Incentive Compensation

THE NEED FOR INCENTIVE COMPENSATION MANAGEMENT

Managing variable or incentive compensation can involve a lot of paperwork, from forms and documents to complex spreadsheets. At the same time, manual processes for calculating and tracking compensation can be labor-intensive, error-prone and cumbersome, and lack the workflow flexibility and scalability needed to accommodate your evolving business. This can make it incredibly difficult to manage one of the largest expenses to originate loans.

OVERVIEW

With Incentive Compensation by nCino, you can tackle these challenges and drive production and performance. Incentive Compensation is an automated incentive compensation management product that delivers accuracy, transparency, flexibility and efficiency. What was once manual is now automated, which saves countless hours each payroll period for leading credit unions, banks and independent mortgage banks.

Because it's a powerful software as a service (SaaS) product, unlimited users can access Incentive Compensation at any time, from anywhere via single sign-on (SSO) authentication. It scales to serve organizations of any size, handles compensation plan complexity, improves communication and builds trust. Incentive Compensation can replace your chaotic series of emails and spreadsheets with an orderly system that integrates with your loan origination system (LOS) in near real-time to automatically calculate and allocate team member incentive compensation when a loan reaches a specific milestone in the loan lifecycle.

Incentive Plan Flexibility

Incentive Compensation provides unparalleled control of complex incentive plans and processes from variable tiers to team plans, draws to guaranteed minimums and manager overrides to underwriter bonuses. The Incentive Plan Builder functionality allows simple and streamlined administration of loan eligibility, pay timing, pay out rates, unit/volume/metric-controlled tier structures, termination rules and more. Plans can be pre-built and activated when ready, and there are no limits on how many plans can be associated with each loan. With the help of Incentive Compensation by nCino, you can easily offer customizable and competitive incentive plans that drive growth objectives.

Empowering Your Team

Delivering flexibility, transparency and automation, the Incentive Compensation product provides an improved experience for your loan originators, team members, accounting, payroll, branch managers, executives and anyone who is paid a form of variable compensation. Other benefits include:

- ❶ **Streamlining accurate incentive compensation processing**

- ❶ **Simplifying complex commission plan calculations**

- ❶ **Providing greater transparency into loan compensation calculations**

- ❶ **Boosting employee confidence in the loan compensation process**

- ❶ **Providing insight into performance**

- ❶ **Scaling as your team evolves**

- ❶ **Storing historical data that is easily auditable**

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Loan Originators and Team Members

By leveraging the unique features and integrations, you can increase employee engagement in the compensation process. Your team can clearly see every loan, transaction and adjustment tied to their incentive pay in near real-time as loans become eligible for payment. When loans close and are funded, notifications are sent to loan originators so they can log in and check on their comp, removing the guesswork about when they'll be paid and how their compensation was calculated. This transparency builds trust and credibility and aids in employee retention. With the Verify Pay functionality, employees can review, ask questions and verify incentive compensation before payday. This workflow process also creates a five-year audit trail for historical purposes and compliance teams.

Accounting & Payroll Teams

Your accounting and payroll teams will appreciate the efficiencies, flexibility and accuracy that Incentive Compensation by nCino provides, as well as its ability to replace manual data entry and complicated spreadsheets with an orderly system that accurately calculates loan compensation. Flexibility of how unique commissions, overrides, incentives, bonuses and marketing allowances are paid is built right in without the need for manual workarounds.

The Incentive Compensation product sits between your LOS and your payroll system and your general ledger system. Data automatically flows from your LOS to Incentive Compensation, and pre-formatted output files are provided

"Providing an extra layer of transparency into how earnings are calculated by inviting employees to validate their loan commission before paychecks are issued has strengthened their trust in us as an employer."
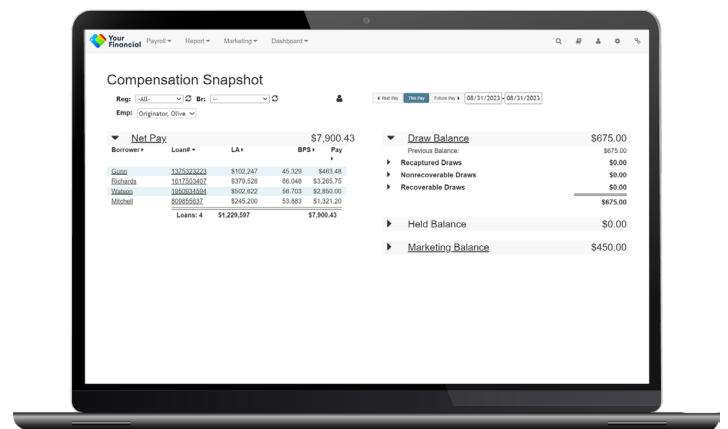
Steven Milner
Founder and CEO
US Mortgage

for direct ingestion to your specific payroll provider and general ledger system.

Incentive Compensation also eliminates the need for disparate emails, phone calls or texts when questions or disputes arise on how comp was calculated. All transactions and communications are centralized and stored within the platform.

Branch Managers & Executives

By leveraging the wealth of insight into performance and profitability that Incentive Compensation provides, your branch managers and executives can focus resources on growing the business and pipeline, monitoring loan expenses, recruiting and retaining top talent, and evaluating the effectiveness of incentive compensation plans.

"All I have to do is press a button to export our payroll file for the pay period then upload it to our payroll system."

Zach Davis
Senior Mortgage System Administrator
GreenState Credit Union

Access Levels

For data governance purposes, there are various levels of access and permissions for users, so you can control who can view compensation, sales and pipeline data. Your system administrator can easily control user access and permissions so that anyone receiving variable compensation can view their pay transactions as soon as loans become payable.

100+ Out-of-Box Reports

There are 100+ robust and on-demand reports in a variety of categories – Payroll, Compensation Plans, Account Balances, Audit Logs, Production, System Admin and more. Reports can easily be viewed, filtered or downloaded for further data analysis.

Single Source of Truth

All your loan compensation data, transactions and communications are in one place to manage, audit, analyze, and report on at any time. With automated tracking and reporting of every loan commission calculation and transaction, Incentive Compensation by nCino helps stay compliant with the Consumer Financial Protection Bureau (CFPB) LO Comp Rule.

"It's more than a process improver; it's a game changer."

Lee Townsend
Director of Retail Mortgage Banking
FirstBank Mortgage