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| **Employee Name** |  |
| **Position Title:** | Service Advisor | **Date:** |  |
| **Department:** | Service | **Effective Date:** |  |

This agreement supersedes and replaces all previous agreements between the Dealership and the Employee with respect to Employee’s compensation and all matters contained herein.

**Financial Performance Elements**: Employee’s weekly commission compensation is as follows: Employee will earn the following percentages of their own total weekly parts and labor gross profit based on their individual C.S.I. score as reported by FCA at end of day Friday of each week.

**Percentage will be paid off the following elements below:**

* Base pay of 8% parts and labor gross for Customer pay and Warranty minus discounts/coupons
* 1% of parts and labor gross for Customer pay and Warranty if advisors CEI score is at or above the national average as an individual as reported by FCA
* 1% of parts and labor gross for Customer pay and Warranty if the service department score is at or above the national average as reported by FCA
* A maximum of an additional 3% for chemical/maintenance sales based on the following point system: (50pts =1% 75pts =2% 100pts =3% point values for individual services and the services included in the point system may be changed at any time at directors discretion)

**Average Customer Pay RO Bonus:**

A bonus of $200.00 will paid on the advisors weekly check if the advisor has a customer pay repair order average of $300.00 or more in parts and labor sales.\*Must have CEI scores at or above the national average at close of business Friday of each week to qualify for any bonus payments\*

Employee agrees to review his/her paycheck for accuracy and immediately bring any questions concerning the computation or the amount of the paycheck to the attention of his/her supervisor. The dealership reserves the right to modify and/or discontinue any compensation programs at any time in its sole discretion on a prospective basis. My signature below affirms my acceptance and understanding of this pay plan. I recognize that I am employed at-will and understand that it is my prerogative and the Company’s to terminate my employment with or without cause and with or without notice and this plan does not alter that status. I agree to abide by all of the Company’s policies and terms and conditions of employment, including those contained in the Employee Handbook.

Additionally, the Company and I understand and voluntarily agree that any disputes regarding the terms of this pay plan, my employment, termination from employment (including claims of discrimination and/or harassment), or any other association with binding arbitration. The arbitration proceedings shall be governed by the Federal Arbitration Act, and carried out in conformity with the procedures of the Texas Arbitration Act. Although I understand that signing this arbitration agreement is not required as a condition of my employment, I desire to take advantage of the benefits of arbitration and, being that this is a mutual agreement to arbitrate, understand that the Company and I give up the right to a trial by jury and instead will have our claims resolved by a retired Texas Superior Court Judge.

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| **Employee Name:**  |  |  | **Supervisor Name:** |  |
|  | please print |  |  | please print |
| **Employee Signature:** |  |  | **Supervisor Signature:** |  |
| **General Manager** |  |  |  |  |