

## **Performance-Based, Multiple-Level Pay-plan for Automobile Sales Professionals**

### **I. Entry Level Sales Person**

- a. 25% commission or \$500 per week whichever is greater
- b. Must perform lot duty (gas, move inventory, etc.)
- c. Must view training tapes for one-hour every day
- d. May not take incoming telephone leads
- e. Must sell and deliver 6 cars a month minimum
- f. \$75.00 minimum commission
- g. Must advance to Professional Level Sales Person within 90 days for continued employment

### **II. Professional Level Sales Person**

- a. 28% commission
- b. Must perform lot duty (gas, move inventory, etc.)
- c. Must have graduated from Entry Level or have one year of auto sales experience elsewhere.
- d. Must sell and deliver a minimum of 12 units a month at the dealership gross average, front and back, to qualify. If Professional Level Sales Person sells and delivers less than 12 units at dealership gross average for two out of any three consecutive months, they will be moved back to Entry Level status. If they sell and deliver more than 12 units but at less than dealership gross average, that person will still be moved back to Entry Level.
- e. Must view training tapes for one-hour twice a week
- f. \$75.00 minimum commission
- g. \$200.00 toward personal car paid monthly
- h. May take incoming telephone leads

### **III. Executive Level Sales Professional**

- a. 30% commission
- b. Is not required to perform lot duty
- c. Must sell and deliver 17 units a month at or above dealership gross average, front and back, for two consecutive months to qualify. If Executive Level Sales Professional sells and delivers less than 17 units a month at dealership gross average for two of any four consecutive months, they will be moved back to the appropriate level their production qualifies for. If the Executive Level sales Professional sells and delivers more than the 17 required units for two out of any four consecutive months BUT fails to achieve dealership gross average, that person will still be moved back to Professional Level Sales Person.
- d. Executive level sales professionals who have maintained executive status for one year will be given a one-week paid vacation at \$750.00 plus coach class airfare for two anywhere in the US.
- e. Executive Level Sales Professional will be given one weekend a month off, from Friday at noon until Monday at noon. On week when they have weekend off, they will not have a day off during the week.

- f. \$100.00 minimum commission
- g. Executive Level Sales Professional and their spouse or significant person of their choice will be invited to attend a dinner with the dealer and other qualified professionals once a month at an upscale restaurant.
- h. Executive Level Sales Professionals who have remained at Executive level for one year will receive a laptop computer from the dealership with a professional contact management program installed.
- i. Executive Level Sales Professionals who have remained at Executive level for six months will receive a demo as long as they keep it personally insured to dealership standards.
- j. Executive Level Sales Professionals who have remained at Executive level for more than six months will receive a cell phone from the dealership with \$50.00 per month contribution toward the bill as long as that number appears on their business cards.
- k. Executive Level Sales Professionals are only required to attend Saturday meetings.
- l. Executive Level Sales Professionals will receive and be paid for "house deals" (not counting for qualifiers) that will be evenly rotated among qualified sales persons and will not count toward their unit qualification and will not be averaged into their gross qualification requirement.
- m. Executive Level Sales Professionals may be asked to assist in closing deals for other sales persons. On every deal they assist with closing that is sold and delivered they will be paid \$100 flat for participation NOT a split deal.
- n. Executive level sales professionals who have remained at Executive status for three consecutive years will be awarded a stainless and gold Rolex engraved with appreciation from the dealership.

#### **IV. Master Sales Professional**

- a. 35% commission
- b. Must sell and deliver 30 units a month at dealership gross average per unit sold, front and back. If Master Level Sales Professional sells and delivers less than 30 units a month at dealership gross average for two of any four consecutive months, they will be moved back to the appropriate level their production qualifies for. If the Master Sales Professional sells and delivers more than the 30 required units for two out of any four consecutive months BUT fails to achieve dealership gross average, that person will still be moved back to Executive Level Sales Person.
- c. Master Level Sales Professionals have no schedule. They are free to come and go as they please as long as they maintain Master Level Status. They are however required to inform the Sales Manager in writing of their schedule one week in advance.
- d. Master Level Sales Professionals who have maintained Master Status for one year will be given a two-week paid vacation at \$1000 per week plus coach-class airfare for two anywhere in the United States, Mexico, or the Islands.
- e. \$100.00 minimum commission
- f. Master Level Sales Professional and their spouse or significant person of their choice will be invited to attend a dinner with the dealer and other qualified professionals once a month at an upscale restaurant.
- g. Master Level Sales Professionals who have remained at Master Level for six months will receive a laptop computer from the dealership, if they don't already have one, with a professional contact management program installed.
- h. Master Level Sales Professionals who have remained at Master Level for six months will be given a full time personal administrative assistant and a premier private office.
- i. Master Level Sales Professionals who have remained at Master level for six months will

receive a demo and the dealership will provide insurance.

- j.** Master Level Sales Professionals who have remained at Master Level for more than six months will receive a cell phone from the dealership with up to \$100.00 per month contribution toward the bill as long as that number appears on their business cards.
- k.** Master Level Sales Professionals are not required to attend any meetings.
- l.** Master Level Sales Professionals will receive and be paid for “house deals” (not counting for qualifiers) that will be evenly rotated among qualified sales persons and will not count toward their unit qualification and will not be averaged into their gross qualification requirement.
- m.** Master Level Sales Professionals may be asked to assist in closing deals for other sales persons. On every deal they assist with closing that is sold and delivered they will be paid \$100 flat for participation NOT a split deal.
- n.** Master Level Sales Professionals who have remained at Master Status for two consecutive years will be awarded a gold Rolex Presidential, engraved with appreciation from the dealership.
- o.** Master Level Sales Professionals who have remained at Master Level for six months will be given their own personal website interacting with the dealership’s website.