

WHY DOESN'T THE COMPANY PROVIDE MORE PAID TIME OFF? -OR- DO I GET SICK OR BEREAVEMENT LEAVE?

Payroll is the largest single expense of the company. Our profit margins range between under 1% to about 2% net profit on sales. Unfortunately, this doesn't leave room for paid sick leave or bereavement leave, so we have one umbrella of "PTO" (paid time off) that's intended to apply to all absence needs and the company will spend more on providing health insurance and 401(k) benefits when profitability is up, rather than increasing incentives to be off. The time off we DO recognize is consistent with other auto dealers. It's a constant effort to maintain a level of profitability that ensures our competitiveness and still allows the benefits we want to provide to our Team members.

Hourly employees must work the day before and after a holiday to be eligible for holiday pay simply out of fairness for all. Too many folks would call in 'sick' the day before or after a holiday without any concern for their co-workers who had to cover their load.

Absence due to the funeral services for an immediate family member (when appropriate evidence is provided) can be applied toward your PTO or unpaid, based upon your request.