

Betts Truck Parts & Service

Service Manager incentive plan

Paid 1.5% of service GP **same as before**

Remove Efficiency labor hours incentive

Monthly Bonus Program: Efficiency Labor Hours report to labor hours paid

70%	\$	150.00	per month
75%	\$	250.00	per month
80%	\$	500.00	per month
85%	\$	650.00	per month
90%	\$	750.00	per month
95%	\$	850.00	per month
100%	\$	950.00	per month

Add per month incentives below

\$150.00 if service sales are over monthly sales forecast

\$150.00 if average sales per technicians over \$40,000 for the month

\$150.00 if service department GP finishes above 68% for month

\$150.00 if ALL required service department work instructions, and monthly safety meeting completed at 100% by all service department employee's

\$150.00 if proof of daily morning service huddle completed by service team for each regularly scheduled work day

\$150.00 if monthly LOTO completion form matches of 100% of closed non bench work repair orders

\$100.00 If 100% of quarterly Service Safety walkthrough safety violations repaired, and a self-evaluation walkthrough completed on non-walkthrough months

Negative incentives

-\$200.00 if proof of daily morning service huddle less than completed 75%

-\$200.00 if monthly LOTO completion % under 90%

-\$100.00 If not all Service violations from quarterly Safety walkthrough aren't repaired (one month grace period), and if the self-evaluation walkthrough not completed on non-walkthrough months

Only effects the incentives portion **NOT the commission from Service Gross**

Total Incentives can never be less than \$0.00