

CLASSIC FOODS, INC.

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Period 4, 2021 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 4

4054	Employee Base =	47 employees
4350	Employee Base =	32 employees
8641	Employee Base =	43 employees
10820	Employee Base =	53 employees
11272	Employee Base =	53 employees
12308	Employee Base =	45 employees

FOOD COST EMPHASIS

PAID BY PERIOD

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

Details regarding bonus:

- Diff % Food Cost must achieve **2.80% 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 4

FSA EMPHASIS

PAID BY PERIOD

Additional details regarding bonus:

- GM must complete an FSA on every Subordinate Manager for DP 1 or 3 to be eligible for bonus. Each FSA 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 FSA for DP 1 or 3. Joseph will schedule with the GM a minimum of 1 week before inspection. Bonus will be paid out on using Joseph's score.**
- (If Ecosure does inspection during the period their inspection score will be used instead of Joseph's)

	<u>GM</u>	<u>RM/SS</u>
No Critical's allowed, score 90% or higher	500	350
1 – Critical allowed, score 85% or higher	250	175

WDRV EMPHASIS

PAID BY PERIOD

Additional details regarding bonus:

- Each line item on the summary is 1 point. This includes the subsection and systems points which is a total of 25 points (subsection) and 10 points (systems) totaling the points to be 35.
- GM must complete a WDRV on every Subordinate Manager to be eligible for bonus. Each WDRV 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 WDRV. Joseph will schedule with the GM a minimum of 1 week before inspection. Bonus will be paid out on using Joseph's score.**
- (If Franchise Coach or Franchise Trainer does inspection during the period their inspection score will be used instead of Joseph's)

	<u>GM</u>	<u>RM/SS</u>
32 points or better	350	250
30 points or better	250	175

HR EMPHASIS

PAID BY PERIOD

GM
\$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.

- April 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
FOOD COST EMPHASIS	\$300	\$300
FSA EMPHASIS	\$500	\$350
WDRV EMPHASIS	\$350	\$250
TOTAL	\$1575 +	\$1200