

CLASSIC FOODS, INC.

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October 2020 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.

LABOR EMPHASIS

PAID BY PERIOD

<u>GM</u>	<u>RM/SS</u>
400	300

- Must attain 0-40 Guide hours each week with no hourly employee more than 5 hours of OT 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
- No more than 3 New Hires per group for Onboarding/ No more than 2 groups per period as a general rule
- Each week you need a minimum of .10 increase in WeLearn from prior week base crew curricula and/or once achieving 17 crew curricula never going lower than 17 WeLearn Average crew curricula

Additional details regarding bonus:

- At the beginning of the Period we will take the crew curricula average as our Base crew curricula
- Week 1 we will expect .10 increase from the base crew curricula average
- Week 2 we will expect .10 increase additional to crew curricula average from end of Week 1
- Week 3 we will expect .10 increase additional to crew curricula average from end of Week 2
- Week 4 we will expect .10 increase additional to crew curricula average from end of Week 3
- Week 5 we will expect .10 increase additional to crew curricula average from end of Week 4
- 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 10

4054	Employee Base =	40 employees
4350	Employee Base =	39 employees
8641	Employee Base =	39 employees
10820	Employee Base =	45 employees
11272	Employee Base =	52 employees
12308	Employee Base =	46 employees

CEE EMPHASIS

PAID BY PERIOD

<u>GM</u>	<u>RM/SS</u>
200	100

Additional details regarding bonus:

- Period 10 the General Manager must complete a CEE on every Subordinate Manager. Each CEE must be scheduled and submitted to Robert, Joseph, and Todd on the Monday morning paperwork for the following weeks inspection schedule. All inspections must be completed by the end of the Period
- Joseph will do an announced CEE with the store needing to achieve a minimum of 90% or better on CEE portion of the inspection. Joseph will call at least 2 days prior for the announced inspection.

FOOD COST EMPHASIS

<u>PAID BY PERIOD</u>	
<u>GM</u>	<u>RM/SS</u>
250	250

Details regarding bonus:

- Diff % Food Cost must achieve **3.00% or less of ideal food cost** found on RTI Food Cost Comparative Report for week 1, week 2, week 3, week 4, and week 5 of Period 10

DAYPARTS 1, 2, 3, AND 4 PICKUP WINDOW EMPHASIS

Paid for each daypart goal achieved

<u>PAID BY PERIOD</u>	
<u>GM</u>	<u>RM/SS</u>
50	50

Details regarding bonus:

- Daypart **1** Average Pickup time daily needs to be **85** seconds or less each day for that week
- Daypart **2** Average Pickup time daily needs to be **50** seconds or less each day for that week
- Daypart **3** Average Pickup time daily needs to be **65** seconds or less each day for that week
- Daypart **4** Average Pickup time daily needs to be **65** seconds or less each day for that week
- RTI SOS Daypart Summary report will be used daily to identify average Pick Up Window Times for each Daypart
- 4054 and 4350 please add 10 seconds to the above goals for your single window locations

HR EMPHASIS

PAID BY PERIOD

<u>GM</u>
\$25 each evaluation

For each evaluation that is completed on time (Manager assigns, GM fills out, Employee fills out, Sit Down together to give feedback, managers acknowledgement, employees acknowledgement, and raise put in Paycor before period end) GM will receive \$25.00.

- October evaluations will be eligible

Additional Info: Lists are automatically e-mailed on first of each month, GM can pull list manually in Paycor.

TOTAL BONUS AVAILABLE FOR PERIOD

	<u>GM</u>	<u>RM/SS</u>
HR EMPHASIS	\$25 each	--
LABOR EMPHASIS	\$400	\$300
CEE EMPHASIS	\$200	\$100
FOOD COST EMPHASIS	\$250	\$250
DAYPARTS 1, 2, 3, AND 4 PICKUP WINDOW EMPHASIS	\$50 X up to 4	\$50 X up to 4
TOTAL	\$1075 +	\$850