

Compensation Plan

Employee:
Location: DEALER
Position: F&I Manager
Employee No. (WD):
Employee No. (Legacy):
Effective: January 1, 2023

A Base Pay 5.5%
 (% of Personal F&I Gross after average S/T Chargebacks)

B PVR	<u>From</u>	<u>To</u>	<u>Pays</u>
(Net Adj F&I PVR - <u>Personal</u> ; pays on Personal Net F&I)	\$0.00	to \$1,550.00	1.00%
	\$1,550.01	to \$1,750.00	2.00%
	\$1,750.01	to \$1,850.00	3.00%
	\$1,850.01	+	3.50%

C Service Contract Penetration	<u>From</u>	<u>To</u>	<u>Pays</u>
(VSC Units/Deals - <u>Personal</u> ; pays on Personal Net F&I)	0%	to 45%	1.00%
	45.01%	to 55%	2.00%
	55.01%	+	3.50%

D Products Per Deal	<u>From</u>	<u>To</u>	<u>Pays</u>
(Products Per Deal - <u>Personal</u> ; pays on Personal Net F&I)	0.00	to 1.15	0.75%
	1.16	to 1.35	1.00%
	1.36	to 1.49	2.00%
	1.50	+	3.00%

E CSI	<u>Pays</u>
(CSI - F&I Advisor (or Store if Advisor score is not available) score at or better than Zone OR other OEM Specific Metric; pays on <u>Personal</u> Net F&I)	0.50%
	(All or <u>Negative</u>)

F E-Contracting	<u>Pays</u>
(based on <u>store</u> performance; pays on <u>Personal</u> Net F&I)	≥ 90% 0.50%

G Aftermarket Product Penetration	<u>Pays</u>
(Auto Armor Policies / Deals - <u>Personal</u>)	<u>(per Policy)</u>
25.00% to 29.99%	\$20
30.00% + 34.99%	\$30
35.00% + 39.99%	\$40
40.00% +	\$50

Draw:
 A gross draw (advance) of \$1,846.16 will be paid bi-weekly, which will be deducted from the gross monthly commission calculated using the terms outlined above.

Unfunded Contracts: A 5% reduction to the month end bonus will apply if the Dealership fails to meet the CIT policy.

NOTE:
 This compensation plan is in effect for the term outlined above, but may be revised and/or terminated by DEALER. This Pay Plan provides an explanation as to how your commission pay plan is calculated only. Nothing in this pay plan, or in any other policies, practices or procedures constitutes an express or implied contract of employment. Your employment with DEALER remains at-will. In the event of a separation of employment for any reason, you will receive commissions calculated pursuant to this pay plan earned only through the date of separation. A time card is required of your position and you are to personally record your time daily by using the time clock.

Employee	Date:
General Manager	Date:
President	Date: