

## Used Vehicle 1st Chair Sales Manager Pay Plan

Effective Date: 1/1/2025

### COMMISSION

Commission %

% of Team's Gross Profit	4.0%
% of Total Variable Gross Profit	0.2%

### SALARY

Monthly	\$2,500
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### 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

\*Bonuses are NOT cumulative. Bonuses are calculated on the department's total production. Excludes wholesale units. 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.

  
First Chair Sales Manager - Wally Elostaz

11/13/2025  
Date

  
General Sales Manager - Gary Clifton

1/13/25  
Date

  
General Manager - Rigo Guevara

11/13/25  
Date