

New Vehicle 1st Chair Sales Manager Pay Plan

Effective Date: 1/1/2025

COMMISSION

| | Commission % |
|----------------------------------|--------------|
| % of Team's Gross Profit | 2.5% |
| % of Total Variable Gross Profit | 0.2% |

SALARY

| Monthly | \$2,500 |
|---------|---------|
|---------|---------|

VOLUME Bonus

| % of Forecast | Bonus* |
|---------------|---------|
| 97% | \$3,000 |
| 100% | \$4,000 |
| 103% | \$5,000 |

Total PRU Bonus

| % of Forecast | Bonus* |
|---------------|---------|
| 97% | \$3,000 |
| 100% | \$4,000 |
| 103% | \$5,000 |

LEASE Bonus

| Lease Pen % | Bonus* |
|-------------|---------|
| 26% | \$3,000 |
| 28% | \$4,000 |
| 30% | \$5,000 |

*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 15th 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.


First Chair Sales Manager - Carlos Hidalgo

1-2-25
Date


General Sales Manager - Gary Clifton

1/2/25
Date


General Manager - Rigo Guevara

1/2/25
Date