Real payroll data from 1,000+ dealerships. *Data only Netchex has.*

1,000+
dealerships, live on Netchex all 12 months

100K+
employees paid during the year

2.5M+
time clock punches in a single month

WHAT THE RECORDS SHOW

32% of new hires are gone within 90 days — POST 2

56% of lot and detail employees work overtime in a year — POST 3

59% of a salesperson's pay is commission and bonus — POST 4

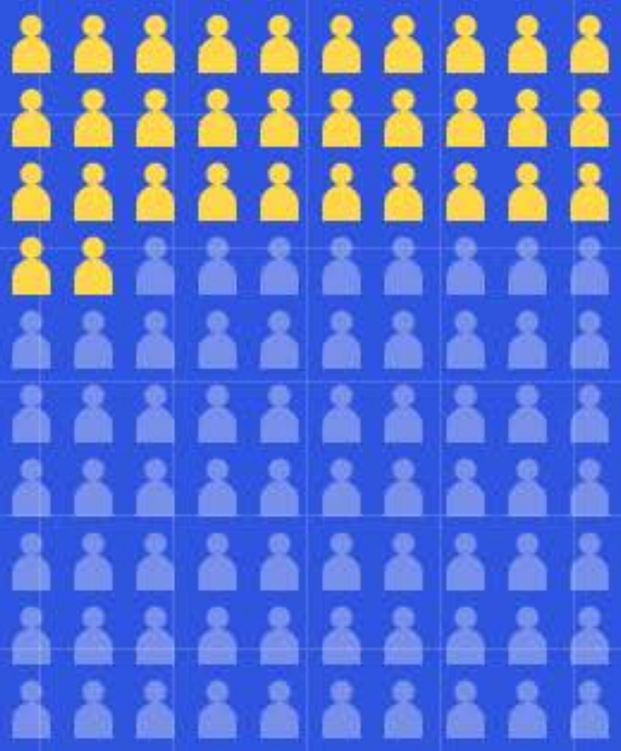
13.4% of time clock punches are fixed by someone else — POST 5

See what your own numbers say.

Request a demo >

Source: Netchex client payroll, HR and time clock data, 1,238 automotive dealership clients, 12 months ending September 30, 2026. Aggregate figures; no individual client or employee is identified.

Nearly 1 in 3 new hires is gone in 90 days.



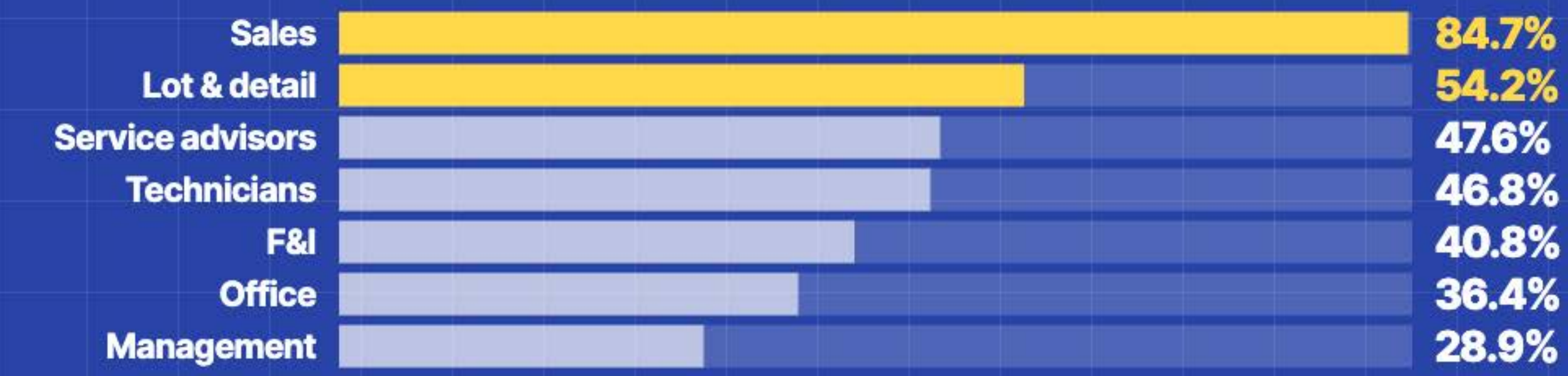
32%

of new hires are gone within 90 days

About 7,200

of 22,615 new hires were gone before day 91. Each one is a hire you paid to find and train.

ANNUAL TURNOVER BY ROLE



HOW NETCHEX HELPS

Onboarding
Start the first 90 days right.

Comp benchmarking
Check your pay against the market.

Rewards & recognition
Recognize the people who stay.

What does turnover cost you?

Get your Readiness Score >

Source: Netchex client payroll, HR and time clock data, 1,238 automotive dealership clients, 12 months ending September 30, 2026. Aggregate figures; no individual client or employee is identified. The 90-day figure covers 22,615 hires made October 2025 to June 2026. Role rows cover about two-thirds of employees.

More than half of lot and office employees work overtime. On the sales floor, almost none do.

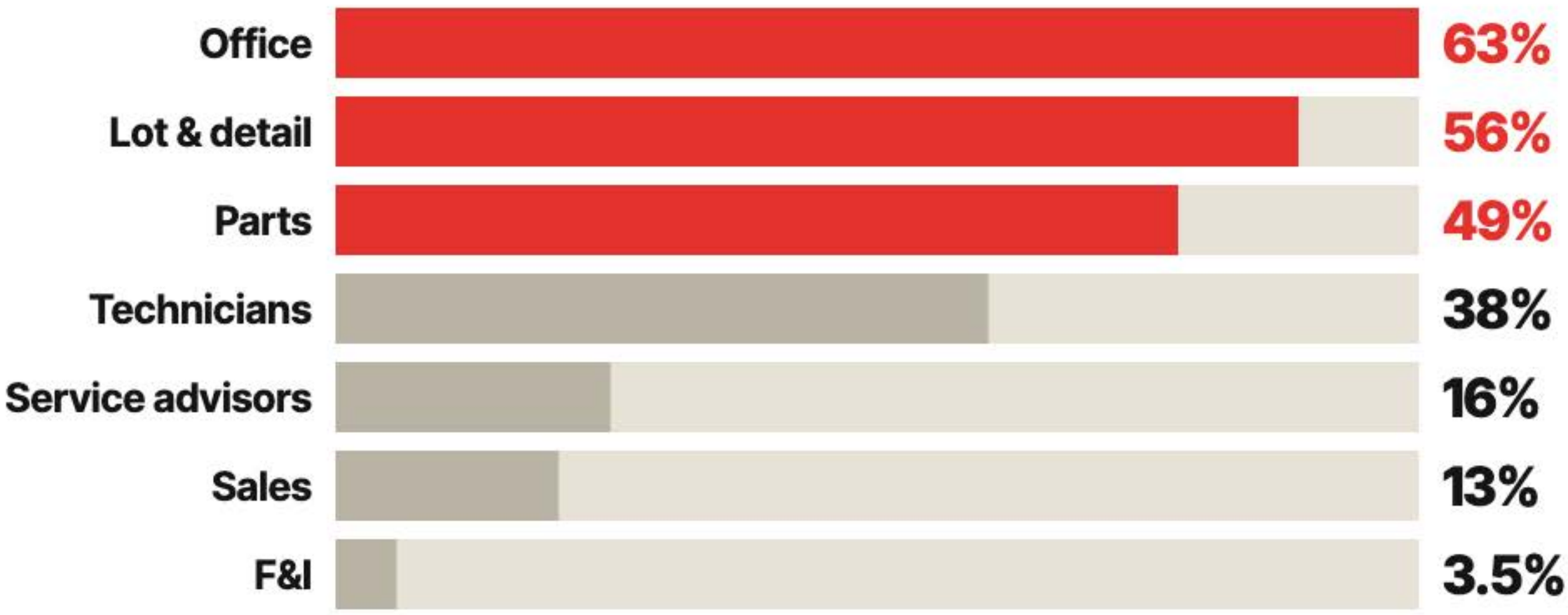
$61M

paid in overtime across 1,238 dealerships in a year. $20.7M of it is the extra half-time.

$1,989

average overtime pay for an employee who worked any overtime.

SHARE OF EMPLOYEES WHO WORKED OVERTIME DURING THE YEAR



HOW NETCHEX HELPS

Time & Attendance	See who is clocking overtime, role by role.
Payroll	Hourly pay and overtime in one run.
Reporting & Insights	Overtime and labor cost, by role.

Put your own pay mix on the table.

Request a demo ›

Source: Netchex client payroll, HR and time clock data, 1,238 automotive dealership clients, 12 months ending September 30, 2026. Aggregate figures; no individual client or employee is identified. About 100,300 employees paid. Roles are taken from paycheck job titles and cover roughly two-thirds of employees.

There is no typical salesperson paycheck.

Commission and bonus average 59% of pay. Individual paychecks run from none to nearly all.

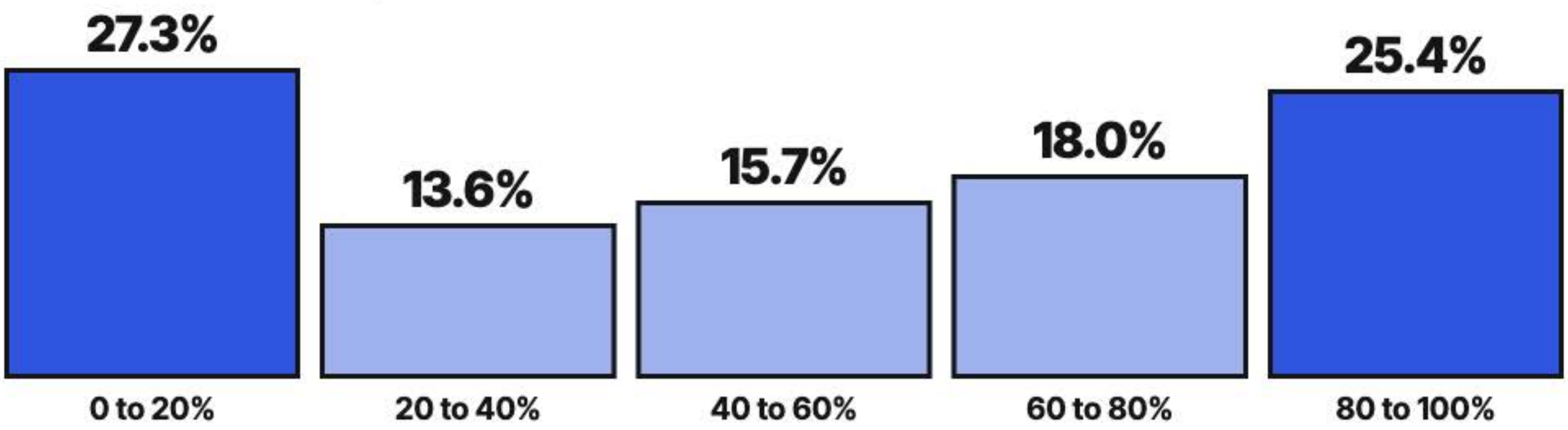
59%

of a salesperson's pay is commission (51%) and bonus (8%), on average.

1 in 6

salespeople earn 90% or more of their pay from commission and bonus.

SHARE OF SALESPEOPLE, BY HOW MUCH OF THEIR OWN PAY IS COMMISSION AND BONUS



The first bar includes the 10.5% of salespeople with no commission or bonus recorded.

EARN 60% OR MORE FROM COMMISSION AND BONUS

53%	43%	36%	25%
F&I	Salespeople	Service advisors	Management

HOW NETCHEX HELPS

Payroll — Commission, bonus and overtime calculated in one run.

Reporting & Insights — Pay mix by role.

See your own pay mix.

Request a demo >

Source: Netchex client payroll data. People with at least $5,000 of pay in the year, by paycheck job title: 13,324 salespeople at 1,000 dealerships. Aggregate figures; no individual client or employee is identified. 12 months ending September 30, 2026.

1 in 7 time clock punches is added or fixed by someone else.

13.4%

of punches, in a typical month

74%

of employees who clock in had a punch fixed in a month

283,000

time-off requests in a year, about 4 per employee

7.2%

of payroll runs needed a manual or voided check

HOW NETCHEX HELPS

Penny

Scans payroll before it runs, fixes what your rules cover and reminds people to resolve the rest.

Milo

Answers time-off questions from your policy, submits requests and schedule changes, and sends reminders.

They do not just report. They act on your rules, send reminders and hand you only what needs a person.

Time & Attendance Review and approve every punch in one place.

Your back office, on autopilot.

Get your Readiness Score >

Source: Netchex client payroll, HR and time clock data, 1,238 automotive dealership clients, 12 months ending September 30, 2026. Aggregate figures; no individual client or employee is identified. Punches: September 2026, 1,127 clients. Time off and payroll: 12 months. "Fixed" counts punches whose latest change was made by another person; it understates total editing.