

CLASSIC FOODS, INC.

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Period 7, 2026 BONUS PLAN

ELIGIBILITY & BONUS CRITERIA

1. Must be assigned to a bonus eligible position on the first day of the bonus period.
2. Must be employed in said eligible position on the day of distribution to receive a payout.
3. Must be in a qualifying management position working at least 30 hours per week average for the period.
4. Must achieve 86% or higher with no critical's from DM on FSA
5. Must achieve green from EcoSure with no critical's
 - a. A critical will lead to loss of bonus eligibility for 3 periods starting immediately. i.e. if the critical happens in period 3 before period 1 bonus pay out occurs periods 1,2, and 3 will be forfeited
6. Must meet P&L profit guidelines for eligibility. (More direction to come)

LABOR EMPHASIS

PAID BY PERIOD

	<u>GM</u>	<u>RM/SS</u>
Tier 1	600	400
Tier 2	400	250

Tier 1

- Must attain -12 to 18 Guide hours each week
 - RTI Labor Tracking and Labor Variance Reports will be helpful to know your variance from hour to hour and day by day throughout the week
- Crew members receive 2 hour or less of OT per week
- Hourly managers have a Max of 4 OT hours per week
- Generally no more than 3 New Hires per group for Onboarding and generally no more than 2 groups per period
- WeLearn Employee list must be kept current at all times and will be verified at the end of the period.
- RTI Transmittal report will be used to identify total employment at the end of Period.

Tier 2

- Must attain -12 to 42 Guide hours each week
 - RTI Labor Tracking and Labor Variance Reports will be helpful to know your variance from hour to hour and day by day throughout the week
- Crew members receive 3 hours or less of OT per week
- Hourly managers have a Max of 5 hours OT per week
- Generally no more than 3 New Hires per group for Onboarding and generally no more than 2 groups per period
- WeLearn Employee list must be kept current at all times and will be verified at the end of the period.
- RTI Transmittal report will be used to identify total employment at the end of Period.

Must achieve employee base for period

3760	Employee Base =	33 employees
4054	Employee Base =	33 employees
5325	Employee Base =	39 employees
8641	Employee Base =	37 employees
9649	Employee Base =	36 employees
10820	Employee Base =	46 employees
11272	Employee Base =	39 employees
12308	Employee Base =	30 employees
13487	Employee Base =	32 employees

FOOD COST EMPHASIS

	<u>PAID BY PERIOD</u>	
	<u>GM</u>	<u>RM/SS</u>
Tier 1	600	600
Tier 2	400	400

Details regarding bonus:

Tier 1

- Diff % Food Cost must achieve **1.20% or less of ideal food cost** found on RTI Food Cost Comparative Report for each week of the Period.

Tier 2

- Diff % Food Cost must achieve **1.50% or less of ideal food cost** found on RTI Food Cost Comparative Report for each week of the Period.

FSA EMPHASIS

	<u>PAID BY PERIOD</u>	
	<u>GM</u>	<u>RM/SS</u>
No Critical's, score 90% or higher	300	225
No Critical's, score 86% or higher	200	125

Details:

- GM must complete an FSA on every Subordinate Manager to be eligible for bonus. Each FSA must be scheduled on the Monday morning paperwork for the following weeks inspection schedule. All inspections must be completed by the end of the Period.
- GM must complete MBS found on Dashboard on every Subordinate Manager for current period. All completed MBS's must be sent to DM within 3 days of completion.**
- DM will do an unannounced FSA. DM's score will be used for bonus calculations.**

TOTAL BONUS AVAILABLE FOR PERIOD TIER 1

	<u>GM</u>	<u>RM/SS</u>
LABOR EMPHASIS	\$600	\$400
FOOD COST EMPHASIS	\$600	\$600
FSA EMPHASIS	\$300	\$225
TOTAL	\$1500	\$1225

TOTAL BONUS AVAILABLE FOR PERIOD TIER 2

	<u>GM</u>	<u>RM/SS</u>
LABOR EMPHASIS	\$400	\$250
FOOD COST EMPHASIS	\$400	\$400
FSA EMPHASIS	\$200	\$125
TOTAL	\$1000	\$775