

**COLORADO DEPARTMENT OF REVENUE  
MOTOR VEHICLE DEALER BOARD**

**Case No. BD21-0852**

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**STIPULATION AND FINAL AGENCY ORDER**

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**IN THE MATTER OF: TESLA**  
Franchised Motor Vehicle Dealer License Number 41454  
Respondent.

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**IT IS HEREBY STIPULATED & AGREED** by and between the Colorado Department of Revenue, Auto Industry Division (“Division”), Motor Vehicle Dealer Board (“Board”) and Tesla, (“Respondent”) (collectively the “Parties”) in lieu of further legal action and without admission of any liability:

1. The Board has jurisdiction over Respondent and the subject matter of this Stipulation and Final Agency Order (“Order”) as set forth in article 20 of Title 44, C.R.S., and the Administrative Procedure Act, article 4 of Title 24, C.R.S.
2. Respondent has been licensed as a franchised motor vehicle dealer in the State of Colorado at all times relevant herein.
3. The Board has alleged that Respondent violated the following:
  - A. Engaging in its business through the employment of an unlicensed motor vehicle salesperson in violation of section 44-20-121(3)(l), C.R.S. (Charge I);
  - B. Allowing an unlicensed salesperson to exercise a privilege they did not have in violation of section 44-20-121(3)(b), C.R.S., to wit 42-20-110(2), C.R.S. (Charge II); and
4. Respondent understands that:
  - A. Respondent has the right to be represented by an attorney of Respondent’s choice, at Respondent’s expense;
  - B. Respondent has the right to a formal hearing in accordance with article 20 of Title 44, C.R.S.;
  - C. By entering into this Order, Respondent knowingly and voluntarily waives the right to a hearing, and relieves the Board of its burden of proving the violations alleged herein;
  - D. Respondent knowingly and voluntarily waives the right to present a defense by oral and documentary evidence, and to cross-examine witnesses who would testify on behalf of the Board; and,

E. Respondent knowingly and voluntarily waives the right to judicial review of this matter.

5. Respondent acknowledges receipt of sufficient notice, sufficient advisement of rights, and sufficient process in the proceedings of this case, and desires to resolve all issues, which were the subject of the investigation, by entering into this Stipulation and Final Agency Order.

6. Respondent agrees, without admitting liability and in lieu of subsequent administrative proceedings, to submit to the following sanction:

A. Respondent shall pay a fine of \$2,000.00, in resolution of the allegations provided above. The full fine amount shall be paid within (30) days from the date this Order is approved by the Board.

7. If Respondent commits a future violation of any statute or regulation listed in paragraph 3 of this Order within twelve (12) months of the date this Order becomes effective, Respondent understands and agrees that the corresponding allegation in paragraph 3 in this Order will be deemed admitted for the sole purpose of establishing the appropriate sanction for the new violation, and this Order shall be admissible as evidence.

8. The Board has alleged sufficient credible evidence, that if unrefuted, could support a finding of a violation by the Respondent for the allegations in paragraph 3 of this Order, should the case proceed to hearing.

9. Respondent agrees to strictly adhere to and to completely fulfill all requirements established in this Order.

10. This Order will not become an order of the Board unless and until the Board approves it. If this Order is not approved by the Board, it is void, and the Parties shall not be bound by any provisions hereof or admissions herein.

11. Each Party shall bear its own costs and fees incurred in this action.

12. This Order is the complete integration of all understandings between the parties. No addition, deletion, or amendment shall have any force or effect whatsoever, except as mutually agreed to in a writing signed by both Parties.

13. The Parties agree to cooperate fully and to execute any and all supplementary documents and to take all additional actions necessary or appropriate to give full force and effect to the terms and intent of this Order.

14. The provisions of this Order shall be enforceable by the Parties before the Colorado Motor Vehicle Dealer Board, by any lawful remedy.

15. Respondent expressly acknowledges having read and understood completely the terms of this Order. Respondent enters this Order knowingly and voluntarily, after the opportunity to consult with counsel, and with full understanding of the legal consequences of

this Order. Respondent expressly states the terms of this Order are fair, conscionable, and appropriate to reach a full and final resolution of these allegations.

16. This Order and all its terms shall have the same force and effect as an order entered by the Board after hearing pursuant to article 20 of Title 44, C.R.S., except that this Order cannot be appealed.

17. Respondent agrees that any violation of this Order may constitute grounds for disciplinary action and, if proven, may constitute a basis for further sanctions or for any other remedy authorized by law.

18. If this matter is referred to hearing for violation of this Order, this Order shall be admissible as evidence.

19. If an alleged violation of this Order is taken to hearing and the facts that constitute the violation are not proven, the Board shall not impose any additional sanction and this Order shall remain operative and in full force and effect. Respondent must comply with the terms of this Order during the pendency of, and after the conclusion of, such disciplinary action.

20. Once effective, this Order becomes a public record in the Board's custody at all times.

21. Effective Date. This Order becomes an order of the Board when accepted by the Board and signed by an authorized representative of the Board.

22. This Order is a full and final resolution of case number BD21-0852. This Order does not resolve any other cases, complaints or matters, known or unknown to the Parties, as of the effective date of this Stipulation and Final Agency Order.

23. Respondent shall immediately provide written notice to the Board of any change of Respondent's address. Any notice required under this Order shall be valid if provided, in writing, to the last known written address provided to the Board by Respondent, which currently is:

Tesla  
11951 E. 33<sup>rd</sup> Avenue  
Aurora, CO 80010

24. All correspondence and notices to the Board must be provided to the Board at the following address:

Colorado Motor Vehicle Dealer Board  
John Opeka, Executive Secretary  
1707 Cole Boulevard, Suite 300  
Lakewood, Colorado 80401

25. Should any term or provision of this Order be declared invalid or become

inoperative for any reason, such invalidity or failure does not affect the validity of any other term or provision hereof.

26. This Order may be signed in counterparts, each of which has full force and effect upon execution by all Parties.

27. Respondent warrants that it possesses the legal authority to enter into this Order and that it has taken all actions required by its procedures, by-laws, and/or applicable laws to exercise that authority, and to lawfully authorize its undersigned signatory to execute this Order and to bind Respondent to its terms.

28. The person executing this Order on behalf of Respondent warrants that such person has full authorization to execute this Stipulation and Final Agency Order.

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**AGREED TO BY:**

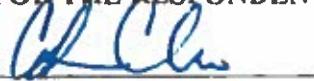
John Opeka Digitally signed by John Opeka  
Date: 2026.01.20 11:00:54 -0700

John Opeka  
Director/Executive Secretary  
Auto Industry Division  
Motor Vehicle Dealer Board

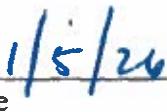
1/20/2026

Date

**FOR THE RESPONDENT:**



Catherine Cho, Associate General Counsel  
Tesla

  
1/5/26

Date

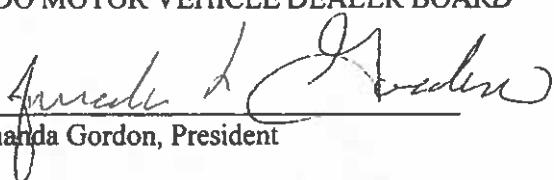
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The Order is approved and its terms are hereby adopted as an Order of this Board.

ORDERED AND ENTERED this 20<sup>th</sup> day of January, 2026.

COLORADO MOTOR VEHICLE DEALER BOARD

BY:

  
Amanda Gordon, President

**CERTIFICATE OF SERVICE**

This is to certify that I have duly served the within STIPULATION AND FINAL AGENCY ORDER upon all parties herein by depositing copies of same in the United States mail, first-class postage prepaid, at Denver, Colorado, and electronic service (as noted), this 21<sup>st</sup> day of January, 2026, addressed as follows:

Tesla  
11951 E. 33<sup>rd</sup> Avenue  
Aurora, CO 80010  
[ssdlicensing@tesla.com](mailto:ssdlicensing@tesla.com)  
[echo@tesla.com](mailto:echo@tesla.com)

John Opeka, Executive Secretary  
Colorado Motor Vehicle Dealer Board  
Director, Auto Industry Division  
1707 Cole Blvd., Suite 300  
Lakewood, Colorado 80401  
*(Placed in Board File)*

Digitally signed by Lisa  
**Lisa Garcia**  
Garcia  
Date: 2026.01.21 13:34:03  
-07'00'

*Lisa Garcia, Legal Assistant  
Auto Industry Division*