

QCommission enables you to quickly calculate commission, verify results and distribute this information to your agencies, agents, brokers and staff. You can present the commission information in such a way that the sales people clearly understand 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 sales people 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 staff.

- Pay against Loan Originations
- Pay commissions against Loan Volume or Loan Income.
- Calculate Loan Income from components such as Origination Fees, Yield Spread Premium, Processing, Fee, Appraisal and Credit Report Fee.
- Deduct various fees such as Processing Fees from commission, if agent does not collect.
- Pay flat amount of commission per Loan File closed for Loan Processors.
- Pay different commission rates by tiers of revenue attainment.
- Pay Referral Fees
- Split commissions between multiple Loan officers.
- Pay different split commission rates for Loan Officers.
- Provide splits and overrides to Loan and Branch Managers.
- Deduct non-loan related expenses such as Marketing from overall commissions.
- Calculate loan volume based bonuses and pay them Quarterly or Annually.
- Pay weekly, bi-weekly, twice-monthly, monthly
- Pay overrides to sales managers.
- Pay draws or guaranteed payouts.
- Calculate minimum wage guarantee payments

Import/ Export

QCommission is designed to integrate with QuickBooks™, Byte™ and Calyx Point™. QCommission can also accept Excel, fixed file and delimited format files. QCommission can also operate stand-alone.

- Import data from QuickBooks™ including Invoices, Expenses, Payees, Customers and Products.
- Import from Byte files, Calyx Point files, 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.
- Share plan calculations among payees.

Reporting

QCommission stores all data entered and all payout calculations.

- 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.
- View commission statements through the web

Case Study

QCommission Automates Commissions for Mortgage Broker



Union Fidelity Mortgage (UFM), is a mid-size mortgage firm based in La Jolla, California. With the volatile changes in housing prices in California and the rising interest rates, there has been a lot of activity in the house lending marketplace. UFM has been right in the middle of it, covering the San Diego area.

UFM is a sophisticated mortgage operation with about 90 Loan Officers and 20 Loan Processors. The firm is used to a high level of automation including a comprehensive web site that helps in the sales process. Randy Martin, the President of the firm said "Commissions had been a nightmare for us. We had an extremely complicated commission structure that used data across multiple periods. Using Excel to calculate commissions for the number of people we had was a real problem. I was looking for a robust and flexible solution and was willing to change business processes to automate the sales commission process."

Bernadette Thibodeau, the Controller for UFM, identified QCommission as a potential solution for her needs. She was particularly impressed with the high level of integration that QCommission provided with QuickBooks. After a detailed evaluation of the software and discussions about how the software would be integrated into her environment, she recommended that QCommission be the product of choice. Randy agreed and the deal was closed within two weeks of initial contact.

The QCommission implementation team initiated the project and analysed the customer requirements at a very detailed level. The key complexities emerged as follows:

- the loan income data had to come from QuickBooks and income for a single loan could be recorded in multiple periods and paid in the same period
- the loan expenses data had to come from QuickBooks as well and expenses for a single loan could be recorded in multiple periods and paid in the same period
- the calculation had to keep track net income for each and every loan individually across multiple periods
- loans could be split between officers and this needed to be indicated in QuickBooks itself
- if the split is known at the time of closing, the application had to back retroactively split any incomes/expenses for the loan

About UFM

Union Fidelity Mortgage, Inc. is a full service discount mortgage banker and broker committed to providing unique and cost effective mortgage solutions. Creative use of our extensive portfolio of loan products and utilization of the latest technology insures that our clients always receive the best possible mortgage for their situation. We pledge to provide our clients with the expert guidance, individual attention and outstanding service they expect and deserve.

- loans had to be backdated into prior periods and calculated with the prior period rates
- expenses could be deducted at the loan officer level as well
- additional fixed amounts could be provided
- there were many bonuses such as Car Allowance and Vacation bonus that had to be provided

There were many other requirements such as these.

After analysing all the changes the implementation system suggested a few business changes to streamline the business process and reduce manual work. UFM was more than happy to put those recommendations in place. The implementation team then proceeded to set up every one of the payees and plans, tested the integration of data with QuickBooks, ran all the calculations for multiple periods and verified the results with UFM.

UFM wanted to test the calculations in parallel with their existing processes. Even though the project was a fixed fee, the QCommission implementation team worked with the customer to support the parallel test of calculations for multiple periods. Bernadette said, "Even though it was a lot of extra work, the QCommission team, stayed with me and helped me through the calculation of every period. We found the results calculated through QCommission to be more accurate than our manual calculations. We were also able to change our plans rapidly with the use of the system."

Randy concluded, "We didn't think we could find a system that could solve our complex needs for a reasonable price. But QCommission not only provided a system but an excellent implementation team to make sure we were successful. I don't think we could have been successful without the implementation team's understanding of our business process and assistance in setting up our initial process. Their business process recommendations helped us tremendously. I would recommend them to any one else without reservation."

Zenith Mortgage Services, Inc - Sales Commission Statement

QCCommission

Payee ID : BMurde **Plan ID** : Loan Officer Plan **Gross Payout Amt** : 14,756.75 **Balance** .00
Payee Name : Beth Murde **Period** : 2 **Draw/Adv Adjustment** : .00
Territory ID : West Office **Position** : Loan Officer **Cap Adjustment** : .00
Fiscal year : 2006 **Other Adjustment** : .00

Net Payout Amt : 14,756.75

Txn ID	Txn Eff date	Line Type	Customer ID	Group	Product Id	Loan Amount	Origin Fees	Yield Spread	Other Expenses	Credit Amt	Comm Rate	Payout Amt
Incentive ID : Loan Income Commission Goal Amt : .00												
LN2006 -1	1/16/2006	Standard	John Walker		Conventional	200,000.00	2,000.00	1,000.00	.00	2,655.00	50.0000	1,327.50
LN2007 -1	1/18/2006	Standard	Aime Rodriguez		VA	100,000.00	1,000.00	250.00	.00	955.00	40.0000	382.00
LN2008 -1	1/18/2006	Standard	Brad Levinson		FHA	100,000.00	1,250.00	250.00	.00	1,205.00	45.0000	542.25
LN2009 -1	1/22/2006	Standard	Summer Webbers		Jumbo	700,000.00	7,000.00	3,300.00	.00	10,205.00	60.0000	6,123.00
LN2010 -1	1/31/2006	Standard	Walter Sims		Refinance	100,000.00	1,000.00	250.00	.00	955.00	40.0000	382.00
Total							12,250.00	5,250.00	.00	15,975.00		8,756.75

Incentive ID : Loan Volume Bonus Goal Amt : .00													
							.00			2,400,000.00	0.2500	6,000.00	
Total							.00	.00	.00	.00	2,400,000.00		6,000.00

Company : Zenith

QC commission

Payees Commissions Report To Manager

Manager: JSmith

Fiscal Year: 2006

Per: 1 Payee	Position	Gross Pay Amt	Draw Adj	Cap Adj	Other Adj	Net Pay Amount
Al Jefferson	Loan Officer	9,585.00	.00	.00	.00	9,585.00
Beth Munde	Loan Officer	8,756.75	.00	.00	.00	8,756.75
Calvin Garner	Loan Officer	6,390.00	.00	.00	.00	6,390.00

Per: 1 Total : 24,731.75

Per: 2 Payee	Position	Gross Pay Amt	Draw Adj	Cap Adj	Other Adj	Net Pay Amount
Al Jefferson	Loan Officer	9,585.00	.00	.00	100.00	9,685.00
Beth Munde	Loan Officer	14,756.75	.00	.00	.00	14,756.75
Calvin Garner	Loan Officer	9,585.00	.00	.00	.00	9,585.00

Per: 2

Manager:

Company : Zenith Mortgage Services, Inc

QC commission

Payee YTD Incentive Summary

Payee ID : BMunde Fiscal Year : 2006
 Territory ID : West Office Plan ID : Loan Officer Plan
 Incentive ID : Loan Income Commission Total Payout Amt : 17,513.50

Period	Goal Amt	Attainment	Payout Amt
1	.00	15,975.00	8,756.75
2	.00	15,975.00	8,756.75
Total :		31,950.00	17,513.50

Company : Zenith

QC commission

Payees Commissions Report To Manager

Manager: JSmith

Fiscal Year: 2006

Per: 1 Payee	Position	Gross Pay Amt	Draw Adj	Cap Adj	Other Adj	Net Pay Amount
Al Jefferson	Loan Officer	9,585.00	.00	.00	.00	9,585.00
Beth Munde	Loan Officer	8,756.75	.00	.00	.00	8,756.75
Calvin Garner	Loan Officer	6,390.00	.00	.00	.00	6,390.00

Per: 1 Total : 24,731.75

Per: 2 Payee	Position	Gross Pay Amt	Draw Adj	Cap Adj	Other Adj	Net Pay Amount
Al Jefferson	Loan Officer	9,585.00	.00	.00	100.00	9,685.00
Beth Munde	Loan Officer	14,756.75	.00	.00	.00	14,756.75
Calvin Garner	Loan Officer	9,585.00	.00	.00	.00	9,585.00

Per: 2 Total : 34,026.75

Manager: JSmith

Total : 58,758.50