



RETAIL COMPENSATION PHILOSOPHY

Consistent with our Values and Mission, our compensation philosophy creates and fosters a mindset that supports our grand pursuit of a superior guest experience through an understanding of and emphasis upon the critical role that each team member plays in our collective success.

We hold ourselves to the highest standards of performance and, because we understand that our team members are responsible for serving our guests, which is the most important work we do every day, we are committed to providing them an opportunity to participate in our success. We ask much of our team members and we offer them much in return. We strive to provide attractive base compensation for good work and, when coupling this with generous incentive compensation for maximum effort, the most attractive compensation packages in our industry. Simply stated...those dedicated to delivering market-leading levels of performance should expect market-leading compensation and benefits.

In alignment with our Company culture, we communicate clearly and openly about the goals of our Company and the design and intention of our compensation and benefits programs. Our communication practices are rooted in the belief that our team members have a right to know what our commitment is to them and, likewise, what is expected of them in their mutual commitment as members of our team.

We enable our team members to take care of themselves and their families, by providing a benefits program that is responsive to their needs, competitive and cost effective. We view this as an important responsibility of our Company.

Our success is achieved with hard work, mutual respect, and the dedication and commitment of every team member. By living Our Values, it's the responsibility of each one of us to make a difference in our work environment, in our own careers, and in the lives of the guests we serve every day. We believe that through mutual accountability and our collective effort to treat our fellow teammates as the most important part of our Company, they will make the difference.

As a result of our ongoing commitment to providing our team members with a comprehensive and highly competitive rewards package in combination with a full commitment to our Values, we achieve our Mission of delivering the friendliest, cleanest and most convenient customer experience by first being the best place to work.