

CLASSIC FOODS, INC.

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Period 10, 2021 BONUS PLAN 3760, 5325, 9649, & 12098

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

- Hourly employee's receive 5 hours or less of OT per week (NEW!!)
- 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 (once achieving 17 crew curricula you can't decrease any lower than 17 for the WeLearn Average crew curricula)
- Must achieve employee base for period 10

3760	Employee Base =	37 employees	-3 from Period 9
5325	Employee Base =	43 employees	-1 from Period 9
9649	Employee Base =	43 employees	+1 from Period 9
12098	Employee Base =	28 employees	+3 from Period 9
- 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.

FOOD COST EMPHASIS

PAID BY PERIOD

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

Details regarding bonus:

- Diff % Food Cost must achieve 3% or less of ideal food cost found on RTI Food Cost Comparative Report for each week 4 of the Period.

FSA EMPHASIS

PAID BY PERIOD

	<u>GM</u>	<u>RM/SS</u>
No Critical's allowed, score 90% or higher	750	500
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 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 possible 32 winners per eligible store.
- Store SMG drivers must be **60%** or greater for the Taste of Food driver and **60%** or greater for the Cleanliness driver to be eligible for the store drawing.

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.

- August, September, 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 evaluation	
LABOR EMPHASIS	\$400	\$300
FOOD COST EMPHASIS	\$300	\$300
FSA EMPHASIS (NEW!!)	\$750	\$500
TOTAL	\$1475+	\$1100
SMG VOC EMPHASIS	Store drawing of \$1050 gift cards	