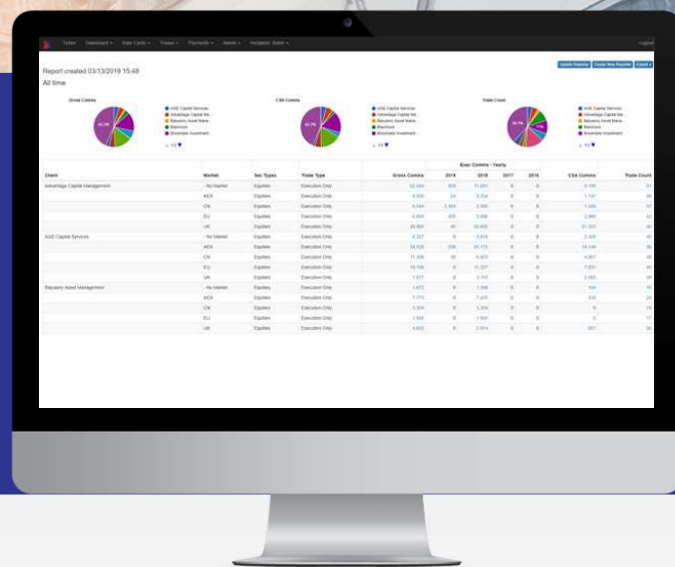# The Commissioner Compensation & Performance System

Complete revenue, profitability, and compensation reporting for brokers

The *Commissioner* generates daily performance reports – all online and optionally available to traders using Castine's mobile site – that highlight exactly which clients, books, and teams generated the highest profits for the firm. Complete expense, fee, loan, and draw management round out the system to show what payouts each person should expect.

The *Commissioner* ends the incredibly time-consuming manual process of taking every trade, sales credit, fee, and other types of revenue events and matching them up to the proper salesperson, client, or compensation grid. Sales analysis is streamlined and information is available for distribution far faster than legacy systems, providing a level of confidence often missing with spreadsheet-based processes, especially when those are done days, weeks, or months later.

You can minimize turnaround by automating the process of calculating daily payouts, simultaneously eliminating the over- and under-payments that happen with spreadsheet-based systems. A sophisticated rules engine supports all of the policies, goals, hurdles, and exceptions needed, with a hierarchy that can provide unique rules by client, product type, deal size, geography, etc. Compensation agreements and rules are date-based to allow for different compensation grid arrangements throughout the year.

Optional invoice and product/research sales modules integrate seamlessly for both sales reporting and compensation purposes.

The *Commissioner* is web-based and operates on a 24/7/360° basis, meaning that administrators and staff can use the system at any time and in any place. Sales team members gain a full 360-degree view of their clients, products, and payouts, whether they are in the office on a PC or on the road, accessing critical information about their clients and performance on a tablet.

Benefits of using The *Commissioner*

The *Commissioner* system makes the lives of management and reps easier, less stressful, and more tied to reliable results - results that help generate higher margin business and pay out the proper commissions and bonuses the first time.

The *Commissioner* reduces the operational risk implicit in using manual and spreadsheet-based solutions while also cutting back on in-house resource requirements, speeding up a critical process and improving the accuracy of payout processing far beyond what a manual system can provide.

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Morale is improved with dependable commission calculations and the elimination of manual errors and the risks of a spreadsheet-based system.

Productivity is increased by letting traders focus on what they do best rather than wasting time researching sales and payout issues.

Reaction time is shortened by being able to tailor the compensation models on your own, without waiting for programmers or spreadsheet experts to program and debug new systems.

Acquisitions of new sales or trading teams are easier to integrate through The *Commissioner*'s multi-team / multi-product line / multi-office structure.

The *Commissioner*'s profitability module provides unparalleled insights into client profitability through an integrated view of all revenue credits, fees, overhead and client-related expenses, and one's draw and benefit programs.

Trader Portal

Fully web-based, The *Commissioner* can be used by traders from their desk PCs to review trade-related commissions that they've earned and any offsetting fees. If they have questions away from the office, our mobile site helps anywhere and at any time, improving productivity and reducing errors.

Traders can see client trade and sales history, commissions and fees on a client-by-client basis for the previous day or on MTD, YTD, or other timeframes. Drill-down is provided to see individual trade details to help answer questions that the trader might have.

About Castine

Since 1982, Castine LLC has provided Cloud-based and in-house solutions to the financial industry. Our C3 platform addresses Commission management, Compliance, and Compensation and are in use by brokers, IRPs, asset managers, hedge funds, and investors worldwide.

The Castine C3 platform of integrated modules lets clients focus on specific areas where gains can be quickly realized with the confidence that the suite can grow as their needs change.

Modules include CSA, RPA, and P&L-based commission management for the buy- and sell-side, including research consumption, pricing, and reviews; compliance calendar, due diligence and RFPs, and reporting and approvals from employees and trading; trader and adviser compensation, performance reporting, trend analysis, and profitability.

Offices in New Jersey, London, and Buenos Aires