

2021 AC BONUS PLAN

ColCal Colorado, Inc.

Customer			
Full Day DT OTD <=3:30		% Dissatisfied Thurs-Sun	
% of Stores Achieved	Payout \$	% of Stores Achieved	Payout \$
<70%	\$ -	<70%	\$ -
>=70%	\$ 615.00	>=70%	\$ 615.00
>=80%	\$ 750.00	>=80%	\$ 750.00
>=90%	\$ 885.00	>=90%	\$ 885.00

Financial			
RCP vs Flow Thru% >=100%		Net Sales vs Plan >=100%	
% of Stores Achieved	Payout \$	% of Stores Achieved	Payout \$
<70%	\$ -	<70%	\$ -
>=70%	\$ 2,050.00	>=70%	\$ 2,050.00
>=80%	\$ 2,500.00	>=80%	\$ 2,500.00
>=90%	\$ 2,950.00	>=90%	\$ 2,950.00

Quarterly Multipliers		Qualifiers	
Turnover		CORE Food or Ops	
<=100%	105%	Under Performing/ Red >=15%	50%
100.01-120%	100%		
120.01-150%	75%	Re-Visit Under Performing/ Red >=15%	0%
>150%	50%		
Evals		(1) RCP vs Flow Thru	
<100%	75%	>=70% Restaurants much achieve >=90% RCP vs FT	
		Certified Managers	
		<70% Restaurants < 1 RGM +5AGM/SLs	0%

Annual Multipliers (1)		
Annual Net Sales vs Plan		
<101%	-	Q1 Bonus Payout
>101%	5%	Q2 Bonus Payout
>=102%	10%	Q3 Bonus Payout
>=104%	15%	+ Q4 Bonus Payout
>=106%	20%	= Total 2021 Bonus Payout
>=108%	25%	x Annual Sales Multiplier
		= Annual Net Sales Bonus Paid at time of Q4 Payout

(1) RCP vs Flow Qualifier must be met or no Annual Net Sales Multiplier

Change to the plan can be added or changed on a quarterly basis as seen fit by Ken to improve company opportunities. Changes can be applied to entire company, markets, or specific restaurants .

Bonus Payout Possible	
AC	
Quarter	\$ 8,053.50
Total for 2021	\$ 40,267.50