# SALES ASSOCIATE COMPENSATION PLAN – TERMS AND CONDITIONS

# Hyundai of Rockwall

EFFECTIVE DATE: 10/01/2019

## DRAW- $2000.00 Monthly ($461.54 Weekly)

## COMMISSION: ­15% Commission of Total Gross after $350 commission pack

## Minimum Commissions: New Retail Units $150 / Used Retail Units $100.00

## 1000 CXI Score New Car $50 / 5 Star Google Review $25

UNIT VOLUME BONUS: (Cumulative) Minimum Earnings: (Non-Cumulative)

##  (25 shown Appts to Qualify)

## Units Bonus Delivered Units Minimum Earnings

##  12 $500 10 $2,000

##  15 $500 12 $3,000

##  18 $500 15 $3,500

##  21 $500

##  25 $500

##  30 $500

##

\*Must be at or above Region in 1- or 3-month scores on Hyundai CXI and must be employed at month end by Clay Cooley Hyundai of Rockwall to qualify for Minimum Earnings & all Bonuses.

## $500 – Sales Person of the Month Bonus- Total Units $500 – Sales Person of the Month Bonus- Total Gross

## $500 – Quarterly Ring of Honor 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.