

2025 SALES DEPARTMENT SAVINGS PROGRAM

This Car Savings Bonus Program is provided for the benefit of Ancira's Commission-Only Retail Automotive Sales associates working in the automobile sales departments.

- Program period: December thru the following November
- Eligibility: Actively employed commissioned salespeople. A newly hired salesperson may elect to participate at the beginning of any month within the program period.

Participation is completely voluntary and can be discontinued at any time by the salesperson by submitting a request to your department manager.

- The savings program begins by the salesperson contributing \$5 for every unit they sell with a minimum of 11 units per month. At that point, the company will match that amount 100%. We use your commission sheet to log your sold units per month and calculate from that. You must achieve the minimum unit count of 11 for the month to activate this savings bonus program.
- Should employment end, your contribution amount will be refunded during the final payroll process. Any company matching funds will be forfeited. Should you choose to withdraw from the program and withdraw your contributions, you will forfeit the company match funds.
- Car Savings Bonus account balances are paid out at the end of the program year. The company matching funds are taxable income, so you will receive the net amount by payroll plus the full amount of your contribution during the program year.

STORE: _____

_____ I choose to participate in the 2025 Car Savings Bonus Program as outlined above.

_____ I choose **NOT** to participate in the 2025 Car Savings Bonus Program as outlined above.

Printed Name: _____ Date: _____

Signature: _____ EEID#: _____

Your ancira.com Email Address: _____@ancira.com