

# CLASSIC FOODS, INC.

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## Period 4, 2022 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>
700	500

- Must attain **0-70** 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
- Hourly employee's receive 5 hours or less of OT per 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 (once achieving 17 crew curricula you can't decrease any lower than 17 for 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

3760	Employee Base =	43 employees	+1 from Period 3
4054	Employee Base =	48 employees	+2 from Period 3
5325	Employee Base =	48 employees	+2 from Period 3
8641	Employee Base =	49 employees	+3 from Period 3
9649	Employee Base =	50 employees	+0 from Period 3
10820	Employee Base =	52 employees	+4 from Period 3
11272	Employee Base =	52 employees	+2 from Period 3
12098	Employee Base =	34 employees	+4 from Period 3
12308	Employee Base =	55 employees	+3 from Period 3

**(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 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 instead of the DM's.

	<u>GM</u>	<u>RM/SS</u>
32 points or better	300	225
30 points or better	200	125

**FSA EMPHASIS**

No Critical's allowed, score 90% or higher  
1 – Critical allowed, score 85% or higher

**PAID BY PERIOD**

<u>GM</u>	<u>RM/SS</u>
300	225
200	125

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 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 instead of DM's.

**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 each week of the Period.

**TOTAL BONUS AVAILABLE FOR PERIOD**

	<u>GM</u>	<u>RM/SS</u>
LABOR EMPHASIS	\$700	\$500
FOOD COST EMPHASIS	\$300	\$300
WDRV EMPHASIS	\$300	\$225
FSA EMPHASIS	\$300	\$225
TOTAL	\$1600	\$1250