# SALES COMPENSATION PLAN – TERMS AND CONDITIONS SALES ASSOCIATE

# Clay Cooley [KIA Irving]

# EFFECTIVE DATE:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

## DRAW- $3,000.00 Monthly ($692.30 Weekly)

## COMMISSION (Retail Units): ­ 15% total gross (Front and Back)

## Payable Gross:

NEW VEHICLES: Invoice + \*pack + recon costs +dealer trade costs if applicable +any aftermarket accessories.

USED VEHICLES: Original ACV + \*pack +recon costs +any other auction costs and or fees

SALES PACK: \*Used Vehicles: $1,000 \*New Vehicles: $500

\*\*\* $150 MINIMUM COMMISSION/ $1,000 MAXIMUM COMMISSION ON ANY RETAIL VEHICLE SOLD.

## VOLUME BONUS (UNITS):

## 12 Units $500 21 Units $2,000

## 15 Units $1,000 25 Units $2,500

## 18 Units $1,500 30 Units $3,000

Volume bonus is non-cumulative and based on RETAIL & NOTE SALES COMBINED

Email Capture must be 80% or greater to qualify for Bonus.

## $500 – Salesman of the Month Bonus

## $500 – Quarterly Ring of Honor Bonus

\*\*\*CSI WAIVER: If your Sales Consultant score is below National on a 30-day monthly score for your manufacturer, you WILL NOT QUALIFY for that month’s bonus total as well as subsequent months until your score reaches National or above as reported on the factory CSI report. New hires that qualify based on units but have not received a numeric score based on deliveries in the first 30 days will be paid 100% of your bonus.

PAY PERIOD: Monday-Sunday paid every Friday

Draw will be paid in weekly increments. Commissions/Bonuses (less Monthly Draw received) will be paid on the first payroll following the 10th of the month. You must be employed on that day to qualify for payout.

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PRINT NAME SIGNATURE DATE

SALES DISCLOSURES:

* You must maintain a **MINIMUM of 10 vehicle sales** per month based on a 3month rolling average, to continue employment at any CLAY COOLEY DEALERSHIPS.
* You are responsible to document your work time. You must clock in at the beginning of your shift and clock out at the end of your shift.
* You must clock in and out for lunch or for any personal time taken during the workday and must have written authorization from Management. Work shifts will be determined by management.
* You are not eligible for any monthly bonus listed above, if you are late to work or miss a scheduled meeting or event.
* You must be employed the entire pay period to be eligible for any monthly bonus listed above.
* Any forms of compensation or monies received from a Manufacturer, are not included in this pay plan and are the sole responsibility of the manufacturer to pay. You are solely responsible for the reporting of any of these types of income to the government for tax purposes.
* This pay plan is all-inclusive. No other forms of pay from the dealership exist, unless listed in writing by Clay Cooley. All previous plans expire.
* You are responsible for providing any necessary documentation required to collect a bonus. All Bonus Money requested must be in writing on a Bonus Request form and must be turned in and signed by the General Sales Manager or General Manager no later than 12:00 noon on the day after the last day of the pay period.