

APPENDIX A

Sales Tier by Sales Volume: Every quarter, each restaurant is assigned to a Sales Tier based on the restaurants' current quarter Sales Volume to determine the potential bonus amount:

Restaurant Sales Volume			
Sales Tier	Annual Sales Equivalent*	Quarter 1 (4 Period Quarter)	Quarters 2-3-4 (3 Period Quarter)
Tier 1	Up and equal to \$1.80M	up and equal to \$550k	up to and equal to \$415k
Tier 2	\$1.81M up and equal to \$2.50M	\$551k up and equal to \$770k	\$416k up and equal to \$575k
Tier 3	\$2.51M up and equal to \$3.0M	\$771k up and equal to \$925k	\$576k up and equal to \$690k
Tier 4	Above \$3.0M	above \$925k	above \$690k

*annual assumes same tier for all four quarters

Bonus Payout: Provided a Participant meets all eligibility requirements, and subject to other *Terms and Conditions* of this Plan, a Participant's Bonus opportunity (see below) represents the level of performance achievement attained relative to the performance goals established for the Quarter.

Assistant Manager

Quarter 2, 3 and 4													
Restaurant Sales Tier	Performance Metric:	CY Sales vs. PY Sales			CY BLOC vs. PY BLOC			Total Bonus Potential Opportunity					
	Weight:	80%			20%								
	Performance Level:	Threshold ⁽¹⁾	Target	Exceptional	Threshold ⁽¹⁾	Target	Exceptional						
	Tier 1	\$175	→	\$700	→	\$1,375	\$40		→	\$175	→	\$350	\$1,725
	Tier 2	\$200	→	\$825	→	\$1,675	\$50		→	\$200	→	\$400	\$2,075
Tier 3	\$250	→	\$1,000	→	\$2,000	\$60	→	\$250	→	\$500	\$2,500		
Tier 4	\$300	→	\$1,200	→	\$2,400	\$75	→	\$300	→	\$600	\$3,000		
		<i>payout range ⁽²⁾</i>			<i>payout range ⁽²⁾</i>								

Restaurant Manager

Quarter 2, 3 and 4													
Restaurant Sales Tier	Performance Metric:	CY Sales vs. PY Sales			CY BLOC vs. PY BLOC			Total Bonus Potential Opportunity					
	Weight:	80%			20%								
	Performance Level:	Threshold ⁽¹⁾	Target	Exceptional	Threshold ⁽¹⁾	Target	Exceptional						
	Tier 1	\$375	→	\$1,525	→	\$3,050	\$100		→	\$375	→	\$750	\$3,800
	Tier 2	\$400	→	\$1,850	→	\$3,650	\$125		→	\$450	→	\$925	\$4,575
Tier 3	\$550	→	\$2,200	→	\$4,400	\$150	→	\$550	→	\$1,100	\$5,500		
Tier 4	\$650	→	\$2,650	→	\$5,300	\$175	→	\$650	→	\$1,325	\$6,625		
		<i>payout range ⁽²⁾</i>			<i>payout range ⁽²⁾</i>								

(1) No Payout for performance results below "Threshold".

(2) Actual Performance results and payout is prorated between performance levels.

NOTE: To find more information on eligibility and other terms & conditions, view the Incentive Plan documents located on the Pay & Recognition section of the [Total Rewards site](#).