

SEBC

Southern Employee Benefits Conference

An Employer Perspective

October 1st, 2014

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Sage North America



RaceTrac Petroleum, Inc.



Jackie Moore
Associate Manager, Benefits

- Third generation, Atlanta-based, family owned business
- Started in 1934; RaceTrac brand established in 1979
- 3 operating divisions: RaceTrac, RaceWay and Energy Dispatch
- \$8.8 billion in total revenue in 2012
- Continuing to grow, even during hard economic times: opened 25 new 6,000 sq ft RaceTrac's in 2012





RaceTrac's Core Values

Honesty

Efficiency

Positive Attitude

Respect

Teamwork



MISSION
To make people's lives simpler and more enjoyable

CORE VALUES
Our people are our competitive advantage

HONESTY

- I act with integrity
- I admit my mistakes and I am accountable for my actions
- I am willing to speak up and have difficult conversations when needed
- I prefer directness to politics

EFFICIENCY

- I value time and demonstrate a sense of urgency
- I use resources wisely
- I prioritize tasks appropriately and adjust priorities when needed

POSITIVE ATTITUDE

- I demonstrate an ability to change course and overcome obstacles with energy and enthusiasm
- I am willing to go the extra mile for the guest
- I consistently do more than is asked
- I am able to defuse a negative situation

RESPECT

- I honor the opinions of others
- I listen actively and communicate respectfully
- I am willing to voice my concern when an action is not aligned with our values

TEAMWORK

- I can be counted on to do what needs to be done
- I work with team members to solve problems and try new ideas
- I communicate openly with team members
- I support team decisions

#6279

RaceTrac's Mission

To make people's lives simpler and more enjoyable

What we offer team members:

- ✓ Consumer Driven Health Plan with HRA
- ✓ Lifestyle Management Coaching
- ✓ Tobacco Cessation Program
- ✓ Maternity Program
- ✓ Employee Assistance Program
- ✓ Vision Care Plan
- ✓ Dental Plan
- ✓ Scholarship Program



SEBC

October 1, 2013



POPEYES

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Company Profile



- AFC Enterprises (Nasdaq: AFCE)
- Franchisor of Popeyes® Louisiana Kitchen
- 2,153 total restaurants in 29 countries
 - 1,721 domestic restaurants (47 company owned and operated)
 - 432 international restaurants
- 2012 system-wide sales: \$2.2 billion



Note: All values as of the end of Q2-2013 unless otherwise noted.



we are **Passionate**
about what we do



we **Listen** carefully
& **Learn** continuously



we are **Fact - Based**
& **Planful**

Popeyes Purpose

Inspire servant leaders to achieve superior results.



we **Coach & Develop** our people



we are personally **Accountable**



we value **Humility**

ROADMAP TO RESULTS



Our Total Rewards Mission

Support the corporate strategy by offering Total Rewards programs that meet these objectives

Objectives

- Attraction & Retention
 - Are we providing competitive programs?
- Protect Employees
 - Are we protecting our employees from catastrophic loss?
- Work & Life Integration
 - Are the programs enhancing productivity and overall quality of life?
- Economics
 - How do we contain costs without eroding the value?
- Accountability/Engagement
 - Are we providing the tools & resources employees need and want?



Who we are



Market

- Global company with 13,380 employees*
- Over 6 million customers worldwide*
- One of the market leaders in the UK, North America, Europe, South Africa, Asia and Brazil



Customers

- Provide advice to customers through 1.9 million support contracts*
- Manage around 38,000 customer calls each day*
- Work with 26,500 reseller partners and 40,000* accountants worldwide

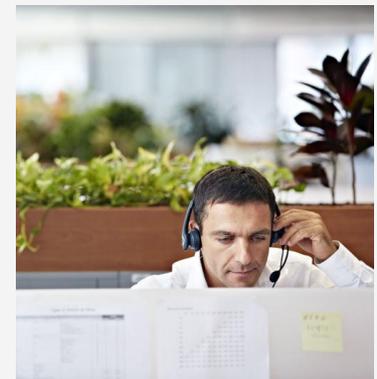
What we do



We are a leading global provider of business management software – accounting, ERP, payroll, accounting and related products – to small and medium sized companies.

Our customers range from owners, to book keepers, to finance directors, in businesses ranging from start-up to mid-market companies, as well as accountants.

While each of our customers is unique they all share common challenges. Helping them to solve problems and run efficient businesses is at the center of what we do.



Total Rewards Philosophy



Total Rewards Philosophy

At Sage North America, we believe our success depends on the combined contributions of *all* employees, using distinctive strengths, experiences, skills, motivations, and ideas, to build a consistent and extraordinary customer experience as “One Sage”. The combination of rewards we offer recognize and reinforce these, distinctions, and inspire achievement consistent with our desired level of success

Benefits Oversight and Management

Who makes up your benefit committees?

The same or different committees for retirement and health plans?

The role of advisors in managing your benefit plans?

Best practices?

- Partner with CBIZ Benefits & Insurance for Health & Wellness
 - Committee includes VP and Director level representation
- Partner with SageView Advisory Group on the 401(k)
 - Diverse 401(k) committee with Director representation among operating divisions:
 - Voting Members:
 - Real Estate
 - Supply & Distribution
 - Field HR
 - Store Support
 - Contracts
 - Non-voting Members:
 - Director, Total Rewards
 - Legal Counsel
 - VP, HR

Benefits Oversight and Management

Health & Welfare

Internal

Members from
Finance, Legal,
Company Ops and
People Services

External

Mazursky Constantine
Mercer Consulting

Retirement

Internal

Members from
Finance, Legal and
People Services

External

CapTrust
MassMutual
Mazursky Constantine



Benefits oversight and management



-
- Sage benefits committee is the governing body for Sage North America health & welfare and retirement
 - Benefits Committee
 - Voting members:
 - Chief People Officer
 - Chief Financial Officer/Controller
 - Senior Business Leader
 - Non-voting members:
 - Benefits Director
 - Legal Counsel
 - Business representative
 - Partner with Mercer Consulting for health and welfare
 - Partner with AFS Advisors, LLC for investment advice

Retirement Programs

What type of retirement plans do you offer?

Recent changes or enhancements?

Any impact associated to the Affordable Care Act?

Usage of auto features?

- Partner with SageView Advisory Group for investment advice
- Recordkeeper is Transamerica
- Plan is Safe Harbor
- Topics on the Horizon:
 - Plan design evaluation
 - Fee structure evaluation

Retirement Plan

- Traditional 401(k)
- All employees are eligible to enroll immediately upon date of hire
- Company provides annual match
- Plan has variety of funds providing options for investment strategies and risk tolerance
- Plan is administered by MassMutual



Retirement Programs



-
- Retirement plans offered at Sage:
 - 401(k)—Traditional and Roth Options—The Sage 401(k) Plan offers a combined match on the traditional pretax contribution and Roth contribution.
 - New hires are automatically enrolled in the Sage 401(k) Plan at a 3 percent pretax deferral after 45 days, unless they opt out.
 - Nonqualified Deferred Compensation Plan
 - Affordable Care Act had no impact to the Sage retirement plans

Health Benefits

Changes made to your plan as a result of the Affordable
Care Act?

Primary considerations for your decision (i.e. employee
demographics)?

Employee reaction?

- Consumer-driven Health Plan with HRA
 - Qualifying events earn HRA money
- New in 2014
 - High-deductible Health Plan with HSA
 - New Wellness Portal
 - All employees are eligible (including part-time)
 - Includes health coaching

Health Benefits

All employees are eligible for health benefits on the 1st of the month following 30 days of employment

Current Plans

- **Management Eligible:** Two PPO options and a CDHP with an HRA
- **Crew Level:** Mini-med plan
- Dental, Vision, Life, LTD, STD and AD&D at various levels are also available to employees

2014 Plan Changes

- **Management Eligible:** No plan design changes
- **Crew Level:** Mini-med plan replaced with MEC coupled with Indemnity plan



Health Benefits – 2014 Changes and Communications Strategy

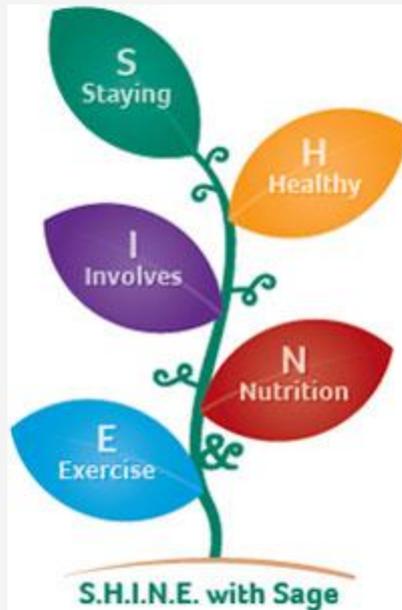


- Two new medical plan options:
 - A Health Savings Account (HSA) Plan and a new PPO (85/15)
 - A new Health Savings Account (HSA)
- A new Health Care Reform Made Simple Microsite:
 - Sage has launched a microsite to be our employees one-stop-shop for all HCR-related information.
- A new site – Sage Benefits
 - Available from work or from home, this new site is designed help employees and their family members understand their new health plans and benefits options available during Annual Enrollment.
 - Site offers a variety of tools and resources to help employees make decisions with confidence.

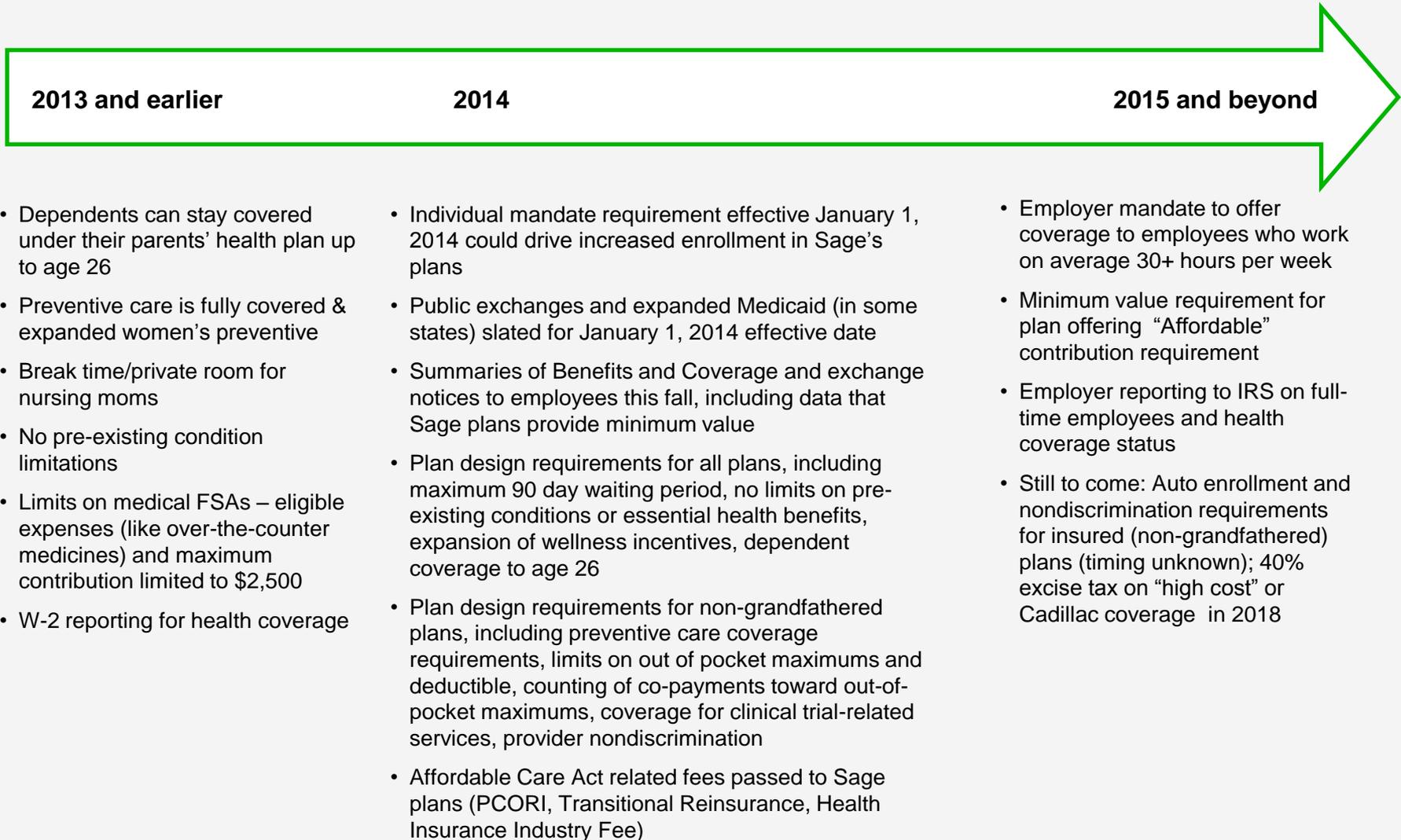
Health Benefits – 2014 Changes and Communications Strategy



- S.H.I.N.E with Sage Wellness Program
 - Rebrand our Sage Wellness Program
 - Engage with a new Wellness partner



Key Elements of Health Care Reform Impacting Sage



-
- IRS issued general guidance on:
 - lawfully married same-sex spouses will be treated as a “spouse” for all Federal income and other Federal tax purposes no matter where the couple currently resides, and
 - the DOMA ruling does not extend to same-sex domestic partners.

Sample email used by Sage to gather information from our same-sex couples...

You are likely aware of the U.S. Supreme Court’s ruling in U.S. v. Windsor, issued on June 26, 2013. In Windsor, the U.S. Supreme Court declared Section 3 of the 1996 Defense of Marriage Act (DOMA) to be unconstitutional. The impact of this ruling is sweeping. The IRS recently issued guidance providing that same-sex couples, legally married in jurisdictions that recognize their marriages, will be treated as married for federal tax purposes.

Our HR system does not currently track if a covered domestic partner is a legally married spouse. Please email me directly if you are legally married, and if so, the state in which you were married. I will also need a copy of your marriage certificate.

Communication Strategies

Benefits communication timeline?

Methods of communication?

How do we get our people to engage?

- Become road warriors
- Teach and empower
- Join forces
- Be relevant
- Get your vendors engaged

How have we done?

- Joined regional training initiatives
 - 30% increase in on-site biometric participation
- 7% 3 year trend
- Wellness Captains in the regions
- Rolling out interactive wellness portal with Healthyroads
- Total Rewards Statements



The Future

The future of your retirement benefits?

The future of your health benefits?

Pending regulations (i.e. Fiduciary Definition)?



- Health Care Reform
- Roll out of Healthyroads wellness portal
- Town halls to promote consumerism and education
- Use LifeTrac brand to promote all areas of wellness (financial, social, emotional, etc.)
- Enhance our rewards program

The Future

Employer
Mandate

Regulatory
Changes

Auto
Enrollment

Private
Exchanges

Cadillac
Tax

Defined
Contributions

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