

CLASSIC FOODS, INC.

1585 North Skyline Drive

Idaho Falls, Idaho 83402

Email: Todd@wendysidaho.com, Robert@wendysidaho.com, Joseph@wendysidaho.com, Ray@wendysidaho.com, Candice@wendysidaho.com

Period 12, 2025 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> |
|-----------|--------------|
| 500 | 300 |

- Must attain 0-49 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
- 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 = | 30 employees |
| 4054 | Employee Base = | 32 employees |
| 5325 | Employee Base = | 30 employees |
| 8641 | Employee Base = | 30 employees |
| 9649 | Employee Base = | 36 employees |
| 10820 | Employee Base = | 39 employees |
| 11272 | Employee Base = | 34 employees |
| 12098 | Employee Base = | 18 employees |
| 12308 | Employee Base = | 29 employees |
| 13487 | Employee Base = | 29 employees |

FOOD COST EMPHASIS

PAID BY PERIOD

| <u>GM</u> | <u>RM/SS</u> |
|-----------|--------------|
| 500 | 500 |

Details regarding bonus:

- Diff % Food Cost must achieve 1.50% or less of ideal food cost found on RTI Food Cost Comparative Report for each week of the Period.

FSA EMPHASIS

No Critical's, score 90% or higher

PAID BY PERIOD**GM****300****RM/SS****225**

No Critical's, score 86% or higher

200**125**

Details:

- GM must complete an FSA on every Subordinate Manager 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.
- GM must complete MBS found on Dashboard on every Subordinate Manager for current period. All completed MBS's must be sent to DM within 3 days of completion.
- DM will do an unannounced FSA. DM's score will be used for bonus calculations.

TOTAL BONUS AVAILABLE FOR PERIOD**LABOR EMPHASIS****GM****\$500****RM/SS****\$300****FOOD COST EMPHASIS****\$500****\$500****FSA EMPHASIS****\$300****\$225****TOTAL****\$1300****\$1025**