

2024 Bonus Structure:

Based upon Net Sales from Toast

Labor= Salary, Hourly, Vacation, PTO and Sick

COGS= All Food Purchases

Costs for Labor and Food are combined as Prime Costs

Basis for payout 2% of net sales

Prime Costs Goals:

Portales: 58.5%- 28.5 food, 30 labor.

Prince: 58.5%- 28.5 food, 30 labor.

14th: 58.5%- 28.5 food, 30 labor.

50th: 58.5%- 28.5 food, 30 labor.

Quaker: 58.5%- 28.5 food, 30 labor.

Levelland: 59%- 29 food, 30 labor.

Cannon: 58%- 28 food, 30 labor.

Transition for Periods 1, 2, and 3

Any store that is within 1% of goal will receive .5% of Net Sales, for example 59.4% if the goal is 58.5%.

This is only for periods 1, 2, 3.

Plan Review: Plan is subject to review, and any changes will be communicated and implemented within 3 periods.

Probationary Period:

Food Cost: Weekly full inventory, GM present for inventory, 3 key ingredient (10 or less items) inventories during the week, review weekly with corporate for plan and progress.

Labor: Full engagement by management staff, period meeting with all managers to outline issues, schedules, and plan, review weekly with corporate for plan and progress.

Any store with Prime Costs 3% or more above goal will require disciplinary action and may be subject to bonus reductions in later periods until the average is in acceptable range.