

COMPENSATION SURVEY FOR MEMBERS

NOTE: Do not provide compensation for managers who own a significant financial interest in your dealership as they are considered owners, not employees, for the sake of this survey.

1) State Association ID: C1-3

2) Zip Code: C4-8

3) Primary Car or Truck make sold at your dealership: C9-10
(enter code from list below)

| CODE | MAKE | CODE | MAKE | CODE | MAKE | CODE | MAKE |
|------|-------------------|------|-----------------|------|---------------|------|------------------|
| AC | ACURA | FH | FORD HEAVY TRK | LB | LAMBORGHINI | PR | PORSCHE |
| AO | ARO | FM | FORD MED TRK | LR | LAND ROVER | RR | ROLLS ROYCE |
| AM | ASTON MARTIN | FE | FRTLN HEAVY TRK | LX | LEXUS | SB | SAAB |
| AN | AUBURN | FT | FRTLN MED TRK | LM | LINCOLN-MERC | SA | SATURN |
| AD | AUDI | GL | GMC LIGHT TRK | LO | LOTUS | SC | SCION |
| AR | AUTOCAR | GM | GMC MED TRK | MK | MACK TRK | ST | STERLING TRK |
| BN | BENTLEY | HI | HINO TRK | MA | MARMON TRK | SU | SUBARU |
| BE | BERING TRK | HM | HME TRK | MS | MASERATI | SP | SUPERPERFORMANCE |
| BM | BMW | HO | HONDA | MY | MAYBACH | SZ | SUZUKI |
| BU | BUICK | HU | HUMMER | MZ | MAZDA | TY | TOYOTA |
| CD | CADILLAC | HY | HYUNDAI | MB | MERCEDES-BENZ | UD | UD TRK |
| CH | CHEVROLET | HT | HYUNDAI TRUCK | MR | MERCURY | UH | UNKN HVY TRK DOM |
| CM | CHEVY MED TRK | IN | INFINITI | MN | MINI | UF | UNKNOWN DOMESTIC |
| CP | CHRYSLER | IH | INTL HEAVY TRK | MF | MITSUB TRK | UI | UNKNOWN IMPORT |
| CC | CRANE CARRIER TRK | IM | INTL MED TRK | MI | MITSUBISHI | VW | VOLKSWAGEN |
| CL | CROSS LANDER | IZ | ISUZU | NI | NISSAN | VO | VOLVO |
| DW | DAEWOO | IT | ISUZU TRK | OL | OLDSMOBILE | VT | VOLVO TRK |
| DR | DIAMOND REO TRK | JA | JAGUAR | OS | OSHKOSH TRK | WS | WESTERN STAR TRK |
| DG | DODGE | JP | JEEP | PZ | PANOZ | ZP | ZAP |
| EA | EAGLE | KN | KEN HEAVY TRK | PB | PB HEAVY TRK | | |
| FR | FERRARI | KM | KEN MED TRK | PM | PB MEDIUM TRK | | |
| FD | FORD | KA | KIA | PO | PONTIAC | | |

GENERAL DEALERSHIP INFORMATION:

4) Total Number of **New** Units sold in 2006: C11-14

5) **Total Dealership Dollar Sales** for 2006 (omit cents): \$, , C15-23

6) Total number of persons employed by your dealership on December 31, 2006: C24-27

7) Does your dealership sell **only** commercial medium- and heavy-duty (Class 5-8) Trucks?
 (1) Yes (2) No C28

- 8) Who in your dealership is issued a company car or demonstrator for which the dealership is responsible for a portion of the expense? (*Check as many as necessary.*)
- (1) Dealer Principal C29
 - (1) Managers C30
 - (1) Sales Personnel C31
 - (1) Office Personnel C32
 - (1) Other C33

HEALTH INSURANCE PLAN:

- 9) Do you offer a health insurance plan to all of your full-time employees?
 (1) Employee and dependents (2) Employee only (3) No C34
- 10) If yes, what portion of your **employees'** health insurance plan is **paid by the dealership**?
 (1) 0% (2) 50% (3) 80% (4) 100% (5) Other C35

DENTAL PLAN:

- 11) Does your dealership offer a dental plan to all full-time employees?
 (1) Employee and dependents (2) Employee only (3) No C36
- 12) If yes, what portion of this dental plan is **paid by the dealership**?
 (1) 0% (2) 50% (3) 80% (4) 100% (5) Other C37

PAID TIME OFF:

- 13) Does your dealership offer a **paid vacation plan** to all full-time employees?
 (1) Yes (2) No C38
- 14) If yes, how many weeks of **paid** vacation does an employee get **after one year** of employment?
 (1) 0 Weeks (4) 3 Weeks
 (2) 1 Week (5) Varies according to job
 (3) 2 Weeks C39

- 15) Does your dealership provide **paid sick leave** to all full-time employees?
 (1) Yes (2) No C40

- 16) If provided, how do you calculate holiday, vacation, and sick leave pay for the majority of the **technicians** (service and body shop)?
 (1) Based on average flat rate hours worked
 (2) Based on average wage earned
 (3) Based on a fixed amount
 (4) Other C41

- 17) How many **paid** holidays does your dealership provide per year?
 (1) 0 (3) 6-10
 (2) 1-5 (4) Over 10 C42

- 18) Does your dealership have any type of **paid** maternity/paternity leave plan?
 (1) Yes (2) No C43

RETIREMENT PLAN:

- 19) Does your dealership offer a profit sharing plan to all full-time employees?
 (1) Yes (2) No C44
- 20) Does your dealership offer a pension plan to all full-time employees (including 401(k) plans)?
 (1) Yes (2) No C45

COMPENSATION

- **Provide figures only if the employee was in the position for the entire year.** If more than one person was in that position during 2006, or if your dealership does not have the listed position, leave the category blank.
- **Do not provide information on owners or dealer principals.** If an owner or dealer principal also holds one of the titles listed below, leave that category blank.

21) **Management Compensation Information:** In the space provided, list the total compensation of each manager as reported on the 2006 W-2 form. **Include any elected salary deferrals made by the employee that may not be identified on the W-2.**

-OMIT CENTS-

| | | | | | | | | | |
|-------------------------------|----|----------------------|----------------------|----------------------|---|----------------------|----------------------|----------------------|----------|
| General Manager | \$ | <input type="text"/> | <input type="text"/> | <input type="text"/> | , | <input type="text"/> | <input type="text"/> | <input type="text"/> | C46-51 |
| Business Manager/Comptroller | \$ | <input type="text"/> | <input type="text"/> | <input type="text"/> | , | <input type="text"/> | <input type="text"/> | <input type="text"/> | C52-57 |
| IT / Network Manager | \$ | <input type="text"/> | <input type="text"/> | <input type="text"/> | , | <input type="text"/> | <input type="text"/> | <input type="text"/> | C58-63 |
| HR Director | \$ | <input type="text"/> | <input type="text"/> | <input type="text"/> | , | <input type="text"/> | <input type="text"/> | <input type="text"/> | C64-69 |
| Training Manager | \$ | <input type="text"/> | <input type="text"/> | <input type="text"/> | , | <input type="text"/> | <input type="text"/> | <input type="text"/> | C70-75 |
| BDC Manager | \$ | <input type="text"/> | <input type="text"/> | <input type="text"/> | , | <input type="text"/> | <input type="text"/> | <input type="text"/> | C76-81 |
| General Sales Manager | \$ | <input type="text"/> | <input type="text"/> | <input type="text"/> | , | <input type="text"/> | <input type="text"/> | <input type="text"/> | C82-87 |
| New Vehicle Sales Manager | \$ | <input type="text"/> | <input type="text"/> | <input type="text"/> | , | <input type="text"/> | <input type="text"/> | <input type="text"/> | C88-93 |
| Used Vehicle Sales Manager | \$ | <input type="text"/> | <input type="text"/> | <input type="text"/> | , | <input type="text"/> | <input type="text"/> | <input type="text"/> | C94-99 |
| Truck Sales Manager* | \$ | <input type="text"/> | <input type="text"/> | <input type="text"/> | , | <input type="text"/> | <input type="text"/> | <input type="text"/> | C100-105 |
| Internet Sales Manager | \$ | <input type="text"/> | <input type="text"/> | <input type="text"/> | , | <input type="text"/> | <input type="text"/> | <input type="text"/> | C106-111 |
| Fleet Sales Manager | \$ | <input type="text"/> | <input type="text"/> | <input type="text"/> | , | <input type="text"/> | <input type="text"/> | <input type="text"/> | C112-117 |
| Lease and Rental Manager | \$ | <input type="text"/> | <input type="text"/> | <input type="text"/> | , | <input type="text"/> | <input type="text"/> | <input type="text"/> | C118-123 |
| Finance and Insurance Manager | \$ | <input type="text"/> | <input type="text"/> | <input type="text"/> | , | <input type="text"/> | <input type="text"/> | <input type="text"/> | C124-129 |
| Director of Service and Parts | \$ | <input type="text"/> | <input type="text"/> | <input type="text"/> | , | <input type="text"/> | <input type="text"/> | <input type="text"/> | C130-135 |
| Service Manager | \$ | <input type="text"/> | <input type="text"/> | <input type="text"/> | , | <input type="text"/> | <input type="text"/> | <input type="text"/> | C136-141 |
| Parts Manager | \$ | <input type="text"/> | <input type="text"/> | <input type="text"/> | , | <input type="text"/> | <input type="text"/> | <input type="text"/> | C142-147 |
| Body Shop Manager | \$ | <input type="text"/> | <input type="text"/> | <input type="text"/> | , | <input type="text"/> | <input type="text"/> | <input type="text"/> | C148-153 |

* If dealership sells only commercial trucks (Class 5-8), do not answer this question.

22) **Non-Management Compensation:** Use **2006 W-2 forms** to list the high, low, and average total compensation information for each of the employee categories listed below. **Do not consider part-time employees.** If a position is part-time, leave it blank. List the average total compensation of all employees who fit into each category, regardless of department.

Clerical & Office Worker Compensation:

| | | | | | | | | |
|---------------------|----|----------------------|----------------------|---|----------------------|----------------------|----------------------|----------|
| Highest Paid Worker | \$ | <input type="text"/> | <input type="text"/> | , | <input type="text"/> | <input type="text"/> | <input type="text"/> | C154-158 |
| Average Paid Worker | \$ | <input type="text"/> | <input type="text"/> | , | <input type="text"/> | <input type="text"/> | <input type="text"/> | C159-163 |
| Lowest Paid Worker | \$ | <input type="text"/> | <input type="text"/> | , | <input type="text"/> | <input type="text"/> | <input type="text"/> | C164-168 |

Executive Administrator Compensation:

| | | | | | | | | |
|---------------------|----|----------------------|----------------------|---|----------------------|----------------------|----------------------|----------|
| Highest Paid Worker | \$ | <input type="text"/> | <input type="text"/> | , | <input type="text"/> | <input type="text"/> | <input type="text"/> | C169-173 |
| Average Paid Worker | \$ | <input type="text"/> | <input type="text"/> | , | <input type="text"/> | <input type="text"/> | <input type="text"/> | C174-178 |
| Lowest Paid Worker | \$ | <input type="text"/> | <input type="text"/> | , | <input type="text"/> | <input type="text"/> | <input type="text"/> | C179-183 |

Service Mechanical Technician Compensation:

| | | |
|---------------------|-----------|----------|
| Highest Paid Worker | \$□□□,□□□ | C184-189 |
| Average Paid Worker | \$□□□,□□□ | C190-195 |
| Lowest Paid Worker | \$□□□,□□□ | C196-201 |

Body Shop Technician/Painter Employee Compensation:

| | | |
|---------------------|-----------|----------|
| Highest Paid Worker | \$□□□,□□□ | C202-207 |
| Average Paid Worker | \$□□□,□□□ | C208-213 |
| Lowest Paid Worker | \$□□□,□□□ | C214-219 |

New and Used Vehicle Salesperson Compensation:

| | | |
|---------------------|-----------|----------|
| Highest Paid Worker | \$□□□,□□□ | C220-225 |
| Average Paid Worker | \$□□□,□□□ | C226-231 |
| Lowest Paid Worker | \$□□□,□□□ | C232-237 |

23) Compensation for Other Positions: (List average only)

| | | |
|------------------------------|----------|----------|
| Service Writer/Advisor | \$□□,□□□ | C238-242 |
| Shop Foreman | \$□□,□□□ | C243-247 |
| Parts Counterperson | \$□□,□□□ | C248-252 |
| Full-Time Telephone Operator | \$□□,□□□ | C253-257 |
| Warranty Clerk | \$□□,□□□ | C258-262 |
| Cashier | \$□□,□□□ | C263-267 |
| Receptionist | \$□□,□□□ | C268-272 |
| Web Site Manager | \$□□,□□□ | C273-277 |
| Marketing Manager | \$□□,□□□ | C278-282 |