

CLASSIC FOODS, INC.

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Period 9, 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 average for the period.

LABOR EMPHASIS

PAID BY PERIOD

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

- Must attain 0-40 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
- Generally no more than 3 New Hires per group for Onboarding and generally no more than 2 groups per period
- At the beginning of the Period the crew curricula average will be used as the Base crew curricula
- Each week you will need a minimum of .10 increase in WeLearn and/ or once achieving 17 crew curricula not decreasing from 17 as the WeLearn Average crew curricula
- 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 9

4054	Employee Base =	46 employees	+1 from August
8641	Employee Base =	42 employees	-4 from August
10820	Employee Base =	44 employees	-8 from August
11272	Employee Base =	52 employees	+2 from August
12308	Employee Base =	52 employees	-6 from August

ONCE AGAIN!!! (WDRV and FSA GM Inspections must be completed for every subordinate for both inspections before the store TEAM will be eligible for either of the individual WDRV or FSA bonuses!!!)

WDRV EMPHASIS

PAID BY PERIOD

Details:

- 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 possible 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, Ray and Todd on the Monday morning paperwork for the following weeks inspection schedule. All inspections must be completed by the end of the Period.
- **DM will do an announced WDRV, and will schedule with the GM a minimum of 1 week before inspection. DM's score will be used for bonus calculations.**
- If Franchise Coach or Franchise Trainer does inspection during the period their inspection score will be used.

	<u>GM</u>	<u>RM/SS</u>
32 points or better	500	350
30 points or better	250	175

FSA EMPHASIS**PAID BY PERIOD**

	<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

Details:

- 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, Ray and Todd on the Monday morning paperwork for the following weeks inspection schedule. All inspections must be completed by the end of the Period.
- **DM will do an announced FSA for DP 1 or 3, and will schedule with the GM a minimum of 1 week before inspection. DM's score will be used for bonus calculations.**
- If Ecosure does inspection during the period their inspection score will be used.

SMG RESOLUTION EMPHASIS**PAID BY PERIOD**

If you have NO cases during the period	+400
If a Case gets resolved within 24 hours	+\$75
If a Case gets resolved within 48 hours	+\$25
If a Case gets resolved within 72 hours	\$0
If a Case gets resolved within in 96 hours	-\$25
If a Case gets resolved after 120 hours	-\$50

Details:

- Any negative amounts would be deducted from all other eligible bonus for the period.

SMG VOC EMPHASIS**PAID BY PERIOD**

Details:

- Any employee employed for the length of the period will be eligible, and will be put into a drawing for: **(2) \$100, (4) \$50, and (26) \$25** gift cards with 32 winners per eligible store.
- Store SMG drivers must be **65%** or greater for the Taste of Food driver and **65%** or greater for the Cleanliness driver to be eligible for the store drawing.

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 the Period.

TOTAL BONUS AVAILABLE FOR PERIOD

	<u>GM</u>	<u>RM/SS</u>
SMG RESOLUTION EMPHASIS	\$75+/-	--
LABOR EMPHASIS	\$400	\$300
FOOD COST EMPHASIS	\$300	\$300
WDRV EMPHASIS	\$500	\$350
FSA EMPHASIS	\$500	\$350
TOTAL	\$1775+	\$1300
SMG VOC EMPHASIS		Store drawing of \$1050 gift cards