

# 2021 RGM BONUS PLAN

ColCal Colorado, Inc.

Q1 2021 Plan			
Measurement		Target	Quarter Reward
Customer	Full Day Drive Thru OTD	<= 3:30	\$ 300.00
Customer	Dissatisfaction Thurs-Sun	<= 9%	\$ 300.00
Sales	Net Sals vs Plan	>= 100%	\$ 400.00
Profit	RCP to Flow Thru%	>= 100%	\$ 1,000.00

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 Under Performing/ Red	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 Paid 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	
RGM	
Quarter Max	\$ 2,100.00
Total Max For 2021	\$ 10,500.00