

## New Vehicle Sales Manager Pay Plan

Effective Date: 1/1/2025

### COMMISSION

	Commission %
% of <b>Team's</b> Gross Profit	<b>2.5%</b>
% of <b>Total Variable</b> Gross Profit	<b>0.2%</b>

### VOLUME Bonus

% of Forecast	Bonus*
97%	<b>\$3,000</b>
100%	<b>\$4,000</b>
103%	<b>\$5,000</b>

### Total PRU Bonus

% of Forecast	Bonus*
97%	<b>\$3,000</b>
100%	<b>\$4,000</b>
103%	<b>\$5,000</b>

### LEASE Bonus


Lease Pen %	Bonus*
26%	<b>\$3,000</b>
28%	<b>\$4,000</b>
30%	<b>\$5,000</b>

\*Bonuses are NOT cumulative. All bonuses are calculated on the department's total production.  
Total PRU bonus includes: DAP & MCB; any applicable dealer cash. Fleet deals are excluded from PRU bonus.  
Total chargebacks and deductions to cost of sale will be split evenly among the teams and deducted from gross.

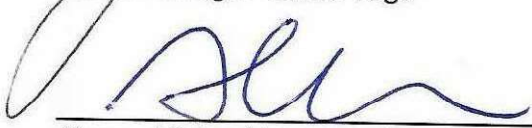
### Draw

A \$4,000 draw against commissions earned will be paid on the 15<sup>th</sup> and on the last day of the month (total of \$8,000). Commissions due will be paid on the 10th of the following month. Note: Deductions for benefits will be withheld from draw checks.

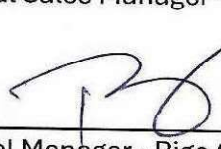
This compensation plan is not a contract for employment. This compensation plan may be adjusted at any time due to market conditions and/or changes in dealership goals or objectives.

  
Sales Manager - Javier Vega

1-2-25  
Date

  
General Sales Manager - Gary Clifton

1/2/25  
Date

  
General Manager - Rigo Guevara

1/2/25  
Date