

## JOB DESCRIPTION

<b>Position:</b>	Regional Manager
<b>Description:</b>	Senior position focused on growing quality assets and Net Operating Profit.
<b>Principal Responsibilities:</b>	<p>Primary objective is to facilitate directly and indirectly the origination of quality assets in the 1-4 family rehabilitation loan segment in the assigned Metropolitan Statistical Areas (MSA). This will require, at a minimum, the following:</p> <p><b>DIRECT DEVELOPMENT OF NEW MARKETS:</b></p> <ol style="list-style-type: none"> <li>1) Attendance at monthly Real Estate Investor Association and other appropriate trade groups to identify direct customers and/or referral sources. Take full advantage of vendor exhibit, speaking and presentation opportunities.</li> <li>2) Development of strategic relationships with realtors, mortgage and commercial brokers, title companies, banks, attorneys and accountants for referrals. Group presentations and individual meetings for education on all aspects of ReCasa's underwriting criteria, terms and conditions, information package presentation, origination fee guidelines and marketing suggestions.</li> <li>3) Handle all direct and indirect inquiries for assigned MSA.</li> <li>4) Insure that all required information is gathered and submitted in a complete package to underwriting for approval. Act as intermediary in obtaining answers to questions generated by underwriting. Review term sheet for all approved deals with the client.</li> <li>5) Physically inspect property as required by underwriter and/or credit Committee.</li> <li>6) Work with manager and/or Senior Management in gathering and tracking all necessary data related to loan originations with objective of determining most cost effective and time efficient way of generating loans.</li> <li>7) Participate in sales meetings or events as necessary.</li> <li>8) Provide marketing ideas and suggestions to supervisor and/or management team.</li> </ol>
<b>Experience:</b>	Typically a Bachelor's degree required; Master's degree preferred. Typically, must have 5-7 year's experience in direct and/or indirect sales and management. Typically, formal commercial and/or consumer credit training required. Prior mortgage lending and/or real estate experience a

	plus.									
<b>Reporting Hierarchy:</b>	Reports to President & COO									
<b>Other Skill Requirements:</b>	Strong leadership, oral communication, negotiation and presentation skills essential. Professionalism and responsiveness to associates, clients and referral sources a requirement. Must be self-motivated, with the ability to prioritize and meet deadlines. Basic PC skills required, including a basic working knowledge of Microsoft Windows, Microsoft Excel, Microsoft Word, CRM and a prior use or familiarity with using e-mail and the Internet.									
<b>Other Job Requirements:</b>	Must be able to work out of a home office environment, travel and work a non-standard workweek as many networking functions are held during evening hours and/or weekends.									
<b>Expense Reimbursement:</b>	All reasonable approved business related expenses.									
<b>Benefits:</b>	Participation in benefits offered by company.									
<b>Compensation:</b>	<p>Commission shall be as follows for each loan generated in assigned cities*:</p> <table border="1" data-bbox="469 894 1430 1157"> <thead> <tr> <th>Deal Type</th> <th>Initial Loan</th> <th>Repeat Loan</th> </tr> </thead> <tbody> <tr> <td><b>Direct deals</b> – Originated by Regional Manager – Includes deals originated directly with client and through brokers.</td> <td>One percent (1.00%) of loan amount</td> <td>One percent (1.00%) of loan amount</td> </tr> <tr> <td></td> <td></td> <td></td> </tr> </tbody> </table> <p>*Assigned territory shall initially include all approved MSA's of Columbus, OH. Additions, deletions and modifications of territories may be made based on performance and/or at management's discretion.</p> <p>Regional Manager may be compensated additional discretionary commissions according to the guidelines below:</p> <ul style="list-style-type: none"> <li>• Commitment Fee <ul style="list-style-type: none"> <li>○ You may receive up to one-half of any Commitment Fee above 4%.</li> <li>○ This amount will be paid in arrears after collection of full payoff.</li> <li>○ Full Discretion of Troutman, Quinlan, Rudek to add, delete or modify amount paid.</li> </ul> </li> <li>• Bounty for workout/ineligible payoff <ul style="list-style-type: none"> <li>○ 0% - 3% of recovered amount based on your effort, work</li> </ul> </li> </ul>	Deal Type	Initial Loan	Repeat Loan	<b>Direct deals</b> – Originated by Regional Manager – Includes deals originated directly with client and through brokers.	One percent (1.00%) of loan amount	One percent (1.00%) of loan amount			
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	<p>and participation.</p> <ul style="list-style-type: none"> <li>○ This amount will be paid at disposition/receipt of cash</li> <li>○ Guideline of \$2,500 minimum receipt of cash</li> <li>○ Guideline of \$1,500 maximum compensation</li> <li>○ Full Discretion of Troutman, Quinlan, Rudek to add, delete or modify amount paid.</li> </ul> <p>All Commissions are payable monthly following the month that they are earned.</p> <p>Commissions are not payable for any loan extension or modification.</p> <p>Commission schedule may be modified if Minimum Expected Production Goals are not achieved.</p> <p>Commissions are subject to a “claw back” for any loan that is placed on “Non-Accrual”, “Ineligible” or results in a “Loss”.</p> <p>Commission payments will only be considered if the Regional Manager is employed with ReCasa Financial Group, LLC at the time the payment is typically due.</p> <p>The Commission Plan shall commence October 1, 2009 until September 30, 2010 and shall be evaluated by management and subject to change on the anniversary or at the company’s sole discretion.</p>
<p><b>Discretionary Bonus:</b></p>	<p>Associates may be eligible for a Discretionary Bonus that will be paid out periodically for contribution to ReCasa team objectives and/or for participation in the cross selling of other related services and products, including, but not limited to, insurance and brokered loans. This bonus is completely discretionary and may be canceled or modified at any time without notice.</p>
<p><b>Possible Career Progression:</b></p>	<p>Regional Vice President, Regional EVP, National Sales Manager and/or other Senior Management position TBD.</p>
<p><b>Testing:</b></p>	<p>All candidates will be subject to drug testing and background checks at a minimum.</p>

The information contained within this job description indicates the general nature and level of work performed by employees within this classification. It is not designed to contain or to be interpreted as a comprehensive inventory of all duties, and responsibilities required of employees assigned to this job.