

**Wisconsin Hospitality Group
Summary of Benefits for Pizza Hut Managers**



MANAGER COMPENSATION PACKAGE

What We Offer:

Competitive Salary	Medical Insurance
Bonus Program	AAA Benefits
401 K	Vacation
Meal Discounts	Short Term Disability
Hospitality Hero(GM only)	Long Term Disability
Personal Time Off	
Life Insurance and Accidental Death & Dismemberment (AD&D)	

Total Compensation:	Potential Earnings:
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Base Salary:	\$27,000-\$45,000 depending on experience
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Bonus Program:	Potential to earn up to 20% of base pay. Bonus is paid out quarterly and amount is determined by store performance.
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401K:	Team member is allowed to defer up to 15% of their pay and the company will match \$.25 for every dollar up to the first 4%.
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Meal Discounts:	100% off food at any WHG Applebee's and 50% off food at any WHG Pizza Hut.
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Medical & Dental Insurance	WHG gives you choices. Humana's SmartSuite offers you a choice of several Health plans with different levels of costs and benefits. Ask for details.
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AAA Benefits:	AAA provides WHG managers a discounted rate and exclusive member benefits.
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Life Insurance:	Term life insurance policy equal to one times the employee's annual salary. Coverage is limited to a maximum of \$50,000.
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Personal Time-Off	WHG believes that employees should have the opportunity to enjoy time away from work to help balance their lives.
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Voluntary Benefits:

Vision Dental	Discount Computer Purchase Plan Voluntary Life Insurance
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Medical Insurance

WHG provides group medical coverage through Humana. Coverage is effective the first of the month following 30 days of employment. Employees who choose not to enroll in the plan upon hire will only be eligible to enroll in this plan when a major life change occurs. This includes marriage, divorce, birth of a child, loss of coverage/job by spouse and court order. Our plan covers major medical and hospitalization for both employees and their families.

General Plan Information	Humana CoverageFirst 4000		Humana CoverageFirst 3000		Humana CoverageFirst 1500		Humana PPO 750	
	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Network	ChoiceCare	N/A	ChoiceCare	N/A	ChoiceCare	N/A	ChoiceCare	N/A
Deductible	\$4,000 individual \$12,000 family	\$12,000 individual \$36,000 family	\$3,000 individual \$9,000 family	\$9,000 individual \$27,000 family	\$1,500 individual \$4,500 family	\$4,500 individual \$13,500 family	\$750 individual \$2,250 family	\$1,500 individual \$4,500 family
Coinsurance	100% / 70%	70% / 50%	100% / 80%	70% / 60%	100% / 80%	70% / 60%	100% / 80%	70% / 50%
Out-of-Pocket Maximum (Including Deductible)	\$8,000 individual \$24,000 family	\$24,000 individual \$72,000 family	\$5,000 individual \$15,000 family	\$15,000 individual \$45,000 family	\$3,000 individual \$9,000 family	\$9,000 individual \$27,000 family	\$4,000 individual \$12,000 family	\$8,000 individual \$24,000 family
Lifetime Maximum	\$1,000,000		\$1,000,000		\$1,000,000		\$1,000,000	
Physician Services								
Office Visits	\$25 / \$40 copay	70% after deductible	\$20 / \$35 copay	70% after deductible	\$20 / \$35 copay	70% after deductible	\$25 / \$40 copay	70% after deductible
Preventive Care	\$25 / \$40 copay	70% after deductible	\$20 / \$35 copay	70% after deductible	\$20 / \$35 copay	70% after deductible	\$25 / \$40 copay	70% after deductible
Diagnostic X-Ray & Lab	70% after deductible	50% after deductible	80% after deductible	60% after deductible	80% after deductible	60% after deductible	100% after deductible	70% after deductible
Chiropractic Care	\$40 copay	70% after deductible	\$35 copay	70% after deductible	\$35 copay	70% after deductible	\$40 copay	70% after deductible
Hospital Services								
Inpatient	\$100 copay per day for first five days, after deductible, then 100%	70% after deductible	\$100 copay per day for first five days, after deductible, then 100%	70% after deductible	\$100 copay per day for first five days, after deductible, then 100%	70% after deductible	\$250 copay per day for first five days, after deductible, then 100%	70% after deductible
Outpatient Surgery	70% after deductible	50% after deductible	100% after deductible	70% after deductible	100% after deductible	70% after deductible	\$100 copay after deductible, then 100%	70% after deductible
Emergency and Urgent Care								
Emergency Room	\$100 copay after deductible, then 100%	70% after deductible	\$100 copay after deductible, then 100%	70% after deductible	\$100 copay after deductible, then 100%	70% after deductible	\$150 copay after deductible, then 100%	70% after deductible
Prescription Drugs								
Retail	\$10/\$25/\$50/25%		\$10/\$25/\$50/25%		\$10/\$25/\$50/25%		\$10/\$25/\$50/25%	
Mail Order	\$10/\$25/\$50/25%		\$10/\$25/\$50/25%		\$10/\$25/\$50/25%		\$10/\$25/\$50/25%	
Other Services								
Ambulance Service	70% after deductible	50% after deductible	80% after deductible	60% after deductible	80% after deductible	60% after deductible	80% after deductible	50% after deductible
Speech/Physical/Occupational Therapy	70% after deductible	50% after deductible	80% after deductible	60% after deductible	80% after deductible	60% after deductible	80% after deductible	50% after deductible
Durable Medical Equipment & Prosthetic Appliances	70% after deductible	50% after deductible	80% after deductible	60% after deductible	80% after deductible	60% after deductible	80% after deductible	50% after deductible
Family Planning & Infertility Services	Not covered		Not covered		Not covered		Not covered	
Skilled Nursing Care	70% after deductible	50% after deductible	80% after deductible	60% after deductible	80% after deductible	60% after deductible	80% after deductible	50% after deductible
Home Care	70% after deductible	50% after deductible	80% after deductible	60% after deductible	80% after deductible	60% after deductible	80% after deductible	50% after deductible
Hospice Care	70% after deductible	50% after deductible	80% after deductible	60% after deductible	80% after deductible	60% after deductible	80% after deductible	50% after deductible
Employee Contribution Per Paycheck								
Single	\$23.08		\$34.62		\$50.77		\$64.62	
E+1	\$46.15		\$69.23		\$96.92		\$124.62	
Family	\$69.23		\$106.15		\$143.07		\$180.00	
	\$500 First Benefit		\$500 First Benefit		\$500 First Benefit			

Dental Insurance

WHG sponsors a dental plan administered by Humana. Coverage is effective on the first of the month following 30 days of employment. Individuals who choose not to enroll upon hire will only be eligible to enroll in this plan when a major life change occurs. This includes marriage, divorce, birth of a child, loss of coverage/job by spouse and court order.

Basic preventative services are covered 100% with no deductible. Basic restorative services (i.e. fillings, inlays, crowns) are covered at 80% after the satisfaction of the deductible. Major restorative services (i.e. bridges, dentures) are covered at 50% after the deductible. The annual deductible is \$50 for individual coverage and \$150 for family coverage. The maximum annual benefit of the above services combined is \$1,000 per individual.

Orthodontic coverage is available for unmarried, dependent children up to age nineteen. The maximum lifetime benefit for orthodontia is \$1,000 per individual. Employees contributions are required for this benefit and are conveniently deducted from the employee's **bi-weekly** paycheck.

Type of Coverage

Single	\$6.92
Employee + One	\$16.15
Family	\$23.07

Life Insurance and Accidental Death & Dismemberment (AD&D)

WHG provides employees with a term life insurance policy equal to one times the employee's annual salary. Jefferson Pilot insures this coverage. Coverage is limited to a maximum of \$50,000. AD&D insurance provides an additional benefit up to a maximum of \$50,000 if an employee suffers a loss of limbs(s) or dies from accident causes. WHG pays 100% of the premium for this coverage.

Group Travel Coverage

WHG also provides salaried employees with business travel accident coverage. This benefit provides a \$100,000 death benefit to the employee's beneficiary should the employee's death occur while traveling for company business. The plan also provides additional Accidental Death and Dismemberment coverage up to \$50,000 according to the policy's loss schedule.

Voluntary Group Life Insurance

Our voluntary plan allows employees to purchase group term life insurance increments of \$10,000 up to seven times their annual salary. There is a maximum of \$300,000. Amounts requested in excess of \$80,000 are subject to the approval of a health questionnaire. Employees may also purchase life insurance for both their spouse and dependent children (limitations apply).

Short Term Disability Insurance (STD)

This benefit is fully paid by the company and provides partial income replacement for eligible employees who become temporarily disabled due to non-occupational causes. Jefferson Pilot insures this coverage. The plan covers an employee for up to 26 weeks at 60% of the employee's weekly income. The maximum weekly benefit is \$600. This benefit begins on the first day of an accident and on the eighth day of a sickness while under a physician's care; pregnancy is considered a sickness.

Long Term Disability Insurance (LTD)

WHG also provides Long Term Disability insurance that begins when short-term disability benefits end (after 26 week). This plan replaces up to 66-2/3% of an employee's earnings, up until the earlier of age 65 or the employee is no longer disabled. The maximum monthly benefit is \$6,000. *WHG pays 100% of the premium for this coverage.*

401K Retirement Plan

WHG wants to help employees plan for their future. Eligible employees are able to participate after six months of employment. WHG provides the means for the employees to invest their funds in a diversified way by offering five (5) different investment options. The company will match \$.25 for every \$1.00 contributed up to the first 4%. The annual maximum contribution an employee may make is 15% of his/her annual salary. An employee's own contributions are immediately vested at 100%, while the company's match is vested on a 6-year schedule.

Voluntary Vision Plan

WHG, LLC offers a voluntary Vision Plan. This plan covers both exams and materials and has no deductible to meet. Monthly premiums are paid entirely by the employee and are as follows:

Type of Coverage	
<i>Single</i>	9.55*
<i>Employee + One</i>	19.10*
<i>Family</i>	25.25*

* Monthly Premium

Paid Personal Time-Off (PTO)

WHG encourages all employees to take time off from work for rest and relaxation. In addition for normal time off for vacation, PTO is designed to accommodate for reasonable family activities, personal sickness, and family sickness or emergencies.

Length of Service on January 1	PTO Days
<i>1-4 full years of active employment</i>	12
<i>5-9 full years of active employment</i>	17
<i>10 and subsequent years of active employment</i>	22

New Hires: Employees accrue 8 hours of PTO for each complete calendar month worked during the PTO accrual period in which they are hired. This PTO may be taken during the next succeeding accrual period, if earned during the first accrual period (January 1 through June 30), or if earned during the second accrual period (July 1 through December 31), PTO may be taken at any time during the next succeeding vacation year. The maximum accrual is 40 hours during each accrual period. For example: An employee hired or promoted on April 15 would accrue two days of PTO and may take those two days between July 1 and December 31. An employee hired on September 15 would accrue three days of PTO that could be taken any time during the next succeeding year.

Holidays

Wisconsin Hospitality Group is closed both Thanksgiving and Christmas Day in observance of these Holidays. Managers receive these days off with pay. The restaurants normally close early on both Christmas Eve and Easter.

Meal Program

Eligible employees receive 100% comp on food while dining at any WHG Pizza Hut's Restaurant and 50% comp on food at any WHG owned Applebee's Restaurants. The employee is responsible for the payment of liquor and tip.

Other Benefits

- *Direct Deposit for Paychecks
- *AAA Discount Plan
- * Quartley Bonus Program

Eligibility to participate in the programs offered by Wisconsin Hospitality Group, LLC is determined by the employee's employment classification. This summary pertains to all Corporate Support Staff. This benefit summary, describing some of the principle provisions of our benefit package, is not intended to substitute for or supersede the detailed descriptions of the individual plans, available in the human resources Department. The above plans are described in more detail in the summary plan descriptions and/or the Employee Handbook.