	Pay Plans - CHULA	A VISTA FORD	#00000
Payout Calculation		PVR Bonus	
Total Finance Gross Chargebacks and Adjustments		PVR	\$2,400- 6 16 03
Payable Gross Base Allocation Enter Payout Percentage PVR Bonos % Service Contract Bonus %	\$ 750 5.4% (C5) non/p)	Service Contract Bonus Hard Add Bonus **Sproke Contracts Theft - Seal 50% - 59% 1 G°. 50% - 74% 60% - 65% 2 D 75% - 89%	195
Theft - Scalant Bonus % Contracts in Transit Bonus % Days to Office Ponalty Kicked Poal Penalty Customer Service Index Penalty	#0:(/h) 1.0 0.05 0.05 0.05 0.05	70% + 3.0 90% + Customer Service Index Penalty Pared on 90 day average Score Below Region 30% (AV)	0
Big Hitter Bonus. Enter # of Maintenance Contracts	10/1/01	Penalty 16" PIGHAL	
Base Commission Base Allocation	3 3	Contracts in Transit Bonus Average Days to Fund Actor (1975)	0
PVR Bonus Payout Service Contract Bonus Payout Theft - Sealant Bonus Payout Contracts in Transit Payout Customer Service Index Penalty	\$ aDIV 01 4DIV 01 5	Days 169 Days to Office Penalty Kicked Deal Penal Susingly Susys to Office Ricked Deal Penal States Days to Office Ricked Deal Penal States Deal Penal States Deal Penal Pena	
Days to Office Penalty Kicked Deal Penalty Big Hitter Bonus Maintenance Payout (@ \$25 per contract)	\$	> 5 Days 0.5% > 10% Rate	9 to Actual Euro
Total Payout Total Payout Percentage	#DIV[d]	Big Hitter Bonus 1.0% Awarded when all top levek are achieved with no Penalties	
Service Contract Bonus Calculation TOTAL UNITS 0	RETAIL SC TAW	LEASE DEALS ONLY - SERVICE CONTRACTS KARR GP MAINY LEASE WT TO 10 0 0	FORMULAS ALSC TOTAL % #DIV/0!
Hard Add Bonus Calculation TOTAL UNITS B		THEFT SEALANT TOT	ALSC TOTALS
MIN BONUS PAYOUT MAK BONUS PAYOUT BASE ALLOCATION	5.0% 17.0% S750 PER MONTH	Notes: **Service Contact Penetration tesse deals FMT, then sense Maintenance Selvins passgross and for each Century Mainten Fleet / House Deals - will not count in pay plan to the definition.	
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Finance Manager: X	Date: X_1/	Approving Manager: X	for his his warm
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ayout Calculation		الاستنت	PVR Bonus				· · · · · · · · · · · · · · · · · · ·
Total Finance Gross Chargebacks and Adjustments			\$1500.\$1699 2.5%	\$1,700-\$1,899 3.0.3	51,900-52,199	52206-	Actual 0
Payable Gross Base Allocation Enter Payout Percentage	\$ 750 5.0%		Service Contra	A se among a spilitible on many commence of the sea	Hard Add Bo	- part comment was one of a constitution	magazina
PVR Bonus % Service Contract Bonus %	0.04 0.04		50% - 50% 60% - 69%	190	60% - 7-1% 75% - 86%	- Sealant	
Theft - Sestant Bonus % Contracts in Transit Bonus%	#D(VA)/		76% *	312.,	90>\$+	300	
Days to Office Penalty Kicked Deal Penalty Customer Service Index Penalty	0.0k 0.0k	The second secon	Customer Servi		lty Tigos		
Big Hitter Bonus Enter # of Maintenance Contracts	MDIVIGI G	Copper Grant States on the Copper Grant States o	Penalty	1 0 %	Respon	And the second s	0
Base Curimissian			Contracts in Tr	ansit Bonus			
Base Allocation PVR Bonus Payout Service Contract Bonus Payout	\$ 750 \$ - #DIV/I		Average 0 10 Days	lays to Fund	Actual Para		8
Theft - Sealant Bonus Payout Contracts in Transit Payout Customer Service Index Penalty	\$ 5 S		Days to Office I	Penalty ays to Office	Kicked Deal F	enalty Deal Rate	
Days to Office Penalty Ricked Deal Penalty	\$ 5		>5 Days	0.5%	> 10% Rate	1 05	Attentificas enterior
Big Hitter Bonus Maintenance Payout (@ \$25 per conti							
Total Payout Percentage	#DIV/9)		Big Hitter Bonu		1.0% Lived with no Penalti		
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OTAL UNITS Q	RETAIL SC D	TAW D	KARR GP	MAINT	LEASE WT	TOTAL SC	TOTAL %
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		Sate: x <u> </u>	<u> </u>	Approving Ma	inager: X	Ans.	
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