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Chula Vista Ford / Kia  
Parts Manager

**Parts Manager Pay Plan Components**

\$3500.00 Salary

Start Date 9-13-2021

Plus –

- 2.0% Ford / Kia Parts Gross (less parts policy adjustments and 50% of rental profit/loss)
- .50% added when Ford CSI bonus if above zone (1-month scores)
- Standard Benefits

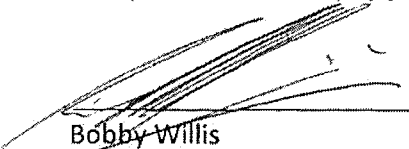
**Draw:** \$2000.00 non-taxed Draw to be paid on the 25<sup>th</sup> for the current month, \$2000.00 non-taxed draw to be paid on the 10<sup>th</sup> of the following month, the calculated monthly earnings less the draw paid out will be received on the 15<sup>th</sup> of the following month.

**NOTE:** CSI Bonus will be paid even if missed until December 31<sup>st</sup> 2021

**Vacation:** There is no accrual of vacation

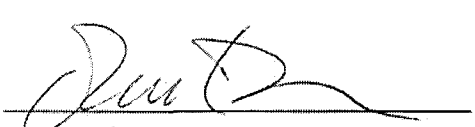
**This is a pay plan, not a contract of employment for any term or period of time.** All pay plans are subject to change at the discretion of the employer. Any prior written or verbal agreements, either expressed or implied are void. The employee and the employer have the right to terminate employment with or without cause at any time.

**\*Pay plans can be changed at any time and that in case of disagreement the Operations Managers interpretation of the pay plan will prevail.**

  
Bobby Willis  
Parts Manager

9/8/21  
Date

  
Wayne Ferrih  
Director of Fixed Operation

  
Tony Fodor  
Director of Operations