

CHULA VISTA FORD
SALES MANAGER PAY PLAN
Effective date 12/10/2021

① (3m)
12/03/2021

Monthly commissions paid from the Office DOC for Chula Vista Ford. 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 (Statement gross less packs chargebacks and after sale adjustments)
- .5% if CSI is above region.
- Personal gross bonus if 25% of store sales gross objective as determined by Director of operations is produced pays \$1000.00
- Personal volume objective if 25% of store new vehicles volume objective as determined by Director of operations is produced pays \$750.00
- Personal volume objective if 25 % of store used vehicles volume objective as determined by Director of operations is produced 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: \$12,000 Guarantee through 02/28/21

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

Signature

Scott Patrick

Sales Manager Date

Kamran Syed 12/06/2021

Kamran Syed GSM Date

Tony Fodor 12/6/21

Director of operations, Tony Fodor Date