

EXCELLENCE . . .

*We take pride
in our work
and have a passion for excellence.*

WELCOME - WE ARE GLAD YOU ARE WITH US!

On behalf of your colleagues, we welcome you to KFC/Taco Bell and wish you every success. You are now an employee of a franchisee of KFC and Taco Bell, and both are among the largest quick service restaurant companies in the world. KFC began with Colonel Harland Sanders, and his belief in his product and his commitment to his customers. We continually strive to maintain his standards of excellence in everything we do today. Glen Bell also had a belief in his product and a vision for the future which became Taco Bell. You have joined a brand that is a leader in the food service industry and dedicated to delighting our customers. We believe in giving our customers value, quality, and service, which increases our sales. We firmly believe in properly training our employees and providing them with opportunities for growth.

It is great to have you as a member of the team and we are excited you have chosen our Company as your employer. Your role is very important because you and your fellow employees represent the Company to our customers. Therefore, everything you do contributes to your customer's image of you, your restaurant, and our Company. That makes your job very important. We want you to take pride in being part of our team. We believe that a passion to please and customer satisfaction are driving forces behind our success. While our products, prices and other value programs may bring customers to our businesses, it is our employees who ultimately give them a reason to return.

This handbook was developed to describe some of the expectations of our employees and to outline the policies, programs and benefits available to eligible employees. You should familiarize yourself with the contents of the employee handbook as soon as possible, for it will answer many questions about your employment with the Company.

Please try to be open with us about how you feel about your job. We want to listen to you and help to make your stay with us as enjoyable and successful as possible.

Welcome to our Company! We hope that your experience here will be challenging, enjoyable, and rewarding!

David Barr and Bill Byrd

OUR BEGINNING

PMTD Restaurants, LLC. was founded in 1998 with two KFC restaurants, in Alexander City and Talladega, Alabama. The philosophy of the Company is that

“People Make The Difference”

and this idea is fundamental to the way we do business.

More stores have been purchased over the years, under the PMTD name as well as RFM Enterprises, Inc, and Champion Restaurants-Fiesta, LLC. Over the years, the Company has grown to include both KFC and Taco Bell franchises in Georgia and Alabama.

Remember that People Make The Difference, whether it is each employee or each customer.

It's all about people!

FUN FACTS

KFC

- The Colonel started his business at age 65, while living on his \$105 Social Security checks.
- Colonel Harland Sanders perfected his secret blend of 11 herbs and spices in his Corbin, KY restaurant in 1939.
- The Colonel devoted himself to the chicken franchising business in 1952.
- With 600 franchised outlets in 1964, the Colonel sold his interest in the U.S. company for \$2 million.
- In 1976, an independent survey ranked the Colonel as the world's second most recognizable celebrity.
- KFC opens one restaurant everyday around the world.
- KFC was the first Western fast food restaurant to enter China, opening its first location on Beijing's Tiananmen Square in 1987.

Taco Bell

- Taco Bell was founded in 1962 by Glen Bell in Downey, California. The first franchise was sold in 1964.
- Five items were on the original Taco Bell menu - tacos, frijoles, bean burritos, tostadas, and Bell burgers. The first taco sold for 19 cents.
- The first Taco Bell restaurant was 400 sq. ft., with a walk-up window only.
- Taco Bell has 4,800 restaurants in the United States, including Alaska and Hawaii.
- Taco Bell employs more than 100,000 people nationwide in their company-operated restaurants, franchised units and corporate offices.
- Taco Bell sold more than 375 million of the Doritos Locos tacos in 2012, which equates to about one million sold per day.

ABOUT THIS HANDBOOK

This handbook represents the policies for PMTD Restaurants, LLC., and all of its affiliate companies, such as RFM Enterprises, Inc. and Champion Restaurants-Fiesta, LLC. Rather than use all of these company names throughout this handbook, you are notified that any reference to the “Company” refers to PMTD Restaurants LLC and all affiliate companies.

This handbook supersedes all previous employer statements, including any previous handbooks, manuals, memorandums, and oral or written statements pertaining to policies described here. It is effective immediately and is applicable to all employees, regardless of their date of employment.

This handbook does not constitute a contract of employment; it does not create property rights in jobs, nor is it an inflexible set of rules and regulations.

The compensation, hours of employment, and all other terms and conditions of employment for all employees are subject to modification by the Company at its discretion.

The Company reserves the right, on a case by case basis, to interpret its stated or usual policies, practices, and procedures when the Company deems it necessary or appropriate. The Company also reserves the right to modify, revoke, suspend, terminate, or change any or all such policies and procedures, in whole or part at any time, without notice. As such, all employees are subject to termination at the discretion of the Company.

These guidelines have been prepared to help ensure that you are aware of the importance we place on the safety and security of our employees and customers, as well as on the protection of the Company’s cash and other assets. These guidelines may be revised periodically. The Company reminds employees that they are responsible for being current on Company policies. It is your responsibility to act in accordance with these guidelines and to use your best judgment as a professional in any unforeseen situations.

Except where differences in policy are noted, these guidelines apply to all employees, regardless of location, length of service, or position within the Company, whether store or above store employees, whether hourly or salaried, full time, or part time.

Adherence to these and all official Company, KFC and/or Taco Bell procedures, and the exercise of good judgment will enhance the safety and security of all employees.

EMPLOYMENT AT WILL

Employment at the Company is “at will”, meaning either the employee or the Company may terminate the employment relationship for any reason at any time. The Company disclaims any implied contractual obligation for continuing employment.

NON DISCLOSURE AGREEMENT

During employment with our Company, you may learn of proprietary and/or confidential information of the Company or its franchisor(s). As an employee of the Company, it is your responsibility to maintain the confidentiality of such. Inappropriate action or misuse of the Company's proprietary and/or confidential information will result in disciplinary action up to and including termination. If you are unsure of how to handle situations involving Company documents, facts, or records, please consult the RGM or DO or an Owner.

Information about the Company's employees (including ex-employees) is private. This includes work schedules, phone numbers, home addresses and any other personal information. Do not ever share this information with anyone.

The Company office address and phone:

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