

To be provided by F & I Manager/ Retail Sales (Class Site Excel Version)

Please use YTD total for month ending

9/3/20

Units	Year To Date Production		Totals	Year To Date Charge backs		Totals
	New Vehicle	Used Vehicle		New Vehicle	Used Vehicle	
Units Delivered	973	689	1662	Chargebacks		
Finance or Lease Contracts	899	481	1380	Finance or Lease Reserve		0
Service Contracts	112	304	416	Service Contracts		0
Pre-Paid Maintenance	70	10	80	Pre-paid Maintenance		0
GAP	81	281	362	BAP		0
Theft/Deterrent	-	-	0	Theft/Deterrent		0
Paint Sealant & Appearance	-	-	0	Paint Sealant & Appearance		0
Tire/Wheel	106	57	163	Tire/Wheel		0
Lease Care	4	-	4	Lease Care		0
Other	442	24	526	Other		0

Incomes	Year To Date Income		Totals
	New Vehicle	Used Vehicle	
Finance or Lease Reserve	241327	345901	587228
Service Contracts	118508	305958	424466
Pre-Paid maintenance			0
GAP	38343	132053	170396
Theft/Deterrent			0
Paint Sealant & Appearance			0
Tire/Wheel	37967	28181	66158
Lease Care			0
Other			0

10/10/20

203230
112861
406099

0374938

**SALES COMMISSION PLAN
HONDA OF TENAFLY**

Effective Date: February, 2020

Weekly Salary: \$200 paid weekly

For the first 4 full calendar weeks of employment, a salesperson will receive a salary of \$500.00 per week, provided the salesperson works 5 full days during the payroll week. If the first week of employment is not a full calendar week, the \$500.00 salary will be prorated.

If a Salesperson does not make the minimum wage required to comply with federal and state labor laws, the amount earned will be adjusted to meet these requirements. This additional amount will be considered a draw and will be refunded to the Company as soon as possible.

Commission Schedule:

- \$0-\$1000 front end commission new and used 20%
- \$1000.01-\$1499.99 front end commission new and used 21%
- \$1500.00-\$1999.99 front end commission new and used 22%
- \$2000.00-\$2499.99 front end commission new and used 23%
- \$2500.00-\$2999.99 front end commission new and used 24%
- \$3000.00 and above front end commission new and used 25%

Gross profit represents new and used car gross profit as reported on the deal recap after review and adjustment. All F&I profits include finance reserve, insurance and vehicle service contracts and any aftermarket products sold at the time of the vehicle sale. Any and all other products sold in the F&I office and Aftersell departments that are not part of the new or used vehicle sale are not commissionable.

New vehicle gross profit represents the net selling price (after allowances, coupons, corrections and policy work), minus the vehicle cost, pack and internal selling price of any additional items sold or given to the customer. The vehicle cost is based on the latest factory vehicle invoice.

Used vehicle gross profit represents the net selling price (after allowances, coupons, corrections and policy work), minus the vehicle cost, minus any tires, cosmetic, body work and pack, as well as the internal selling price of any additional items sold or given to the customer.

Anyone who fails to earn commissions equal to federal minimum wage guidelines in any given week will be given a draw to bring their gross earnings up to federal minimum wage guidelines. This will be paid back at the first opportunity to be determined by management.

\$100 is the minimum commission paid on new vehicles sold above dealer invoice. The minimum commission may be adjusted at the discretion of management. All commissions above the minimum are calculated as a percentage of the gross profit on the sale of the vehicle itself.

\$75 is the minimum commission paid on new vehicles sold at or below dealer invoice. The minimum commission may be adjusted at the discretion of management. All commissions above the minimum are calculated as a percentage of the gross profit on the sale of the vehicle itself.

\$150 is the minimum commission paid on used vehicles. The minimum commission may be adjusted at the discretion of management. All commissions above the minimum are calculated as a percentage of the gross profit on the sale of the vehicle itself.

3% commission paid up front on backend (F&I gross profit) of every delivery along with the regular commission of the vehicle. An additional 2% of back end will be paid at month end if the PVR backend is a minimum of \$1000.00.

Any etch sold by the Salesperson will be paid at \$15 per deal at the time of commissioning.

\$250 charge per incident if a Salesperson delivers a vehicle with the incorrect VIN number.

Unit Bonus:

- 12 plus total new and used units per month: \$50 per unit retro to unit 1
- 15 plus total new and used units per month: \$70 per unit retro to unit 1
- 20 plus total new and used units per month: \$90 per unit retro to unit 1
- 25 plus total new and used units per month: \$100 per unit retro to unit 1

Gross Bonus:

- \$25000.00-\$29999.99 gross profit per month: \$250 total
- \$30000.00-\$34999.99 gross profit per month: \$400 total
- \$35000.00-\$39999.99 gross profit per month: \$600 total
- \$40000.00-\$44999.99 gross profit per month: \$800 total
- \$45000.00 and above gross profit per month: \$1000 total

Used Vehicle Qualifier

Must deliver a minimum of 5 used vehicles. Unit bonus and gross bonus will drop by 25% if these goals are not achieved.

Positive Review Qualifier

A minimum of 7 positive reviews must be received. Unit bonus and gross bonus will drop by 25% if these goals are not achieved.

CSI must be above zone to receive 100% of bonus (except F&I backend). If CSI is under zone average, bonus payout will be 50%.

Fast Start Bonus:

8 by the 15 th of the month	\$400
10 by the 15 th of the month	\$500
12 by the 15 th of the month	\$600

Nitro End Of Year Holiday Bonus:

Penetration 91% and above	\$20 per contract
Penetration 81%-90%	\$15 per contract
Penetration 65%-80%	\$10 per contract
Penetration under 65%	\$0 per contract

Demo Commission

Active demo with less than 2500 miles regular commission
Parked demo flat front end \$250.00*

*You will receive the greater of either the flat commission or your regular commission structure.

Honda Survey Bonus:

Perfect 100:	\$25 per perfect survey
Above zone and below perfect 100 score:	\$0
Below zone each survey not perfectly scored:	\$25 charge per survey

Note: The following 7 criterion are the minimum expectations for satisfactory job performance:

1. At or above zone average CSI
2. 40% or greater closing ratio (10% or greater closing ratio on internet sales)
3. Backend performance must be maintained at an acceptable level. Standards will be posted and reviewed monthly.
4. A positive attitude must be maintained with customers and fellow employees. Please privately discuss with your immediate supervisor or Norman Dorf those issues that hinder your ability to maintain a positive attitude.
5. Acceptable use of all internet system (i.e. CRM, chat, SMS, etc.) including, but not limited to proper internet process and timely follow-up.
6. Timely completion of all training materials whether assigned by Honda or Honda of Tenafly.

Failure to satisfy these expectations may result in disciplinary action or termination.

All data used for verification purposes MUST be found in the CRM system (i.e. VIN Solutions) to be considered valid.

All profits are net of returns, cancellations and adjustments.

The current pack as of February, 2018 is \$0 on new cars and \$500 on used cars. This can be changed at the discretion of management.

No commission will be paid to a Salesperson under the following conditions:

- If a vehicle is returned for any reason, except due to certain circumstances under the Drive and Decide Policy. If Management determines that the vehicle was returned under the Drive and Decide Policy without any evidence of Salesperson negligence, the Commission will be 50% of the full vehicle commission. If Management determines that the vehicle was returned under the Drive and Decide Policy due to Salesperson negligence, Management will determine whether the commission will be paid.
- If a vehicle with the incorrect VIN number/model or any other characteristic specific to that vehicle is delivered.
- Failure to collect all monies due at delivery.
- If the finance company or lease is not funded within 2 weeks of delivery, commission will be charged back until all monies are collected.

Any decisions about what constitutes payable gross profit are solely the discretion of management. All such decisions are final.

This is not an employment contract. Honda of Tenafly employees are employees-at-will. Honda of Tenafly reserves the right to modify and/or terminate this plan without notice.



Final Acceptance

JEROME, Review The Products You've Selected And Excellent Options You May Miss Out On
 Review and confirm your Final Acceptance and Declination of the products we offer below

Accepted Coverage

<input checked="" type="checkbox"/>		GAP (APPI) APPI - Loan - 150 FS 84 months \$500.00	Coverage Term Price
<input checked="" type="checkbox"/>		VSC (Portfolio) Portfolio VSC - PRI (MUM (DIR 29832)) (Plan B: Exclusionary) 36 months / 75,000 miles \$100 Disappearing \$3,500.00	Coverage Term/Mileage Deductible Price
<input checked="" type="checkbox"/>		Global Admin Collision Ded Waiver \$500 Benefit 12 months \$0.00	Coverage Term Price
<input checked="" type="checkbox"/>		Nitro Fill Nitrogen -\$150 Benefit - Preload 12 months \$199.00	Coverage Term Price
<input checked="" type="checkbox"/>		Theft Protection Royal Guard Vehicle Theft Protection \$2500.00 60 months \$299.00	Coverage Term Price

Declined Coverage

<input type="checkbox"/>		Vehicle Loss Assist Vehicle Loss Assist fills the gap left by your original GAP coverage. It will help protect your vehicle from theft, damage, even if you're abroad or taking a vacation. Coverage is available only if you're in the U.S. or Canada. See your dealer for more information. Be below and down 1 - vehicle loss assist plan cost. - Only \$9.00 Monthly - \$109.00 total
<input type="checkbox"/>		Tire & Wheel Repairs or replaces your tire or rim when the tire is covered by the tire warranty. For unlimited miles. Coverage for accessories included in the original total cost. - Only \$9.00 Monthly - \$109.00 total
<input type="checkbox"/>		Maintenance All scheduled maintenance services required by the manufacturer that are listed in the vehicle manual. Commonly includes Oil changes, filter, belts, wiper blades, etc. - Only \$0.00 Monthly - \$0.00 Total
<input type="checkbox"/>		Key Replacement Global Admin Key Replacement - Only \$0.00 Monthly - \$0.00 Total
<input type="checkbox"/>		Nitro Refilling the air in your tires and tire pressure monitoring system with NitroFill for better gas mileage and tire life (up to 30,000 miles) while saving, including fuel economy and reducing the safety seat requirements of your car. - Only \$3.49 Monthly - \$199.00 Total
<input type="checkbox"/>		Advanced Bundle 5 Advanced Protection - Only \$0.00 Monthly - \$0.00 Total

Acknowledgement

I hereby certify that the above product / services were presented and either accepted or declined at my own discretion. I understand they are being offered in conjunction with my vehicle transaction and may or may not be available afterward as stand - alone products. The base payment excluding charges for Accepted coverage is \$432.12. I recognize that the above accepted products / services equal a Payment of \$509.46 a Month for a Term of 75 Months.

By Accepting Use of Signature I agree that the signature will be the electronic representation of my signature on legally binding documents—just the same as pen-and-paper signature. I acknowledge that I have the right or option to have the document(s) I signed provided or made available to me on paper or in non-electronic form. By touching the Sign button below I understand that I will be consenting to the use of my electronic signature on legally binding documents in this transaction and that I will be accepting the terms outlined on these documents.

Electronic Communication Authorization

Opt Out

To provide the highest level of service to our customers, Honda of Tenafly would like to be able to contact you in order to remind you of necessary maintenance and service your vehicle will need, to conduct quality control, to make sure you are happy with your purchase, or to keep you informed of

JEROME CHAN

2015 Mercedes-Benz GLK-Class

WDCGG8JB0FG341174

- \$432.12
- \$27,113.95
- 75 Months
- \$509.46
- \$31,966.78
- \$0.00
- \$24,853.00
- \$799.00
- \$1,000.00

Total Rebate(s)
Selling Price
Fees
Cash Down



JEROME, Please See The Customized Protection Packages Below Based On Your Specific Situation.

Driver's Needs Analysis

Total Coverage

GAP (APPI)  34 Months
 • When your amount financed is greater than 80% of your vehicle's purchase price, we highly recommend this product for protection in the event of a total loss.
 75 Month Term
 \$7.97 Monthly

VSC (Portfolio)  34 Months
 • Covers your vehicle in the event of mechanical failure beyond the warranty period.
 75 Month Term
 \$60.73 Monthly

Global Admin Collision Ded Waiver  12 Months
 • Global Admin Collision Ded Waiver
 75 Month Term
 \$0.00 Monthly

Nitro Fill  12 Months
 • Replacing the air in your tires, and properly maintaining them with NitroFill can increase your tire life by as much as 50% while greatly improving fuel economy and enhancing the safety and performance of your vehicle.
 75 Month Term
 \$3.45 Monthly

Theft Protection  60 Months
 • Your vehicle is located in a top 300 NICB HotSpot.
 75 Month Term
 \$5.19 Monthly

GAP (APPI)  34 Months
 • When your amount financed is greater than 80% of your vehicle's purchase price, we highly recommend this product for protection in the event of a total loss.
 75 Month Term
 \$7.97 Monthly

VSC (Portfolio)  34 Months
 • Covers your vehicle in the event of mechanical failure beyond the warranty period.
 75 Month Term
 \$60.73 Monthly

Vehicle Loss Assist  75 Months
 • Vehicle Loss Assist fills the gap left by your existing GAP coverage. While GAP protection helps pay off the lease or loan on your stolen or totaled vehicle, Vehicle Loss Assist helps you get a new one by delaying down payment and inception costs.
 75 Month Term
 \$0.00 Monthly

Global Admin Collision Ded Waiver  12 Months
 • Global Admin Collision Ded Waiver
 75 Month Term
 \$0.00 Monthly

Nitro Fill  12 Months
 • Replacing the air in your tires, and properly maintaining them with NitroFill can increase your tire life by as much as 50% while greatly improving fuel economy and enhancing the safety and performance of your vehicle.
 75 Month Term
 \$3.45 Monthly

Theft Protection  60 Months
 • Your vehicle is located in a top 300 NICB HotSpot.
 75 Month Term
 \$5.19 Monthly

Tire & Wheel  75 Months
 • Repairs or replace your tire and/or wheel due to road hazards for unlimited miles. Cosmetic coverage is included at no additional cost.
 75 Month Term
 \$0.00 Monthly

Maintenance  75 Months
 • All scheduled maintenance services as required by the manufacturer that are listed in the vehicle manual. Commonly includes Oil changes, Filters, Belts, plugs, fluids, etc.
 75 Month Term
 \$0.00 Monthly

Key Replacement  75 Months
 • Global Admin Key Replacement
 75 Month Term
 \$0.00 Monthly

Nitro  75 Months
 • Replacing the air in your tires, and properly maintaining them with NitroFill can increase your tire life by as much as 50% while greatly improving fuel economy and enhancing the safety and performance of your vehicle.
 75 Month Term
 \$3.45 Monthly

Advanced Bundle 5  75 Months
 • Advanced Protection
 75 Month Term
 \$0.00 Monthly