

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

Performance Metric:	District Sales							District Average Speed of Service			District Alerts per 10k		
	50%							25%			25%		
	Threshold (1)			Target			Maximum	Threshold (1)	Target	Maximum	Threshold	Target	Maximum
Performance Level:	L1	L2	L3	L4	L5	L6	L7	5:00	4:30	4:00	7	5	3
Sales Tier Potential	\$0	\$1,170	\$1,460	\$1,825	\$2,335	\$2,920	\$3,650	\$225	\$925	\$1,850	\$225	\$925	\$1,850
Quarter Bonus	<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](#).