

# Pay Plans - CHULA VISTA FORD

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## Payout Calculation

Total Finance Gross	\$	-
Chargebacks and Adjustments	\$	-
Payable Gross	\$	-
Base Allocation	\$	750
Enter Payout Percentage	5.0%	
PVR Bonus %	0.0%	
Service Contract Bonus %	#DIV/0!	
Theft - Sealant Bonus %	#DIV/0!	
Contracts in Transit Bonus%	1.0%	
Days to Office Penalty	0.0%	
Kicked Deal Penalty	0.0%	
Customer Service Index Penalty	0.0%	
Big Hitter Bonus	#DIV/0!	
Enter # of Maintenance Contracts	0	

## PVR Bonus

PVR				Actual
\$1,700-\$1,899	\$1,900-\$2,095	\$2,100-\$2,399	\$2,400-	0
2%	3%	4%	5	0%

Service Contract Bonus		Hard Add Bonus	
**Service Contracts		Theft - Sealant	
50% - 59%	1.0%	50% - 74%	1.0%
60% - 65%	2.0%	75% - 89%	2.0%
70% +	3.0%	90% +	3.0%

## Customer Service Index Penalty

Based on 90 day average

Score Below Region	CNF	0
Penalty	1.0%	0

Base Commission	\$	-
Base Allocation	\$	750
PVR Bonus Payout	\$	-
Service Contract Bonus Payout	#DIV/0!	
Theft - Sealant Bonus Payout	#DIV/0!	
Contracts in Transit Payout	\$	-
Customer Service Index Penalty	\$	-
Days to Office Penalty	\$	-
Kicked Deal Penalty	\$	-
Big Hitter Bonus	#DIV/0!	
Maintenance Payout (@ \$25 per contract)	\$	-
Total Payout	#DIV/0!	
Total Payout Percentage	#DIV/0!	

## Contracts in Transit Bonus

Average Days to Fund	Actual Days	0
10 Days	1.0%	

## Days to Office Penalty

Business Days to Office		Kicked Deal Rate	
> 5 Days	0.5%	> 10% Rate	0.5%

## Big Hitter Bonus

1.0%  
Awarded when all top levels are achieved with no Penalties

## Service Contract Bonus Calculation

TOTAL UNITS	RETAIL SC	T&W	KARR GP	MAINT	LEASE WT	TOTAL SC	TOTAL %
0	0	0	0	0	0	0	#DIV/0!

## Hard Add Bonus Calculation

TOTAL UNITS	THEFT	SEALANT	TOTAL SC	TOTAL %
0	0	0	0	#DIV/0!

MIN BONUS PAYOUT 5.0%  
MAX BONUS PAYOUT 17.0%  
BASE ALLOCATION \$750 PER MONTH

## Notes:

\*\*Service Contract Penetration Lease deals - FLEET, MAINT, KARR GP, or T&W (2 wheel Maintenance - \$25 fee plus gross paid for each Century Maintenance Plan on 1 Fleet / House Deals - will not count in pay plan calculations

Finance Manager: X

Date: X 1/1/24

Approving Manager: X

# Pay Plans - CHULA VISTA KIA

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## Payout Calculation

Total Finance Gross	\$	-
Chargebacks and Adjustments	\$	-
Payable Gross	\$	-
Base Allocation	\$	750
Enter Payout Percentage	5.0%	
PVR Bonus %	0.0%	
Service Contract Bonus %	#DIV/0!	
Theft - Sealant Bonus %	#DIV/0!	
Contracts In Transit Bonus%	1.0%	
Days to Office Penalty	0.0%	
Kicked Deal Penalty	0.0%	
Customer Service Index Penalty	0.0%	
Big Hitter Bonus	#DIV/0!	
Enter # of Maintenance Contracts	0	

Base Commission	\$	-
Base Allocation	\$	750
PVR Bonus Payout	\$	-
Service Contract Bonus Payout	#DIV/0!	
Theft - Sealant Bonus Payout	#DIV/0!	
Contracts In Transit Payout	\$	-
Customer Service Index Penalty	\$	-
Days to Office Penalty	\$	-
Kicked Deal Penalty	\$	-
Big Hitter Bonus	#DIV/0!	
Maintenance Payout (@ \$25 per contract)	\$	-
Total Payout	#DIV/0!	
Total Payout Percentage	#DIV/0!	

## PVR Bonus

PVR	Actual
\$1500-\$1699	0
\$1700-\$1,699	0
\$1,900-\$2,199	0
\$2200+	0

Service Contract Bonus	Hard Add Bonus
**Service Contracts	Theft - Sealant
50% - 59%	1.0%
60% - 69%	2.0%
70% +	3.0%
	60% - 74%
	75% - 89%
	90% +

## Customer Service Index Penalty

Based on 90 day average

Score Below Region	1.0%	0
Penalty	1.0%	0

## Contracts In Transit Bonus

Average Days to Fund	Actual Days	0
10 Days	1.0%	0

## Days to Office Penalty

Business Days to Office	Kicked Deal Rate
> 5 Days	0.5%
> 10% Rate	0%

## Kicked Deal Penalty

## Big Hitter Bonus

Awarded when all top levels are achieved with no Penalties

## Service Contract Bonus Calculation

TOTAL UNITS	RETAIL SC	T&W	KARR GP	MAINT	LEASE WT	TOTAL SC	TOTAL %
0	0	0	0	0	0	0	#DIV/0!

## Hard Add Bonus Calculation

TOTAL UNITS	THEFT	SEALANT	TOTAL SC	TOTAL %
0	0	0	0	#DIV/0!

MIN BONUS PAYOUT 5.0%  
MAX BONUS PAYOUT 17.0%  
BASE ALLOCATION \$750 PER MONTH

## Notes

\*\*Service Contract Penetration Lease deals - SVT, Maint, air guard, or lease/own  
Maintenance - \$25 fee plus gross paid for each contract, Maintenance fee not  
Fleet / House Deals - will not count to pay plan calculation

Finance Manager: X

Date: X 4/18/24

Approving Manager: X