

# MAC Pizza Management, Inc.

## General Manager Compensation Package

Updated P1 2022

### Weekly Salary

The salary for GMs is \$1,000 per week. GMs are expected to work a minimum of 45 hours per week in their stores. Working less than 45 hours per week may result in a loss of available Personal Days and/or loss of salary.

### Period Bonus

MAC Pizza operates under a period accounting calendar. Most years will consist of 13 four-week periods, and bonuses will be paid for each period. The following are the two bonus plans offered by MAC Pizza. Each category is graded individually based on the results for the period. Whichever plan will net the GM the largest bonus will be used each period.

Plan A	Base EBITDA percent	20%
Metric	Goals	Additions/ Deductions
	< 22 minutes	+5%
	22.00 - 22.49	+4%
	22.50 - 22.99	+3%
	23.00 - 23.49	+2%
	23.50 - 23.99	+1%
	24.00 - 24.99	0
	25.00 - 25.99	-1%
	26.00 - 26.99	-2%
	27.00 - 27.99	-3%
	28.00 - 28.99	-4%
	29.00+	-5%
CSAT	below Comp Group	-3%
Food Variance	0.40%	-3%
PCYA	negative PCYA	-3%

Plan B	Base \$ amount	\$1,500
Metric	Goals	Additions/ Deductions
	< 22 minutes	+\$500
	22.00 - 22.49	+\$400
	22.50 - 22.99	+\$300
	23.00 - 23.49	+\$200
	23.50 - 23.99	+\$100
	24.00 - 24.99	0
	25.00 - 25.99	(\$100)
	26.00 - 26.99	(\$200)
	27.00 - 27.99	(\$300)
	28.00 - 28.99	(\$400)
	29.00+	(\$500)
CSAT	below Comp Group	(\$150)
Food Variance	0.40%	(\$200)
PCYA	negative PCYA	(\$150)

There will be a cash bonus available for excellent Turnover. Each period the store's rolling 3-period turnover percent will be evaluated for the below additional bonus opportunity.

Period Turnover Goal Bonus	Payout
Achieve a Rolling 3 Periods Turnover percent of less than 15.00%	\$500

Additionally, the below cash bonuses will be paid out upon scoring a 4 or 5 star on any unannounced corporate Operations Assessments.

Operations Assessment Bonus (paid per corporate visit)	Payout
Perfect Score	\$5,000
5 Star	\$2,500
4 star	\$1,000

Penalties: All tax from missing and incomplete tax-exempt forms, negative Personal Days, and unapproved supplies over \$50 = \$ for \$ deduction. Cash short = \$ for \$ over 0.05% of sales. Late Deposits = \$100 deduction. Missing Car Top signs/Drivosity Devices = \$200 each. \$200 deduction for not completing a minimum of 2 Self OERs per period on separate weeks. \$100 penalty for remaining on the Bonus Hold List for a 3<sup>rd</sup> week.

Any manipulation of numbers or cheating may result in the loss of all bonus amounts.

Any deviation from the above plan must be approved in writing by the Chief Operations Director.