

LOAN OFFICER VOLUME INCENTIVE PROGRAM

COMMISSION STRUCTURE FOR NEW LOAN OFFICERS (less than six months at S.A.M.C.)

<u>COMMISSIONS SPLIT</u>	<u>MINIMUM REQUIRED CLOSED LOANS</u>
55%	1 – 4
60%	5 – 8 <u>OR</u> \$750,000 Gross Loan Amount
65%	9 + <u>OR</u> \$1,250,000 Gross Loan Amount

COMMISSION STRUCTURE FOR SEASONED L.O.s (more than six months at S.A.M.C.):

<u>COMMISSIONS SPLIT</u>	<u>MINIMUM REQUIRED CLOSED LOANS</u>
60%	1 – 4
65%	5 – 8 <u>OR</u> \$750,000 Gross Loan Amount
70%	9 + <u>OR</u> \$1,250,000 Gross Loan Amount

- MANAGEMENT LEADS OR ADVERTISED LEADS ARE NOT INCLUDED IN THE INCENTIVE PROGRAM
- FOR LOANS THAT CLOSE WITHIN A GIVEN MONTH. FOR EXAMPLE, ALL LOANS MUST CLOSE BETWEEN THE FIRST AND LAST DAY OF THE MONTH.
- ALL COMMISSIONS ABOVE AND BEYOND YOUR APPLICABLE BASE (i.e. 55% OR 60%) TARGETED VIA THE TIERED
- INCENTIVES PROGRAM WILL BE PAID ON THE 15TH OF THE FOLLOWING MONTH.
- SAMC RESERVES THE RIGHT TO CHANGE THE INCENTIVE PROGRAM BASED ON SECONDARY MARKET CONDITIONS OR OTHER MARKET CIRCUMSTANCES.