

FILED
 SEP 17 2025
 TDG
 CLERK, U.S. BANKRUPTCY COURT
 NORTHERN DISTRICT OF TEXAS

Fill in this information to identify the case:

Debtor 1 Tricolor Auto Group LLC

Debtor 2 _____
 (Spouse, if filing)

United States Bankruptcy Court for the: Northern District of Texas

Case number 3:25-bk-33496

Official Form 410
Proof of Claim

04/25

Read the instructions before filling out this form. This form is for making a claim for payment in a bankruptcy case. Do not use this form to make a request for payment of an administrative expense. Make such a request according to 11 U.S.C. § 503.

Filers must leave out or redact information that is entitled to privacy on this form or on any attached documents. Attach redacted copies of any documents that support the claim, such as promissory notes, purchase orders, invoices, itemized statements of running accounts, contracts, judgments, mortgages, and security agreements. Do not send original documents; they may be destroyed after scanning. If the documents are not available, explain in an attachment.

A person who files a fraudulent claim could be fined up to \$500,000, imprisoned for up to 5 years, or both. 18 U.S.C. §§ 152, 157, and 3571.

Fill in all the information about the claim as of the date the case was filed. That date is on the notice of bankruptcy (Form 309) that you received.

Part 1: Identify the Claim

1. **Who is the current creditor?** Eduardo Enrique Navarro Navarro
 Name of the current creditor (the person or entity to be paid for this claim)
 Other names the creditor used with the debtor _____

2. **Has this claim been acquired from someone else?**
 No
 Yes. From whom? _____

3. **Where should notices and payments to the creditor be sent?**
 Federal Rule of Bankruptcy Procedure (FRBP) 2002(g)

<p>Where should notices to the creditor be sent?</p> <p><u>Eduardo Enrique Navarro Navarro</u> Name <u>1705 N Greenville Ave, apt 114</u> Number Street <u>Richardson TX 75081</u> City State ZIP Code Contact phone <u>786-660-8451</u> Contact email <u>oneenavarro@gmail.com</u></p> <p>Uniform claim identifier (if you use one): _____</p>	<p>Where should payments to the creditor be sent? (if different)</p> <p>_____ Name _____ Number Street _____ City State ZIP Code Contact phone _____ Contact email _____</p>
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4. **Does this claim amend one already filed?** No
 Yes. Claim number on court claims registry (if known) _____ Filed on 09/16/2025
 MM / DD / YYYY

5. **Do you know if anyone else has filed a proof of claim for this claim?** No
 Yes. Who made the earlier filing? _____



Part 2: Give Information About the Claim as of the Date the Case Was Filed

6. Do you have any number you use to identify the debtor? No
 Yes. Last 4 digits of the debtor's account or any number you use to identify the debtor: _____

7. How much is the claim? \$ 5,497.13 Does this amount include interest or other charges?
 No
 Yes. Attach statement itemizing interest, fees, expenses, or other charges required by Bankruptcy Rule 3001(c)(2)(A).

8. What is the basis of the claim? Examples: Goods sold, money loaned, lease, services performed, personal injury or wrongful death, or credit card. Attach redacted copies of any documents supporting the claim required by Bankruptcy Rule 3001(c). Limit disclosing information that is entitled to privacy, such as health care information.
Salary and Commissions (august and September) see attachments

9. Is all or part of the claim secured? No
 Yes. The claim is secured by a lien on property.

Nature of property:

- Real estate. If the claim is secured by the debtor's principal residence, file a *Mortgage Proof of Claim Attachment* (Official Form 410-A) with this *Proof of Claim*.
- Motor vehicle
- Other. Describe: _____

Basis for perfection: _____

Attach redacted copies of documents, if any, that show evidence of perfection of a security interest (for example, a mortgage, lien, certificate of title, financing statement, or other document that shows the lien has been filed or recorded.)

Value of property: \$ _____

Amount of the claim that is secured: \$ _____

Amount of the claim that is unsecured: \$ _____ (The sum of the secured and unsecured amounts should match the amount in line 7.)

Amount necessary to cure any default as of the date of the petition: \$ _____

Annual Interest Rate (when case was filed) _____%

- Fixed
- Variable

10. Is this claim based on a lease? No
 Yes. Amount necessary to cure any default as of the date of the petition. \$ _____

11. Is this claim subject to a right of setoff? No
 Yes. Identify the property: _____

12. Is all or part of the claim entitled to priority under 11 U.S.C. § 507(a)?

A claim may be partly priority and partly nonpriority. For example, in some categories, the law limits the amount entitled to priority.

- | | | |
|--|--|------------------------------------|
| <input type="checkbox"/> No | | Amount entitled to priority |
| <input checked="" type="checkbox"/> Yes. <i>Check one:</i> | | |
| <input type="checkbox"/> Domestic support obligations (including alimony and child support) under 11 U.S.C. § 507(a)(1)(A) or (a)(1)(B). | | \$ _____ |
| <input type="checkbox"/> Up to \$3,800* of deposits toward purchase, lease, or rental of property or services for personal, family, or household use. 11 U.S.C. § 507(a)(7). | | \$ _____ |
| <input checked="" type="checkbox"/> Wages, salaries, or commissions (up to \$17,150*) earned within 180 days before the bankruptcy petition is filed or the debtor's business ends, whichever is earlier. 11 U.S.C. § 507(a)(4). | | \$ <u>5,497.13</u> |
| <input type="checkbox"/> Taxes or penalties owed to governmental units. 11 U.S.C. § 507(a)(8). | | \$ _____ |
| <input type="checkbox"/> Contributions to an employee benefit plan. 11 U.S.C. § 507(a)(5). | | \$ _____ |
| <input type="checkbox"/> Other. Specify subsection of 11 U.S.C. § 507(a)(____) that applies. | | \$ _____ |

* Amounts are subject to adjustment on 4/01/28 and every 3 years after that for cases begun on or after the date of adjustment.

Part 3: Sign Below

The person completing this proof of claim must sign and date it. FRBP 9011(b).

If you file this claim electronically, FRBP 5005(a)(3) authorizes courts to establish local rules specifying what a signature is.

A person who files a fraudulent claim could be fined up to \$500,000, imprisoned for up to 5 years, or both. 18 U.S.C. §§ 152, 157, and 3571.

Check the appropriate box:

- I am the creditor.
- I am the creditor's attorney or authorized agent.
- I am the trustee, or the debtor, or their authorized agent. Bankruptcy Rule 3004.
- I am a guarantor, surety, endorser, or other codebtor. Bankruptcy Rule 3005.

I understand that an authorized signature on this *Proof of Claim* serves as an acknowledgment that when calculating the amount of the claim, the creditor gave the debtor credit for any payments received toward the debt.

I have examined the information in this *Proof of Claim* and have a reasonable belief that the information is true and correct.

I declare under penalty of perjury that the foregoing is true and correct.

Executed on date 09/16/2025
MM / DD / YYYY



Signature

Print the name of the person who is completing and signing this claim:

Name	Eduardo	Enrique	Navarro Navarro
	First name	Middle name	Last name
Title			
Company			
	Identify the corporate servicer as the company if the authorized agent is a servicer.		
Address	1705 N Greenville Ave, apt 114		
	Number	Street	
	Richardson	tx	75081
	City	State	ZIP Code
Contact phone	786-660-8451	oneenavarro@gmail.com	
	Contact phone	Email	

PROOF OF CLAIM (OFFICIAL FORM B410)

United States Bankruptcy Court

Northern District of Texas, Dallas Division

Debtor: Tricolor Auto Group LLC

Case Number: 3:25-bk-33496

1. Creditor Information:

Name: Eduardo Enrique Navarro Navarro

Address: 1705 N Greenville Ave, apt 114, Richardson, TX 75081

Phone: (786) 660-8451

Email: onenavarro@gmail.com

2. Amount of Claim

Total Amount Claimed: **\$5,497.13** (as of September 06, 2025)

3. Basis of Claim

The claim relates to unpaid wages/commissions, in my position as **Customer Specialist**, accrued under my employment contract with **Tricolor Holdings LLC**. Commission and salary payments were paid through its subsidiary, **Tricolor Auto Group LLC**, using the **ADP** platform.

The payment method established in the contract is variable compensation, in which the company pays a monthly salary of \$2,964, payable semi-monthly at the rate of \$1,482 per pay period, less payroll deductions, withholdings, and applicable taxes. That is, on the 30th of each month, they paid \$1,482 less deductions, and on the 15th of each month, TRICOLOR paid the second portion of the salary, \$1,482 plus the difference in commissions earned from the previous month (two-week delay delay. It is necessary to note that on the 15th of each month they paid the commissions generated from the previous month, meaning that the commissions generated in August were supposed to be paid on September 15th and they were not.).

Thus, my commissions for the month of **August 2025** for **18 cars** sold amounted to **\$8,895.00**, according to the commissions approved in my Triconet. (Photo attached).

And for **September 2025**, I had sold **1 car** by September 5th, which is equivalent to **\$400.00**
On this date, we were sent home.

Total Commission August and September: **\$9,250.00**. of which they paid: \$1,751.49 (August 30, 2025) and \$2,046.38 (September 9, 2025), for a total paid of \$3,797.87. The remaining amount owed is **\$5,497.13**, which is the amount I am claiming.

Details (RESUME):

- August 2025:
 - Commissions generated: \$8,895.00
 - Payments received: \$1,751.49 (Aug 30, 2025) and \$2,046.38 (Sep 9, 2025)
 - Total paid: \$3,797.87
 - Balance due: \$5,097.13.

- September 2025 (through Sep 9):
 - Commissions generated: \$400.00 (1 sales confirmed in Triconet)
 - Balance due: \$400.00

TOTAL CLAIM: \$5,497.13

4. Classification of Claim

This claim qualifies as a 'Wage Claim' under 11 U.S.C. §507(a)(4), for compensation earned within 180 days before the bankruptcy filing. Priority applies up to \$15,150 per individual.

5. Supporting Documents

1. Pay Plan Tricolor Holdings, LLC
2. ADP payroll stubs issued by Tricolor Auto Group, LLC
3. Screenshots from Triconet showing commissions (Aug & Sep 2025)
4. Copy of personal identification

6. Declaration and Signature

I declare under penalty of perjury that the information provided in this Proof of Claim is true and correct to the best of my knowledge and belief.

Signature: 

Printed Name: Eduardo E. Navarro Navarro

Date: 09/16/2025



Customer Specialist Pay Plan (TX)

Effective September 1st, 2023, this Compensation Plan is in effect between the Dealership and the Salesperson (Salesperson) named above while the Salesperson remains actively employed until it is changed in writing by the Dealership. This Pay Plan is not a contract for employment and may be changed at the discretion of the Dealership (with the exception of the at-will provisions, which cannot be changed except in a writing signed by the Chief Executive Officer of the Dealership). This Pay Plan supersedes and replaces any Pay Plan in place prior to the above effective date.

Position expectations

Customer Specialists are expected to deliver at least ten units per month beginning after the first 90 days of employment. Failure to deliver at least ten units a month after 90 days of employment may result in being placed on Performance Improvement Plan (PIP) and may be subject to termination.

Draw \$2,964

On your first paycheck of the month (15th), we will pay you any commissions earned for the prior month. If the earnings are lower than the minimum wage, we will supplement the rest of the payment with a draw to ensure you are paid the minimum Draw (\$1,482), being that you have worked the entire pay period.

If the earnings in commissions exceed the draw, we will recoup the draw paid on the 30th and pay you the difference ensuring you are still paid at least the minimum wage.

Example A:

Set Draw	Earned Commissions	Paid at least min wage
\$1,482	\$1,200	\$1,200 + \$ 282 in draw

Example B:

Set Draw	Earned Commissions	Minus draw paid on 30th
\$1,482	\$4,160	\$2,678

On the second paycheck (30th), we will pay you a Draw (\$ 1,482) and ensure that you have been paid at least minimum wage for what you have worked during the pay period.

Any draw left in the "bucket" upon separation of employment will be recouped from final paycheck ensuring minimum wage it met.

This "draw" is not a guarantee of employment. Rather, it is a guarantee of the amount we will pay if you continue to be employed for that period.





ESTIMATED MONTHLY INCOME

LEVEL	UNITS DELIVERED	COMMISSION PER UNIT	MONTHLY INCOME	YEARLY INCOME
LEVEL 0	1	\$400.00	\$400.00	\$4,800.00
	2	\$400.00	\$800.00	\$9,600.00
	3	\$400.00	\$1,200.00	\$14,400.00
	4	\$400.00	\$1,600.00	\$19,200.00
	5	\$400.00	\$2,000.00	\$24,000.00
LEVEL 1	6	\$400.00	\$2,400.00	\$28,800.00
	7	\$430.00	\$3,010.00	\$36,120.00
	8	\$430.00	\$3,440.00	\$41,280.00
	9	\$430.00	\$3,870.00	\$46,440.00
LEVEL 2	10	\$450.00	\$4,500.00	\$54,000.00
	11	\$450.00	\$4,950.00	\$59,400.00
	12	\$450.00	\$5,400.00	\$64,800.00
	13	\$450.00	\$5,850.00	\$70,200.00
	14	\$450.00	\$6,300.00	\$75,600.00
LEVEL 3	15	\$490.00	\$7,350.00	\$88,200.00
	16	\$490.00	\$7,840.00	\$94,080.00
	17	\$490.00	\$8,330.00	\$99,960.00
	18	\$490.00	\$8,820.00	\$105,840.00
LEVEL 4	19	\$490.00	\$9,310.00	\$111,720.00
	20	\$520.00	\$10,400.00	\$124,800.00
	21	\$520.00	\$10,920.00	\$131,040.00
	22	\$520.00	\$11,440.00	\$137,280.00
	23	\$520.00	\$11,960.00	\$143,520.00
	24	\$520.00	\$12,480.00	\$149,760.00
	25	\$520.00	\$13,000.00	\$156,000.00
	26	\$520.00	\$13,520.00	\$162,240.00
	27	\$520.00	\$14,040.00	\$168,480.00
	28	\$550.00	\$15,400.00	\$184,800.00
	29	\$550.00	\$15,950.00	\$191,400.00
	30	\$550.00	\$16,500.00	\$198,000.00

All monthly commissions and bonus incentives earned are for the current month and are not cumulative from month to month.





Commissions

For every car sold by Customer Specialist a commission will be paid unless employee fails to present any of the following items during the calendar month, employee has up to seven days after the calendar month to present documentation in order to secure the commission payment.

- **Stips:** any document needed by the underwriting department to complete customer application and grade confirmation.
- **Picks:** any pending payment to complete down payment amount.
- **Non – Funded Deals or Deal Mistakes:** any contract not completed properly via secure closed, not signed, or if contract information does not match information submitted through IDMS.

Commission Adjustments

Going forward the company will not be paying commission for units that are 1st payment defaults. First payment defaults are defined as any unit that has been repossessed and not redeemed by the customer within 22 days. For any units sold and on which a customer specialist has received commission previously that are 1st payment defaults, that amount paid will be deducted from future the commission payments.

The policy will include:

- Vehicles with mechanical failure less than or equal to 30 days from origination date will not be included in the numerator.
- Voluntary Repo's will not be included in the numerator at this time.
- The default rate will be included in the Regional & Sales Management level commission structure.
- We reserve the right in the future to include buyer's remorse in the numerator, if the Voluntary Repo occurs in less than or equal to 30 days from origination date.

Additional Incentives

- **Quarterly Top Performers**
Every quarter the top 5 Customer Specialists from all companies with more units delivered will receive an additional bonus of **\$500**, if three Customer Specialists or more reach the same number of units sold, the tie- breaker will be the Customer Specialist who has the highest down payment at the time of delivery average.
- **Annual Top Performers**
The Company will perform a ceremony to reward the top Customer Specialists for every region.
- **Customer Referral**
Employee will receive a \$100 bonus when leads generated by that employee result in a purchase of a vehicle in another Brand store (Ganas Ya! to Tricolor, or Tricolor to Ganas Ya!). The General Manager will need to enter the information in IDMS for validation.
- **Cash Bonus**
A \$ 150 bonus will be paid for any vehicle that was paid in cash.

Benefits





- **Vacation and Sick hours**

Vacation, sick, holidays, training, and any other non-worked hours will be paid at \$11:00 per hour and in accordance with Federal Law.

- **Anniversary Gift**

Access to the Tricolor Gifting Site will be granted annually on each employment anniversary month to select a branded item of their choice.

- **Cell Phone Allowance**

Level 3 and Level 4 Customer Specialists will receive a monthly cellphone allowance for \$75.

- **Vehicle Down Payment Benefit**

A Customer Specialist who reaches Level 3 and has been employed for one year will qualify for a special down payment of \$750 towards the employee vehicle purchase program. Employee may also extend this benefit to parents, siblings, spouse, and children in accordance with the Company employee discount policy.

All bonuses and commissions are taxable. The Company, at its sole discretion may modify from time to time your position, job description, salary, duties, and responsibilities. You agree to strictly adhere to all of the rules and regulations of the Company as may be set forth in any Employee Manual or published policies of the Company now or in the future, including all amendments to the Manual which may be made in the future at Company's sole discretion (as published or amended from time to time, the "Manual").



Plan De Pago Especialista en Atención al Cliente (TX)

A partir del 1 de enero de 2022, entrara en vigor el siguiente Plan de Pago entre el Concesionario y el Vendedor (Vendedor) mencionado anteriormente mientras el Vendedor siga siendo empleado activo hasta que el Concesionario lo modifique por escrito. Este Plan de Pago no es un contrato de trabajo y puede ser modificado a discreción del Concesionario (con la excepción de las disposiciones a voluntad, que no pueden ser modificadas salvo en un escrito firmado por el Director Ejecutivo del Concesionario). Este Plan Salarial sustituye a cualquier Plan Salarial anterior a la fecha de entrada en vigor.

Expectativas del puesto

Se espera que los Especialistas en Clientes realicen la venta de al menos diez unidades al mes a partir de los primeros 90 días de empleo. En caso de no lograr la venta de al menos diez unidades al mes después de los 90 días de empleo, pueden ser acreedores de un Plan de Mejora del Desempeño (PIP), y pueden estar sujetos a la terminación de la relación laboral.

Pago en Avance \$2,964

En el primer cheque de pago del mes (15), se pagará cualquier comisión y bono obtenido durante el mes anterior. Si las ganancias de las comisiones y bonos son inferiores al salario mínimo, complementaremos el resto del pago para llevarlo al menos al ingreso mínimo (\$ 1,482).

Si las ganancias de las comisiones exceden el avance de pago entonces la Compañía recuperara el pago en avance que fue otorgado el día 30th y se pagará la diferencia al empleado, asegurándonos que se esté cubriendo el pago del ingreso mínimo.

Ejemplo A:

Set Draw	Earned Commissions	Paid at least min wage
\$1,482	\$1,200	\$1,200 + \$ 282 in draw

Ejemplo B:

Set Draw	Earned Commissions	Minus draw paid on 30th
\$1,482	\$4,160	\$2,678

En el segundo cheque de pago (día 30), nos aseguraremos de que reciba el pago mínimo (\$ 1,482.00) por el periodo laborado. *Esta no es una garantía de empleo. Más bien, es una garantía de la cantidad que pagaremos si continúa empleado durante ese periodo y/o trabajo durante todo el periodo.*

Cualquier pago en avance que este pendiente por recuperar al momento de la separación laboral será tomado del último cheque; asegurándonos que el pago mínimo sea cubierto en su totalidad.



INGRESO MENSUAL ESTIMADO

NIVEL	UNIDADES VENDIDAS	COMISION POR UNIDAD	INGRESO MENSUAL	INGRESO ANNUAL
NIVEL 0	1	\$400.00	\$400.00	\$4,800.00
	2	\$400.00	\$800.00	\$9,600.00
	3	\$400.00	\$1,200.00	\$14,400.00
	4	\$400.00	\$1,600.00	\$19,200.00
	5	\$400.00	\$2,000.00	\$24,000.00
NIVEL 1	6	\$400.00	\$2,400.00	\$28,800.00
	7	\$430.00	\$3,010.00	\$36,120.00
	8	\$430.00	\$3,440.00	\$41,280.00
	9	\$430.00	\$3,870.00	\$46,440.00
NIVEL 2	10	\$450.00	\$4,500.00	\$54,000.00
	11	\$450.00	\$4,950.00	\$59,400.00
	12	\$450.00	\$5,400.00	\$64,800.00
	13	\$450.00	\$5,850.00	\$70,200.00
	14	\$450.00	\$6,300.00	\$75,600.00
NIVEL 3	15	\$490.00	\$7,350.00	\$88,200.00
	16	\$490.00	\$7,840.00	\$94,080.00
	17	\$490.00	\$8,330.00	\$99,960.00
	18	\$490.00	\$8,820.00	\$105,840.00
	19	\$490.00	\$9,310.00	\$111,720.00
NIVEL 4	20	\$520.00	\$10,400.00	\$124,800.00
	21	\$520.00	\$10,920.00	\$131,040.00
	22	\$520.00	\$11,440.00	\$137,280.00
	23	\$520.00	\$11,960.00	\$143,520.00
	24	\$520.00	\$12,480.00	\$149,760.00
	25	\$520.00	\$13,000.00	\$156,000.00
	26	\$520.00	\$13,520.00	\$162,240.00
	27	\$520.00	\$14,040.00	\$168,480.00
	28	\$550.00	\$15,400.00	\$184,800.00
	29	\$550.00	\$15,950.00	\$191,400.00
	30	\$550.00	\$16,500.00	\$198,000.00

Todos los incentivos de comisiones y bonificación mensuales ganados son para el mes actual y no son acumulables de mes a mes.





Comisiones

Por cada automóvil vendido por el Especialista del Cliente se pagará una comisión a menos que el empleado no presente ninguno de los siguientes requerimientos durante el mes calendario, el empleado contará con siete días después del mes calendario para presentar la documentación a fin de asegurar el pago de la comisión.

- **Stips:** Cualquier documento que necesite el departamento de underwriting para completar la solicitud del cliente y la confirmación del grado.
- **Recolecciones:** Cualquier pago pendiente para completar el monto del anticipo.
- **Tratos no encontrados o errores en el trato:** cualquier contrato que no se haya completado correctamente a través de cierre seguro, no firmado, o si la información del contrato no coincide con la información presentada a través de IDMS.

Todos los empleados deben de aprobar las comisiones en el sistema antes de que el departamento de nóminas cierre el periodo de pago de comisiones.

Ajustes de las comisiones

A partir de ahora, la empresa no pagará comisiones por las unidades en situación de primer impago. Se entiende por primer impago cualquier unidad que haya sido embargada y no haya sido recuperada por el cliente en un plazo de 22 días. En el caso de las unidades vendidas en las que el vendedor haya recibido una comisión anteriormente y que sean impagadas en primer lugar, el importe abonado se deducirá de los pagos de comisiones futuros.

La política incluirá:

- Los vehículos con falla mecánica inferior o igual a 30 días desde la fecha de origen, no se incluirán en el numerador.
- Los Repos voluntarios no se incluirán en el numerador por el momento.
- La tasa de morosidad se incluirá en la estructura de comisiones a nivel regional y de gestión de ventas.
- En el futuro nos reservamos el derecho de incluir en el numerador el remordimiento del comprador, si el Repo Voluntario se produce en menos o igual a 30 días desde la fecha de original.

Incentivos Adicionales

- **Los Mejores Desempeños Trimestrales**
Cada trimestre, los 5 principales Especialistas en Atención al Cliente de todas las compañías con más unidades entregadas recibirán un bono adicional de **\$500**, si tres especialistas en clientes o más alcanzan la misma cantidad de unidades vendidas, el desempate será el especialista en clientes que tenga el pago inicial más alto en el momento de la entrega promedio.
- **Mejor Desempeño Anual**
La Compañía llevará a cabo una ceremonia para premiar a los mejores Especialistas en Atención al Cliente de cada región.



- **Referencia de Clientes**

El empleado recibirá un bono de **\$100** cuando los clientes potenciales generados por el empleado compren un vehículo en otra tienda de la marca (ejemplo: Ganas Ya a Tricolor o Tricolor a Ganas Ya), el Gerente necesita introducir la información en IDM'S para su validación.

- **Bono en efectivo**

Si el empleado vendió un vehículo en efectivo recibirá un bono de \$150

Beneficios

- **Horas de Vacaciones y enfermedad**

Las horas por vacaciones, enfermedad, días festivos, lutz, entrenamiento y cualquier hora no trabajada se pagarán a \$ 11.00 por hora y de acuerdo con la Ley Federal

- **Regalo de Aniversario**

Se otorgará acceso al Sitio de Regalos Tricolor anualmente en cada mes de aniversario de empleo para seleccionar un artículo de su elección.

- **Subsidio para teléfonos celulares**

Los Especialistas en Atención al Cliente de Nivel 3 y Nivel 4 recibirán una asignación mensual para teléfonos celulares de \$75

- **Beneficio De Anticipo De Vehículo**

Una vez que el Especialista del Cliente alcance el Nivel 3/ Nivel 4 haya estado trabajando durante más de un año, calificará para un pago inicial especial de \$750 en el programa de compra de vehículos para empleados. El empleado también puede extender el programa de compra de empleados a padres, hermanos, cónyuge e hijos de acuerdo con la política de descuentos para empleados de la Compañía.

Todos los bonos son gravables. La Compañía, a su sola discreción, puede modificar de vez en cuando su puesto, descripción del trabajo, salario, deberes y responsabilidades. Usted acepta adherirse estrictamente a todas las reglas y regulaciones de la Compañía como se establece en cualquier Manual del Empleado o en las políticas publicadas de la Compañía ahora o en el futuro, incluidas todas las enmiendas al Manual que se puedan hacer en el futuro en El criterio exclusivo de la empresa (según se publique o modifique periódicamente, el "Manual").

CO. FILE DEPT. CLOCK VCHR. NO. 576
 BTD 110572 A07010 XN50K 0000350036 1

TRICOLOR AUTO GROUP, LLC
 1111 WEST MOCKING BIRD LN, STE #1500
 DALLAS TX 75247

Filing Status: Single/Married filing separately
 Exemptions/Allowances:
 Federal: Standard Withholding Table,\$10 Extra
 Withholding

Earnings Statement



Period Beginning: 08/01/2025
 Period Ending: 08/15/2025
 Pay Date: 08/29/2025

EDUARDO ENRIQUE NAVARRO NAVARR
 1705 N GREENVILLE
 AVE APT 114
 RICHARDSON TX 75081

Earnings	rate	other/hours	this period	year to date
DRAW			1,751.49	16,885.34
Bonus				957.50
Commission				37,618.54
Holiday				352.00
Referral Bonus				800.00
Spiffs				175.00
Gross Pay			\$1,751.49	56,788.38

Your federal taxable wages this period are
\$1,690.15

Other Benefits and Information	this period	total to date
Sale H	70.06	2,271.54
Sick Hours Bal	36.00	
Vac Hours Bal	160.06	

Deductions	Statutory	Other	this period	year to date
Federal Income Tax			-127.88	7,809.86
Social Security Tax			-104.79	3,464.52
Medicare Tax			-24.51	810.25
Medical			-45.69*	695.51
Roth 401K Mep			-122.60	3,547.90
Ts Dental			-12.42*	197.40
Ts Vision			-3.23*	16.15
Cell Phone				-225.00
Net Pay			\$1,310.37	
Checking			-393.11	20,268.78
Checking 2Nd			-393.11	12,141.54
4Th Checking			-524.15	3,363.29
Checking 3Rd				4,698.18
Net Check			\$0.00	

Important Notes

ADP TotalSource, Inc., A Professional Employer Organization
 10200 Sunset Drive, Miami, FL 33173
 1-844-448-0325

BASIS OF PAY: COMMISSION

Additional Tax Withholding Information

Exemptions/Allowances:
 TX: No State Income Tax

* Excluded from federal taxable wages

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ADP TotalSource
 A Professional Employer Organization
 5800 Windward Parkway
 Alpharetta, GA 30005

Advice number: 00000350036
 Pay date: 08/29/2025

Deposited to the account of	account number	transit	ABA	amount
EDUARDO ENRIQUE NAVARRO NAVARRO	XXXXXXXX1203	XXXX	XXXX	\$393.11
	XXXXXXXX1598	XXXX	XXXX	\$524.15
	XXXXX5221	XXXX	XXXX	\$393.11

THIS IS NOT A CHECK

NON-NEGOTIABLE

CO. FILE DEPT. CLOCK VCHR. NO. 578
 BTD 110572 A07010 XN50K 0000370033 1

TRICOLOR AUTO GROUP, LLC
 1111 WEST MOCKING BIRD LN, STE #1500
 DALLAS TX 75247

Filing Status: Single/Married filing separately
 Exemptions/Allowances:
 Federal: Standard Withholding Table,\$10 Extra Withholding

Earnings Statement



Period Beginning: 08/16/2025
 Period Ending: 08/31/2025
 Pay Date: 09/09/2025

EDUARDO ENRIQUE NAVARRO NAVARR
 1705 N GREENVILLE
 AVE APT 114
 RICHARDSON TX 75081

Earnings	rate	other/hours	this period	year to date
Reg			2,046.38	2,046.38
Bonus				957.50
Commission				37,618.54
DRAW				16,885.34
Holiday				352.00
Referral Bonus				800.00
Spiffs				175.00
Gross Pay			\$2,046.38	58,834.76

* Excluded from federal taxable wages

Your federal taxable wages this period are \$1,985.04

Other Benefits and Information

	this period	total to date
Safe H	81.86	2,353.40

Important Notes

ADP TotalSource, Inc., A Professional Employer Organization
 10200 Sunset Drive, Miami, FL 33173
 1-844-448-0325

BASIS OF PAY: COMMISSION

Additional Tax Withholding Information

Exemptions/Allowances:
 TX: No State Income Tax

Deductions	Statutory			
Federal Income Tax		-163.27		7,973.13
Social Security Tax		-123.07		3,587.59
Medicare Tax		-28.78		839.03
Other				
Medical		-45.69*		741.20
Roth 401K Mep		-143.25		3,691.15
Ts Dental		-12.42*		209.82
Ts Vision		-3.23*		19.38
Cell Phone				-225.00
Net Pay		\$1,526.67		
Checking		-458.00		20,726.78
Checking 2Nd		-458.00		12,599.54
4Th Checking		-610.67		3,973.96
Checking 3Rd				4,698.18
Net Check		\$0.00		

ADP TotalSource
 A Professional Employer Organization
 5800 Windward Parkway
 Alpharetta, GA 30005

Advice number: 00000370033
 Pay date: 09/09/2025

Deposited to the account of	account number	transit ABA	amount
EDUARDO ENRIQUE NAVARRO NAVARRO	xxxxxxx1203	xxxx xxxx	\$458.00
	xxxxxxx1598	xxxx xxxx	\$610.67
	xxxxx5221	xxxx xxxx	\$458.00

THIS IS NOT A CHECK

NON-NEGOTIABLE

9/11/25, 5:44 PM

Mail - Sinthia Raduan - Outlook



Tricolor | Ganas Ya! | Lucky Lane Motors - Semi-monthly Payroll Deadline Reminder 9.15.2025 pp.

From Margarita Coronel <mcoronel@tricolor.com>

Date Fri 9/5/2025 1:27 PM

Cc Payroll1 <payroll1@tricolor.com>; David Goodgame <dgoodgame@tricolor.com>; Julio Gandara <jgandara@ganasauto.com>; Melinda Martinez <melinda.martinez@tricolor.com>; Roberto Guerrero <roberto.guerrero@tricolor.com>; Jason Ripple <jason.ripple@tricolor.com>; Jayro Suarez <jayro.suarez@tricolor.com>; Karina Munoz <karina.munoz@tricolor.com>; List-SalesRegionalManagers <List-SalesRegionalManagers@tricolor.com>



Payroll

SEMI-MONTHLY PAYROLL - DEADLINE REMINDER
for the pay-period of: **8/16/2025 - 8/31/2025**

SALESPERSONS COMMISSIONS DUE
For the month of: **August**

GENERAL & ASSISTANT MANAGER COMMISSIONS DUE
For weeks: **# 33 & 34**

Due on: Monday, September 8, 2025
@ 12:00 PM CT. | 11:00 AM MT. | 10:00 AM PT.

Dear all:

Re: **9/15/2025** Pay date

Please also take a moment to clear out your team's timecard exceptions, update all missing punches, approve timecards, and approve/deny any pending time off requests for the pay-period shown above.

Please keep in mind that employees should not request back dated time off requests. Please have the employee complete a missed punch form should you need to enter any missed punches/hours if the deadline has passed.

It is encouraged to appoint an alternate supervisor that can also approve timecards for your team in the event you may be out of the office during any deadline.

Please contact us at payroll1@tricolor.com if you have any issues accessing timesheets,

9/11/25, 5:44 PM

Mail - Sinthia Raduan - Outlook

need a missed punch form, or if you should have any other questions.

Thank you,

Estimados:

Favor de tomar un momento para borrar las excepciones de las tarjetas de tiempo de su equipo, actualizar todos los registros faltantes, aprobar las tarjetas de tiempo y aprobar/rechazar cualquier solicitud de tiempo libre pendiente para el período de pago que muestra arriba.

Tome en cuenta que los empleados no deben de solicitar tiempo libre con fecha anterior. Favor de pedir al empleado que complete un formulario de registro perdido si necesita ingresar cualquier registro/hora pendiente si la fecha de límite ya pasó.

Se recomienda designar un supervisor alternativo que pueda aprobar las tarjetas de tiempo de su equipo en caso de que usted esté fuera de la oficina durante cualquier fecha de límite.

Favor de contactarnos a payroll1@tricolor.com si tiene problema en acceder las hojas de tiempo, necesita un formulario de registro perdido, o si tiene otra pregunta.

Gracias,

Scan to log on to Triconet and approve your commissions !!



[CLICK HERE](#) to log on to ADP and approve your team's timesheets !!

PLEASE NOTE:

Any missed punches, time off requests, and hours not reflecting on timesheets by deadline will be applied to next payroll.
Any unapproved commissions will be applied to next payroll.

9/11/25, 5:44 PM

Mail - Sinthia Raduan - Outlook



Margarita Coronel
Payroll Supervisor | Tricolor Holdings
mcoronel@tricolor.com | www.tricolor.com

6021 Connection Drive, 4th Floor
Irving, TX 75039



E: 10161
O: [214.271.0632](tel:214.271.0632)



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Sinthia Raduan
Tuesday September 16, 2025

- Apparel Ordering
- Company Directory
- Sales Dashboard
- Sales Manager Bonus Dashboard
- Traffic Dashboard
- Tricolor Documents
- Tricolor Marketing Center
- Work Orders
- Facility Audits
- Document Storage
- Inventory
- Lead Traks
- Loan Processing & Underwriting
- Loan Servicing
- Management
- Quality Assurance
- Reports
- Attendance
- Collections
- Supply Chain
- Recon WIP Tracking
- tagBDC
- Arate
- Trade Out

Sales Dashboard | **Sales Manager Bonus** | **Sales Commission**

New Contest: Reviews Cup Start now! | [CLICK HERE](#) | **Nuevo concurso: Reviews Cup ¡Participa ya! | [HAZ CLICK AQUÍ](#)**

Commissions Approved by Eduardo Navarro on 09/04/2025 10:20 AM

Salesperson Commission Details (EDUARDO NAVARRO - 8/31/2025)

Unit Num	Contract	Customer	Lot	Date Sold	Split Sale	House Deal	Down Pay	Trade ACV	Pick Up	Pick Paid	Commission
0.5	R186446	LLUVIA GUADALUPE LOPEZ-SA	A07	08/01/2025	Yes	No	1,100.00	0.00	0.00	0.00	245.00
1.0	P171918	BOUWAYI INNOLVIE AIME GRA	A07	08/02/2025	Yes	No	1,000.00	0.00	0.00	0.00	245.00
1.5	R179352	CARLOS ALBERTO HERRERA	A07	08/02/2025	Yes	No	900.00	0.00	0.00	0.00	245.00
2.0	R188030	CARMELO IGLESIA	A07	08/02/2025	Yes	No	1,000.00	0.00	0.00	0.00	245.00

Name: EDUARDO NAVARRO

Role: Customer Specialist

Level: 3

Lot: A07

Commission: 8,820.00

Referral Bonus:

CellPhone Allowance: 75.00

Closed Deal Commission:

Draw Amount: 8,895.00



TricolorNet



Sinithia Raduan
Tuesday September 16, 2025

- Apparel Ordering
- Company Directory
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- tagBDC
- Arete
- Trade Out

Sales Dashboard

Sales Manager Bonus **Sales Commission**

New Contest: Reviews Cup Start now! | CLICK HERE

Nuevo concurso: Reviews Cup ¡Participa ya! | HAZ CLICK AQUÍ

Salesperson Commission Details (EDUARDO NAVARRO - 9/16/2025)

Unit Num	Contract	Customer	Lot	Date Sold	Split Sale	House Deal	Down Pay	Trade ACV	Pick Up	Pick Paid	Commission
0.5	P190089	ARI NEVES SANTOS	A07	09/03/2025	Yes	No	1,150.00	0.00	0.00	0.00	200.00
1.0	R183715	CRISTIAN ALBERTO ALMENDAR	A07	09/03/2025	Yes	No	900.00	0.00	0.00	0.00	200.00
Total:							2,050.00	0.00	-	0.00	400.00

Name: EDUARDO NAVARRO

Referral Bonus:

Role: Customer Specialist

CellPhone Allowance: 0.00

Level: 0

Closed Deal Commission:

Lot: A07

Draw Amount:

Commission: 400.00

Total Commission Earned: 400.00

