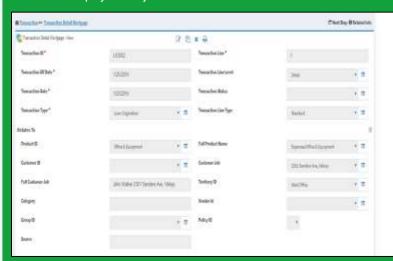**QCommission**

Pay People Properly

Reverse Mortgage

www.qcommission.com

QCommission enables you to quickly calculate commission, draw and bonuses, verify results and distribute this information to your account executives, recruiters, consultants and managers. Present the commission information in such a way that your staff clearly understands what they are being paid and why they are being paid at a very detailed level. Excel and manual calculations can introduce a lot of errors into your calculations and cause your staff to lose trust in you. QCommission can help avoid that by calculating all commissions systematically and reliably.

Calculate Accurately with Flexible Rules

QCommission provides a lot of flexibility to set up commission plans that are unique to your company and your payees.

- Pay commissions based on Maximum Claim Amount, Principal Limit, Net Margin, number of loans funded
- Set different formula by type - Single-purpose Reverse Mortgage; Home Equity Conversion Mortgage (HECM); Proprietary Reverse Mortgage
- Pay commissions to Loan Officers, Sales Coordinators, Team Leaders, Managers
- Pay compensations to Channel Leaders, Channel Relationship Manager, Third Party Organizations (TPO), TPO Account Executives and TPO Relationship Managers
- Pay commissions weekly, bi-weekly, twice-monthly, monthly or quarterly
- Calculate bonuses/ spiffs and pay them quarterly, semi-annually or annually
- Pay flat amount of commission
- Pay different commission rates by tiers of attainment, loans closed
- Deduct various fees such as Processing Fees from commission, if agent does not collect
- Split commissions between multiple Loan Officers
- Provide splits and overrides to Managers, Channel partners
- Deduct non-loan related expenses such as Marketing from overall commissions
- Handle min, max compensation per loan
- Pay draws or guaranteed payouts
- Handle payout adjustments

Import/ Export

QCommission is designed to integrate with Salesforce.com, Sage Peachtree, Sage Intacct, MS Dynamics GP, MS Dynamics Axapta, QuickBooks, SugarCRM, Xero, NetSuite and many others. QCommission can also accept Excel, fixed file and delimited format files.
QCommission can also process some PDF format files.
QCommission can also operate stand-alone.

- Import data from accounting systems including Invoices, Expenses, Payees, Customers and Products.
- Import from Loan Origination Systems (LOS) including Byte files, Calyx Point, Excel, and fixed or text-delimited files.
- Restrict Transaction import using a date range.
- Export Commissions directly to QuickBooks Accounts Payable
- Export data to Excel, and fixed or text-delimited file formats

Plan Setup

- The QCommission Plan describes an individual's sales commission plan in detail.
- Calculate payouts weekly, bi-weekly, monthly, bi-monthly, quarterly, etc.
- Have multiple commissions and bonuses per plan.
- Create unique plans for every payee or share plans.

Reporting

- Produce detailed commission statements by payee
- Reproduce commission statements for prior periods
- Report on split credits and uncredited transactions
- Analyze historical transaction and payment information
- Email commission statements to payees
- Generate ADP report or other forms of payroll reports
- View commission statements through the web.

Case Study

Redwood Mortgage chooses QCommission for their Sales Commission

Customer Profile

REDWOOD MORTGAGE provides quality mortgage lending within California for both residential and commercial properties. Founded in 1978, Redwood Mortgage is an established financial organization with 35 years of experience in arranging and funding mortgage loans in California. Redwood Mortgage and its affiliates have arranged around 2 billion dollars in loans and currently manage a loan portfolio of over $275,000,000. They provide tailor-made loan direct funded solutions secured by residential, multifamily and commercial properties.

The Problem

Prior to QCommission, Redwood Mortgage was calculating commission manually using Excel and 3rd party application report. Samina Shahen, Compensation specialist spends time in mining the data manually to line up to their commission rules for all their Agents, Brokers and Manager. One of their key problem is calculating override commission when the manager cross overs tiers. Due to new commission rules, too many variables for clean calculation in excel is a very time-consuming task every month. The company had new commission fees in place and Samina wanted to have accurate calculation and to handle various scenarios for current plans and new changes in future down the road. The company also expects to have a good customer services when needed readily.

The Project

QCommission implementation crew worked with Samina and her team and underwent an in-depth discovery meeting and designed the commission rules in a way that can be easily processed their current needs and for future changes. QCommission could integrate a custom version of mortgage transactions from an excel file to feed QCommission for processing. There were 3 different commissions plan incentives configured in QCommission.

Personal Production Commission, Closed Loan Volume Bonus and Override Commission). The software processed commissions and bonuses on loan amount on any closed deals correctly without any errors given the complexity of year to date tiered rate calculation. The project was average in complexity and got accomplished with the project accessed estimated and on time. I am very happy to have professional looking commission statement being produced every month without any delay to my team.

Zenith Reverse Mortgage Services, Inc - Sales Commission Statement