

CHICKEN SALAD CHICK: 2025 RGM QUARTERLY INCENTIVE PLAN

The following bonus plan is designed to reward eligible employees for their leadership, achievement of certain goals, and for their continued service to the Company. If your restaurant excels and meets the defined goals, you will be eligible to earn an incentive. **The total reward payout for Quarterly and Steritech is \$10,000/year.**

	SALES GROWTH:	OSAT:	DIRECT LABOR % vs. PLAN %:	THEORETICAL COST VARIANCE:
BREAKTHROUGH	Achieved > 3% \$500	> 90% \$500	Made % \$500	≤ 1.20% \$500
TARGET	0 - 2.99% \$300	85 – 89.99% \$350		1.20% - 1.50% \$300
THRESHOLD	Missed \$0	80 – 84.99% \$200	Missed \$0	> 1.50 % \$0

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We are interested in ensuring that our store leaders are executing the Brand Operating Systems on every shift. This is the single most important expectation of each RGM. This is best measured through our Steritech program, which occurs two (2) to three (3) times annually. In 2025, the Company will continue to incentivize excellence in this area through the Steritech Reward Program. **RGMs will participate in the Steritech rewards program as a standalone component, which does not impact the quarterly incentive payout.**

<u>Round</u>	Deviations = 0	Deviations = 1 – 6	Deviations = 7 – 12	Deviations > 12
2	\$1000	\$750	\$500	\$0

INCENTIVE PLAN CONDITIONS & ELIGIBILITY

An employee must satisfy several conditions to be eligible to earn a bonus. Specifically, the employee must have met the high standards below:

- Must be employed and considered active by the Company at the time of payout to be eligible to receive a bonus payout.
- Training % qualifier required 85% to be eligible for non-Steritech incentive.
- Training % will be calculated by Quarter End Results (includes Job Role, Food Safety, and Experience Training).
- Must pass Steritech to be eligible for Steritech Reward Payout.
- Steritech payout only applies to the quarter in which the Steritech occurred.
- Area Coaches are eligible for up to 40% of their RGMs bonus payout.
- Directors of Operations are eligible for up to 25% of their RGMs bonus payout.
- The Company reserves the right to change or alter this incentive plan at any time and at its sole discretion.

Bonuses are provided to employees to reward them for the work they perform during each quarter, which contributes to the success of the Company. If an employee is promoted, transfers, or is on leave during a quarter, the employee will only be eligible for a pro-rated bonus based on the number of days the employee worked in a bonus-eligible position during the quarter.