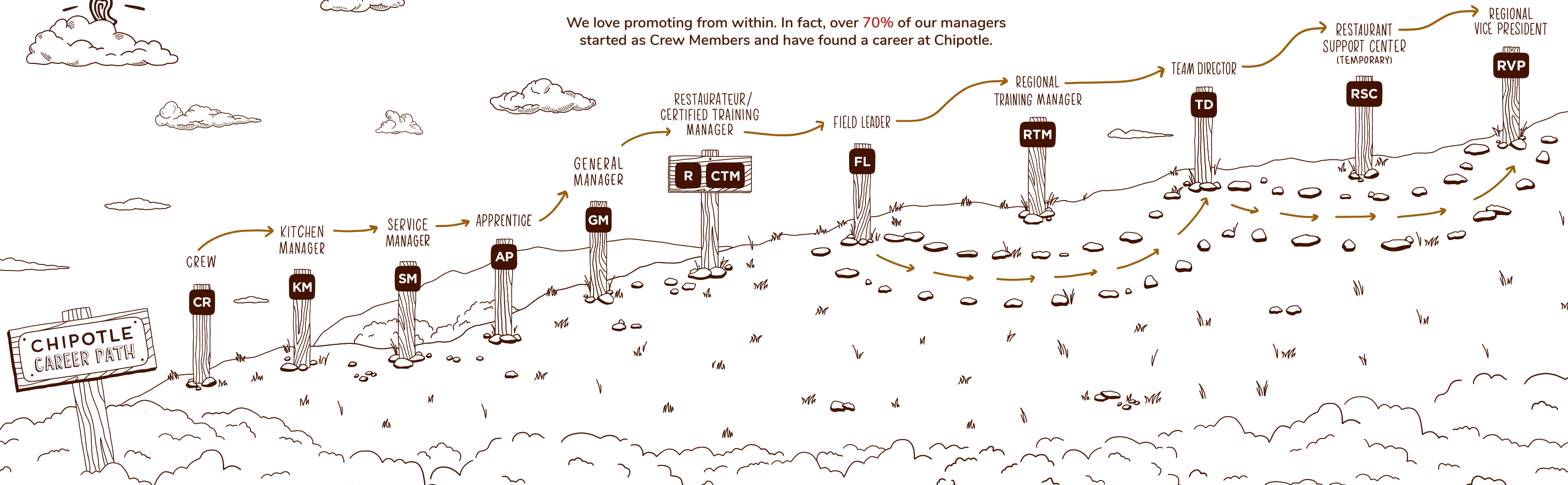


CHIPOTLE GROWTH TO OPERATIONAL EXCELLENCE

CHIPOTLE CAREER ROADMAP

We love promoting from within. In fact, over **70%** of our managers started as Crew Members and have found a career at Chipotle.



TYPICAL TIME IN POSITION, TOTAL COMPENSATION AND BENEFIT RANGES (US BASED RESTAURANTS AND EMPLOYEES)

CREW Time in Position: 6 to 12 months Total Comp/Benefits: \$38,300 - \$44,200	KITCHEN MANAGER Time in Position: 6 to 12 months Total Comp/Benefits: \$43,500 - \$48,600	SERVICE MANAGER Time in Position: 6 to 12 months Total Comp/Benefits: \$46,900 - \$51,600	APPRENTICE Time in Position: 12 to 18 months Total Comp/Benefits: \$67,900 - \$73,400	GENERAL MANAGER Time in Position: 12 to 24 months Total Comp/Benefits: \$82,900 - \$90,600	RESTAURATEUR Time in Position: 12 to 24 months Total Comp/Benefits: \$104,800 - \$119,100
CERTIFIED TRAINING MANAGER Time in Position: 24+ months Total Comp/Benefits: \$100,700 - \$111,400	FIELD LEADER Time in Position: 24+ months Total Comp/Benefits: \$159,400 - \$210,700	REGIONAL TRAINING MANAGER Time in Position: 24+ months Total Comp/Benefits: \$167,800 - \$231,800	TEAM DIRECTOR Time in Position: 3+ years Total Comp/Benefits: \$266,600 - \$371,900	RESTAURANT SUPPORT CENTER Time in Position: Varies Total Comp/Benefits: Varies	REGIONAL VICE PRESIDENT Total Comp/Benefits: \$624,100 - \$867,600

Real BENEFITS

- ✓ Crew Bonuses
- ✓ Debt Free Degrees
- ✓ Paid Sick Days
- ✓ Benefits Concierge Services
- ✓ GED & ESL Support for Family
- ✓ Tuition Reimbursement up to \$5250 per year
- ✓ Free Food
- ✓ Paid Time Off
- ✓ Medical, Dental and Vision Insurance
- Visit Cultivate Me to learn more about all of Chipotle's benefits: benefits.unburritable.net
- ✓ Free uniforms
- ✓ Employee Assistance Program
- ✓ 401(k) + Match

The company-wide averages reflected above are for illustrative purposes only; actual individual time in position and compensation will vary based on performance and other factors.