NADA

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1. Enter your dealership NADA Member ID number: *

2. What is the DBA ("Doing Business As") Name of your dealership?

3. Which Payroll Provider do you use?

- ADP Workforce
- CDK Global
- Dealer Track
- Dominion Access
- Netchex
- Paychex
- Paycor
- Paylocity
- Reynolds & Reynolds
- UKG
- Other - Write In (Required)

4. If you are a dealer group, do you use a centralized payroll system?

- Yes
- No
- Not applicable

5. Does your dealership have employees that are members of a union (e.g., International Assoc. of Machinists (IAM) or the International Brotherhood of Teamsters)?

- Yes
- No

Health Insurance Benefits

Please Note: Some questions will be automatically skipped based on how you answer previous questions.

1. Do you offer health insurance plans to all of your full-time, benefits-eligible employees?

- Yes
- No

2. After an employee is hired, what is the eligibility waiting period for health insurance benefits?

In Months

Comments

3. What percentage of your benefits-eligible employees are currently enrolled in your health insurance plan(s)?

4. Which types of medical plans do you offer your employees?

Check all that apply:

- [ ] HMO/EPO
- [ ] PPO/POS
- [ ] HDHP (High-Deductible)
- [ ] CDHP (Consumer-Driven)
- [ ] Other - Write In (Required)

*

5. What percentage of health insurance premiums are paid by the company?

Employee Only Coverage %

Employee + Family Coverage %

0 to 20%
21% to 40%
41% to 50%
51% to 60%
61% to 70%
71% to 80%
81% to 100%

6. What is the average monthly amount paid by company for EMPLOYEE ONLY medical coverage?

- $0 to $150
- $151 to $250
- $251 to $350
- $351 to $450
- $451 to $550
- $551 to $650
- $651 to $750
- > $750

7. What is the average monthly amount paid by company for EMPLOYEE + FAMILY medical coverage?

- $0 to $230
- $231 to $430
- $431 to $630
- $631 to $830
- $831 to $1,030
- $1,031 to $1,230
- $1,231 to $1,430
- >$1,430

8. What is the average monthly amount paid by employees for EMPLOYEE ONLY medical coverage?

- $0 to $60
- $61 to $120
- $121 to $180
- $181 to $240
- $241 to $300
- $301 to $360
- $361 to $420
- > $420

9. What is the average monthly amount paid by employees for EMPLOYEE + FAMILY medical coverage?

- $0 to $360
- $361 to $540
- $541 to $720
- $721 to $900
- $901 to $1,080
- $1,081 to $1,260
- $1,261 to $1,440
- > $1,440

10. Which of these pre-tax savings accounts do you offer your employees?

- [ ] HSA (health savings account)
- [ ] HRA (health reimbursement arrangement)
- [ ] FSA (flexible spending account)
- [ ] None of these
- [ ] FSA - Dependent Care Account

11. Does the company make contributions to the employee's HSA?

- ○ Yes
- ○ No

12. How much is the company's annual HSA funding contribution for EMPLOYEE ONLY?

- $0 to $150
- $151 to $300
- $301 to $450
- $451 to $600
- $601 to $750
- $751 to $900
- >$900

13. How much is the company's annual HSA funding contribution for EMPLOYEE + FAMILY?

- $0 to $250
- $251 to $500
- $501 to $750
- $751 to $1,000
- $1,001 to $1,250
- $1,251 to $1,500
- > $1,500

14. Does the company make contributions to the employee's HRA?

- Yes
- No

15. Does the company make contributions to the employee's FSA?

- Yes
- No

16. What is the average dollar contribution that the company makes to the employee's FSA?

Dental and Vision Insurance

Please Note: Some questions will be automatically skipped based on how you answer previous questions.

1. Do you offer dental insurance to all of your full-time, benefits-eligible employees?

- ○ Yes
- ○ No

2. Who pays for dental insurance coverage?

Company pays 100%
Employee pays 100%
Company and employee share the cost

3. What is the average monthly premium paid by the company for EMPLOYEE ONLY dental coverage?

$0 to $20
$21 to $40
$41 to $60
$61 to $80
> $80

4. What is the average monthly premium paid by the company for EMPLOYEE + FAMILY dental coverage?

$0 to $40
$41 to $80
$81 to $120
$121 to $160
> $160

5. What is the average monthly premium paid by the employee for EMPLOYEE ONLY dental coverage?

- $0 to $20
- $21 to $40
- $41 to $60
- $61 to $80
- > $80

6. What is the average monthly premium paid by the employee for EMPLOYEE + FAMILY dental coverage?

- $0 to $40
- $41 to $80
- $81 to $120
- $121 to $160
- > $160

7. Do you offer vision insurance to all of your full-time, benefits-eligible employees?

- ○ Yes
- ○ No

8. Who pays for vision insurance coverage?

- Company pays 100%
- Employee pays 100%
- Company and employee share the cost

Additional Benefit Programs

1. What *other types* of insurance or benefit plans do you offer your employees?

Check all that apply:

- [ ] Life Insurance
- [ ] Accidental Death and Dismemberment (AD&D)
- [ ] Short-term Disability
- [ ] Long-term Disability
- [ ] Wellness Programs
- [ ] Employee Assistance Program
- [ ] Tuition/Education Assistance
- [ ] Charitable Contribution Matching
- [ ] Maternity/Paternity Leave
- [ ] Demo Cars/Car Allowance
- [ ] Employee Vehicle Purchase Program
- [ ] Employee Referral/New Hire Program
- [ ] None of the above
- [ ] Other - Write In (Required)

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Paid Time Off and Holidays

Please Note: Some questions will be automatically skipped based on how you answer previous questions.

1. Some dealerships have started to use an unlimited paid time off (PTO) policy to attract and retain talent. Does your dealership offer employees unlimited paid time off?

- Yes
- No

2. Some dealerships have adopted a paid time off (PTO) policy which offers a total number of days that employees can use as needed for vacation, sick or personal time, or bereavement. Does your dealership allow employees to decide how they want to use their PTO days?

- Yes
- No

3. How many paid time off (PTO) days does an average employee receive based on years of service?

	Vacation	Sick/Personal	Bereavement
1 Year Service			
3 Years Service			
5 Years Service			
7 Years Service			
10 or more Years			

Comments

4. How many paid time off (PTO) days does an average employee receive based on years of service?

1 Year Service

3 Years Service

5 Years Service

7 Years Service

10 Years Service

Comments

5. After an employee is hired, what is the eligibility waiting period to receive PTO days?

In Months

6. How do you accrue PTO days?

- Annually on the 1st of each year
- Annually on the employee's service anniversary
- Monthly after an employee becomes eligible
- Other - Write In (Required)

7. Which of the following holidays are "paid holidays" for your employees?

Check all that apply:

- [ ] Martin Luther King Day
- [ ] Presidents' Day
- [ ] Memorial Day
- [ ] Juneteenth
- [ ] 4th of July
- [ ] Labor Day
- [ ] Thanksgiving Day
- [ ] Christmas
- [ ] New Year's Day
- [ ] None of the above

Comments

Retirement Benefits

1. Do you offer your employees a 401(k) or other defined contribution plan?

- ○ Yes
- ○ No

2. After an employee is hired, what is the waiting period to receive 401(k)/retirement plan benefits?

- Immediate
- 1 month
- 2 months
- 3 months
- 6 months
- 1 year
- Other - Write In (Required)

3. Is there a minimum hour requirement to participate in the 401(k) or defined contribution plan?

- Yes
- No

4. Do you have an annual cap on the maximum matching contribution dollar amount that is less than the IRS-allowed maximum?

- Yes
- No

5. What maximum percentage of an employee's plan-covered compensation will your company match per year?

<1.0%
1.0% to 2.0%
2.1% to 3.0%
3.1% to 4.0%
4.1% to 5.0%
5.1% to 6.0%
> 6.0%

6. What is your matching contribution formula? For example:

50% of the first 6% or, 50¢ on the dollar up to 6% of total compensation

100% of the first 3%, plus 50% match on the next 4% up to 6% of total compensation

7. How long before plan participants are 100% vested in company matching contributions?

- Immediately
- 1 year
- 2 years
- 3 years
- 4 years
- 5 years
- 6 years
- Other - Write In (Required)

8. What percentage of your eligible employees currently participate in the plan?

Pay Plans & Scheduling

1. For each position listed, what is the average number of hours per week employees are scheduled (required) to work? Base your answers on what is normal or average for each position.

Sales Consultants	
Service Advisors	
Service Technicians	
Parts Counterpersons	
Body Shop Techs (If Applicable)	
BDC Reps (If Applicable)	

2. How many weekend days per month are the following positions required to work. (Weekend Days = Saturday and/or Sunday)

Sales Consultants	
Service Advisors	
Service Technicians	
Parts Counterpersons	
Body Shop Techs (If Applicable)	
BDC Reps (If Applicable)	

3. Do you use any type of non-traditional shift schedules (such as, morning and afternoon shifts, 4 ten-hour shifts, split shifts, etc.) for any of the following positions?

Check all that apply:

- [ ] Sales Consultants
- [ ] Service Advisors
- [ ] Service Technicians
- [ ] Parts Counterpersons
- [ ] Body Shop Technicians (If Applicable)
- [ ] BDC Representatives (If Applicable)
- [ ] No, we do not offer non-traditional shifts

4. (If checked) Please describe the non-traditional shift schedules for each position

Sales Consultants	
Service Advisors	
Service Technicians	
Parts Counterpersons	
Body Shop Technicians	
BDC Representatives	

5. For sales consultants, what is the ratio of base salary/hourly pay (fixed) to performance-based pay (variable commission and bonuses)? i.e. 30% Fixed base salary/hourly pay and 70% variable performance based pay.

Percentages need to total*100%

	Fixed base salary/hourly pay
	Variable performance-based pay
	Other compensation

0 out of 100%
Total

6. How do you classify your technicians

- A, B, C, D Technicians
- Entry Leve, Apprentice, Skilled, Master
- Other

If Other, please list the tech classifications:

7. What type of basic pay plans do you offer your full service technicians?

- Hourly
- Flat Rate
- Both
- Other - Write In

8. What is the average number of hours produced per week by your A & B Technicians?

- 0-20
- 21-30
- 31-40
- 41-50
- 51-60
- 61+

9. What types of bonuses do you offer service technicians?

- [ ] CSI Bonus
- [ ] Longevity Bonus
- [ ] Productivity Bonus
- [ ] Other - Write In (Required)

*

Training and Performance

1. During training, how do you pay your sales consultants?

- [ ] 100% commission
- [ ] Base plus commission
- [ ] Base plus unit bonuses
- [ ] Hourly pay plus performance incentives
- [ ] Other - Write In (Required)

*

2. Post training, what types of pay plans do you offer your sales consultants?

Check all that apply:

- [ ] 100% commission
- [ ] Base plus commission
- [ ] Base plus unit bonuses
- [ ] Hourly pay plus performance incentives
- [ ] Other - Write In (Required)

*

3. How much training (in days) do you give your new sales consultants before they are left on their own with customers?

Days

4. How much training (in days) do you give new service advisors before they are left on their own with customers?

Days

5. Do your senior leaders (Dealer Principal, General Manager) interview job applicants?

- Yes
- No

6. Do your senior leaders (Dealer Principal, General Manager, Owner) meet with new hires during orientation to express the company's history, fundamental beliefs and core values?

- Yes
- No

7. Do you have a mentor/mentee program in place?

- Yes
- No

8. Do you have a formal new hire orientation training program?

- Yes
- No

9. How long (in days) is the new hire orientation training?

Days

10. Does your company have defined career paths for your employees?

- Yes
- No

11. What is the typical career path for someone interested in a leadership position:

12. Which of the following training providers do you use?

- [ ] OEM training programs
- [ ] NADA training programs (Professional Series, The Academy at NADA, etc)
- [ ] In-house trainer(s)
- [ ] Independent training companies
- [ ] Other - Write In (Required)

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Artificial Intelligence

1. Are you using a type of Ai (Artificial Intelligence) in your dealership? (for example: Ai, GenAi, Ai powered API)

- ○ Yes
- ○ No
- ○ Unsure

If Yes, What department?

Check all that apply:

- [ ] New Car Sales
- [ ] Used Car Sales
- [ ] F&I
- [ ] Service Lane
- [ ] Service Repair/Technician
- [ ] Parts
- [ ] Body Shop

2. If applicable, how are you using AI/AGI to assist employees or make tasks easier? Include names of any vendor partners or models if applicable: