Our support of women also extends to causes supporting women in our communities.



Youth

The future leaders of our organization are youth. CCM supports organizations advancing youth education and leadership, those enabling a safe and secure home environment, and charities supporting children in crisis.



Military

The American dream of homeownership wouldn't be possible without the selfless service of our Military. We proudly employ Veterans and Active-Duty Service Members, offer VA loans and products, and support a variety of Military causes.



Employees in Crisis

CCM supports team members facing temporary hardship, including special assistance for medical expenses during critical illness, job loss for a dependent spouse, natural disaster support, and other pressing needs.



Benefits Overview

CCM strives to provide employees with a robust benefits package which includes:

- Medical
- Dental
- Vision
- FSA
- HSA
- Employer paid coverages
- Voluntary coverages
- 401(k)
- Paid Time Off (PTO)
- Holidays



 **Review our full benefits package** on our benefits website: <https://mycrosscountrybenefits.com/>

Benefits are effective 1st of the following month following date of hire



Wellness Program

CrossCountry Mortgage is committed to supporting the health and wellbeing of our employees through a dynamic program designed to inspire and empower.

- Wellness Challenges
- Wellness Webinars
- On-Site Biometrics Screening & Flu Shot Clinics
- Annual Health and Wellness Fair
- HQ Fitness Facility
- Complimentary Group Fitness Classes
- CCM Gym Apparel
- Wellness Newsletters
- Incentives for Participation
- HQ Events



Our Partnerships

- NAHREP: National Association of Hispanic Real Estate Professionals
- NAREB: National Association of Real Estate Brokers
- Official Mortgage Partner of the Cleveland Browns



- Cleveland Metroparks



Hire. Train. Retain.

People are our focus. We match your talents with our company goals to ensure mutual success while providing you with the benefits, leadership, and training you'd expect from an employer of choice.

One HR. One Voice.

We are internal customer service department. We foster integrity as the foundation for all that we do, promoting honesty, trust, open communication, confidentiality, and collaboration in an environment of teamwork.

Recognize. Reward. Empower.

We appreciate the success, accomplishments, ideas, and abilities of all employees and strive to empower you with a formulated career plan that matches your strengths and aspirations.



Human Resources

Your People Department

HumanResourcesTeam@ccm.com

24-48 Hour Turnaround Time

Join our team!

To apply, please visit [CareersatCCM.com](https://careersatccm.com)

Or email your resume and cover letter to
CorporateRecruiting@ccm.com



For internal use only. Equal Housing Opportunity. All loans subject to underwriting approval. Certain restrictions apply. Call for details. NMLS3029 (www.nmlsconsumeraccess.org) CrossCountry Mortgage, LLC is an FHA Approved Lending Institution and is not acting on behalf of or at the direction of HUD/FHA or the Federal government. Subject property and borrower income and credit must qualify to USDA guidelines. Certificate of Eligibility required for VA loans. To obtain a HECM, you must attend HUD Approved Counseling available at little to no cost and receive a certificate of completion that will be required during the application process. While you won't make any mortgage payments, you will still be responsible for property taxes and homeowners insurance and upkeep of the property. Licensed by the Department of Financial Protection and Innovation under the California Residential Mortgage Lending Act. Georgia Residential Mortgage Licensee. Illinois Residential Mortgage Licensee. Kansas Licensed Mortgage Company. CrossCountry Mortgage, LLC is licensed in the Commonwealth of Massachusetts as Massachusetts Mortgage Lender and Mortgage Broker MC3029. Mississippi Licensed Mortgage Company. Licensed by the New Hampshire Banking Department. Licensed by the New Jersey Department of Banking and Insurance. Licensed Mortgage Banker – New York State Banking Department. Rhode Island Licensed Lender. This office is licensed and examined by the Office of the Consumer Credit Commissioner of the State of Texas. Licensed by the Virginia State Corporation Commission.

