

APPENDIX A

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

District 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 \$19.9M	up and equal to \$6.1m	up to and equal to \$4.5m
Tier 2	\$20M up and equal to \$30M	\$6.2m up and equal to \$9.2m	\$4.6m up and equal to \$6.9m
Tier 3	Above \$30M	above \$9.3m	above \$7.0m

*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.

DISTRICT MANAGER

Quarter 2, 3 and 4 (12 weeks)								
District 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	\$725	→ \$2,950	→ \$5,875	\$175	→ \$725	→ \$1,475	
Tier 2	\$925	→ \$3,700	→ \$7,400	\$225	→ \$925	→ \$1,850	\$9,250	
Tier 3	\$1,100	→ \$4,425	→ \$8,875	\$275	→ \$1,100	→ \$2,225	\$11,100	
		<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](#).