



SKYLINE FORD

# JOIN OUR TEAM

Family Owned. Community Driven.  
Dedicated to Your Experience.





SKYLINE FORD

# WHY CHOOSE US?



## ➤ MISSION STATEMENT

At Skyline Ford, a proud family business since 1962, we're driven by more than cars - we're driven by people. Guided by honesty, passion, and a commitment to innovation, we build lasting relationships while honoring the Ford legacy. Every experience with us is a promise of trust, excellence, and dedication to our community.



➤ PERENNIAL DEALER OF THE YEAR & CUSTOMER SATISFACTION AWARDS

➤ CAREER GROWTH OPPORTUNITIES & GENEROUS BENEFIT PACKAGE

➤ COMMUNITY INVOLVEMENT & CUSTOMER SERVICE FOCUS



# CORE VALUES

## ➤ TRUST

Trust is the foundation of every relationship we build. From transparent pricing to honest conversations, we believe in treating every customer like family. Our word is our bond, and we stand behind every promise we make.

## ➤ EXCELLENCE

Whether it's the quality of our vehicles, the skill of our service team, or the care we provide in every interaction, we strive to exceed expectations. Our standard is simple: if it's not the best, it's not Skyline Ford.

## ➤ COMMUNITY

We're more than a dealership – we're a part of this community. Skyline Ford proudly supports local families, events, and causes to strengthen the place we all call home. Every sale, service, and smile is an opportunity to give back and serve our community.



# INDUSTRY LEADING SALES COMPENSATION PLANS

Skyline Ford offers one of the most competitive auto sales compensation plans in the market, featuring aggressive commissions, performance bonuses, and unlimited earning potential.

With six-figure earning opportunity for driven and customer-focused sales consultants, earn what you're worth in a transparent, high-paying commission plan.



➤ SALES  
CONSULTANTS

➤ FINANCE AND SALES  
MANAGEMENT

➤ BUSINESS  
DEVELOPMENT  
COORDINATORS



# TECHNICIAN JOB GROWTH AND COMPENSATION OPPORTUNITIES



## FLEXIBLE TERMS

- Apprentice Technician Programs
- Promotional Steps
- Mentor Compensation
- Specialty Certification Pay Increases



## BONUS PROGRAMS

- Winners Circle Bonus Program
- Tenure Bonus Program



We are committed to providing an excellent benefits package that supports the health and financial well-being of our employees and their families. Our goal is to offer comprehensive, competitive coverage that helps attract and retain top talent while ensuring our team has access to quality care. Employees are eligible for our benefits the first of the month following 60 days of employment.



## **DENTAL, VISION, & LIFE INSURANCE**

Includes 100% company paid group life and AD&D insurance.

## **KAISER MEDICAL BENEFIT PLAN OPTIONS**



### **BASE PLAN**

\$1500 deductible

### **BUY-UP PLAN**

\$250 deductible

### **PPO PLAN**

\$1500 deductible  
Allows you to see medical providers outside the Kaiser network

### **HIGH DEDUCTIBLE PLAN**

\$2500 deductible paired with HSA Savings Account which includes monthly employer contribution

- Short Term Disability, Critical Illness, Accident, and other supplemental benefits available through AFLAC
- Legal Services and Identity Theft Protection available through Legal Shield



# FLEXIBLE SPENDING AND HSA ACCOUNTS



## Medical FSA:

Allows employees to use pre-tax dollars for eligible healthcare expenses such as copays, prescriptions, deductibles, dental, and vision costs—reducing taxable income and increasing take-home pay.



## Dependent Care FSA:

Allows employees to use pre-tax dollars for eligible childcare or elder care expenses needed so they can work, helping lower overall tax liability.

## Health Savings Account:

An HSA is a personal savings account used to pay for qualified medical expenses. Employees can contribute tax-advantage dollars, use them now, or save them for future healthcare costs. An HSA savings account is paired *exclusively* with our high-deductible health plan and includes an employer contribution.



## ➤ **401K RETIREMENT PROGRAM**

Investing in a 401(k) helps our employees build long-term retirement savings through tax advantages and compound growth. Our retirement program includes both pre-tax and Roth after-tax investment options. Each year Skyline Ford contributes a discretionary match towards employee retirement accounts.

In addition, Skyline Ford offers professional financial planning services through The Gescher Herber Group. Financial advisors with the Gescher Herber Group get to know our employees intimately to create holistic financial plans using the resources and methods that are best equipped to hit each employee's goals.

Employees are eligible to participate in our 401k program the first of the month following 60 days of employment.



# **WE INVEST IN YOUR FINANCIAL FUTURE**





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# JOIN THE SKYLINE FORD FAMILY! >>>>

Questions about our benefit package? Please send inquiries to Human Resources at the email address below. Current job openings can be found on our website under the "About Us" tab. Simply click on the "Careers" link to see open job postings and apply!



[HR@SKYLINEFORD.COM](mailto:HR@SKYLINEFORD.COM)



[WWW.SKYLINEFORD.COM](http://WWW.SKYLINEFORD.COM)

