Glenbrook Dodge Chrysler Jeep Ram

Salesperson Pay Plan

Updated: 9/2/2019

New Hire Commission Structure (Optional)

Newly employed Salespeople can choose a probationary pay plan for the first 90 days of employment. Salesperson can decide to forgo probationary pay plan at any time during the first 90 days of employment with management approval. Salesperson cannot return to probationary pay plan once it has been forgone.

Probationary pay plan includes $400 a week salary, 10% commission after dealer pack (commissionable gross), and any sales spiffs. Minimum commission (mini deal) on a new in stock unit is $150, locates are $100, and used units are $125.

Base Commission Structure

Commission on new and used retail sales are 22% of front end gross after dealer pack (commissionable gross). An additional 3% may be earned provided minimum acceptable sales performance is met. Minimum commission (mini deal) on a new in stock unit is $150, locates are $100, and used units are $125. All full-time salesperson receives a draw of $290.00 per week payable on Friday of the following week. The draw is to be repaid with earned commissions.

Bonus Structure

In order to qualify for ***any*** monthly bonus a salesperson must sell a minimum of 3 new vehicles and 3 used vehicles in that month (if inventory levels of new vehicles falls below 100, the requirement will change to 2 new and 4 used). Salespeople may earn additional bonus commission by selling 10 or more retail units in a one-month period. Salespeople will receive an additional 1% for each unit over 10, selling 3 previously sold customers in a given month, or selling 5 new units in a given month. 40% of commissionable gross is the maximum percentage any salesperson can receive regardless of how many bonuses they qualify for.

Sales Spiffs

Management will occasionally offer Sales Spiffs for various reasons throughout each month. Spiffs can be offered for old-age units, “hat-tricks” (3 cars sold in 1 day), performance contests, dice rolls, etc. All Sales Spiffs run Monday through Saturday and will be paid on the following Friday’s commission check.

Pay Day

Salespeople will receive commission and/or draw checks each Friday (whichever is greater) based on deals completed and submitted to accounting by the time payroll is processed. Bonus checks will be paid no later than the 15th of the following month in which the sale was made, provided the deals are complete.

Minimum Acceptable Sales Performance

- Minimum acceptable vehicles sold per month: 8 Vehicles
    - Failure to maintain an average of 8 units or more monthly may result in a re-evaluation of your employment. (Evaluations may be monthly or quarterly)
- Salesperson must maintain FCA Certification.
- Salesperson must be present for any and all scheduled sold customer appointments.
    - Failure to be present may result in a split deal. (point, commission, and spiff)
- Salesperson must wear approved Glenbrook attire.
- Salesperson must complete OS+ for all new car deliveries the same day the vehicle is marked sold.
- Salesperson is required to work scheduled hours and participate in daily training meetings.
- Salesperson is required to follow Glenbrook's road to the sale, follow-up processes, and internet lead response policies.
- Salesperson must maintain an upbeat, professional, and helpful attitude toward customers, and fellow co-workers.
- Minimum acceptable sales performance reviews may be completed by management at any time.
- Failure to meet any of the above requirements may result in a re-evaluation of your employment.

Vacation Pay

Vacation pay will be earned after the completion of 1 year of full time employment. After 1 year, salespeople will be eligible for 1 week of vacation pay. After 2 years of full time employment, salespeople will be eligible for 2 weeks of vacation pay. The pay will be based on the salesperson's previous 12 months of gross income divided by 52 weeks.

Usage Fees

The following fees will be deducted weekly from all salesperson's paychecks:

- E-LeadOne - $12.00/week
- Key Track - $2.50/week
- Popcorn/Soda Fountain - $3.00/week
- Demo Insurance - $5.00/week

Charge Backs

If an invoice is received by the accounting office after a deal has been completed, the salesman will be charged back 25% on that invoice. The charge back will never exceed the minimum commission on a sale ($125.00 flat) unless the amount billed back to the deal was not authorized by management.

Referral / Bird Dog Fees

If a customer is referred by another customer and purchases a vehicle, the referring customer will receive a $100.00 referral check. As long as a bird dog form is included with the deal and

signed by management, the salesman will be charged back $20.00. If the form is not included in the deal and sent back to the office after the fact, the salesman will be charged back the full amount of the referral ($100.00).

Transportation Assistance

Glenbrook Dodge Chrysler Jeep Ram offers all full-time salespeople transportation assistance if they purchase or lease a new vehicle from the dealership. The amount of the monthly assistance will vary based on a salesperson's monthly unit total. The structure is as follows:

Level 1 - $150.....0 to 7 Units
Level 2 - $200.....8 to 15 Units
Level 3 - $350.....16 to 20 Units
Level 4 - $450.....21 to 24 Units
Level 5 - $550.....25 + Units

This transportation assistance applies only while you hold your current position and the vehicle must be driven by you on a daily basis.

Employee Benefits

- Glenbrook does offer Primary and Supplemental insurance that becomes available in accordance to State Laws. These benefits are payroll deductable.
- Glenbrook also offers retirement options such as 401K. This becomes available after one year of employment during open enrollment period.

I, _____ accept the pay plan listed above and agree to abide by all the policies and regulations listed in the Sales Department Employee Handbook. I also understand that management reserves the right to alter this pay plan at any time without notice. I am of sound mind at this time of signing this agreement.

X_____ Date_____
Salesperson

X_____ Date_____
Manager