

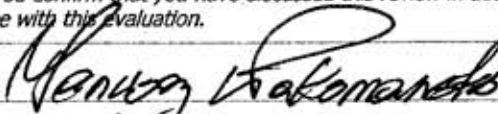

JMK AUTO SALES

Employee Performance Review

| EMPLOYEE INFORMATION | |
|----------------------|--------------------------------|
| Name | JANUSZ WALCZMANSKI |
| Employee ID | |
| Job Title | WEBMASTER, SEO, Internet MKTG. |
| Date | 2/7/12 |
| Department | IT Technology Services |
| Manager | Susan Annogante |
| Review Period | 2010 to 2011 |

| RATINGS | | 1 = Poor | 2 = Fair | 3 = Satisfactory | 4 = Good | 5 = Excellent |
|---|---|--------------------------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|
| Job Knowledge | | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Comments | Excellent job creating traffic, PR + websites | | | | | |
| Work Quality | | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Comments | high skill set | | | | | |
| Attendance/Punctuality | | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Comments | Very dependable. | | | | | |
| Initiative | | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Comments | Always a smart trainer how we can be #1 | | | | | |
| Communication/Listening Skills | | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Comments | AT TIMES JANUSZ IS SHY, BUT WORKS VERY WELL WITH HIS PEER | | | | | |
| Dependability | | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Comments | 150% | | | | | |
| Overall Rating (average the rating numbers above) | (5) | | | | | |

| EVALUATION | |
|---|---------------------------------------|
| ADDITIONAL COMMENTS | Keep up The GOOD work! AND Thank You! |
| GOALS (as agreed upon by employee and manager) | |

| VERIFICATION OF REVIEW | |
|--|---|
| By signing this form, you confirm that you have discussed this review in detail with your supervisor. Signing this form does not necessarily indicate that you agree with this evaluation. | |
| Employee Signature |  |
| Date | 2/10/2012 |
| Manager Signature |  |
| Date | 2-7-12 |

EMPLOYEE PERFORMANCE EVALUATION

Name JANUSZ WALKSMANSKI Date 2-7-12
 Dept. Technology Services Job Title Webmaster, SEO, DnTm
 Check one: Annual New Employee Termination Other _____

Date of Last Review: _____ Date Employee Began Present Position: _____
 Next Scheduled Review: _____

| See rating information (Part III) on reverse side of this form. | U | F | S | G | E | Comments |
|---|---|---|---|---|---|----------|
| 1. Job Understanding: Employee possesses a clear knowledge of the responsibilities and the task he or she must perform. | | | | | ✓ | |
| 2. Job Performance: The neatness, thoroughness and accuracy of employee's work. | | | ✓ | | | |
| 3. Job Productivity: The quality of the employee's work in terms of volume and accomplishments. | | | | | ✓ | |
| 4. Dependability: Can you rely upon this individual in terms of being on time and completion of tasks. | | | | | ✓ | |
| 5. Cooperation: The ability to work willingly with associates, subordinates, supervisors and others. | | | | | ✓ | |
| 6. Overall Rating | | | | | ✓ | |

7. General comments as to employee's strengths, weaknesses and action taken to improve job performance _____
Accomplishments for 2011 attached.
Will continue to align business needs with Technology solutions.

Supervisor [Signature] Reviewing Officer _____
 Date 2-7-12 Date _____

Has this report been discussed with employee? Yes No, if not why? _____
 If yes, note employee's comments _____

[Signature] Date Reviewed with Employee 02/10/2012
Employee's Signature

JANUSZ WAKSMANSKI
Webmaster, SEO, Internet Marketing

ACCOMPLISHMENTS 2011

1. Created additional BMW & SAAB related sites for FREE Organic search engine optimization (9) websites with relative content, back links and social media outlets
2. In 1 year BMW JMK.com, has 1 million hits surpassed jmkbmw in all aspects of 14 years
jmkbmw.com 10-15k hits monthly – the website grade is 92, 264 indexed pages
bmwjmk.com over 400k+ hits monthly
1 million hits in October 2011 the website grade is 94 , 4300 indexed pages
3. In 2 months time created jmkusedcars.com w/zero cost / advertising in two months 65K hits web grade 87 !
(outstanding results in car sales and in the used car business)
4. Super job at being our BMW jmk cyber dog

A handwritten signature in blue ink, appearing to read "Janusz Waksowski", is positioned in the lower right quadrant of the page.

Year: 2011

Hired Date: 9/27/2011

Employee: Janusz Waksanski

Title: Webmaster, SEO & Internet Traffic / Marketing

Reports to: IT Manager Susan Arrogante with dotted line to senior team.

Position Function Grade: Critical to Organization

Supports the entire Corporation:

JMK Auto sales

JMK BMW

JMK SAAB

JMKBMWSAAB

JMK Sales

JMK Autobody

JMK Service

JMK parts division

JMK used cars

JOB Responsibilities but not limited to:

Webmaster Design / layout / Images:

JMKbmwsaab.com

JMKbmw.com,

JMKsaab.com,

bmwJMK.com

bmwJMK.net

saabjmk.com

saabnj.com

saabnj.net

jmkbmwspecials.com

jmkusedcars.com

OnlineBMWparts.com

BMWServicesnj.com

BMWServicesnj.net

BMWpartsusa.com

BMWusaparts.com

JMKLifestyles.com

JMKAccessories.com

Bmwjmkofspringfield.com

Bmwjmkofspringfield.net

BMW-nj.com

EMAIL BLAST creation /submission/tracking:

**Jmkbmw
Jmksaab**

Facebook advertising:

**Jmkbmw
Jmksaab
jmkusedcars**



ALL Websites across the board / Overall Duties:

Janusz, is our personal 24/7/365 Cyber DOG monitoring company
Structural creation, design & maintenance of ALL JMK Auto Inc. websites
Updates ALL pages making sure the websites are kept fresh & up to date.
Design & develops programming code to make all appearing features, apps & making
sure all company data / inventory appears and functions properly on websites
In-house software web developer and for external apps integration with assistance from
Alan Gatti – IT tech / Developer
Creates car specials for new, cpo, used, leases, F & I , collision center, OLBP,& parts.
Creates coupons/rates/after sales design forms - for new, cpo, used, leases, F & I ,
collision center, OLBP,& parts.
Creates logo's, labels, print ads and all marketing related materials
Creates newsletters and programs active buttons for lead generation
Creates Forms for Lead & Quote generation for all sites
Create and designs email blasts
Website updates monthly rates for F& I dpt.
Scrolling typeset on websites
Blog creation & implementation, and all blog postings
In-house photographer – staff, facility, new news, aged cars, blog and post to our flicker,
dream host, typepad and other apps/programs
In-house facebook representative and facebook marketing
Facebook presence / targeting is kept up to date
SEO – search engine optimization
SEM - Search engine marketing - banner ads, etc.
PPC - paper click campaigns
Google analytics/adwords
Website Sitemap & Organic SEO WebCrawler website content creation

SEO Search Engine Optimizing Startegic planning:

Alexa
Google
Yahoo,
Bing
Alta vista
le, all version
Friefox
Safari
Traffic G
And many more...

External related SITES / AFFILATED WITH US THAT HAVE TO BE MAINTAINED:

Twitter BMW
Facebook BMW
Adwords /Gmail -BMW
webmakerX BMW/SAAB,
Octane/trademotions
Multiple Octane catalogs creation for onlinebmwparts.com
Design pages of octane /trade motions
Typepad BLOGS: BMW & SAAB
Icontact SAAB
flickr BMW
photobucket
yahoo BMW
merchancircle BMW
yelp BMW
youtube BMW
blip.tv BMW
digg BMW
Flickr Saab
Yahoo Saab
Ebay BMW
ebay OLBP
amazon OLBP
network solutions
many other multi-marketing media's

BMW-nj.net
BMWusaforum.com

FTP Website /php protocol creation & Databases:

JMKbmwsaab.com
JMKbmw.com,
JMKsaab.com,
bmwJMK.com
bmwJMK.net
saabjmk.com
saabnj.com
saabnj.net
jmkbmwspecials.com
jmkusedcars.com
OnlineBMWparts.com
BMWServicesnj.com
BMWServicesnj.net
BMWpartsusa.com
BMWusaparts.com
JMKLifestyles.com
JMKAccessories.com
Bmwjmkofspringfield.com
Bmwjmkofspringfield.net
BMW-nj.com
BMW-nj.net
BMWusaforum.com

Ecommerce WEBSITE(s) :

Merchant creation and maintenance of new parts site parts Approx: \$50,000 price tag

TV / Frames slideshows presentations
Tracks internet for news on JMK or BMW related articles
Chat website implementation and maintenance
Inventory website review, making sure cars are displayed accordingly
Website ad & newspapers posting to websites from outside vendors
YouTube video creation with vendor assistance & postings
Catalog(s) creation for OLBP
Picture Galleries
Mechanic Shop galleries
M Website forums
Sauber racing forums
BMW manuals/ bulletins creation in PDF format
BMW National & European delivery website integration page(s)
FAQ's throughout site(s)
Outside vendor support:

- car inventory review/maintenance,
- logo's, inventory, telephone numbers, emails & lead maintenance for: cars.com, autotrader.com and all other inventory sources

Chat & lead reporting to mgmt

Constantly thinking how to improve & enhance all website performances and traffic to ALL our Identities.

**BMW-nj.net
BMWusaforum.com**

SEO Backend Coding:

**JMKbmwsaab.com
JMKbmw.com,
JMKsaab.com,
bmwJMK.com
bmwJMK.net
saabjmk.com
saabnj.com
saabnj.net
jmkbmwspecials.com
jmkusedcars.com
OnlineBMWparts.com
BMWServicesnj.com
BMWServicesnj.net
BMWpartsusa.com
BMWusaparts.com
JMKLifestyles.com
JMKAccessories.com
Bmwjmkofspringfield.com
Bmwjmkofspringfield.net
BMW-nj.com
BMW-nj.net
BMWusaforum.com**

Websites Content Writer = Article Submission w/Keyword Submissions:

**JMKbmwsaab.com
JMKbmw.com,
JMKsaab.com,
bmwJMK.com
bmwJMK.net
saabjmk.com
saabnj.com**

saabnj.net
jmkbmwspecials.com
jmkusedcars.com
OnlineBMWparts.com
BMWServicesnj.com
BMWServicesnj.net
BMWpartsusa.com
BMWusaparts.com
JMKLifestyles.com
JMKAccessories.com
Bmwjmkofspringfield.com
Bmwjmkofspringfield.net
BMW-nj.com
BMW-nj.net
BMWusaforum.com

Images / Pictures / Flash Creation:

JMKbmwsaab.com
JMKbmw.com,
JMKsaab.com,
bmwJMK.com
bmwJMK.net
saabjmk.com
saabnj.com
saabnj.net
jmkbmwspecials.com
jmkusedcars.com
OnlineBMWparts.com
BMWServicesnj.com
BMWServicesnj.net
BMWpartsusa.com
BMWusaparts.com
JMKLifestyles.com
JMKAccessories.com
Bmwjmkofspringfield.com
Bmwjmkofspringfield.net
BMW-nj.com