Zimbrick Dealership Group Demonstrator Vehicle Policy

(To be completed only by Sales Consultants, Sales Managers, General Managers and F&I Managers)

I _____ hereby understand and agree to abide by the terms
(Print Name)
of the following Demonstrator Vehicle Agreement for the calendar year of the date written below.

1) Use of the demonstrator automobile is primarily to facilitate a salesperson's performance of services for the employer. Employer is defined to include all dealerships making up the Zimbrick Dealership Group:

A) Acura of Brookfield
B) Zimbrick Middleton Acura, VW
C) Zimbrick Fish Hatchery Rd. Buick, GMC, Honda, Infiniti, Isuzu, Saab
D) Zimbrick European Mercedes Benz, Porsche, Audi
E) Zimbrick VW East
F) Zimbrick Eastside Buick, GMC, Hyundai, Nissan
G) Zimbrick Body Shop at High Crossing
H) Honda Dealer Service Center
I) Zimbrick BMW
J) Hyundai West
K) Mini Cooper

2) The demonstration vehicle must be available for test-drives by customers during the normal working hours of the employee to whom the vehicle is assigned. Personal possessions may not be stored in the vehicle. Any personal possessions must be removed by the beginning of normal working hours.

3) The demonstrator vehicle is provided so employees can become familiar with the features of the vehicles we sell. Only the employee to whom the vehicle is assigned may use the vehicle outside of normal working hours. It may not be used by family, friends, or neighbors.

4) The demonstrator vehicle is part of our inventory and must be available for sale to customers. It may not be used for vacation travel.

Tax Treatment of Use of Demonstrator Vehicles

Any full time automobile salesperson that meets all of the above requirements will have from $3 to $21 per day (depending upon the car) included in wages for each day in which the salesperson was assigned a demonstrator vehicle. Income tax and payroll taxes on this amount will be withheld form other wages owed to the salesperson.

Any full time salesperson whom is provided with the use of a demonstration vehicle, but does not comply with the restrictions during a pay period or **any employee assigned a vehicle who is not a full time salesperson,** will have the full value of the use of the demonstrator automobile included in wages for the pay period. This will result in from $12 to $50 per day depending upon the vehicle, included in wages for each day the individual was assigned a demonstrator vehicle. Income tax and payroll taxes on this amount will be withheld from other wages owed to this individual.

I understand and acknowledge the above policy.

_____ _____
Employee Signature Date