



QUARTERLY BONUS METRICS

Discipline: Inspecting What We Expect!

Team: _____

General Manager: _____

The following Quarterly Bonus Metrics Worksheet is designed with full transparency in mind. The intention is to show our deep Appreciation and Celebrate our success by sharing profits with leadership. When Farrelli's | McNamara's achieves results and can contribute to the bottom line YOU make more money to add to your personal bottom line!

We believe if you utilize all the tools and resources provided you will be able to hit your numbers. And if you commit to and leverage our standards, we believe we will be living our Family Values and embodying Discipline, Appreciation, Cleanliness, Quality, Respect, Growth and Celebration.

HERE IS HOW THE POOL WORKS:

The bonus pool is \$3,000 if your store profits a net of \$30,000 for the quarter.

1. In order to qualify your location **MUST PASS** all health inspection and WSLCB stings during the quarter. If you fail either, you automatically lose 50% of the bonus pool.
2. Meeting your 13 Week controllable costs is 50% of the total pool.
3. Meeting the following standards for each leadership role earns the other 50% of the allowable bonus pool. Remember, standards are something we do 100% of the time.
4. Distribution of the allowable pool is as follows:

➤ GM: 50 % ➤ KM: 25% RM: Discretionary Bar Lead: Discretionary

DISCIPLINE: CLEANLINESS, SANITATION, HEALTH, & LIQUOR COMPLIANCE

Were all health inspections passed? Yes No

Were all liquor control stings passed? Yes No

13 WEEK CONTROLABLE COSTS

	Budget %	Actual %	Difference % & \$	Bonus Earning
Labor	%	%	% \$	30% Yes No
Food	%	%	% \$	30% Yes No
Liquor	%	%	% \$	13% Yes No
Beer	%	%	% \$	12% Yes No
Wine	%	%	% \$	5% Yes No
Paper	%	%	% \$	5% Yes No
Pull-tab	\$	\$	% \$	5% Yes No
Total Percent of Bonus Pool Earned:				%
Total Dollars:				\$



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Team: _____

General Manager: _____

Insert total bonus earned from page 1

TEAM METRICS: 13 WEEK CONTROLLABLE COSTS & MANAGING BUSINESS SYSTEMS

General Manager Percent of Bonus Pool Earned:	50% of \$ _____
Total Dollars:	\$ _____

GENERAL MANAGER (50% OF TOTAL BONUS)

STANDARD	COMPLETED	SCORE
1. All new hires completed 5 days of training & packets were completed. (Bring to meeting) (20%)	Yes No	
2. Every active team member had a documented coaching session within the quarter. (Bring to meeting) (20%)	Yes No	
3. Completed Manager Inspection Logs. (Bring all 13 weeks) (15%)	Yes No	
4. Dining room and Bar cleanliness- Weekly cleaning lists completed, bring to meeting. (15%)	Yes No	
5. Bi-weekly Management meetings conducted and notes from each meeting. (bring to meeting) (10%)	Yes No	
6. Guest feedback: All guests have been responded to within 48 hours. Contact Inquiries, Yelp, Google, Facebook and Toast (10%)	Yes No	
7. Quality of bar inventory- Bevco rating of 90% or higher, recount lists, inventory completed on time. (10%)	Yes No	
Total percent GM only bonus	\$	%
GM: 13 Week Controllable Costs Bonus (50% of total)	\$	
Bonus Earned	\$	

DISTRICT MANAGER FEEDBACK:

Metrics for next quarter to be added to following quarters bonus eligibility form.



QUARTERLY BONUS METRICS

Discipline: Inspecting What We Expect!

Team: _____

Kitchen Manager: _____

Insert total bonus earned from page 1

TEAM METRICS: 13 WEEKS CONTROLLABLE COSTS & MANAGING BUSINESS SYSTEMS

Kitchen Manager Percent of Bonus Pool Earned:	25% of \$ _____
Total Dollars:	\$ _____

KITCHEN MANAGER (25%)

STANDARD	COMPLETED		SCORE
1. Is ending inventory under 25% of weekly sales? (20%)	Yes	No	
2. Has every active BOH team member had a documented coaching session within the quarter? (20%)	Yes	No	
3. Review 13 weeks of completed temperature logs. (20%)	Yes	No	
4. Pierce County Health Department self inspections and HVAC cleaning lists completed for each month within the quarter. (20%)	Yes	No	
5. Cleanliness of kitchen as documented on DM walk throughs (20%)	Yes	No	
Total Percent KM only Bonus	\$		%
KM: 13 Week Controllable Costs Bonus (25% of total)	\$		
Bonus Earned	\$		

GENERAL MANAGER FEEDBACK:

Metrics for next quarter to be added to following quarters bonus eligibility form.

DISTRICT MANAGER FEEDBACK:

Metrics for next quarter to be added to following quarters bonus eligibility form.