



SINKULA INVESTMENTS LTD, CO.
d.b.a.
WENDY'S OLD FASHIONED
HAMBURGERS

	RESTAURANT MANAGEMENT & SHIFT SUPERVISORS			
	NON-EXEMPT (Hourly)	NON-EXEMPT (Hourly)	NON-EXEMPT (Hourly)	EXEMPT (Salary)
	Shift 1 Supervisor	Shift 2 Supervisor	Assistant Manager	General Manager
PBO Bonus Base	No	\$1,560	\$3,000	\$9,000
PTO 1 st Year	Up To 7 Days	Up to 7 Days	Up to 12 Days	Up to 14 Days
PTO after Year 1	7 days max based on average hours	Additional day per year in management 15 days max	Additional day per year in management 18 days max	Additional day per year in management 20 days max
Holiday Pay	No	2 Days	2 Days	2 Days
Evaluation	Yearly	Yearly	Yearly	Yearly
Medical Benefit	Yes*	Yes	Yes	Yes
Dental Benefit	Yes*	Yes	Yes	Yes
Basic Life Insurance	\$25,000*	\$25,000	1 1/2 Times Salary	1 1/2 Times Salary
AD&D	Yes*	Yes	Yes	Yes
Short-Term Disability	Yes*	Yes	Yes	Yes
401(k) Savings Plan	Up to 4% Match	Up to 4% Match	Up to 4% Match	Up to 4% Match
Jury Duty Pay	No	Yes	Yes	Yes
Bereavement Leave	No	3 days each	3 days each	3 days each
Tuition Reimbursement	No	\$1,500 yr	\$1,500 yr	\$1,500 yr
Service Awards Program	Yes	Yes	Yes	Yes
Referral Bonus	\$500	\$500	\$500	\$500

Sinkula Investments Ltd., Co. expects to continue the programs described, but reserves the right to terminate or amend them at any time. Receipt of this overview sheet does not constitute an employment contract.

*To qualify for these benefits a manager must work an average of 30 hours a week or more.

Effective 1-1-2019