

CHULA VISTA FORD
SALES MANAGER PAY PLAN
Effective date 10/29/21

Monthly commissions paid from the Office DOC for Chula Vista Honda. Per office Doc generated by deals posted to include all holdbacks, DLR Cash, and all chargebacks pertinent to sales deals. All chargebacks will be deducted from the total front / or back gross prior to the calculation of your pay.

Pay structure as follows:

CVF sales manager pay plan components.

- 1.5% of Office Doc (CDK gross less chargebacks and after sale adjustments)
- .5% if CSI is above region.
- Personal gross bonus if 33% of store sales gross objective as determined by Director of operations is produced pays \$1000.00
- Personal volume objective if 33% of store new vehicle sales volume produced as determined by Director of operations objective is pays \$750.00
- Personal volume objective if 33% of store used vehicle sales volume produced as determined by Director of operations objective is pays \$750.00

*TO BE MODIFIED AT DIRECTORS DISCRETION

Pay schedule.

- \$3,000.00 draw to be paid on the 10th of the month via payroll for period ending at end of prior month.
- Balance out to be paid on the 15th of each month for commissions/bonuses earned from prior month less draws.
- \$3,000 draw to be paid on the 25th of each month for period ending on the 15th.

Allowances: NONE

VACATION: There is no accrual of vacation

This is a pay plan. Not a contract of employment for any term or period of time.

All pay plans are subject to change at the discretion of the employer. Any prior written or verbal agreements, either expressed or implied void. The employee and the employer have the right to terminate employment with or without cause at any time.

Pay plan can be changed at any time and that in case of disagreement the General Managers interpretation of the pay plan will prevail.

I, John Kidd Sr. have read/reviewed the above and understand the structure of the pay plan and the pay dates.

John Kidd Sr.

Signature

Sales Manager

Date

11/04/21

[Signature]

Signature

Date

11/04/21

[Signature]

Director of operations, Tony Fodor

Date

11/4/21

general Sales Manager

DAG 001165