

CHICKEN SALAD CHICK: 2026 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 \$12,000/year.**

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THRESHOLD	SALES GROWTH:	OSAT:	DIRECT LABOR % vs. PLAN %:	THEORETICAL COST VARIANCE:
	TARGET	Achieved \geq 3% \$500	\geq 90% \$500	Made % \$500
	THRESHOLD	0 - 2.99% \$350	85 - 89.99% \$350	1.20% - 1.50% \$350
BREAKTHROUGH	Missed \$0	80 - 84.99% \$200	Missed \$0	> 1.50 % \$0
TARGET	Missed \$0	80 - 84.99% \$200	Missed \$0	65% - 69.99% \$200
THRESHOLD	Missed \$0	80 - 84.99% \$200	Missed \$0	65% - 69.99% \$200

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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 2026, 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.
- 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.

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MTM 2026 Training Incentive

INCENTIVE PLAN CONDITIONS & ELIGIBILITY

Employed & Considered Active at Time of Payout	✓
All Required Employees Complete Onboarding & Training Within Deadlines	✓
Restaurant Training Must be Completed at a minimum standard or higher	✓
Maintaining High Participant Engagement & Positive Feedback Scores	✓
Retention of Trained RGMs (SL, AGM with CSC)	✓
Meeting or Exceeding Company Set Performance Targets	✓
Achieving High Compliance Rates for Food Safety, Health Regulations & CORE (TB and CSC) and QSC (WS)	✓

	END OF TRAINING	90 DAYS AFTER TRAINING
*SHIFT LEADER (Int/Ext)	\$100	N/A
*AGM (Int/Ext)	\$100	N/A
RGM – INTERNAL	\$125	\$125
RGM – EXTERNAL	\$250	\$250

*Chicken Salad Chick only