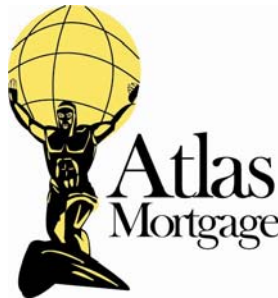




Transfer Guide

What you need to know about becoming an Atlas Mortgage, Inc. Loan Officer



Providing Fast, Creative Financing Solutions



Welcome to Atlas Mortgage!

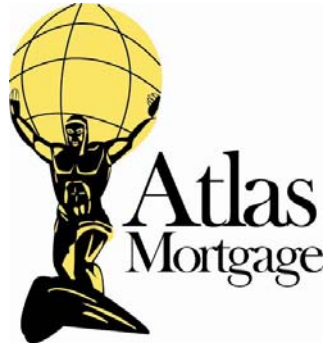
This guide was designed to help you become an Atlas Mortgage Loan Officer as quickly and smoothly as possible. We have addressed every aspect of your relationship with us to make sure you will be successful in all areas of your business. This guide also addresses all of the policies and procedures you will need to know throughout your transition.

Whether you've only done this once or twice in your career or if you've done it several times, rest assured that we're here to help. We have the resources you'll need to address every aspect of your business to ensure a timely and productive transition to Atlas Mortgage. Our main goal is to get you up and running as quickly and smoothly as possible and we'll work with you every step of the way!



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Prospective Mortgage Loan Officer Representative Profile

(Strictly Confidential)

The choice of a Mortgage Banker/Broker is one of your single most important decisions. Please be assured that we consider this just as seriously as you do. The following questionnaire has been designed to provide us with a detailed description of you and your practice so that we may respond accordingly.

PERSONAL DATA

Name	Phone
Social Security #	Fax
Home Address	Date of Birth
Home City, State, Zip	E-mail Address
Current Company Name	Current Work Phone
Current Company City, State, Zip	Cell Phone
Proposed Business Address	New Business Phone (if available)
Proposed Business City, State, Zip	New Business Fax (if available)
	Mother's maiden name



PREVIOUS EXPERIENCE

(Please list your recent job experience, beginning with your most current job)

Company	
Title	Dates Employed
Duties	
Contact	Contact Phone (Required)
Reason(s) For Leaving	
Last Year's Loan Production \$ Volume	Last Year's Loan Production # Volume
Company	
Title	Dates Employed
Duties	
Contact	Contact Phone (Required)
Reason(s) For Leaving	
Last Year's Loan Production \$ Volume	Last Year's Loan Production # Volume
Company	
Title	Dates Employed
Duties	
Contact	Contact Phone (Required)
Reason(s) For Leaving	
Last Year's Loan Production \$ Volume	Last Year's Loan Production # Volume
Company	
Title	Dates Employed
Duties	
Contact	Contact Phone (Required)
Reason(s) For Leaving	
Last Year's Loan Production \$ Volume	Last Year's Loan Production # Volume



MORTGAGE BANKER/BROKER EXPECTATIONS

(What are your primary concerns and needs from a new firm, in order of importance?)

1. _____
2. _____
3. _____
4. _____
5. _____

Tell us about your previous disappointments. . .

Tell us about your loan production goals for next year. . .

	<u>\$ Volume</u>	<u># Volume</u>	<u>Fees Earned</u>
Conventional Loans			
Jumbo Loans			
FHA/VA			
Home Equity			
Total 1st Year			

Do you plan to engage in any outside business activities?



To which professional affiliations do you belong?

What offices (if any) have you held in any of the above groups?

Please provide the names and phone numbers of three professionals who are familiar with your business affairs.

Have you ever been convicted of a crime (with the exception of a misdemeanor traffic violation)?

Yes / No Briefly explain

Have you ever been involved in litigation, investigations, customer complaints, and or regulatory inquiries of any kind?

Yes / No Briefly explain

Are you under contract or any other arrangement with any person, or firm, which may affect your business (i.e., partnership arrangement, sales contract with a "non-compete" clause)?

Yes / No Briefly explain and provide a copy

Is there anything else of a material nature that we should be aware of?

Yes / No Briefly explain

I hereby authorize Atlas Mortgage, Inc., a Washington State licensed Mortgage Banker/Broker, to conduct a confidential background investigation, and credit check on my behalf. If applicable, I further authorize Atlas Mortgage to share this information with any proposed branch manager, or recruiting representative.

Your Signature

Date



Compensation and Payout Schedule

Loan Officers are considered “employees” of Atlas Mortgage, Inc. for IRS tax reporting purposes. Net commissions are paid on the 15th and the last day of each month. Loans that have funded by the last day of the prior month will be included on the payroll paid the 15th of the next month. Loans that have funded by the 15th of the month will be included on the payroll paid by the 30th of that same month.

Draws against commissions are available on a case-by-case basis once the funding check(s) have been received.

Commission Split

Correspondent Loans—70% on all revenue generated including origination fees, yield spread premium, and servicing release premium *less* 25 basis points in “correspondent overage” retained by Atlas. Example:

Loan Unit	Dollar Amount	Total Fees	Less “CO”	Earned by LO
1	\$350,000	1.500%	(0.250%)	1.250%

75% on all revenue generated on closed loans in excess of \$1,000,000 in monthly production. The 75% split will apply on the first loan closed above the \$1,000,000 threshold. Example:

Loan Unit	Dollar Amount	Aggregate Production	Revenue	Split
1	\$350,000	\$350,000	\$3,500	70% = \$2,450
2	\$275,000	\$625,000	\$4,125	70% = \$4,125
3	\$400,000	\$1,025,000	\$5,000	70% = \$3,500
4	\$300,000	\$1,325,000	\$4,500	75% = \$3,375

Brokered Loans—60% on all revenue generated including origination fees, yield spread premium, and servicing release premium.



Training—50% (For new or inexperienced originators. Applies to the first ten loans closed) on all revenue generated including origination fees, yield spread premium, and servicing release premium. Applies to both “in house” and brokered loans.

Fees & Charges:

There are two separate fee arrangements: one for Loan Officers who originate out of our Main Office, and another for Branch Offices or those working exclusively from a home office. LO’s are responsible for their own licensing and continuing education.

Main Office

Branch/Home Office

\$100 fee per file to Atlas
Office supplies provided
\$50 E&O fee per file

No per file fee to Atlas
Responsible for supplies
\$50 E&O fee per file

Optional Processing Services

Atlas Mortgage Loan Officers may choose to process their own files or to use our in house processing service. In house processing fees will be assessed on a per file basis based on the following schedule:

Processing Fee Schedule

- 1st Mortgage Purch/Re-fi (Flagstar): \$300.00
- 1st Mortgage Purch/Re-fi (not Flagstar): \$450.00
- 1st/2nd Combo Purch/Re-fi (same lender): \$500.00
- 1st/2nd Combo Purch/Re-fi (different lenders): \$550.00
- 2nd Mortgage Standalone: \$350.00
- RUSH fee (Less than 23 days to close—refis only):* \$100.00
- Re-submit to new lender:* \$250.00

* Case-by-case at the discretion of management.



Compensation Comparison

Your choice of which company to work for has a big impact on your life. This choice determines the location you'll work at, the hours you'll keep, and your overall lifestyle. Few things have a greater impact on your lifestyle more than your income and compensation, however. That's why Atlas Mortgage is dedicated to helping you establish your financial independence by offering one of the most generous compensation programs in the industry. A look at the following table shows you how much more Atlas Mortgage Loan Officers earn compared with our competitors:

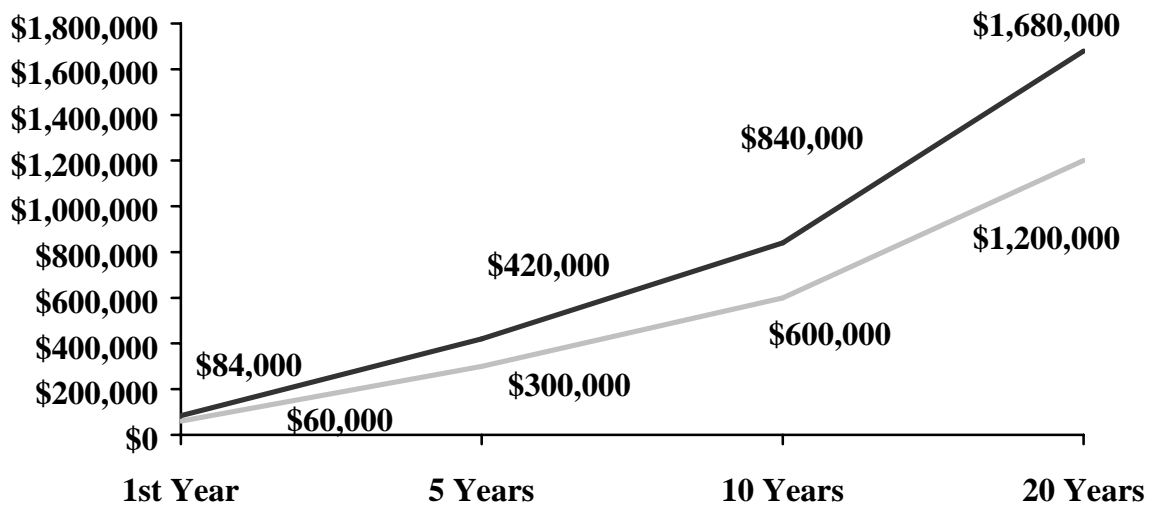
Current Monthly Loan Production	Fees Earned at 1% of Production	Annual Payout based on 50% rate	Annual Payout Based on 55% Rate	Annual Payout Based on 60% Rate	Annual Atlas Mortgage 70% Payout
\$250,000	\$2,500	\$15,000	\$16,500	\$18,000	\$21,000
\$500,000	\$5,000	\$30,000	\$33,000	\$36,000	\$42,000
\$1,000,000	\$10,000	\$60,000	\$66,000	\$72,000	\$84,000
\$2,000,000	\$20,000	\$120,000	\$132,000	\$144,000	\$168,000



Over time, the accumulative income results between Atlas Mortgage payouts and our competitor payouts become even more dramatic. Assume you're producing \$1,000,000 in closed loans per month and your current firm offers a 50% payout rate. The following charts illustrate the accumulative difference in these results over a 1, 5, 10, and 20 year period!

Current Monthly Loan Production	Fees Earned at 1% of Production	Annual Payout based on 50% rate	Annual Atlas Payout Based on 70% rate	Payout Difference Over 5 Years	Payout Difference Over 10 Years	Payout Difference Over 20 Years
\$1,000,000	\$10,000	\$60,000	\$84,000	<u>\$120,000</u>	<u>\$240,000</u>	<u>\$480,000</u>

20 Year Accumulative Payout Comparison Between Atlas Mortgage at 70% and Competitor at 50% Rates



As you can see, working with Atlas Mortgage pays. Imagine working over a 20-year period at two different firms and achieving the same loan production results, but with Atlas Mortgage you would have earned \$480,000 more for yourself!



Benefits

Atlas Mortgage Benefits Allowance

Full-time employees are eligible to participate in our “benefits allowance” program. If the minimum hourly and production quotas are met you will be provided with a \$1,500 quarterly bonus in the first pay period following the close of the quarter. The minimum requirements include:

- At least 32+ hours worked per week.
- A minimum of \$750,000 per month in average loan production (analyzed on a quarter-by-quarter basis).
- A minimum of \$1,000,000 of loans closed “in house” during the quarter.

Atlas Mortgage 401(k) Retirement Plan

Atlas Mortgage has teamed with the national leader in asset management, *AXA/Advisors* to make available to you a 401(k) Retirement Plan. Through your 401(k) Retirement plan, you may make elective contributions on either a tax deferred basis, or through the Roth IRA option, to your own Retirement Plan account and select from over 25 investment funds to direct your contributions. In addition, Atlas Mortgage matches your tax-deferred contributions dollar for dollar up to 3% of your total compensation. See your Retirement Plan booklet for detailed information.

Employee Expenses

Employees may submit basic operating expenses (such as cell phone bills, personal marketing expenses, etc.) to Atlas Mortgage for reimbursement on a pre-tax basis. Contact us to learn more.



Thank You!

Thank you for taking the time to review our Transfer Guide, and for considering Atlas Mortgage as your potential Mortgage Banker/Broker. We hope you've found this information informative and helpful.

If you're seeking a firm that offers a more flexible environment and that provides you with the support and service you need to succeed, you've come to the right place. At Atlas Mortgage, we offer you more than just added flexibility in your job, however. We offer you the ability to build your own business and achieve the type of financial and lifestyle success you've always wanted!

We hope you take advantage of this opportunity and look forward to working with you.