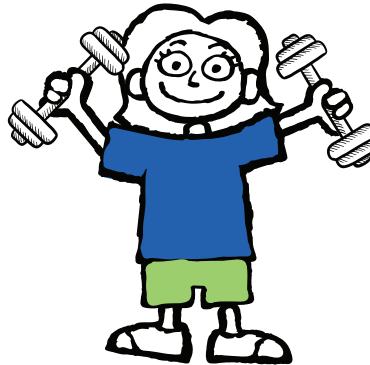


FCM ANNUAL AWARDS

Raising the bar in 2019



DIAMOND ACHIEVEMENT AWARD

25MM or 140 units
(All Diamond Achievement Award Winners qualify for the CEO Trip)

PLATINUM CIRCLE AWARD

20MM or 120 units

FOCUS AWARD

Top 5 LOs with highest % increase in volume over prior year totals; with a minimum of 10MM in the current year and a cumulative total of 20MM for 2017 and 2018 combined.

Must have a minimum of 10% increase over previous year's total

HORIZON AWARD

Loan Originators who join FCM and demonstrate superior potential or achievement



by  First Community Mortgage

CEO CIRCLE OF EXCELLENCE AWARD

Trip winners | 2019

Trip Qualifiers

2019 TOP PRODUCERS | *Diamond Achievement Winners*

- 25MM in total volume or 140 units
- Must have a minimum 4.75 Social Survey average score for the year

2019 FOCUS AWARD WINNERS | *Top 5 LO's with the largest growth percentage year over year*

- Must have a minimum of 10MM closed volume in 2019
- Must have a two-year combined total of 20MM in 2018 and 2019 (10MM per year avg. for 2 years)
- Must have a minimum of 10% increase over previous year's total
- Minimum of 4.75 Social Survey average score for the year

TOP REGIONAL SALES MANAGER | *Highest combination of all 5 qualifiers*

- Greatest number of qualified participants
- Greatest profit % for RSM's specific region/branches
- Highest number of new recruits in the calendar year
- Highest Social Survey average among peer group
- Highest % employee retention

TOP BRANCH MANAGER | *Highest combination of all 6 qualifiers*

- Highest Profit % per branch
- Highest recruiting/retention %
- Greatest overall volume growth annually
- Highest Social Survey average among peer group
- Greatest number of qualified participants (not including themselves)
- Highest % employee retention