

**CHULA VISTA FORD
VEHICLE ACQUISITION SALES MANAGER PAY PLAN**

EFFECTIVE DATE 1/1/2021

Monthly commissions paid from CDK DEALER GROSS on deals closed and finalized by or attributed to vehicle acquisition team for Chula Vista Ford. All chargebacks will be deducted from the total front / or back gross prior to the calculation of your pay.

Pay structure as follows:

CVF Vehicle Acquisition sales manager pay plan components.

- 5% of front and back gross total per CDK dealer gross calculation
- \$500 bonus for store CSI scores above Zone average
- Unit bonus as follows
 - 20 UNITS PAYS \$500
 - 30 UNITS PAYS \$750
 - 40 UNITS PAYS \$1000
 - 50 UNITS PAYS \$1500
 - 60 UNITS PAYS \$2000
 - 70 UNITS PAYS \$2500

Non cumulative

*TO BE MODIFIED AT DIRECTORS DISCRETION

Pay schedule.

- \$2,500 draw to be paid on the 25th of the month via payroll for period end on the 15th
- Balance out to be paid on the 10th of each month for commissions/bonuses earned from prior month less draws

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 Kild have read/reviewed the above and understand the structure of the pay plan and the pay dates.

John Kild 1/1/2021
Signature Date

[Signature] 12/28/21
Director of operations, Tony Fodor Date