

CHULA VISTA FORD SALES MANAGER PAY PLAN

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:

- 2.0% of Office Doc (Deal Book gross less chargebacks and after sale adjustments)
- .5% if CSI is above region.
- *I-lead to sale bonus above monthly objective pays \$1250
- *Phone lead to sale bonus over monthly objective pays \$1250

*TO BE MODIFIED AT DIRECTORS DISCRETION

Pay schedule.

- \$3000. Nontaxed draw to be paid on the 25th of each month for period ending on the 15th.
- \$3000. Nontaxed 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.

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, Brent Mikels have read/reviewed the above and understand the structure of the pay plan and the pay dates.


Sales Manager, Brent Mikels 4/9/24
Date


Director of Operations, Tony Fodor 04/01/24
Date