

## 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

\*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

		Performance Metric: Sales						Average Speed of Service			Alerts per 10k			
		Weight: 50%						25%			25%			
		Threshold (1)			Target		Maximum	Threshold (1)	Target	Maximum	Threshold (1)	Target	Maximum	
Sales Tier	Total Quarter Bonus Potential	L1	L2	L3	L4	L5	L6	L7	5:00	4:30	4:00	7	5	3
Tier 1	\$1,725	\$0	\$270	\$340	\$425	\$545	\$680	\$850	\$60	\$225	\$450	\$60	\$225	\$450
Tier 2	\$2,150	\$0	\$350	\$440	\$550	\$705	\$880	\$1,100	\$70	\$275	\$550	\$70	\$275	\$550
<i>payout range</i>									<i>payout range</i>			<i>payout range</i>		

### Restaurant Manager

		Performance Metric: Sales						Average Speed of Service			Alerts per 10k			
		Weight: 50%						25%			25%			
		Threshold (1)			Target		Maximum	Threshold (1)	Target	Maximum	Threshold	Target	Maximum	
Sales Tier	Total Quarter Bonus Potential	L1	L2	L3	L4	L5	L6	L7	5:00	4:30	4:00	7	5	3
Tier 1	\$3,800	\$0	\$610	\$760	\$950	\$1,215	\$1,520	\$1,900	\$115	\$475	\$950	\$115	\$475	\$950
Tier 2	\$4,600	\$0	\$735	\$920	\$1,150	\$1,470	\$1,840	\$2,300	\$150	\$575	\$1,150	\$150	\$575	\$1,150
<i>payout range</i>									<i>payout range</i>			<i>payout range</i>		

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

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](#).