

THE 2008 RESTAURANT INDUSTRY CEO SURVEY
(ORGANIZED BY TOTAL COMPENSATION)

RANK	CEO	COMPANY	SALARY (\$K)	SHORT-TERM INCENTIVE (\$K)	OTHER (\$K)	LONG-TERM INCENTIVE (\$K)	TOTAL (\$K)	AETHOS VALUE INDEX ¹	OWNERSHIP
1	David C. Novak	Yum! Brands	\$1,312	\$4,743	\$204	\$9,260	\$15,519	119.7	\$258,403,135
2	David A. Brandon	Dominos Pizza Inc.	\$788	\$0	\$12,933	\$1,061	\$14,782	121.6	\$13,498,622
3	Michael A. Woodhouse	CBRL Group	\$950	\$7,075	\$57	\$4,057	\$12,140	106.7	\$28,649,506
4	James A. Skinner	McDonald's Corp.	\$1,263	\$3,060	\$584	\$4,537	\$9,443	134.4	\$76,372,986
5	James Donald*	Starbucks Corp.	\$1,000	\$0	\$37	\$6,493	\$7,530	112.9	\$60,666,980
6	Andrew F. Puzder	CKE Restaurants Inc.	\$958	\$2,500	\$282	\$3,047	\$6,787	113.3	\$27,011,648
7	Samuel E. Beall III	Ruby Tuesday Inc.	\$1,125	\$349	\$59	\$4,666	\$6,199	100.0	\$32,439,800
8	Clarence Otis, Jr.	Darden Restaurants Inc.	\$889	\$973	\$335	\$2,904	\$5,101	124.6	\$24,156,414
9	Douglas H. Brooks	Brinker International Inc.	\$900	\$707	\$0	\$3,304	\$4,910	112.3	\$27,457,643
10	Linda A. Lang	Jack In The Box Inc.	\$744	\$1,125	\$90	\$2,643	\$4,602	127.6	\$10,624,971
11	Steve Ells	Chipotle Mexican Grill Inc.	\$558	\$1,188	\$66	\$2,347	\$4,159	191.8	\$8,103,557
12	John W. Chidsey	Burger King Holdings Inc.	\$1,009	\$1,337	\$313	\$1,488	\$4,147	136.7	\$30,009,740
13	Dennis B. Mullen	Red Robin Gourmet Burgers Inc.	\$675	\$952	\$246	\$2,098	\$3,971	97.4	\$8,130,259
14	Larry S. Flax and Richard L. Rosenfield	California Pizza Kitchen Inc.	\$1,080	\$486	\$90	\$2,233	\$3,888	131.9	\$51,883,693
15	Julia A. Stewart	DineEquity Inc.	\$650	\$1,539	\$146	\$1,177	\$3,513	121.5	\$8,605,116
16	Nigel Travis	Papa John's International Inc.	\$781	\$1,086	\$19	\$1,620	\$3,507	152.4	\$17,314,085
17	Paul D. House*	Tim Hortons Inc.	\$602	\$945	\$405	\$1,509	\$3,461	131.7	\$2,293,648
18	Nelson J. Marchioli	Denny's Corp.	\$771	\$1,226	\$52	\$630	\$2,679	83.1	\$14,192,130
19	Daryl G. Brewster*	Krispy Kreme Doughnuts Inc.	\$634	\$489	\$359	\$1,165	\$2,648	32.9	\$1,474,668
20	David Overton	The Cheesecake Factory Inc.	\$732	\$0	\$8	\$1,727	\$2,466	81.9	\$100,279,430
21	Richard M. Frank	CEC Entertainment Inc.	\$912	\$222	\$73	\$869	\$2,076	72.1	\$34,216,682
22	Michael J. Coles	Caribou Coffee Inc.	\$482	\$0	\$1,356	\$45	\$1,883	30.8	\$4,333,912
23	Sally J. Smith	Buffalo Wild Wings Inc.	\$500	\$334	\$112	\$862	\$1,808	173.3	\$4,104,971
24	Peter Dunn*	The Steak n Shake Co.	\$600	\$0	\$522	\$676	\$1,798	41.0	\$863,836
25	J. Clifford Hudson	Sonic Corp.	\$593	\$381	\$28	\$540	\$1,542	199.3	\$21,563,638
26	Richard L. Federico	P.F. Chang's China Bistro Inc.	\$650	\$0	\$5	\$806	\$1,462	36.4	\$11,235,613
27	Gregory L. Burns	O'Charley's Inc.	\$625	\$0	\$89	\$684	\$1,398	63.6	\$8,003,305
28	Paul E. Clayton*	Jamba Inc.	\$515	\$0	\$8	\$777	\$1,300	3.6	\$1,216,956
29	Ronald M. Shaich	Panera Bread Co.	\$530	\$205	\$20	\$458	\$1,213	168.0	\$64,908,276
30	Gerald W. Deitchle	BJ's Restaurants Inc.	\$375	\$203	\$7	\$574	\$1,160	201.4	\$5,317,020
31	Alan Vituli	Carrols Restaurant Group Inc.	\$650	\$475	\$0	\$32	\$1,157	56.4	\$13,690,797
32	Steven A. Davis	Bob Evans Farms Inc.	\$0	\$581	\$0	\$575	\$1,155	128.0	\$4,110,568
33	Michael Weinstein	Ark Restaurants Corp.	\$822	\$39	\$0	\$274	\$1,135	49.7	\$39,930,384
34	G. J. Hart	Texas Roadhouse Inc.	\$550	\$338	\$0	\$235	\$1,123	111.6	\$13,273,349
35	Cheryl A. Bachelder	AFC Enterprises Inc.	\$650	\$200	\$20	\$247	\$1,116	146.5	\$265,106
36	Jason Brown	Organic To Go Food Corporation	\$225	\$0	\$5	\$659	\$889	42.3	\$4,003,683
37	Daniel E. Pittard	Rubio's Restaurants Inc.	\$400	\$0	\$9	\$425	\$834	57.4	\$90,860
38	James Hyatt*	Cosi Inc.	\$492	\$0	\$9	\$325	\$825	2.0	\$1,064,000
39	Thomas J. Baldwin	Morton's Restaurant Group Inc.	\$370	\$200	\$23	\$171	\$764	18.8	\$1,974,265
40	Patrick J. O'Dea	Peet's Coffee & Tea Inc.	\$515	\$136	\$32	\$25	\$709	76.4	\$21,925,204
41	Craig F. Maier	Frisch's Restaurants Inc.	\$265	\$190	\$148	\$78	\$681	80.6	\$30,818,830
42	Douglas L. Schmick	McCormick & Schmick's	\$380	\$60	\$14	\$215	\$668	118.6	\$1,565,836
43	Lonnie J. Stout II	J. Alexander's Corp	\$364	\$0	\$147	\$132	\$643	160.2	\$5,292,987
44	Christopher J. Pappas	Luby's Inc.	\$400	\$0	\$0	\$216	\$616	189.7	\$35,144,212
45	Marcus E. Jundt	Kona Grill Inc.	\$315	\$0	\$0	\$289	\$604	205.8	\$15,498,353
46	Paul J.B. Murphy III	Einstein Noah Restaurant Group Inc.	\$422	\$0	\$0	\$173	\$595	42.2	\$4,027,358
47	Craig S. Miller*	Ruth's Hospitality Group	\$497	\$0	\$13	\$50	\$560	37.3	\$6,851,786
48	Eric Gatoff	Nathan's Famous Inc.	\$229	\$210	\$34	\$64	\$538	210.6	\$489,160
49	David Goronkin*	Famous Dave's of America Inc.	\$488	\$0	\$1	\$4	\$493	128.5	\$640,073
50	Robert E. Wheaton	Star Buffet Inc.	\$250	\$195	\$30	\$0	\$474	46.9	\$7,552,311
51	Philip Gay	Grill Concepts Inc.	\$289	\$50	\$18	\$60	\$417	77.0	\$238,938
52	Joel A. Schwartz	Benihana Inc.	\$355	\$46	\$7	\$0	\$408	211.2	\$4,019,871
53	Curt Glowacki	Mexican Restaurants Inc.	\$206	\$0	\$0	\$84	\$290	6.1	\$280,280

- ¹ AETHOS Pay-For-Performance Index is based on an average of 100.0
- Stock market data garnered from Smart Money and based on years ending December 31, 2004-2007
- *No longer CEO

SOURCE: AETHOS Consulting Group