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Dear Management: Here's a good measure to test... the simplicity of your loan officer compensation arrangements.  
  
You know the ones... where the LO gets a production bonus... BUT ONLY if they do 3 purchase loans within a quarter... where the houses are yellow and they received a 5 star yelp review on at least one of the loans.  
  
Hey... you know I'm not that far off with that example... lol  
  
But REALLY!  
  
If your 90 year old grandma CANNOT:  
  
1) Read through the compensation description.  
2) Concisely explain it back to you.  
  
Then YOU have made it TOO COMPLICATED! And TOO time-consuming to manage!  
  
So, stop it!