

APPENDIX A

Sales Tier by Sales Volume

Every quarter, each District is assigned to a Sales Tier based on the current quarter Sales Volume of the restaurants within the district to determine the potential bonus amount as follows:

Restaurant Sales Volume for General Manager			
Sales Tier	Annual Sales Equivalent*	Quarter 1 (4 Period Quarter)	Quarters 2-3-4 (3 Period Quarter)
Tier 1	Up and equal to \$3.6M	up and equal to \$1.1M	up to and equal to \$830k
Tier 2	\$3.61M up and equal to \$5.0M	\$1.11M up and equal to \$1.5M	\$831k up and equal to \$1.15M
Tier 3	\$5.01M up and equal to \$6.0M	\$1.51M up and equal to \$1.85M	\$1.16M up and equal to \$1.38M
Tier 4	Above \$6.0M	above \$1.86M	above \$1.38M

*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.

General Manager

Quarter 2, 3 and 4 (12 weeks)											
Restaurant Sales Tier	Performance Metric:	CY Sales vs. PY Sales			CY BLOC vs. PY BLOC			Total Bonus Potential Opportunity			
	Weight:	80%			20%						
	Performance Level:	<i>Threshold ⁽¹⁾</i>	<i>Target</i>	<i>Exceptional</i>	<i>Threshold ⁽¹⁾</i>	<i>Target</i>	<i>Exceptional</i>				
	Tier 1	\$425	→	\$1,675	→	\$3,350	\$100		→	\$425	→
Tier 2	\$500	→	\$2,000	→	\$4,000	\$125	→	\$500	→	\$1,000	\$5,000
Tier 3	\$600	→	\$2,400	→	\$4,800	\$150	→	\$600	→	\$1,200	\$6,000
Tier 4	\$725	→	\$2,875	→	\$5,800	\$175	→	\$725	→	\$1,450	\$7,250
		<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](#).