

2026 NADASHOW

LAS VEGAS
FEBRUARY 3-6



Three Days to Frontline Ready

The Recon Race

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Key Takeaways

1

Build a professional culture for cosmetic technicians

2

Apply proven strategies to shorten recon time and increase profitability

3

Hold recon department accountable for turnaround time

A woman with brown hair tied back, wearing a black long-sleeved shirt, is leaning over a black car in a garage. She is holding a blue cloth and appears to be cleaning or inspecting the car. The car has a blue cloth draped over the roof. The garage has a white door and fluorescent lights on the ceiling. The background is dark, suggesting it's nighttime.

**How do you promote
a professional culture for
cosmetic technicians?**

Culture of Professionalism

- Clean Facilities
- Modern Equipment
- Respect
- Which brings:
 - Longevity
 - Confidence
 - Consistency



Promote Efficiency

- Dedicated bays
- Well-lit
- Organized
- Clear processes



A Clear but Fluid Process



Wages and Pay Plans

Types of Wages

- Living
- Professional
- Managerial
- Executive

Types of Pay Plans

- Hourly
- Flat
- Split



Split Pay Plan

Technician A

- Higher base pay
- Bonus schedule for each task

Check the employment laws in your state before implementing any pay plan.

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TASK	QTY	RATE	AMOUNT	
Customer Paid Detail	5	4	\$20.00	
Delivery or Showroom Clean	25	1	\$25.00	
Maintain Showroom Cars	11	1	\$11.00	
PDI – Complete	12	1	\$12.00	
Service Wash	0	2.5	\$0.00	
Used Car Detail	35	3	\$105.00	
Protection Package Complete	6	2	\$12.00	
Loaner Clean Up	6	.50	\$3.00	
Loaner Detail	0	15	\$0.00	
Service Wash Upgrade	0	7.5	\$0.00	
			TOTAL	
			\$188.00	
	Hr Rate	Hours	OT	TOTAL
Week 1	1.50	40	15	\$82.50
Week 2	1.50	40	22	\$93.00
				\$363.50
Commission Must Exceed			\$83.25	

Split Pay Plan

Technician B

- Lower base pay
- Bonus schedule for each task

Check the employment laws in your state before implementing any pay plan.

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TASK	QTY	RATE	AMOUNT	
Customer Paid Detail	5	3.5	\$17.50	
Delivery or Showroom Clean	5	1	\$5.00	
Maintain Showroom Cars	5	1	\$5.00	
PDI – Complete	5	1	\$5.00	
Service Wash	5	.25	\$1.25	
Used Car Detail	5	3.00	\$15.00	
Protection Package Complete	5	2.00	\$10.00	
Loaner Clean Up	5	.50	\$2.5	
Loaner Detail	3	1.50	\$4.5	
Service Wash Upgrade	5	.75	\$3.75	
			TOTAL	
			\$188.00	
	Hr Rate	Hours	OT	TOTAL
Week 1	1.10	40	10	\$55.00
Week 2	1.10	40	5	\$49.50
				\$174.00
Commission Must Exceed			\$24.75	

Recon Speed



Better Bottom Line

Recon Speed Dynamic Analysis



Domestic

DOMESTIC (Example 1)	
Current Inventory	162
Annual Sales	1,296
Monthly Sales Avg	108
Daily Sales Avg	3.6
Sales Avg Days to Turn	45
Avg Daily Holding Cost	\$60
Current Annual Turn	8.0
Avg Holding Cost to Sell	\$2,700
Recon Days to Line	14
Recon Holding Cost	\$840
Target Days to Line	7
Target Holding Cost	\$420
Holding Cost Savings per Unit	\$420
Annualized Savings by Sales	\$544,320
Annualized Savings by Inventory	\$816,480
New Sales Days to Turn	38
New Annual Turn	9.5
Sales Volume with Turn	1,535

14 to 7 days

14 to 3 days

DOMESTIC (Example 2)	
Current Inventory	162
Annual Sales	1,296
Monthly Sales Avg	108
Daily Sales Avg	3.6
Sales Avg Days to Turn	45
Avg Daily Holding Cost	\$60
Current Annual Turn	8.0
Avg Holding Cost to Sell	\$2,700
Recon Days to Line	14
Recon Holding Cost	\$840
Target Days to Line	3
Target Holding Cost	\$180
Holding Cost Savings per Unit	\$660
Annualized Savings by Sales	\$855,360
Annualized Savings by Inventory	\$1,283,040
New Sales Days to Turn	34
New Annual Turn	10.6
Sales Volume with Turn	1,715

Import

Import (Example 1)	
Current Inventory	201
Annual Sales	1,750
Monthly Sales Avg	146
Daily Sales Avg	4.9
Sales Avg Days to Turn	41.3
Avg Daily Holding Cost	\$72
Current Annual Turn	8.7
Avg Holding Cost to Sell	\$2,977
Recon Days to Line	14
Recon Holding Cost	\$1,008
Target Days to Line	7
Target Holding Cost	\$504
Holding Cost Savings per Unit	\$504
Annualized Savings by Sales	\$882,000
Annualized Savings by Inventory	\$1,215,648
New Sales Days to Turn	34
New Annual Turn	10.5
Sales Volume with Turn	2,107

14 to 7 days

14 to 3 days

IMPORT (Example 2)	
Current Inventory	201
Annual Sales	1,750
Monthly Sales Avg	146
Daily Sales Avg	4.9
Sales Avg Days to Turn	41.3
Avg Daily Holding Cost	\$72
Current Annual Turn	8.7
Avg Holding Cost to Sell	\$2,977
Recon Days to Line	14
Recon Holding Cost	\$1,008
Target Days to Line	3
Target Holding Cost	\$216
Holding Cost Savings per Unit	\$792
Annualized Savings by Sales	\$1,386,000
Annualized Savings by Inventory	\$1,910,304
New Sales Days to Turn	30
New Annual Turn	11.9
Sales Volume with Turn	2,384



Pre-approved

=

Speed

Pre-Approved Recon Investments

DOMESTIC	
Mileage	Amount
0-10k	\$5
11-20k	\$10
21-30k	\$15
31-45k	\$20
46-60k	\$25
61-75k	\$30
76-90k	\$35
91-100k	\$40
100k+	CALL

Mileage and amounts will vary by manufacturer/model

IMPORT	
Mileage	Amount
0-10k	\$10
11-20k	\$15
21-30k	\$20
31-45k	\$25
46-60k	\$30
61-75k	\$35
76-90k	\$40
91-100k	\$45
100k+	CALL

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Sell Beyond Recon

- Sell in the lane
- Sell the speed
- Sell the professionalism



Holding Recon Accountable



Accountability and Ownership

- Turnaround time
 - Acquisition to frontline ready
- Normal use, break and replace
 - No charge
- Anything lost
 - Pay replacement cost



Quality

- Final inspection
- Reflection check
- Identify imperfections;
next actions
- Odor elimination
- Thorough interior cleaning



Recap



**Cultivate
Professionalism**



Speed up the process



**Hold technicians
accountable**

**Sell in
the lane with
confidence**



QUESTIONS?

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