



FISCAL YEAR 2017 CC, GM, RM, MGR PERFORMANCE BONUS PROGRAM

The discretionary bonus structure provides incentive for our top performers. This bonus program rewards for increasing profits and EXCELLENCE Bonus program results. Restaurants who qualify for Part A will also qualify for Part B. Restaurants who do not qualify for Part A are still eligible for Part B.

Part A: Controllable Operating Contribution Improvement: Rewards the restaurants which achieve a quarterly Excellence score of 7 or higher and a year-over-year increase in Controllable Operating Contribution (“COC”) minus marketing costs (marketing cost is the marketing dollars change vs. last year). Based on the restaurant’s quarterly Excellence score the following percentages will be used to calculate this part of the payout.

*Formula: (%) * (Increase in “COC” minus Marketing costs) = payout*

Excellence Score	Chairman’s Club GM	GM	RM	MGR
14 pt	30.0%	20.0%	6.67%	3.33%
13 pt	25.0%	15.0%	5.5%	3.0%
12 pt	23.5%	13.5%	5.0%	3.0%
11 pt	22.0%	12.0%	4.5%	3.0%
10 pt	10.0%	10.0%	4.0%	2.0%
9 pt	8.0%	8.0%	4.0%	2.0%
8 pt	6.0%	6.0%	3.0%	2.0%
7 pt	4.0%	4.0%	2.0%	1.0%
6 or below	0%	0%	0%	0%

Part B: Quarterly Excellence Score: Rewards the restaurants which achieve a quarterly Excellence score of 7 or higher. Based on the restaurant’s quarterly Excellence score the following amounts will be paid.

Excellence Score	GM	RM	MGR
14 pt	\$3500	\$1400	\$700
13 pt	\$3000	\$1200	\$600
12 pt	\$2500	\$1000	\$500
11 pt	\$2000	\$800	\$400
10 pt	\$1000	\$400	\$200
9 pt	\$750	\$300	\$150
8 pt	\$500	\$200	\$100
7 pt	\$250	\$100	\$50
6 or below	0%	0%	0%

Penalty. All managers of a restaurant which has an average of 2.01 – 3 critical violations on the Diversey/EcoSure audits within a fiscal quarter will have their total bonus reduced by 25%. All Managers of a restaurant which has an average of 3.01 – 4 critical violations will have their total bonus reduced by 50% and those who receive an average of 4.01 or more critical violations will forfeit their quarterly bonus.

Additional Bonus Programs:

Red to Yellow Bonus – Any store moving from red to yellow in a given quarter will pay \$1000 to the GM, \$500 to the RM and \$250 to each Manager.

Target Store Bonus – Any store that is at 0 or 1 point in the prior quarter that gets at least 5 points in the current quarter will pay \$2000 to the GM, \$1000 to the RM and \$500 to each Manager.

Quarterly an “Eligible Manager” will qualify for the bonus above. Eligible Managers must be employed with the Company and in good standing at the time of bonus payout. The data used to calculate the bonus is pro rata based on the time assigned to a restaurant. Eligible General Managers will earn and be paid for 75% of the bonus at the end of the quarter, and the remaining 25% will be earned and paid at the end of the fiscal year. The 25% will be paid if the restaurant’s “COC minus marketing” is greater than or equal to the previous year or the restaurant’s overall year-to-date Excellence is green.