

AGM 2021 BONUS PLAN

ColCal Colorado, Inc.

PERIOD effective P3 2021



*AGMs will be ranked by Period MIC Scorecard scores for Dissatisfied, Full Taco, Customer Recovery, and SWS.

*AGMs must run a minimum of 10 Shifts

*Top 5 AGMs will receive a Period Reward

*Ranking starts over each Period

Period Reward will be Visa Gift Card

1st = \$250

2nd = \$175

3rd = \$150

4th = \$100

5th = \$75

QUARTER

35% of RGM Payout

See Page 2 for Details



DETAILS

AGMs Only

Effective

Period 1 2021

Period Ranking & Rewards will be given out week 3 following the period end

In the event of a tie for any payout level winners split the winnings evenly

Good Luck All!

YEAR 2021

*The Ranking for the Year will be an average of period ranks.

*MICs must run a minimum of 130 shifts in the year to be eligible.

*MIC with the year ranked #1 gets to shop in the ColCal Reward Shop

*2nd place gets \$300 Visa Gift Card



ColCal Reward Shop

Pick a total of \$1,500 in prizes:

Xbox One X, iPad, 50" Smart TV, PS4, Surface Go, Travel Voucher, Gift Cards and more

2021 AGM BONUS PLAN

ColCal Colorado, Inc.

Q1 2021 Plan			
Measurement		Target	Quarter Reward
Customer	Full Day Drive Thru OTD	<= 3:30	\$ 105.00
Customer	Dissatisfaction Thurs-Sun	<= 9%	\$ 105.00
Sales	Net Sals vs Plan	>= 100%	\$ 140.00
Profit	RCP to Flow Thru%	>= 100.00%	\$ 350.00

Quarterly Multipliers		Qualifiers	
Turnover		CORE Food or Ops	
<=100%	105%	Under Performing/ Red	50%
100.01-120%	100%		
120.01-150%	75%		
>150%	50%	Re-Visit	0%
Evals		RCP vs Flow Thru <=	
<100%	75%	90%	0%
WOTC		Certified Managers	
100%	100%	< 1 RGM +5AGM/SLs	0%
80-99.99%	90%	ARL can make exceptions for low volume locations	
<80%	75%		

Annual Multipliers		
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 Payout at time of Q4 Payout

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

AGM

Quarter Max	#1 AGM Rank x3 Periods + Quarter Plan Max	\$ 1,484.00
Total Max for 2021	#1 AGM Rank x13 Periods +(4 Quarters Plan Ma x 25% Annual Net Sales Multiplier)	\$ 6,925.00