(Mr. Tenkey's Tips # 488) --- book available @ www.mrtenkey.com

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Dear Management: Commission and override structures...

The bane of existence for most HR / Payroll departments in the lending arena.

Why?

Mostly because of the way in which the mucky mucks and sales dream-teams... conjure up new tier structures, override designs, splits, product allocation rates, etc.

(Funny/not funny)... but I could go on for days about the "unique" design formats I've seen over the years.

And because of all that...

Fancy software, custom databases and LOTS of manual massaging of data... necessitates costly expenses, to keep track of all those "fun" calculations.

And again, why?

There are ways to combat ALL the above...

For example, you could simplify it all down to only paying one bps rate (individually designed for each loan officer)... based on THEIR production mix.

Yep, it CAN be done.

And just think how easy payroll would be to calculate then, right?

But never-u-mind, you go on being "creative"... and making it harder for yourselves.