



Internal Talent Development Bonus Program

Description

Bell American is always looking for talented team members to grow our team; we want to encourage our Restaurant General Managers to develop our future leaders by offering an Internal Talent Development Bonus.

This program is designed to help source top talent, build diversity, and find candidates for hard-to-fill management positions. Sometimes a store may have great talent waiting for the chance to get promoted but that store's staffing goals have been met. The Internal Talent Development Program is designed to not only support individual stores, the entire Market but all of Bell American Group.

To encourage RGM's to develop new talent for management positions (Shift Leader and above) within Bell American, the developing RGM will be eligible to receive a monetary incentive, less applicable taxes. If the internal manager that you develop fills a higher-level position at a store that is not your own, you will receive 50% of the incentive amount at the time of the promotion. (Note: This does not apply to lateral transfers or training a new leader). If the Internally Developed manager remains actively employed and in the manager position into which he/she was promoted to after six months, you will receive the remaining 50%.

- Total Incentive Payout for Crew Member to Shift Leader (SL): \$300
- Total Incentive Payout for Shift Leader to Assistant General Manager (AGM): \$500
- Total Incentive Payout for AGM to Restaurant General Manager (RGM): \$1,000

Eligibility

Who is Eligible for an Internal Development Bonus:

- Restaurant General Manager

Who is Not Eligible for an Internal Development Bonus:

- Area Coaches and above

Candidates

In order to be an eligible candidate:

- All bonus applications will need approval by the Market Leader and HR to determine eligibility.
- The candidate must FIRST be submitted to Human Resources and must include an Internal Talent Development Form.
- Candidates must meet the essential requirements of the position.
- Candidates will be evaluated and interviewed consistent with Bell American policies and procedures.

Program Rules

- All information regarding the promotion decision will remain confidential.
- Any disputes or interpretations of the program will be handled through Human Resources.
- All Internal Development bonus payments will be paid within 30 days of the qualifying date (completion of promotion/transfer and 6 months after promotion date). Bonus amounts are considered taxable income.
- A RGM cannot earn more than \$5,000 annually for the Internal Talent Promotion bonus payments.



Internal Talent Development Incentive Form

Your Information:

Name: _____

Today's Date: _____

Position: _____

Store Number: _____

Information of Manager You Developed:

Name of Promoted Manager: _____

Crew Member to Shift Leader (SL)

Development Track: Shift Leader to Assistant General Manager (AGM)

AGM to Restaurant General Manager (RGM)

Promotion Date: _____

I have read and understand the Bell American Internal Development Bonus Program Rules.

Your Signature

Date

***Forward this Form to HRBP before payroll close**

For HR Use:

Total Amount of Payout:

Approved by AC/MC:

Payout Dates:

50% of Total Due

Immediately:

50% of Total Due After 6

Months in Position: