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Dear Management: For someone to convince me that they are a TOP producer...  
  
They have to do more than "say it"... multiple times.  
  
Be that... as a producing loan officer themselves, or as a production group leader.  
  
I would also like to see a track record of more than 3 to 9 mth stints... at the last 5 companies they've worked for.  
  
So with that said... why is it necessary that I would have to pay a "top producer"... production overrides and extra bonuses BEFORE the production comes in the door?  
  
TOP PRODUCERS will make TOP MONEY, no matter where they land... and THEY know it!  
  
Their questions to you... should be about your processes, systems... and how easy it is go get their loans OUT the door.  
  
NOT how much their signing bonus is.  
  
RED FLAGS peeps!!!