

## Sales Advisor Pay Plan

Name: \_\_\_\_\_ Effective Date: 1/1/2025

### COMMISSION

	Split Deal	Full Deal
<b>Retail</b> % of Front Gross Profit	<b>12.5%</b>	<b>25%</b>
<b>Lease</b> % of Front Gross Profit	<b>15%</b>	<b>30%</b>
Minimum Commission	<b>\$125</b>	<b>\$250</b>
% of F&I Gross Profit	<b>2.5%</b>	<b>5%</b>

\$750 pack applies to all Used Vehicles, and New Vehicle Models listed below:  
4Runner, Grand Highlander, Highlander, LandCruiser, Sienna, Sequoia, Tundra

### VOLUME Bonus

Units Sold	Bonus*
12	<b>\$1,000</b>
15	<b>\$3,000</b>
18	<b>\$5,000</b>
21	<b>\$7,000</b>
24	<b>\$9,000</b>

\*Bonuses are NOT cumulative.

### New Hire Pay Plan (available for first 60 days)

Guarantee	Bonus per Unit Sold
<b>\$3,500</b>	Per Unit Sold <b>\$300</b>

**Draw**

A \$1,250 draw against commissions earned will be paid on the 15<sup>th</sup> and on the last day of the month (total of \$2,500). Commissions due will be paid on the 10th of the following month. Note: Deductions for benefits will be withheld from draw checks.

**End-of-Year Sales Advisor Savings and Bonus Plan**

Toyota of Cedar Park reserves \$5.00 from each commission, to be paid to the Sales Advisor upon the earlier of termination of employment or December 15<sup>th</sup>.

Toyota of Cedar Park will match the \$5.00 from each commission paid for Sales Advisors employed by Toyota of Cedar Park on December 15<sup>th</sup>, for a total payout of **\$10.00** per unit sold from Jan.1 to Dec. 15.

**200 Club**

Sales Advisors who sell a total of 200 units in 2025 will become members of the Toyota of Cedar Park “**200 Club**” for the 2026 calendar year. **Bonus:** Leases and TCUVs are calculated at **1.5** per unit.

Membership includes:

- Option to write your own schedule.
- Celebratory steak dinner with a guest and Managers.
- \$5,000 bonus.
- All-expense paid trip to Las Vegas.
- “200 Club” custom-tailored jacket.

This compensation plan is not a contract for employment. This compensation plan may be adjusted at any time due to market conditions and/or changes in dealership goals or objectives.

**Spiffs:** Any compensation not detailed in the compensation plan is considered a “spiff” and may be discontinued at any time at management discretion.

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Sales Advisor **Signature**

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Date

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Sales Advisor (**print name**)

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General Sales Manager - Gary Clifton

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Date

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General Manager - Rigo Guevara

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Date

