



## Classic Foods Inc. 2022 Pay Structure

| Wage Range |                      | Min         | Mid         | Max         |
|------------|----------------------|-------------|-------------|-------------|
| Salary     | GM                   | \$47,500.00 | \$57,000.00 | \$67,000.00 |
| Hourly     | Restaurant - Manager | \$16.00     | \$18.00     | \$20.00     |
| Hourly     | Shift Supervisor *   | \$15.00     | \$16.50     | \$18.00     |
| Hourly     | Crew Member          | \$11.00     | \$12.00     | \$13.00     |

\* \$13 per hour during training

| 2022 Increase Structure |                         |                          |                      |                          |
|-------------------------|-------------------------|--------------------------|----------------------|--------------------------|
|                         | Unacceptable<br>0 - 1.5 | Progressing<br>1.6 - 2.5 | Quality<br>2.6 - 3.4 | Distinctive<br>3.5 - 4.0 |
| GM                      | 0.00%                   | 1.5 - 2.0%               | 2.5 - 3.0%           | 3 - 3.5%                 |
| Shift Manager           | 0.00                    | .30-.35                  | .35-.40              | .40-.45                  |
| Crew Member             | 0.00                    | .25-.30                  | .30-.35              | .35-.40                  |

| WeLearn Courses/ POC Increases (Postional Observation Checklist) |   |                |
|--|---|----------------|
|  | DESCRIPTION   | Total Increase |
| POC Raise #1   | 10 WeLearn Certifications including Onboarding, Orientation, and Food Safety = 10 curricula total | \$ 0.15        |
| POC Raise #2   | 7 Additional WeLearn Certification = 17 curricula total   | \$ 0.15        |
| POC Raise #3   | 7 Additional WeLearn Certification = 24 curricula total   | \$ 0.30        |