CHIPOTLE DEBUTS NEW CREW BONUS PROGRAM FEATURING UP TO ONE EXTRA MONTH OF PAY

Chipotle's new benefits program provides the opportunity for part-time hourly employees to earn quarterly bonuses in addition to a comprehensive benefits package

NEWPORT BEACH, Calif., June 25, 2019 /PRNewswire/ -- Chipotle Mexican Grill (NYSE: CMG) announced today the launch of a new crew bonus program that gives hourly employees the opportunity to earn up to an extra month's pay each year. To qualify for the quarterly bonus program, restaurant teams must meet certain criteria such as predetermined sales as well as cashflow and throughput goals. The bonus structure positions Chipotle at the forefront of the industry for attracting and retaining top talent to ensure the crew is as passionate about their work experience as guests are about the food.

This program is offered quarterly and can result in a bonus worth one week's pay, calculated as an individual's average weekly pay per quarter. The restaurants on track to receive the first bonus of this kind will be notified following the close of the company's second quarter in July.

"At Chipotle, we're not only looking to compete for the industry's best, we're looking to*keep* the industry's best," said Marissa Andrada, Chief People Officer of Chipotle. "Chipotle is about Cultivating a Better World, building a real community that works together to win together, and this bonus program provides a strategic investment in the people who make up the brand."

Additionally, working at Chipotle elevates a job into a career. Chipotle's career trajectory begins with a path from crew member to general manager to the elite level of Restaurateur. Chipotle's focus on development shows as 80% of general managers have been promoted from within, often starting as line level crew members. In 2018 alone, Chipotle promoted 13,689 employees according to its Sustainability Report.

This new quarterly bonus program is in addition to the existing annual crew bonus that is available for employees based on tenure and a minimum of one year of service. Chipotle crew members also receive a number of other competitive benefits including paid meal breaks (complete with a free Chipotle meal per shift, guac included!), free English as a second language classes for employees and family members, tuition reimbursement up to $5,250 a year, as well as available dental, vision and medical insurance.

ABOUT CHIPOTLE
Chipotle Mexican Grill, Inc. (NYSE: CMG) is cultivating a better world by serving responsibly sourced, classically-cooked, real food with wholesome ingredients without artificial colors, flavors or preservatives. Chipotle had approximately 2,500 restaurants as of March 31, 2019, in the United States, Canada, the United Kingdom, France and Germany and is the only restaurant company of its size that owns and operates all its restaurants. With more than 70,000 employees passionate about providing a great guest experience, Chipotle is a longtime leader and innovator in the food industry. Chipotle is committed to making its food more accessible to everyone while continuing to be a brand with a demonstrated purpose as it leads the way in digital, technology and sustainable business practices. Steve Ells, founder and Executive Chairman, first opened Chipotle with a single restaurant in Denver, Colorado in 1993. For more information or to place an order online, visit WWW.CHIPOTLE.COM.

SOURCE Chipotle Mexican Grill

For further information: Erin Wolford, (949) 524-4035, EWolford@chipotle.com

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