

TO: Office

FROM: Ryan Campbell

RE: Finance Manager Pay Plan

AVO

Effective May 1, 201, Lamont Mills continues to his employment as a finance manager with the following compensation plan:

0-54.9% VSC penetration and less than \$1,000 per car - 6% reserve, 10% product.

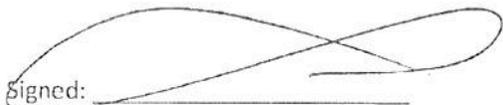
+55% VSC penetration and \$1,000+ per deal = 7% reserve, 12% product

+60% VSC penetration and \$1,200+ per deal = 8% reserve, 14% product

+65% VSC penetration and \$1,400+ per deal = 9% reserve, 15% product

+80% VSC Pen. & \$2,000+ per deal = 10% reserve, 18% Product

By signing below, I acknowledge that I understand my pay plan.

Signed: 

Lamont Mills

Signed: 

Matt McKibben

TO: Office

FROM: Ryan Campbell

RE: Finance Manager Pay Plan

AVO

Effective September __, 2018, Brandon Jones will take the role of a finance manager with the following compensation plan:

0-54.9% VSC penetration and less than \$1,000 per car - 6% reserve, 10% product.

+55% VSC penetration and \$1,000+ per deal = 7% reserve, 12% product

+60% VSC penetration and \$1,200+ per deal = 8% reserve, 14% product

+65% VSC penetration and \$1,400+ per deal = 9% reserve, 15% product

By signing below, I acknowledge that I understand my pay plan.

Signed: _____

Brandon Jones

Signed: _____

Ryan Tuttle

TO: Office

FROM: Ryan Campbell

RE: Finance Manager Pay Plan

AVO

Effective October 2, 2018, Tim Blackmon will take the role of a finance manager with the following compensation plan:

0-54.9% VSC penetration and less than \$1,000 per car - 6% reserve, 10% product.

+55% VSC penetration and \$1,000+ per deal = 7% reserve, 12% product

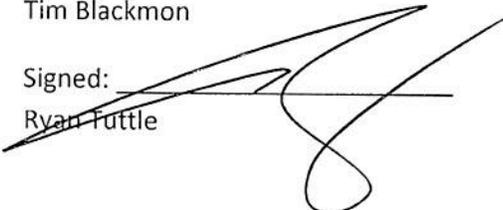
+60% VSC penetration and \$1,200+ per deal = 8% reserve, 14% product

+65% VSC penetration and \$1,400+ per deal = 9% reserve, 15% product

With respect to vacation pay, Tim will earn 2 weeks after 12 months of employment which will be paid in the following year versus earning one week after one year as credit for prior employment tenure. Tim is eligible to take up to 2 weeks vacation prior to his one year anniversary date, but only .25% of said two weeks will be paid and will be based on his performance for the months of October through December, 2018. This .25% will directly reduce his commission on any final pay check if Tim were to depart prior to his one year anniversary.

By signing below, I acknowledge that I understand my pay plan.

Signed: 
Tim Blackmon

Signed: 
Ryan Futtle