

AFC ENTERPRISES INC

FORM DEF 14A (Proxy Statement (definitive))

Filed 04/23/10 for the Period Ending 05/20/10

Address	5555 GLENRIDGE CONNECTOR, NE, SUITE 300 ATLANTA, GA 30342
Telephone	4044594450
CIK	0001041379
Symbol	AFCE
SIC Code	5812 - Eating Places
Industry	Restaurants
Sector	Services
Fiscal Year	12/30

Table of Contents

UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
Washington, D.C. 20549

SCHEDULE 14A
(Rule 14a-101)

INFORMATION REQUIRED IN PROXY STATEMENT

SCHEDULE 14A INFORMATION

Proxy Statement Pursuant to Section 14(a) of the Securities
Exchange Act of 1934

Filed by the Registrant

Filed by a Party other than the Registrant

Check the appropriate box:

- Preliminary Proxy Statement
 Confidential, for Use of the Commission Only (as permitted by Rule 14a- 6(e)(2))
 Definitive Proxy Statement
 Definitive Additional Materials
 Soliciting Material Pursuant to §240.14a-12

AFC ENTERPRISES, INC.

(Name of Registrant as Specified In Its Charter)

(Name of Person(s) Filing Proxy Statement, if other than the Registrant)

Payment of Filing Fee (Check the appropriate box):

- No fee required.
 Fee computed on table below per Exchange Act Rules 14a-6(i)(1) and 0-11.
- (1) Title of each class of securities to which transaction applies:
 - (2) Aggregate number of securities to which transaction applies:
 - (3) Per unit price or other underlying value of transaction computed pursuant to Exchange Act Rule 0-11 (set forth the amount on which the filing fee is calculated and state how it was determined):
 - (4) Proposed maximum aggregate value of transaction:
 - (5) Total fee paid:
- Fee paid previously with preliminary materials.
- Check box if any part of the fee is offset as provided by Exchange Act Rule 0-11(a)(2) and identify the filing for which the offsetting fee was paid previously. Identify the previous filing by registration statement number, or the Form or Schedule and the date of its filing.
- (1) Amount Previously Paid:
 - (2) Form, Schedule or Registration Statement No.:
 - (3) Filing Party:
 - (4) Date Filed:
-



**PROXY STATEMENT AND NOTICE OF
2010
ANNUAL SHAREHOLDERS MEETING**



5555 Glenridge Connector, NE, Suite 300
Atlanta, Georgia 30342

April 23, 2010

To our Shareholders:

It is our pleasure to invite you to attend our 2010 Annual Meeting of Shareholders, which will be held on Thursday, May 20, 2010, at the Hilton Garden Inn Atlanta Perimeter, 1501 Lake Hearn Drive, Atlanta, Georgia 30319. The 2010 Annual Meeting will start at 8:30 a.m., local time.

The ballot for the 2010 Annual Meeting, to which this proxy statement relates, includes a proposal for the election of seven directors nominated by our Board of Directors to serve on our Board of Directors until the 2011 Annual Meeting, a proposal to ratify the appointment of PricewaterhouseCoopers LLP as our independent registered public accounting firm for the fiscal year ending December 26, 2010, and a proposal to approve the material terms of the performance goals under the AFC Enterprises, Inc. Annual Executive Bonus Program.

Please note that you will need to show that you are a shareholder of AFC Enterprises, Inc. to attend the 2010 Annual Meeting. If your shares are registered in your name, your admission card is included with this proxy statement, and you will need to bring that card with you to the meeting, together with valid picture identification. If your shares are held in the name of your broker or another nominee or you received your proxy materials electronically, you will need to bring evidence of your stock ownership, such as your most recent brokerage account statement, and valid picture identification. **You will be able to attend the meeting only if you have either an admission card or proof that you own AFC stock.**

If you will need special assistance at the meeting because of a disability, please contact our Corporate Secretary, Harold M. Cohen, at (404) 459-4650.

Whether or not you plan to attend our annual meeting, you can make certain that your shares are represented at the meeting by promptly completing, signing and returning the enclosed proxy card or voting by Internet or telephone.

Thank you for your support.

Sincerely,

A handwritten signature in black ink that reads 'John M. Cranor III'.

John M. Cranor, III
Chairman of the Board
AFC Enterprises, Inc.

NOTICE OF 2010 ANNUAL MEETING OF SHAREHOLDERS

- Time:** 8:30 a.m., local time, on Thursday, May 20, 2010
- Place:** Hilton Garden Inn Atlanta Perimeter, 1501 Lake Hearn Drive,
Atlanta, Georgia 30319
- Items of Business:**
- (1) To elect seven directors nominated by the Board of Directors to our Board of Directors;
 - (2) To ratify the appointment of PricewaterhouseCoopers LLP as our independent registered public accounting firm for the fiscal year ending December 26, 2010;
 - (3) To approve the material terms of the performance goals under the AFC Enterprises, Inc. Annual Executive Bonus Program; and
 - (4) To transact other business properly coming before the meeting or any adjournment thereof.
- Who Can Vote:** You can vote if you were a shareholder of record of our common stock, par value \$.01 per share, on April 9, 2010.
- Annual Report:** A copy of our 2009 Annual Report on Form 10-K is enclosed.
- Date of Mailing:** This notice and the proxy statement are first being mailed to shareholders on or about April 23, 2010.

By Order of the Board of Directors
Harold M. Cohen, Corporate Secretary

Important Notice Regarding the Availability of Proxy Materials for the 2010 Annual Meeting of Shareholders: The proxy statement and annual report are available at www.edocumentview.com/AFCE.

TABLE OF CONTENTS

	<u>Page</u>
About the Meeting	1
Board of Directors Information	4
Election of Directors and Director Biographies	5
Board of Directors Committees	8
Audit Committee Report and Audit Fees	9
Audit Committee Report	9
Audit Committee Independence	10
Fees Paid to Independent Registered Public Accounting Firm	10
Corporate Governance	11
Board Leadership Structure	12
Board's Role in Risk Oversight	13
Corporate Governance and Nominating Committee	14
Stock Ownership	16
Compensation Discussion and Analysis	18
2009 Summary Compensation Table	27
Grants of Plan-Based Awards in 2009	29
Outstanding Equity Awards at 2009 Fiscal Year-End	30
Option Exercises and Stock Vested in 2009	32
Potential Payments upon Termination or Change in Control	33
Director Compensation for 2009	35
Compensation Committee Report	37
Approval of the Performance Goals Under the Annual Executive Bonus Program	38
Equity Compensation Plan Information	40
Ratification of Independent Registered Public Accounting Firm	41
General	42

ABOUT THE MEETING

What am I voting on?

You will be voting on the following:

- To elect seven directors nominated by the Board of Directors to our Board of Directors;
- To ratify the appointment of PricewaterhouseCoopers LLP as our independent registered public accounting firm for the fiscal year ending December 26, 2010;
- To approve the material terms of the performance goals under the AFC Enterprises, Inc. Annual Executive Bonus Program; and
- To transact such other business as may properly come before the meeting or any adjournment thereof.

No cumulative rights are authorized and dissenter's rights are not applicable to the matters being voted upon.

Who is entitled to vote?

You may vote if you owned our common stock, par value \$.01 per share, as of the close of business on April 9, 2010, the record date. Each share of common stock is entitled to one vote. As of April 9, 2010, we had 25,455,917 shares of common stock outstanding.

How do I vote if I do not plan to attend the meeting?

If you are a registered shareholder, meaning that your shares are registered in your name, you have four voting options. You may vote:

- over the Internet at the web address shown on your proxy card (if you have access to the Internet, we encourage you to vote in this manner; Internet voting is available 24 hours a day and will be accessible until 2:00 a.m. Eastern time on May 20, 2010),
- by telephone through the number shown on your proxy card (telephone voting is available 24 hours a day and will be accessible until 2:00 a.m. Eastern time on May 20, 2010),
- by signing your proxy card and mailing it in the enclosed prepaid and addressed envelope, or
- by attending the annual meeting and voting in person.

If your shares are held in the name of your broker or another nominee, you may be able to grant a proxy to vote via the Internet or telephone. Please see the materials provided by your broker for additional details and voting options available to you.

Please follow the directions on your proxy card carefully.

Can I vote at the meeting?

You may vote your shares at the meeting if you attend in person and the shares are registered in your name. If your shares are held in the name of your broker or another nominee, you may not vote the shares at the meeting unless you obtain a signed proxy from the record holder. Even if you plan to attend the meeting, we encourage you to vote your shares by completing, signing and returning the enclosed proxy card or by Internet or telephone.

Can I change my vote after I return my proxy card or vote by Internet or telephone?

You may change your vote at any time before the polls close at the meeting. You may do this by

- (1) submitting a subsequent proxy, by using the Internet, the telephone, or mail,
- (2) providing written notice to Harold M. Cohen, Corporate Secretary, revoking your proxy, or
- (3) voting in person at the meeting.

Attendance at the meeting will not by itself revoke a proxy.

What if I return my proxy card but do not provide voting instructions?

Proxies that are signed and returned but do not contain instructions will be voted “For” the election of the director nominees named on pages 5-7 of this proxy statement, “For” the ratification of the independent registered public accounting firm, and “For” the approval of the material terms of the performance goals under the

ABOUT THE MEETING

AFC Enterprises, Inc. Annual Executive Bonus Program.

What does it mean if I receive more than one proxy card?

It means that you have multiple accounts with brokers, other nominees and/or our transfer agent. Please vote all of these shares. We recommend that you contact the record holder of your shares and/or our transfer agent to consolidate as many accounts as possible under the same name and address. ***Our transfer agent is Computershare Investor Services, LLC, which may be reached at 800-962-4284, or by mail at Computershare Trust Company, N.A., P.O. Box 43078, Providence, Rhode Island 02940-3078.***

Can I attend the meeting?

The annual meeting is open to all holders of AFC common stock. To attend the meeting, you will need to bring evidence of your stock ownership. If your shares are registered in your name, your admission card is included with this proxy statement, and you will need to bring it with you to the meeting, together with valid picture identification. If your shares are held in the name of your broker or another nominee or you received your proxy materials electronically, you will need to bring evidence of your stock ownership, such as your most recent brokerage account statement, and valid picture identification.

May shareholders ask questions at the meeting?

Yes. Representatives of AFC will answer shareholders' questions of general interest at the end of the meeting. In order to give a greater number of shareholders an opportunity to ask questions, individuals or groups will be allowed to ask only one question and no repetitive or follow-up questions will be permitted.

How many votes must be present to hold the meeting?

Your shares are counted as present at the meeting if you attend the meeting in person, if you properly return the enclosed proxy card or if you grant a proxy to vote via the Internet or telephone, if permitted to do so. In order for us to conduct our meeting, a majority of our outstanding shares of common stock as of April 9, 2010 must be present in person or by proxy at the meeting. This is referred to as a quorum. Abstentions and broker non-votes will be counted for purposes of establishing a quorum at the meeting.

How may I vote for the nominees for director, and how many votes must the nominees receive to be elected?

With respect to the election of nominees for director, you may:

- vote FOR the election of the seven nominees for director;
- WITHHOLD AUTHORITY to vote for one or more of the nominees and vote FOR the remaining nominees; or
- WITHHOLD AUTHORITY to vote for the seven nominees.

The seven nominees receiving the highest number of affirmative votes will be elected as directors. This number is called a plurality.

How may I vote for the ratification of the appointment of our independent registered public accountants, and how many votes must the proposal receive to pass?

With respect to the proposal to ratify the appointment of our independent registered public accountants, you may:

- vote FOR the proposal;
- vote AGAINST the proposal; or
- ABSTAIN from voting on the proposal.

The ratification of the appointment of our independent registered public accountants must receive the affirmative vote of a majority of the votes entitled to vote at the annual meeting by the holders who are present in person or by proxy to pass. If you abstain from voting on the proposal, it will have the same

effect as a vote against the proposal.

ABOUT THE MEETING

How may I vote for the approval of the material terms of the performance goals under the AFC Enterprises, Inc. Annual Executive Bonus Program, and how many votes must the proposal receive to pass?

With respect to the proposal to approve the material terms of the performance goals under the AFC Enterprises, Inc. Annual Executive Bonus Program, you may:

- vote FOR the proposal;
- vote AGAINST the proposal; or
- ABSTAIN from voting on the proposal.

The approval of the material terms of the performance goals under the AFC Enterprises, Inc. Annual Executive Bonus Program must receive the affirmative vote of a majority of the votes entitled to vote at the annual meeting by the holders who are present in person or by proxy to pass. If you abstain from voting on the proposal, it will have the same effect as a vote against the proposal.

Will my shares be voted if I do not sign and return my proxy card or vote by Internet or by telephone?

If you are a registered record holder of the Company's shares and you do not vote by using the Internet, by telephone, or if you received a proxy card by mail, by signing and returning your proxy card, then your shares will not be voted and will not count in deciding the matters presented for shareholder consideration at the annual meeting.

If your shares are held through a brokerage account, your brokerage firm, under certain circumstances, may vote your shares. Brokerage firms have authority to vote shares for which their customers do not provide voting instructions on certain "routine" matters. The ratification of our independent registered public accounting firm is a routine matter.

The election of directors and the approval of the material terms of the performance goals under the AFC Enterprises, Inc. Annual Executive Bonus Program are "non-routine" matters and may not be voted on by brokers, banks or other nominees who have not received specific voting instructions from beneficial owners.

If you do not provide voting instructions to your brokerage firm, the brokerage firm may either: (1) vote your shares on routine matters, or (2) leave your shares unvoted. We encourage you to provide instructions to your brokerage firm by signing and returning your proxy. This ensures your shares will be voted at the meeting.

When a brokerage firm votes its customers' unvoted shares on routine matters, these shares are counted for purposes of establishing a quorum to conduct business at the meeting and determining the outcome of the vote on routine matters.

Can my shares be voted on matters other than those described in this proxy statement?

Yes. We have not received proper notice of, and are not aware of, any business to be transacted at the meeting other than as indicated in this proxy statement. If any other item or proposal properly comes before the meeting, the proxies received will be voted on those matters in accordance with the discretion of the proxy holders.

BOARD OF DIRECTORS INFORMATION

What is the makeup of the Board of Directors and how often are members elected?

Our Board of Directors currently has seven members, and all seven are up for election. Each director stands for election each year. Our Board of Directors has determined that the following six directors are independent within the meaning of applicable Nasdaq Global Market rules: Victor Arias, Jr., Carolyn Hogan Byrd , John M. Cranor, III, John F. Hoffner, R. William Ide, III and Kelvin J. Pennington. Cheryl A. Bachelder is currently our CEO and President therefore she is not independent within the meaning of applicable Nasdaq Global Market rules.

What if a nominee is unwilling or unable to serve?

That is not expected to occur. If it does, proxies voted in favor of the original nominee will be voted for a substitute director nominated by the Board of Directors.

How often did the Board meet in fiscal 2009?

In fiscal 2009, the Board of Directors met seven times. Each director attended at least 75% of the meetings of the Board and of the committees of which he or she was a member in fiscal 2009.

Does AFC have a policy with regard to Board members' attendance at the annual shareholders meetings?

Our directors are encouraged, but not required, to attend the annual shareholders meeting. All of our seven directors then serving on our Board attended the 2009 annual shareholders meeting.

ELECTION OF DIRECTORS AND DIRECTOR BIOGRAPHIES

(Item 1 on the proxy card)

Who are this year's nominees?

There are seven directors nominated by the Board of Directors that are standing for election this year to hold office until the 2011 annual meeting of shareholders and until their successors are elected.

Biographical information about our nominees for director and the experience, qualifications, attributes and skills considered by our Corporate Governance and Nominating Committee and board in determining that the nominee should serve as a director appears below. For additional information about how we identify and evaluate nominees for director, see "Corporate Governance and Nominating Committee".

Victor Arias, Jr., age 53, has served as a director since May 2001. Since May 2007, Mr. Arias has been a senior client partner with Korn Ferry International, an executive search firm. From November 2004 until May 2007, Mr. Arias was a partner with Heidrick & Struggles, an executive search firm. From April 2002 until November 2004, Mr. Arias was an executive search consultant with Spencer Stuart. From 1996 until April 2002, Mr. Arias was Executive Vice President and Regional Marketing Director of DHR International, an executive search firm. From 1993 to 1996, Mr. Arias was Executive Vice President and National Marketing Director of Faison-Stone, a real estate development company. From 1984 to 1993, Mr. Arias was Vice President of La Salle Partners, a corporate real estate services company. He is a trustee emeritus of Stanford University.

Mr. Arias brings to the Board, among other skills and qualifications, extensive management and operational expertise, as well as his track record of judgment and achievement, as demonstrated by his leadership positions as a partner at several international executive search firms and a senior executive at several national real estate companies. Mr. Arias' experience and skills make him valuable to the Board as chair of our People Services (Compensation) Committee and as a member of our Corporate Governance and Nominating Committee.

Cheryl A. Bachelder, age 53, has served as a Director since November 2006. Since November 2007, Ms. Bachelder has served as our Chief Executive Officer and President. Ms. Bachelder currently serves as a member of the True Value Company Board of Directors. Ms. Bachelder serves on the Advisory Board of AFPI, the franchising venture of Proctor & Gamble. Ms. Bachelder also serves as a member of the National Restaurant Association Board of Directors. Ms. Bachelder served as the President and Chief Concept Officer of KFC Corporation from 2001 to 2003. From 1995 to 2000, Ms. Bachelder was Vice President, Marketing and Product Development for Domino's Pizza, Inc.

Ms. Bachelder brings to the Board, among other skills and qualifications, her experience in the leadership position as CEO of our Company, as well as her track record of judgment and achievement and leadership as demonstrated during a 15 year career in the Quick Service Restaurant industry in leadership positions at major restaurant companies and over 32 years of proven managerial experience in the retail and consumer products industries.

Carolyn Hogan Byrd, age 61, has served as a director since May 2001. Ms. Byrd founded GlobalTech Financial, LLC, a financial services and consulting company headquartered in Atlanta, Georgia in May 2000 and currently serves as chairman and chief executive officer. From November 1997 to October 2000, Ms. Byrd served as president of The Coca-Cola Financial Corporation. From 1977 to 1997, Ms. Byrd served in a variety of domestic and international positions with The Coca-Cola Company. In addition to serving as chairman of the Board of Directors of Global Tech Financial, LLC, Ms. Byrd currently serves on the Board of Directors of Freddie Mac. Ms. Byrd previously served on the Board of Directors of the St. Paul Companies, Inc., Circuit City Stores, Inc. and RARE Hospitality, Inc.

ELECTION OF DIRECTORS AND DIRECTOR BIOGRAPHIES

(Item 1 on the proxy card)

Ms. Byrd brings to the Board, among other skills and qualifications, extensive management and financial expertise, as well as her track record of judgment and achievement, as evidenced by leadership positions as chairman and chief executive officer of a financial services company, and president of the financial division of a global beverage company. Further, her service as a director of other public companies provides her with broad experience as well as skills that make her valuable to the Board as chair of our Audit Committee and a member of our People Services (Compensation) Committee.

John M. Cranor, III, age 63, has served as a director since November 2006 and Chairman of our Board since November 2007. From 2003 until 2008, Mr. Cranor served as the President and Chief Executive Officer of the New College Foundation, affiliated with the New College of Florida in Sarasota. From 2000 to 2003, Mr. Cranor was a managing General Partner of Yearling Fund, LLC, an early stage investment fund. He currently continues to serve as a Limited Partner in the Yearling Fund. From 1996 to 1999, Mr. Cranor served as Chairman, President and Chief Executive Officer of Long John Silver's Restaurants, Inc. From 1989 to 1994, Mr. Cranor was President and Chief Executive Officer of KFC Corporation.

Mr. Cranor brings to the Board, among other skills and qualifications, broad managerial and operational experience as well as his track record of judgment and achievement, as demonstrated by his leadership positions as president and chief executive officer of major Quick Service Restaurant companies, as well as broad corporate experience and executive skills that make him valuable to the Board as Chairman of the Board and as a member of our People Services (Compensation) Committee and Corporate Governance and Nominating Committee.

John F. Hoffner, age 62, has served as a director since August 2006. From 2001 until his retirement in 2005, Mr. Hoffner served as Executive Vice President and Chief Financial Officer of Jack in the Box Inc. From 1998 to 2001, Mr. Hoffner served as Executive Vice President and Chief Financial Officer of Cost Plus, Inc. Mr. Hoffner serves on the Board of Directors of Saint Joseph's East Georgia, a subsidiary of Saint Joseph's Health System of Atlanta, a non-profit hospital organization, and previously served on the Board of Directors of the Krannert Management School at Purdue University, and the Boards of Directors of Junior Achievement of Los Angeles and San Diego.

Mr. Hoffner brings to the Board, among other skills and qualifications, significant public company experience in the restaurant and retail industries in the areas of corporate finance and accounting, distribution and logistics, and strategic planning, as well as his track record of judgment and achievement, as evidenced by his leadership positions as chief financial officer of a major Quick Service Restaurant company and a national retail concept, as well as board experience and skills that make him valuable to the Board as a member of our Audit Committee and Corporate Governance and Nominating Committee.

R. William Ide, III, age 69, has served as a director since August 2001. Mr. Ide is a partner with McKenna Long & Aldridge, LLP, a national law firm. Mr. Ide is a former Secretary and General Counsel of Monsanto Corporation, former Counselor to the United States Olympic Committee and was president of the American Bar Association. Mr. Ide currently serves on the Board of Directors of the Albermarle Company and on the Board of Directors of the East-West Institute. Mr. Ide is also the chairman of the Conference Board's Governance Center Advisory Board. Mr. Ide also serves as a trustee of Clark Atlanta University.

Mr. Ide brings to the Board, among other skills and qualifications, over 40 years of experience in corporate and securities laws, investment banking, and corporate governance matters, as well as his track record of judgment and achievement, as demonstrated by his experience as a leading

ELECTION OF DIRECTORS AND DIRECTOR BIOGRAPHIES

(Item 1 on the proxy card)

partner in a national law firm and general counsel of a worldwide chemical company, and as president of the American Bar Association. Further, his service as chairman of the Conference Board's Governance Center Advisory Board and his service as a director of other public companies make him valuable to the Board as chair of our Corporate Governance and Nominating Committee and as a member of our Audit Committee.

Kelvin J. Pennington, age 51, has served as a director since May 1996. Since 1990, Mr. Pennington has served as President of Pennington Partners & Co., an investment management and financial consulting firm. From 1982 to 1990, Mr. Pennington served in a variety of management positions for Prudential Capital Corporation, including Vice President of Corporate Finance.

Mr. Pennington brings to the Board, among other skills and qualifications, significant experience in finance, accounting and private equity, as well as his track record of judgment and achievement, as evidenced by his leadership position at an investment management and financial consulting firm. Mr. Pennington has been a member of our Board since 1996 and his experience with our Company and his corporate finance skills make him valuable to the Board as a member of our Audit Committee and People Services (Compensation) Committee.

**OUR BOARD OF DIRECTORS
RECOMMENDS THAT YOU
VOTE FOR THE ELECTION OF
THESE DIRECTORS**

BOARD OF DIRECTORS COMMITTEES

What are the committees of the Board?

Our Board of Directors has the following committees:

<u>Name of Committee and Members</u>	<u>Primary Functions of the Committee</u>	<u>Number of Meetings in Fiscal 2009</u>
Executive:		
John M. Cranor, III, Chair Cheryl A. Bachelder R. William Ide, III	<ul style="list-style-type: none"> • Exercises the authority of the full Board between Board meetings 	0
Audit:		
Carolyn Hogan Byrd, Chair R. William Ide, III Kelvin J. Pennington John F. Hoffner	<ul style="list-style-type: none"> • Selects independent auditors • Receives, accepts and reviews the report of independent auditors • Oversees internal systems of accounting controls and procedures • Reviews compliance with Sarbanes-Oxley 404 requirements 	5
People Services (Compensation):		
Victor Arias, Jr., Chair Kelvin J. Pennington John M. Cranor, III Carolyn Hogan Byrd	<ul style="list-style-type: none"> • Reviews and recommends compensation of directors and executive officers including our CEO • Makes grants of stock awards to officers and employees pursuant to stock plans • Administers stock and bonus plans 	5
Corporate Governance and Nominating:		
R. William Ide, III, Chair John F. Hoffner John M. Cranor, III Victor Arias, Jr.	<ul style="list-style-type: none"> • Reviews and monitors corporate governance principles and recommends best practices • Considers, reviews, evaluates and recommends director-nominees to the Board • Establishes minimum qualifications for director-nominees • Reviews director-nominees submitted by shareholders • Develops and facilitates continuing education program for directors • Makes recommendations for strategic plans, including potential mergers and acquisitions and financing alternatives 	4

The charters that have been adopted for each of the Audit, People Services (Compensation) and Corporate Governance and Nominating Committees are available on the Investor Relations page on our website at www.afce.com.

Our Board of Directors has determined that all members of the People Services (Compensation) Committee are independent within the meaning of applicable Nasdaq Global Market rules. For additional information about the Compensation Committee’s processes and the role of executive officers and compensation consultants in determining compensation, see “Compensation Discussion and Analysis.”

AUDIT COMMITTEE REPORT AND AUDIT FEES

AUDIT COMMITTEE REPORT

Who serves on the Audit Committee of the Board of Directors?

The members of the committee are Carolyn Hogan Byrd (Chair), R. William Ide, III, Kelvin J. Pennington and John F. Hoffner. Our Board of Directors has determined that all of the Audit Committee members are independent within the meaning of the applicable rules of the Securities and Exchange Commission, or SEC, and Nasdaq Global Market.

Our Board of Directors has determined that Mr. Hoffner is an audit committee financial expert within the meaning of applicable SEC rules.

What document governs the activities of the Audit Committee?

The Audit Committee acts under a written charter adopted by our Board that sets forth the responsibilities and duties, as well as requirements for the committee's composition and meetings. The Audit Committee charter is available on our website at www.afce.com.

What is the relationship between the Audit Committee, AFC's management and the independent registered public accounting firm?

Management is responsible for the financial reporting process, including the system of internal controls, and for the preparation of consolidated financial statements in accordance with generally accepted accounting principles. AFC's independent registered public accounting firm is responsible for auditing those financial statements and expressing an opinion as to their conformity with generally accepted accounting principles, in addition to auditing the effectiveness of our internal controls over financial reporting. The Audit Committee's responsibility is to assist the Board of Directors in its oversight of these processes. However, the Audit Committee is not professionally engaged in the practice of accounting or auditing and its members are not experts in the fields of accounting or auditing, including with respect to auditor independence. The Audit Committee relies, without independent verification, on the information provided to it and on the representations made by management and the independent registered public accounting firm.

What has the Audit Committee done with regard to our audited financial statements for fiscal 2009?

The Audit Committee has:

- reviewed and discussed the audited financial statements with AFC's management and internal auditors;
- been provided with management's representation to the Audit Committee that the AFC financial statements have been prepared in accordance with generally accepted accounting principles;
- discussed with Grant Thornton LLP, independent registered public accounting firm for AFC's fiscal year ending December 27, 2009, the matters required to be discussed by Statement on Auditing Standards No. 61, as amended (AICPA, Professional Standards, Vol. 1 AU, Section 380), as adopted by the Public Company Accounting Oversight Board in Rule 3200T; and
- reviewed the Company's system of internal controls with management and Grant Thornton LLP.

In addition, the Audit Committee has reviewed the Company's compliance with Sarbanes-Oxley 404 requirements.

Has the Audit Committee considered the independence of AFC's registered public accounting firm?

The Audit Committee has received from Grant Thornton LLP the written disclosures and the letter required by the applicable requirements of the Public Company Accounting Oversight Board regarding Grant Thornton LLP's communications with the Audit Committee concerning independence, and the applicable requirements of the SEC. The Audit Committee has discussed

AUDIT COMMITTEE REPORT AND AUDIT FEES

with Grant Thornton LLP that firm's independence.

Has the Audit Committee made a recommendation regarding the audited financial statements for fiscal 2009?

Based upon and in reliance on the representations of and discussions with management, internal auditors and the independent registered public accounting firm, the Audit Committee recommended to the Board of Directors that the audited consolidated financial statements for AFC be included in AFC's Annual Report on Form 10-K for the fiscal year ended December 27, 2009 for filing with the SEC.

Has the Audit Committee reviewed the fees paid to the independent auditors?

The Audit Committee has reviewed, discussed and approved the fees paid to Grant Thornton LLP during fiscal 2009 and fiscal 2008 for audit and non-audit services, which are set forth in this proxy statement under "Fees Paid to Independent Registered Public Accounting Firm," and has determined that the provision of the non-audit services are compatible with the firm's independence.

Is the Audit Committee required to pre-approve all services provided by the independent registered public accounting firm?

Pursuant to its charter, the Audit Committee must pre-approve all audit and non-audit services to be performed by the independent auditors and will not approve any services that are not permitted by SEC rules.

Who prepared this report?

This report has been furnished by the members of the Audit Committee:

Carolyn Hogan Byrd, Chair
R. William Ide, III
Kelvin J. Pennington
John F. Hoffner

AUDIT COMMITTEE INDEPENDENCE

Our Board of Directors has determined that each member of the Audit Committee is independent within the meaning of the applicable SEC and Nasdaq Global Market rules.

FEES PAID TO INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM

Audit Fees

For 2009, Grant Thornton billed us aggregate fees and expenses of \$572,168 for the integrated annual audit of our 2009 financial statements. For 2008, Grant Thornton billed us aggregate fees and expenses of \$576,662 for the integrated annual audit of our 2008 financial statements.

Audit-Related Fees

None.

Tax Fees

For 2009, Grant Thornton billed us aggregate fees and expenses of \$53,636 for assistance with the preparation of our 2008 federal and state tax returns.

All Other Fees

Grant Thornton billed us \$12,960 and \$43,230 for non-audit related services in 2009 and 2008, respectively.

Pursuant to its charter, our Audit Committee must pre-approve all audit and non-audit services to be performed by our independent registered public accounting firm and will not approve any services that are

not permitted by SEC rules.

CORPORATE GOVERNANCE

Our Board has adopted Principles of Corporate Governance. The Principles of Corporate Governance are available on the Investor Relations page of our website at www.afce.com. The charters of the Audit Committee, People Services (Compensation) Committee, and Corporate Governance and Nominating Committee are also available on the Investor Relations page of our website.

Our Board has adopted the AFC Honor Code (the “Honor Code”), which applies to all officers and employees. Additionally, our Board has adopted a Code of Conduct for the Board of Directors (the “Directors Code”). The Honor Code and the Directors Code reflect our commitment to conduct our business in accordance with the highest ethical principles. Our Honor Code and our Directors Code are available on the Investor Relations page of our website at www.afce.com. Copies of our Principles of Corporate Governance, Directors Code, committee charters and Honor Code are also available upon written request to AFC Enterprises, Inc., 5555 Glenridge Connector, NE, Suite 300, Atlanta, Georgia 30342, Attention: Corporate Secretary.

Any shareholder or interested party who wishes to communicate directly with our Board, or an individual member of our Board, may do so in writing to AFC Enterprises, Inc. Board of Directors, c/o Corporate Secretary, 5555 Glenridge Connector, NE, Suite 300, Atlanta, Georgia 30342. At each regular Board meeting, the Corporate Secretary will present a summary of any communications received since the last meeting (excluding any communications that consist of advertising, solicitations or promotions of a product or service) and will make the communications available to the directors upon request.

BOARD LEADERSHIP STRUCTURE

Since 2007, one of our independent directors, Mr. Cranor, has served as an independent Chairman of our Board. We believe this board leadership structure, with an independent director serving as chairman, is currently best for our Company and our shareholders.

We believe that the Chief Executive Officer is responsible for the day-to-day leadership and management of the Company, and that the Chairman's responsibility is to provide oversight, direction and leadership of the Board. As directors continue to have more oversight responsibilities, we believe it is beneficial to have an independent Chairman whose primary responsibility is leading the Board. Pursuant to our Principles of Corporate Governance and our Bylaws, the independent Chairman will establish the agenda for each Board meeting, determine the length of the meetings, chair the Board meetings and executive sessions of the Board, and in consultation with the Chief Executive Officer, determine appropriate ways to facilitate interaction between the directors and management.

By separating and delineating the role of the Chairman position from the role of the Chief Executive Officer, we attempt to ensure there is no duplication of effort between the Chief Executive Officer and the Chairman. We believe this provides the most effective leadership of our Board, while positioning our Chief Executive Officer as the leader of the Company to our shareholders, franchisees, employees, business partners, and other stakeholders.

BOARD'S ROLE IN RISK OVERSIGHT

Our Board is responsible for overseeing our risk management. The Board delegates some of its risk oversight role to the Audit Committee and to the Corporate Governance and Nominating Committee. Under its charter, the Audit Committee is responsible for oversight of our risk assessment programs and risk management strategies, including our corporate compliance programs and internal audit. Under its charter, the Corporate Governance and Nominating Committee is responsible for reviewing and monitoring the business risks to the Company's strategies, communicating to management the views of the Board with respect to the types and level of risks to be undertaken by the Company, and overseeing the risk management undertaken by the Company. In addition to the activities of the Audit Committee and the Corporate Governance and Nominating Committee, the full Board regularly engages in discussions of the most significant risks that the Company is facing and how these risks are being managed. The Board receives reports on enterprise risk management from senior officers of the Company and from the Chairmen of the Audit Committee and the Corporate Governance Committee, as well as from outside advisors. The Board believes that the enterprise risk management process in place enables the Board to effectively oversee the Company's risk management function.

CORPORATE GOVERNANCE AND NOMINATING COMMITTEE

R. William Ide, III is the chairman and John F. Hoffner, John M. Cranor, III, and Victor Arias, Jr. are members of our Corporate Governance and Nominating Committee. We have posted the Corporate Governance and Nominating Committee's charter on our website at www.afce.com. Our Board of Directors has determined that all members of the Corporate Governance and Nominating Committee are independent according to the applicable Nasdaq Global Market rules.

The purpose of the Corporate Governance and Nominating Committee is (1) to identify individuals qualified to become members of our Board of Directors and to recommend to the Board of Directors nominees for election in connection with our annual meeting of shareholders, (2) to develop and recommend to the Board of Directors our Principles of Corporate Governance and to take a leadership role in shaping our corporate governance policies, (3) to make recommendations to the Board of Directors with respect to our strategic plans and (4) such other responsibilities and duties as may, from time to time, be delegated to the Committee by the Board of Directors.

One responsibility of the Corporate Governance and Nominating Committee is to establish criteria for evaluating persons to be nominated for election to our Board of Directors and its committees. Under the Corporate Governance and Nominating Committee Charter, these criteria include, at a minimum, the depth of a candidate's experience and availability, the balance of his or her business interests and experience and the need for any required expertise on our Board of Directors or one of its committees. Furthermore, the Principles of Corporate Governance adopted by our Board of Directors provide that independent directors should be persons with broad training, knowledge and experience in business, finance, education, government or other professions or vocations who have earned distinction in their chosen fields, and those Principles of Corporate Governance also provide that the composition of our Board of Directors should reflect ethnic and gender diversity, as well as diversity of expertise in areas that will foster our business success. The Corporate Governance and Nominating Committee considers all of these criteria in selecting nominees and in the future may establish additional minimum criteria for nominees.

The Corporate Governance and Nominating Committee has not adopted a specific policy regarding the consideration of shareholder director nominees, but its general policy is to welcome future nominees recommended by shareholders. Shareholders who wish to recommend individuals for consideration by the Corporate Governance and Nominating Committee to become nominees for election to our Board of Directors may do so by submitting a written recommendation to AFC Enterprises, Inc., Attention: Corporate Secretary, 5555 Glenridge Connector, NE, Suite 300, Atlanta, Georgia 30342. Submissions must include sufficient biographical information concerning the recommended individual, including age, five year employment history with employer names and a description of the employer's business, whether such individual can read and understand financial statements, accompanying footnotes and public filings, and Board memberships (if any) for the Committee to consider as well as any other requirements under our bylaws. The Corporate Governance and Nominating Committee will evaluate all nominees in the same manner, whether or not the nominee was recommended by a shareholder.

The Corporate Governance and Nominating Committee's process for selecting nominees begins with an evaluation of the performance of incumbent directors and a determination of whether our Board of Directors or its committees have specific unfulfilled needs. The Corporate Governance and Nominating Committee then considers nominees identified by the Committee, other directors, our executive officers and shareholders, and in some cases, the Committee has engaged a third party search firm to assist in identifying candidates. This consideration includes determining whether a candidate qualifies as "independent" under the various standards

CORPORATE GOVERNANCE AND NOMINATING COMMITTEE

applicable to the Board of Directors and its committees.

The Corporate Governance and Nominating Committee then selects nominees to recommend to our Board of Directors, which considers and makes the final selection of director nominees and directors to serve on its committees.

The Corporate Governance and Nominating Committee's responsibilities also include:

- Acting upon requests by our officers to serve on outside boards of directors;
- Considering suggestions by our Chairman of the Board of Directors for directors to serve on Board committees, including the chair of each committee, and recommending to the Board of Directors the members and chair of all standing committees;
- Recommending the duties that will be in the charter of any new standing committee of our Board of Directors;
- Annually developing and overseeing an evaluation of our full Board of Directors and individual members of our Board of Directors by collecting comments and evaluations from each director and any other constituents the Committee deems relevant to such assessment;
- Reviewing and monitoring the business risks to our strategies;
- Communicating to management the views of the Board with respect to the types and levels of risks to be undertaken by the Company, and overseeing the risk management undertaken by the Company;
- Reviewing director compliance with stock ownership policies and guidelines;
- Assisting our Board of Directors with development of responsibilities of directors, including basic duties and responsibilities with respect to attendance at Board meetings and advance review of meeting materials;
- Establishing and maintaining a director orientation program for new directors;
- Developing, or making available, a continuing education program conducted for all directors;
- Assisting our Board of Directors with its responsibilities for oversight of our Honor Code;
- Reviewing our evaluation of compliance with our Honor Code;
- Reviewing any conflicts of interest involving our officers or members of our Board of Directors;
- Assisting our Board of Directors with oversight of our policies;
- Periodically reviewing our report on significant litigation;
- Reviewing the independence of each of our directors;
- Reviewing the continued appropriateness of Board membership when one of our directors changes the position he or she held when elected or appointed to the Board;
- Reviewing and discussing with appropriate members of management the development of the Company's strategic plans, and making recommendations to our Board of Directors with respect to our strategic plans, including potential mergers, acquisitions and divestitures, as well as financing alternatives; and
- Overseeing the implementation of the Company's strategic plans approved by the Board.

STOCK OWNERSHIP

The following table sets forth information known to us regarding the beneficial ownership of our common stock as of January 31, 2010 by:

- each shareholder known by us to own beneficially more than 5% of our common stock;
- each of our directors;
- each of our named executive officers; and
- all of our directors and executive officers as a group.

Beneficial ownership is determined in accordance with the rules of the SEC. In computing the number of shares beneficially owned by a person and the percentage of ownership held by that person, shares of common stock subject to options held by that person that are currently exercisable or will become exercisable within 60 days after January 31, 2010, and restricted stock units and restricted stock that vests within 60 days after January 31, 2010, are deemed outstanding, while these shares are not deemed outstanding for computing percentage ownership of any other person. Unless otherwise indicated in the footnotes below, the persons and entities named in the table have sole voting and investment power with respect to all shares beneficially owned, subject to community property laws where applicable. The address for those individuals for which an address is not otherwise indicated is: c/o AFC Enterprises, Inc., 5555 Glenridge Connector, NE, Suite 300, Atlanta, Georgia 30342.

The percentages of common stock beneficially owned are based on 25,455,917 shares of common stock outstanding as of January 31, 2010.

<u>Name</u>	<u>Shares Beneficially Owned</u>	<u>Percentage of Class</u>
Directors and Named Executive Officers:		
Cheryl A. Bachelder	213,592	*
Ralph Bower ⁽¹⁾	41,650	*
H. Melville Hope, III	79,798	*
Harold M. Cohen	40,352	*
Richard H. Lynch ⁽²⁾	35,742	*
Victor Arias, Jr. ⁽³⁾	38,465	*
Carolyn Hogan Byrd ⁽⁴⁾	42,465	*
John M. Cranor, III ⁽⁵⁾	19,336	*
John F. Hoffner ⁽⁶⁾	18,382	*
R. William Ide, III ⁽⁷⁾	43,465	*
Kelvin J. Pennington ⁽⁸⁾	38,465	*
All directors and named executive officers as a group (11 persons) ⁽⁹⁾	611,712	2.4%

STOCK OWNERSHIP

Name	Shares Beneficially Owned	Percentage of Class
Five Percent Shareholders:		
BlackRock, Inc. ⁽¹⁰⁾	1,367,621	5.4%
Chilton Investment Company, LLC ⁽¹¹⁾	1,893,000	7.4%
Columbia Wanger Asset Management, L.P. ⁽¹²⁾	2,118,000	8.3%
FMR LLC ⁽¹³⁾	2,545,930	10.0%
Morgan Stanley ⁽¹⁴⁾	1,621,335	6.4%

* Less than 1% of the outstanding shares of common stock.

- (1) Includes 13,750 shares of common stock issuable with respect to options that will vest within 60 days of January 31, 2010.
- (2) Includes 12,500 shares of common stock issuable with respect to options that will vest within 60 days of January 31, 2010.
- (3) Includes 1,422 shares issuable with respect to restricted stock units that will vest within 60 days of January 31, 2010. Mr. Arias' business address is Korn Ferry International, 2100 McKinney, Suite 1800, Dallas, Texas 75201.
- (4) Includes 1,422 shares issuable with respect to restricted stock units that will vest within 60 days of January 31, 2010. Ms. Byrd's business address is GlobalTech Financial, LLP, 2839 Paces Ferry Road, Suite 810, Atlanta, Georgia 30339.
- (5) Includes 1,422 shares issuable with respect to restricted stock units that will vest within 60 days of January 31, 2010. Mr. Cranor's business address is 5555 Glenridge Connector, NE, Suite 300, Atlanta, Georgia 30342.
- (6) Includes 1,422 shares issuable with respect to restricted stock units that will vest within 60 days of January 31, 2010. Mr. Hoffner's business address is 5555 Glenridge Connector, NE, Suite 300, Atlanta, Georgia 30342.
- (7) Includes 1,422 shares issuable with respect to restricted stock units that will vest within 60 days of January 31, 2010. Mr. Ide's business address is McKenna Long & Aldridge, LLP, 303 Peachtree Street NE, Suite 5300, Atlanta, Georgia 30308.
- (8) Includes 1,422 shares issuable with respect to restricted stock units that will vest within 60 days of January 31, 2010. Mr. Pennington's business address is PENMAN Partners, 30 North LaSalle Street, Suite 1402, Chicago, Illinois 60602.
- (9) Shares owned by directors and executive officers as a group include 26,250 shares of common stock issuable with respect to options exercisable within 60 days of January 31, 2010, and 8,532 shares of restricted stock units that will vest within 60 days of January 31, 2010.
- (10) Represents shares of common stock beneficially owned by BlackRock, Inc. ("BlackRock"). BlackRock has sole voting power with respect to 1,367,621 shares and sole dispositive power with respect to 1,367,621 shares. This information is included in reliance upon a Schedule 13G filed with the SEC on January 29, 2010. The address of BlackRock is 40 East 52nd Street, New York, NY 10022.
- (11) Represents shares of common stock beneficially owned by Chilton Investment Company, LLP ("Chilton"). Chilton has sole voting power with respect to 1,893,000 shares, and sole dispositive power with respect to 1,893,000 shares. This information is included in reliance upon a Schedule 13G filed by Chilton with the SEC on February 12, 2010. The address of Chilton is 1266 East Main Street, 7th Floor, Stamford, CT 06902.
- (12) Represents shares of common stock beneficially owned by Columbia Wanger Asset Management, L.P. ("Columbia"). Columbia has sole voting power with respect to 2,000,000 shares and sole dispositive power with respect to 2,118,000 shares. The number of shares beneficially owned includes shares held by Columbia Acorn Trust, a Massachusetts business trust that is advised by Columbia. This information is included in reliance upon a Schedule 13G filed with the SEC on February 9, 2010. The address of Columbia is 227 West Monroe Street, Suite 3000, Chicago, IL 60606.
- (13) Represents shares of common stock beneficially owned by FMR LLP ("FMR"). FMR has sole voting power with respect to 2,545,930 shares and sole dispositive power with respect to 2,545,930 shares. This information is included in reliance upon a Schedule 13G filed with the SEC on February 16, 2010. The address of FMR is 82 Devonshire Street, Boston, MA 02109.
- (14) Represents shares of common stock beneficially owned by Morgan Stanley ("MS"). MS is the parent company of and indirect beneficial owner of securities held by its business units. MS has sole voting power with respect to 1,621,116 shares, sole dispositive power with respect to 1,621,335 shares and shared voting power with respect to 531 shares. This information is included in reliance upon a joint Schedule 13G filed by MS and Morgan Stanley Investment Management Inc. with the SEC on February 12, 2010. The address of MS is 1585 Broadway, New York, New York 10036.

COMPENSATION DISCUSSION AND ANALYSIS

Compensation Objectives and Philosophy. The People Services (Compensation) Committee of the Board of Directors, which we refer to throughout this discussion as the “Compensation Committee,” determines the compensation of the executive officers identified in the Summary Compensation Table (whom we refer to as our “named executive officers”) and our other senior management executives. The compensation is comprised of the following components: base salary, annual incentive award, long-term equity incentives and benefits and perquisites. The compensation program is designed to:

- (1) attract and retain qualified management,
- (2) be competitive with comparable employers, and
- (3) align management’s incentives with the long-term interests of our shareholders.

For our named executive officers and other senior executives, our Compensation Committee designs our short and long-term incentive awards under a “pay-for-performance” philosophy that ties a significant portion of the amounts earned to our Company-wide performance — primarily earnings growth and stock appreciation.

Business Review. In 2009, we delivered strong performance in relation to the Quick Service Restaurant (“QSR”) sector on the four key metrics of our strategic plan: positive guest traffic, positive gains in the guest experience, positive gains in restaurant operating profit and positive net new restaurant units. While net income for 2009 was slightly lower than 2008, adjusted earnings per diluted share increased in 2009. Total system-wide sales, global same-store sales, domestic same-store sales and international same-store sales all increased in 2009 over 2008. The Popeyes system had net openings of 14 restaurants in 2009. We successfully completed our re-franchising strategy with the sale of company-operated restaurants in Atlanta and Nashville in 2009, and we reduced our outstanding debt by \$36.6 million in 2009.

Named Executive Officers for 2009. In accordance with SEC rules, our named executive officers for 2009 include our chief executive officer, chief financial officer and the three other executive officers with the highest total compensation for 2009. The named executive officers are as follows:

- Cheryl A. Bachelder, President and Chief Executive Officer;
- Ralph Bower, Chief Operating Officer — U.S.;
- H. Melville Hope, III, Chief Financial Officer;
- Harold M. Cohen, General Counsel, Chief Administrative Officer and Corporate Secretary; and
- Richard H. Lynch, Chief Marketing Officer.

Compensation Committee Process and Role of Executive Officers. The Compensation Committee approves all compensation for executive officers, including our named executive officers. The Compensation Committee is solely responsible for the review of the performance and compensation of our chief executive officer or CEO.

During 2009, Cheryl A. Bachelder was our CEO and President. The material terms of the 2009 compensation for Ms. Bachelder were set by negotiations between our Compensation Committee and Ms. Bachelder at the time of her hiring in 2007, and the cash components have remained substantially unchanged since such time.

For compensation of the remaining executive officers, the CEO and chief human resources officer make recommendations to the Compensation Committee with respect to the performance of the executives and the appropriate compensation amounts for each executive. In making these

recommendations, the CEO and chief human resources officer consider peer group data as described below as well as budgetary constraints. The Compensation Committee also considers a targeted total compensation amount. After setting base salary and target bonus, the Compensation Committee determines the appropriate value of equity compensation as a method of achieving this total compensation amount. The Compensation Committee considers the recommendations of the CEO and the chief human resources officer and the other considerations discussed above, and then approves the compensation for each of the executive officers. In addition, our CEO, our chief financial officer or CFO, our General Counsel and Chief Administrative Officer or General Counsel, and our chief human resources officer, assist the Compensation Committee with the implementation and administration of our annual incentive bonus plan.

Role of Compensation Consultant. In 2009, the Compensation Committee engaged Hewitt Associates LLC (“Hewitt”) as its independent compensation consultant. Management did not engage a separate compensation consultant.

During 2009, Hewitt provided data and assisted in formulating management’s recommendations to the Compensation Committee for their consideration in making final compensation decisions. Hewitt consulted with management and the Compensation Committee on design recommendations, compensation trend and industry analyses, and attended some of the Compensation Committee meetings. Hewitt also provided compensation plan design recommendations, prepared and analyzed competitive compensation information, provided compensation trend and industry analyses, attended some of the Compensation Committee meetings, and participated in discussions with members of the Compensation Committee.

Targeted Compensation Levels and Competitive Data. To assist in understanding market compensation levels, our Compensation Committee considers compensation data of other QSR companies. The data is compiled by management at the direction of the Compensation Committee with the assistance of the Compensation Committee’s compensation consultant, Hewitt, using proxy statements for public restaurant companies and information provided by the Chain Restaurant Compensation Association, or “CRCA.”

The CRCA works in partnership with Hay Group to provide industry specific compensation information for the association’s members for a subscription fee. In 2009, 90 organizations were included in the 2009 CRCA survey, including 43 organizations in the QSR industry. The Compensation Committee does not have input into those companies participating in the CRCA survey, nor does the Committee have the ability to confirm the specific data points provided by each of the organizations. The data was reviewed to provide the Committee with a general understanding of the current compensation practices in the restaurant industry. The following table lists the 43 organizations in the QSR industry included in the CRCA data:

Table of Contents

Organization Name

Popeyes Louisiana Kitchen
Boddie-Noell Enterprises
(a Hardee's Franchisee)
BoJangles' Restaurants
Burger King
Caribou Coffee
Checkers/Rally's Hamburgers
Carl's Jr.
Hardee's
Domino's Pizza
Burger King
Dunkin' Brands — Corporate
Baskin-Robbins
Dunkin' Donuts
Einstein Noah Restaurant Group

Organization Name

El Pollo Loco
Little Caesar Enterprises — Corporate
Little Caesar
In-N-Out Burger
Dairy Queen
The Coffee Bean & Tea Leaf
Jack in the Box
Jamba
Krispy Kreme Doughnuts
Krystal
McDonald's
Pizza Hut
Panda Express
D'Angelo
Papa Gino's

Organization Name

Papa John's Pizza
Raising Cane's
Sonic Restaurants
Starbucks
Taco John's
Arby's
Wendy's
Whataburger
White Castle System
KFC
Long John Silver's
Pizza Hut
Taco Bell
Yum! Restaurants International (YRI)

In August 2009, Hewitt worked directly with the Compensation Committee to prepare and present competitive market data from both the CRCA survey and the proxy disclosures of 12 publicly-traded QSRs that are similar in franchisee structure. For the 43 companies in the CRCA survey, market values were determined based on system-wide sales. For the QSR companies, regression analysis was utilized to account for size differences and develop market values that are consistent with AFC's annual revenues. The peer QSR companies are: Buffalo Wild Wings, Inc., Burger King Holdings, Inc., CKE Restaurants, Inc., Denny's Corp., Domino's Pizza, Inc., Famous Dave's of America, Dine Equity, Inc., McDonald's Corporation, Panera Bread Company, Sonic Corporation, Wendy's/Arby's Group, Inc., and YUM! Brands, Inc.

While these presentations to the Compensation Committee focused on the CRCA data's 43 organizations in the QSR industry and the 12 publicly traded organizations chosen by Hewitt, the information presented to the Compensation Committee was the result of a blended approach to extract data from these sources. The blended approach utilized by the Compensation Committee over the last three years, was used to take into account the various differences in the restaurant organizations included in the survey data which make it difficult to identify the restaurant organizations as a distinctive peer group. The differences include the size of the organizations, the percentage of an organization's restaurants that are company-operated or franchised, the restaurant system's operating complexities, the number of restaurants in each system, and restaurant revenues. Our Compensation Committee evaluated this data and other materials provided to them as part of their process in making decisions regarding compensation.

Allocation among Components. Under the compensation structure designed by the Compensation Committee, the mix of base salary, annual incentive bonus and long-term equity incentive awards varies depending upon job responsibility with a greater emphasis on incentive compensation for the most senior executives. The Compensation Committee believes that the compensation of our named executive officers and other senior officers — the levels of management having the greatest ability to influence our performance — should have a significant performance-based component, which historically has been achieved through bonuses tied to EBITDA (as defined below) and other corporate performance metrics described in further detail below.

Base Salaries. The base salary in 2009 for Ms. Bachelder was set pursuant to her employment agreement. The Compensation Committee determines base salaries for the other named executive officers and members of senior management based on a combination of review of the survey data described above for officers with comparable qualifications, experience and responsibilities at

restaurant organizations and review of the performance and merit of the specific individual officer. When appropriate, the Compensation Committee also will take into account our performance in setting and increasing base salaries.

In December 2008, management recommended to the Compensation Committee that the named executive officers and other members of senior management forego any merit raises for 2009. The Compensation Committee agreed with the recommendation and determined that 2008 base salaries would remain in effect throughout 2009. The recommendation was made in recognition of the challenging economic climate and in consideration of budgetary constraints. Because senior management received no salary increases, it allowed the Company to give non-management personnel a modest merit raise opportunity.

In November 2009, the Compensation Committee determined that 2009 base salaries for the named executive officers and other members of senior management would remain in effect for 2010. The decision was made in recognition of the continuing challenging economic climate and in consideration of budgetary constraints and the ability of the officers to earn performance based annual incentive bonuses.

In March 2010, the Compensation Committee reviewed its executive salary determinations and approved a base salary increase for our chief financial officer, H. Melville Hope, III, from \$290,000 to \$320,000 per year. The Compensation Committee based its decision on competitive data provided by its compensation consultant with regard to the position of chief financial officer at other restaurant organizations having officers with comparable qualifications, experience and responsibilities, as well as a review of Mr. Hope's performance and internal equity considerations.

Annual Incentive Awards. The Compensation Committee awards cash incentives based upon satisfaction of company financial and/or business plan metrics. At the end of each fiscal year, our Compensation Committee adopts an annual cash incentive plan for the coming fiscal year, which we refer to as the "Incentive Plan." The Compensation Committee sets all Incentive Plan metrics, goals and weights and determines the amount of target incentives for our named executive officers and other participants. Members of our management, including the CEO, CFO, General Counsel, and our chief human resources officer assist the Compensation Committee with the implementation and administration of the Incentive Plan. The formula set by the Compensation Committee for determining cash incentives under the 2009 Incentive Plan was:

Funding % × Annual Incentive Opportunity × Individual Plan Goals Achieved = Annual Cash Incentive Payment

Funding. The Incentive Plan is funded based on a metric of earnings before interest, taxes, depreciation and amortization, or EBITDA. The Compensation Committee selected this metric because it believes EBITDA growth influences the growth of our share value, and is therefore directly correlated with the interests of our shareholders. The Compensation Committee sets the target Company EBITDA measure so that it matches our internal budget as approved by the Board of Directors. We must achieve a minimum of 95% of the target Company EBITDA for any cash incentives to be paid. Once the 95% threshold has been met, the Incentive Plan funding increases

pursuant to an established scale. The following chart shows the performance / funding scale for the 2009 Incentive Plan:

<u>Achievement of Company EBITDA Target</u>	<u>Funding %</u>	<u>Increase</u>
less than 95%	0%	—
95 - 100%	50 - 100%	Opportunity increases 10% for every 1% of performance up to 100%
101 - 110%	103 - 130%	Opportunity increases 3% for every 1% of performance beginning at 101%

Funding for cash incentives under the Incentive Plan is determined on an annual basis for all executive officers.

Annual Cash Incentive Opportunity. The Compensation Committee sets a specific dollar target amount as the annual cash incentive opportunity for each participant, which is based on a percentage of the executive's base salary. The Compensation Committee determines annual cash incentive opportunity for the named executive officers and members of senior management based on a combination of review of survey data described above for officers with comparable qualifications, experience and responsibilities at restaurant organizations and its review of the performance of the specific individual officer. These targets are set by the Compensation Committee on an annual basis. The 2009 annual cash incentive opportunity for our named executive officers did not change from 2008. The respective cash incentive opportunities of our named executive officers in 2009 were as follows:

<u>Name</u>	<u>Annual Cash Incentive Opportunity</u>	<u>Equivalent \$ Target Amount</u>
Cheryl A. Bachelder	100% of Base Salary	\$ 650,000
Ralph Bower	60% of Base Salary	\$ 165,000
H. Melville Hope, III	55% of Base Salary	\$ 159,500
Harold M. Cohen	55% of Base Salary	\$ 154,000
Richard H. Lynch	60% of Base Salary	\$ 180,000

In November 2009, the Compensation Committee increased the 2010 annual cash incentive opportunity for both Mr. Hope and Mr. Cohen from 55% of base salary to 60% of base salary to be commensurate with the annual cash incentive opportunity for Mr. Bower and Mr. Lynch.

Individual Cash Incentive Plan Goals. The Compensation Committee sets incentive plan goals which tie to key company performance metrics. The 2009 Incentive Plan included the following bonus plan goals weighted as follows for each of our named executive officers:

<u>Name</u>	<u>System- Wide EBITDA</u>	<u>System- Wide Openings</u>	<u>Domestic Openings</u>	<u>System- Wide Comparable Sales</u>	<u>Domestic Comparable Sales</u>	<u>Total</u>
Cheryl A. Bachelder	60%	20%	—	20%	—	100%
Ralph Bower	60%	—	20%	—	20%	100%
H. Melville Hope, III	60%	20%	—	20%	—	100%
Harold M. Cohen	60%	20%	—	20%	—	100%
Richard H. Lynch	60%	—	—	—	40%	100%

The targeted annual system-wide EBITDA amount under the 2009 Incentive Plan was \$39.9 million. We achieved adjusted EBITDA of \$41.0 million, or 103% of the target amount.

Therefore, the system-wide EBITDA element of the Incentive Plan was funded at 109%. For purposes of the Incentive Plan, we used an adjusted EBITDA figure which adjusted our total EBITDA for certain non-operating items, including income from the sale of assets, offset by losses on insurance recoveries related to asset damages, impairment related to restaurant closures, and impairment and disposals of fixed assets. The targeted annual system-wide comparable sales for 2009 was an increase of 0.5%, and the targeted domestic comparable sales for 2009 was 0.0% to match 2008 domestic comparable sales. We achieved an increase in system-wide and domestic comparable sales goals of 0.7% and 0.6%, respectively, therefore those elements of the Incentive Plan were funded at 100% of the targeted amount. However, we did not achieve our targeted system-wide openings of 113 restaurants or targeted domestic openings of 49 restaurants; therefore, no amounts were earned with respect to these elements. Accordingly, Ms. Bachelder and Messrs. Bower, Hope and Cohen were paid a prorated share of their annual cash incentive opportunity as set forth in the following table:

Name	Target Incentive Award (\$)	Actual Incentive Award Earned (\$)
Cheryl A. Bachelder	650,000	566,800
Ralph Bower	165,000	143,880
H. Melville Hope, III	159,500	139,084
Harold M. Cohen	154,000	134,288
Richard H. Lynch	180,000	196,200

Annual Executive Bonus Program. In March 2010, the Compensation Committee adopted the Annual Executive Bonus Program to give each participant, including our named executive officers, the opportunity to receive an annual bonus in each fiscal year payable in cash if, and to the extent, the Committee determines that performance goals set by the Compensation Committee for each participant have been met. The implementation of the program is subject to shareholder approval of the material terms of the performance goals under the program at the Company’s 2010 annual meeting of shareholders as described under “Approval of the Performance Goals Under the Annual Executive Bonus Program” in this proxy statement. The program was established, in part, to comply with the requirements of Section 162 (m) of the Internal Revenue Code of 1986, as amended from time to time. Each participant under the program, including our named executive officers, is given annual bonus opportunities and goals that must be achieved in order to earn a cash bonus. The cash payouts under the Annual Executive Bonus Program are limited to an aggregate amount not to exceed 10% of the Company’s EBIT (earnings before interest and taxes) for each respective year.

Long-Term Equity Incentive Awards. Prior to 2006, the primary form of equity compensation that we awarded consisted of non-qualified stock options. The Compensation Committee selected this form of equity compensation because of the favorable accounting and tax treatments and the near universal award of stock options to executives in our industry. Beginning in 2006, the accounting treatment for stock options changed, making the accounting treatment of stock options less attractive. As a result, the Compensation Committee assessed the desirability of granting shares of restricted stock to employees, particularly to members of senior management, and concluded that restricted stock would provide an equally motivating form of incentive compensation while permitting us to issue fewer shares, thereby reducing potential dilution to our shareholders.

Our Compensation Committee’s practice is to determine the appropriate dollar amount of equity compensation and to then grant a number of stock options and/or shares of restricted stock that have a grant date fair market value equal to that amount. The Compensation Committee determines the dollar value of the equity compensation for the named executive officers and members of senior management based on a combination of review of the survey data described above for officers with comparable qualifications, experience and responsibilities at other restaurant organizations and review of the

performance of the specific individual officer. In making its decisions, our Compensation Committee considers equity awards made on a historical basis and management’s recommendations with respect to our current needs (e.g. , whether we need to increase equity compensation to retain employees or to encourage particular performance).

Long Term Incentive Plan. In August 2009, the Compensation Committee approved the creation of a long term incentive plan consisting of stock options and performance shares designed to attract, motivate and retain key management talent. The primary objectives of the long term incentive plan are to:

- align management’s interest with shareholders interests;
- encourage Company performance, with a focus on EBITDA and stock price as our measures of success; and
- be competitive with other programs and opportunities within our industry.

The long term incentive plan design consists of a total opportunity made up of 35% stock options and 65% performance shares. Stock options granted under the long term incentive plan vest one-third per year, commencing one year after the grant date. The stock options have value only if our stock price increases over time.

Performance shares are earned annually based on EBITDA performance, but are not vested and paid until the completion of the entire three year performance period. For example, 2009 grants are earned based on 2009 EBITDA performance, but do not vest until the end of the 2009-2011 performance period. The Compensation Committee believes that sustained successful EBITDA achievement will result in a higher stock price for our shareholders. To enhance the long term nature of the program, performance shares earned for each fiscal year do not vest until after the completion of the entire three year performance period. The EBITDA performance measure is set by our Compensation Committee on an annual basis for each fiscal year based upon the Company’s EBITDA target for each respective year. Performance shares may be earned annually according to the same scale as the Incentive Plan discussed above. We must achieve a minimum of 95% of the target Company EBITDA for each fiscal year for any shares to be earned. The following chart shows the performance/granting scale for the performance shares under the long term incentive plan:

Achievement of Company EBITDA Target	Granting %	Increase
Less than 95%	0%	—
95 - 100%	50 - 100%	Opportunity increases 10% for every 1% of performance up to 100%
101 - 110%	103 - 130%	Opportunity increases 3% for every 1% of performance beginning at 101%

Table of Contents

The equity awards made in 2009 to our named executive officers under the long term incentive plan are set forth below.

<u>Name</u>	<u>Number of Stock Options Granted (35% of Total LTIP Value) (#)</u>	<u>Stock Option Exercise Price (\$)</u>	<u>Target Number of Performance Shares Granted in 2009 (65% of Total LTIP Value over Three-Year Period) (#) ⁽¹⁾</u>
Cheryl A. Bachelder	65,900	8.30	23,200
Ralph Bower	8,300	8.30	2,900
H. Melville Hope, III	8,300	8.30	2,900
Harold M. Cohen	8,300	8.30	2,900
Richard H. Lynch	8,300	8.30	2,900

(1) The amount of performance shares shown in this column is equal to one-third of the total performance shares that the named executive officers anticipate receiving in connection with the 2009 long term incentive plan as part of a three year performance period. It is anticipated that the named executive officers would receive additional one-third grants under the 2009 long term incentive plan during fiscal years 2010 and 2011. The performance shares granted in 2009 were earned based on 2009 EBITDA performance, however, earned shares are not vested and paid until the completion of the full 2009-2011 performance period.

The long term incentive plan payouts of performance shares are limited to an aggregate value not to exceed 5% of the Company's EBIT (earnings before interest and taxes) for each respective year.

Special 2009 Equity Incentive Awards.

In August 2009, the Compensation Committee discussed and approved special equity awards to management, including our named executive officers. These awards were made in the form of restricted shares and serve as a "bridge" or "phase-in" for the new performance share plan, under which earned awards are not paid until the first quarter of 2012 following the completion of the three year performance period ending as of fiscal 2011. The Compensation Committee approved these awards to maintain a competitive total compensation position during the initial performance share period, to motivate senior management to enhance the Company's shareholder value, and to retain key executives during a critical period for the Company's long-term success. The special equity awards vest over a three year period, and are set forth below.

<u>Name</u>	<u>Shares of Restricted Stock (#)</u>
Cheryl A. Bachelder	59,600
Ralph Bower	8,900
H. Melville Hope, III	8,900
Harold M. Cohen	8,900
Richard H. Lynch	8,900

Equity Compensation Grant Practices. Stock options are awarded at the price of our stock on the grant date. The Compensation Committee has never granted options with an exercise price that was less than the price of our common stock on the grant date. It is the intention of the Compensation Committee to make future grants under the long term incentive plan at a committee meeting in the first quarter of our fiscal year in order to maximize the motivational value associated with the awards and to comply with Section 162(m) tax deductibility standards.

Retirement and Deferred Compensation Plans. We maintain a 401(k) plan pursuant to which we may match a percentage of an employee's contribution. When we calculate targeted overall

compensation for our senior management, we factor in the benefits expected to be received under the 401 (k) plan. There are currently no pension plans in which the named executive officers participate and no deferred compensation arrangements.

Perquisites and Other Benefits. During 2009, we paid membership dues for some of our executives to use a dining club in our corporate office complex for business guests. Our named executive officers were eligible to be reimbursed for an annual comprehensive medical examination otherwise not paid for by medical insurance. Our named executive officers also received the benefit of a Company paid life insurance policy having death benefits of five times the executive’s base salary.

Members of senior management also participate in our other benefit plans on the same terms as other employees. These plans include medical, dental and life insurance. Relocation benefits also are reimbursed, but are individually negotiated when they occur. In 2009, we paid \$96,619 for relocation expense and \$8,197 for travel expense reimbursement to Ms. Bachelder. In 2009, we paid \$221,889 to Mr. Bower for relocation expense reimbursement.

In 2009, we reimbursed Mr. Bower \$29,083 for tuition for an executive MBA program.

Tax Considerations. The Compensation Committee reviews and considers the deductibility of executive compensation under Section 162(m) of the Internal Revenue Code which limits the deductibility of executive compensation paid by publicly held corporations to \$1 million per employee. The \$1 million limitation generally does not apply to compensation based on performance goals if certain requirements are met. The Compensation Committee, as much as possible, uses and intends to use performance-based compensation to minimize the effect of these tax deduction limits. The Annual Executive Bonus Plan has been approved, and is recommended for approval by the shareholders in this proxy statement, to maximize the deductions of the annual cash incentive awards. Nevertheless, we believe that we must attract, retain and reward the executive talent necessary to maximize shareholder value and that the loss of a tax deduction may be necessary and appropriate in some circumstances.

Employment Agreements. We currently have employment agreements with the following named executive officers:

<u>Executive</u>	<u>Title</u>	<u>2008 Base Salary</u>	<u>2009 Base Salary</u>	<u>2010 Base Salary</u>
Cheryl A. Bachelder	Chief Executive Officer and President	\$ 650,000	\$ 650,000	\$ 650,000
Ralph Bower	Chief Operating Officer — US	\$ 275,000	\$ 275,000	\$ 275,000
H. Melville Hope, III	Chief Financial Officer	\$ 290,000	\$ 290,000	\$ 320,000
Harold M. Cohen	Senior Vice President — Legal Affairs, General Counsel and Secretary	\$ 280,000	\$ 280,000	\$ 280,000
Richard H. Lynch	Chief Marketing Officer	\$ 300,000	\$ 300,000	\$ 300,000

These employment agreements currently provide for annual base salaries as described above, subject to annual adjustment by the Compensation Committee, an annual incentive bonus, fringe benefits, participation in Company-sponsored benefit plans and such other compensation as may be approved by the Board of Directors. Generally, our employment agreements have a term of one year, unless earlier terminated or otherwise renewed pursuant to the terms thereof and are automatically extended for successive one-year periods following the expiration of each term unless notice is given by the Company or the executive not to renew. Severance benefits, change in control provisions and other perquisites available under these employment agreements are described under the heading “Potential Payments Upon Termination or Change in Control”.

Change in Control. The Compensation Committee believes that it is important to protect our named executive officers in the event of a change in control and a subsequent termination of their employment without cause or a material diminution of or change in responsibilities, duties or title, or a material reduction or change in pay and benefits. Further, it is our belief that the interests of our executives should be aligned with those of our shareholders. The Compensation Committee believes that providing change in control benefits should eliminate, or at least reduce, the reluctance of senior management to accept or maintain employment with us, or to pursue potential change in control transactions that may be in the best interests of shareholders.

Our employment agreements provide for a “double trigger” for change in control — meaning that change in control benefits will only be paid (1) if there is a change in control (as defined in the employment agreement) and (2) within one year of the change in control, the employee’s employment is terminated without cause, or there is a material diminution of or change in the employee’s responsibilities, duties or title, or there is a material reduction or change in pay and benefits that is not part of a reduction in pay and benefits that applies to all of our executive officers. In the event that both triggers are satisfied, the employee may terminate his or her employment and receive the same severance he or she would have received upon a termination without cause.

2009 SUMMARY COMPENSATION TABLE

The following table includes information concerning 2007, 2008 and 2009 compensation for the CEO, the CFO and the three other executive officers with the highest total compensation calculated in accordance with SEC rules and regulations (the “named executive officers”).

Name and Principal Position	Year	Salary	Bonus	Stock	Option	Non-Equity	All Other	Total (\$)
		(\$)	(\$) ⁽¹⁾	Awards (\$) ⁽²⁾	Awards (\$) ⁽³⁾	Incentive Plan Compensation (\$) ⁽⁴⁾	Compensation (\$) ⁽⁵⁾	
Cheryl A. Bachelder Chief Executive Officer ⁽⁶⁾	2009	\$650,000	0	687,240	278,757	566,800	128,317	2,311,114
	2008	650,000	0	0	0	364,000	152,977	1,166,977
	2007	105,000	100,000	434,300	2,383,252	100,000	64,524	3,187,076
Ralph Bower Chief Operations Officer	2009	275,000	0	97,940	42,484	143,880	271,805	831,109
	2008	250,673	50,000	107,755	154,305	85,292	147,370	795,395
H. Melville Hope, III Chief Financial Officer	2009	290,000	0	97,940	35,109	139,084	20,999	583,132
	2008	290,000	25,000	103,155	0	89,320	21,786	529,261
	2007	277,885	0	50,460	0	0	26,314	354,659
Harold M. Cohen General Counsel	2009	280,000	0	97,940	35,109	134,288	22,663	570,000
	2008	280,000	25,000	103,155	0	86,240	21,693	516,088
	2007	259,808	0	50,460	0	0	25,233	335,501
Richard H. Lynch Chief Marketing Officer	2009	300,000	0	97,940	42,059	196,200	14,791	650,990
	2008	248,077	25,000	86,825	119,546	63,969	102,214	645,631

(1) Amounts in this column reflect cash awards other than incentive bonuses.

(2) Amounts in this column are calculated utilizing the grant date fair value of restricted stock under FASB ASC Topic 718. The grant date fair values of the restricted stock awards are calculated using the Nasdaq Global Market closing price of the Company’s stock on the date of grants. With respect to the restricted stock granted subject to performance conditions, the grant date fair value is based on a 100% probability of meeting the performance conditions. See Note 14 of the consolidated financial statements in our Annual Report on Form 10-K for the year ended December 27, 2009, regarding assumptions underlying valuation of equity awards. An overview of the features of our restricted stock awards can be found in the “Compensation Discussion and Analysis” section above.

For 2009, the maximum grant date fair value of the restricted performance share grants in this column which have performance conditions and assuming the highest level of performance conditions will be achieved is equal to 130% of the respective target amounts. The maximum value that could be earned by each named executive officer under these awards is as follows:

Grant Date Fair Value for 2009 Performance Stock Awards

<u>Name</u>	<u>Value at Target</u> <u>(\$)</u>	<u>Maximum Value</u> <u>(130% of Target)(\$)</u>
Cheryl A. Bachelder	192,560	250,328
Ralph Bower	24,070	31,291
H. Melville Hope, III	24,070	31,291
Harold M. Cohen	24,070	31,291
Richard H. Lynch	24,070	31,291

- (3) Amounts in this column are calculated utilizing the grant date fair value of stock options under FASB ASC Topic 718. The grant date fair value of option awards was estimated as of the date of grants using a Black-Scholes option-pricing model, with the exception of Ms. Bachelder’s 2007 option awards. Ms. Bachelder’s 2007 option award grant date fair value was calculated using a Monte Carlo simulation embedded in a lattice model for stock options with service and market conditions. See Note 14 of the consolidated financial statements in our Annual Report on Form 10-K for the year ended December 27, 2009 regarding assumptions underlying valuation of equity awards. An overview of the features of our stock option awards can be found in the “Compensation Discussion and Analysis” section above.
- (4) The amounts in this column reflect the cash awards earned by the named individuals under the annual incentive plan. For information about the 2009 Incentive Plan, see “Annual Incentive Awards” in the “Compensation Discussion and Analysis” section above.
- (5) The amounts shown in this column for 2009 reflect the following components:
- With respect to Ms. Bachelder, the amount of \$1,020, and with respect to Messrs. Bower, Cohen and Lynch, the amount of \$1,020, respectively, for dues to use a dining club in the Company’s office building complex to entertain business guests.
 - With respect to Messrs. Bower, Hope and Cohen, the amounts of \$2,469, \$1,680, and \$1,680, respectively, for the cost of an annual physical examination.
 - With respect to Ms. Bachelder, and Messrs. Bower, Hope, Cohen and Lynch, the amounts of \$10,514, \$939, \$1,888, \$1,377, and \$2,916, respectively, for a Company paid life insurance policy having death benefits of five time the executive’s base salary.
 - With respect to Messrs. Bower, Hope and Cohen, the amounts of \$6,125, \$4,900 and \$6,125, respectively, for the Company’s matching contributions to each individual’s account in the Company’s 401(K) plan.
 - With respect to Ms. Bachelder, and Messrs. Bower, Hope, Cohen and Lynch, the amounts of \$11,760, \$10,145, \$12,396, \$12,326 and \$10,468, respectively, for the amounts of the Company’s contributory share of the costs of each individual’s participation in the Company’s general benefit plans, including medical, dental, life and disability insurance plans.
 - With respect to Ms. Bachelder and Messrs. Bower, Hope, Cohen and Lynch, the amounts of \$207, \$135, \$135, \$135 and \$387 respectively, for the costs to the Company for each individual’s participation in the Company’s group term life insurance policy.
 - With respect to Ms. Bachelder, the amount of \$96,619 for relocation expense and \$8,197 for travel expense reimbursement.
 - With respect to Mr. Bower, the amount of \$221,889 for relocation expense reimbursement.
 - With respect to Mr. Bower, the amount of \$29,083 for tuition reimbursement for an executive MBA program.
- (6) Ms. Bachelder’s 2007 compensation includes compensation paid to Ms. Bachelder in her capacity as CEO and President as well as \$45,000 in cash compensation and the FASB ASC Topic 718 value of \$50,000 relating to restricted stock units granted to her as a member of the Board of Directors in 2007. After her employment as CEO and President, Ms. Bachelder continued as a director but is not compensated for her service as a director.

GRANTS OF PLAN-BASED AWARDS IN FISCAL 2009

The following table sets forth certain information regarding potential payouts under the 2009 Incentive Plan and certain information regarding restricted stock awards and stock options granted during the fiscal year ended December 27, 2009 to each of our named executive officers.

Name	Grant Date	Date of Comp. Comm. Action	Estimated Possible Payouts Under Non-Equity Incentive Plan Awards ⁽¹⁾			Estimated Possible Payouts Under Equity Incentive Plan Awards ⁽²⁾			All Other Stock Awards: Number of Shares of Stock or Units ⁽³⁾	All Other Option Awards: Number of Securities Underlying Options ⁽⁴⁾	Exercise or Base Price of Option Awards ⁽⁵⁾ (\$/share)	Grant Date Fair Value of Stock and Option Awards ⁽⁵⁾ (\$)
			Threshold (\$)	Target (\$)	Maximum (\$)	Threshold (#)	Target (#)	Maximum (#)				
Cheryl A. Bachelder	8/31/09	8/12/09	325,000	650,000	845,000	11,600	23,200	30,160	59,600			494,680
	8/31/09	8/12/09										192,560
	8/31/09	8/12/09										278,757
Ralph Bower	8/31/09	8/12/09	82,500	165,000	214,500	1,450	2,900	3,770	8,900		8.30	73,870
	8/31/09	8/12/09										24,070
	8/31/09	8/12/09										35,109
H. Melville Hope, III	8/31/09	8/12/09	79,750	159,500	207,350	1,450	2,900	3,770	8,900		8.30	73,870
	8/31/09	8/12/09										24,070
	8/31/09	8/12/09										35,109
Harold M. Cohen	8/31/09	8/12/09	77,000	154,000	200,200	1,450	2,900	3,770	8,900		8.30	73,870
	8/31/09	8/12/09										24,070
	8/31/09	8/12/09										35,109
Richard H. Lynch	8/31/09	8/12/09	90,000	180,000	234,000	1,450	2,900	3,770	8,900		8.30	73,870
	8/31/09	8/12/09										24,070
	8/31/09	8/12/09										35,109

- (1) Reflects the threshold, target and maximum payment levels under the 2009 Incentive Plan. Actual amounts earned by our named executive officers are reported in the Non-Equity Incentive Plan Compensation column in the 2009 Summary Compensation Table. For information about the performance goals under the plan, see the Compensation Discussion and Analysis.
- (2) Reflects the threshold, target and maximum number of performance shares that would be payable if the performance criteria relating to the performance based restricted stock grants under the 2009 long term incentive plan are met. The performance criteria necessary for vesting of these performance shares was achieved in 2009 and the performance shares for 2009 are now "earned", meaning the amount of the award for the 2009 performance period has been determined, but will not vest until the completion of the entire three year performance period, and further provided the named executive officer remains employed as of the vesting date. For information about the performance criteria for the restricted stock grants and the 2009 long term incentive plan, see the Compensation Discussion and Analysis.
- (3) Reflects the number of shares of restricted stock granted pursuant to the 2006 Stock Incentive Plan. The restricted stock vests over a three year period with 1/3 vesting on August 31, 2010, August 31, 2011, and August 31, 2012, respectively. For information about the special 2009 equity incentive awards grant, see the Compensation Discussion and Analysis.
- (4) Reflects the number of stock options granted under the 2006 Stock Incentive Plan. The stock options vest over a three year period with 1/3 vesting on August 31, 2010, August 31, 2011, and August 31, 2012, respectively.
- (5) Reflects the grant date fair value of restricted stock and stock options under FASB ASC Topic 718 granted to each of the named executive officers in 2009. The grant date fair values are calculated using the Nasdaq Global Market closing price of AFC stock on the date of grants of \$8.30 for restricted stock. With respect to the performance shares, the grant date fair value is based on a 100% probability of meeting the performance conditions. The grant date fair value of option awards was estimated on the date of grant using a Black-Scholes option-pricing model. See Note 14 of the consolidated financial statements in our Annual Report on Form 10-K for the year ended December 27, 2009, regarding assumptions underlying valuations of equity awards. There can be no assurance that the grant date fair value of the restricted stock and option awards will ever be realized.

OUTSTANDING EQUITY AWARDS AT 2009 FISCAL YEAR-END

The following table includes information regarding the value of all unexercised options and restricted stock awards held by the named executive officers as of December 27, 2009.

Name	Option Awards					Stock Awards			
	Number of Securities Underlying Unexercised Options (#) Exercisable	Number of Securities Underlying Unexercised Options (#) Unexercisable	Equity Incentive Plan Awards: Number of Securities Underlying Unexercised Options (#)	Option Exercise Price (\$)	Option Expiration Date	Number of Shares or Units of Stock That Have Not Vested (#)	Market Value of Shares or Units of Stock That Have Not Vested (\$) ⁽²²⁾	Equity Incentive Plan Awards: Number of Shares, Units or Other Rights That Have Not Vested (#)	Equity Incentive Plan Awards: Market or Payout Value of Unearned Shares, Units or Other Rights That Have Not Vested (\$) ⁽²²⁾
Cheryl A. Bachelder	100,000 ⁽¹⁾	100,000 ⁽¹⁾		12.81	11/01/17				
		65,900 ⁽³⁾	200,000 ⁽²⁾	12.81	11/01/17				
				8.30	08/31/19	59,600 ⁽⁴⁾	499,448	23,200 ⁽⁵⁾	194,416
Ralph Bower	7,500 ⁽⁶⁾	22,500 ⁽⁶⁾		9.37	02/01/18				
		8,300 ⁽⁸⁾	18,750 ⁽⁷⁾	9.37	02/01/18				
				8.30	08/31/19	8,900 ⁽⁹⁾	74,582	2,900 ⁽¹⁰⁾	24,302
H. Melville Hope, III	28,868			10.65	02/06/11				
	19,245			11.95	04/01/11				
		8,300 ⁽¹¹⁾		8.30	08/31/19	8,900 ⁽¹²⁾	74,582	2,900 ⁽¹³⁾	24,302
Harold M. Cohen	11,651			10.65	02/06/11				
	14,434			11.95	04/01/11				
		8,300 ⁽¹⁴⁾		8.30	08/31/19	8,900 ⁽¹⁵⁾	74,582	2,900 ⁽¹⁶⁾	24,302
Richard H. Lynch	7,500 ⁽¹⁷⁾	22,500 ⁽¹⁷⁾		7.55	03/01/18				
		8,300 ⁽¹⁹⁾	15,000 ⁽¹⁸⁾	7.55	03/01/18				
				8.30	08/31/19	8,900 ⁽²⁰⁾	74,582	2,900 ⁽²¹⁾	24,302

- (1) The stock options under this grant vested in the amount of 50,000 on November 1, 2008 and 50,000 on November 1, 2009. The remaining stock options under this grant vest in the amount of 50,000 on November 1, 2010, and 50,000 on November 1, 2011.
- (2) The performance stock options under this grant vested in the amount of 50,000 on November 1, 2008 and 50,000 on November 1, 2009. The remaining stock options under this grant vest in the amount of 50,000 on November 1, 2010 and 50,000 on November 1, 2011. However, the stock options under this grant are only exercisable in the event the Company meets certain performance measure conditions related to achieving and maintaining various levels of stock price during the five year period after the original grant date.
- (3) The stock options under this grant vest in the amount of 21,966 on August 31, 2010, 21,966 on August 31, 2011, and 21,968 on August 31, 2012.
- (4) The restricted stock under this grant vests in the amount of 19,866 on August 31, 2010, 19,866 on August 31, 2011, and 19,868 on August 31, 2012.
- (5) The restricted stock under this grant vested on March 15, 2010, as performance measure conditions were satisfied. The performance measure of 2009 EBITDA was achieved at 103% of target, therefore, the vesting of this grant was 109% of target, or 25,288 shares.
- (6) The stock options under this grant vested in the amount of 7,500 on February 1, 2009, and 7,500 on February 1, 2010. The remaining options under this grant vest in the amount of 7,500 on February 1, 2011, and 7,500 on February 1, 2012.
- (7) The performance stock options under this grant were forfeited in the amount of 6,250 on February 1, 2009 due to failure to meet performance measure conditions related to an increase in 2008 domestic comparable sales. The amount of 6,250 options vested on February 1, 2010, as performance measure conditions related to an increase in 2009 domestic

Table of Contents

comparable sales were satisfied. The remaining options under this grant vest in the amount of 6,250 on February 1, 2011, and 6,250 on February 1, 2012, subject to achievement of 2010 and 2011 domestic comparable sales performance measure conditions.

- (8) The stock options under this grant vest in the amount of 2,766 on August 31, 2010, 2,766 on August 31, 2011, and 2,768 on August 31, 2012.
- (9) The restricted stock under this grant vests in the amount of 2,966 on August 31, 2010, 2,966 on August 31, 2011, and 2,968 on August 31, 2012.
- (10) The restricted stock under this grant vested on March 15, 2010, as performance measure conditions were satisfied. The performance measure of 2009 EBITDA was achieved at 103% of target, therefore the vesting of this grant was 109% of target, or 3,161 shares.
- (11) The stock options under this grant vest in the amount of 2,766 on August 31, 2010, 2,766 on August 31, 2011, and 2,768 on August 31, 2012.
- (12) The restricted stock under this grant vests in the amount of 2,966 on August 31, 2010, 2,966 on August 31, 2011, and 2,968 on August 31, 2012.
- (13) The restricted stock under this grant vested on March 15, 2010, as performance measure conditions were satisfied. The performance measure of 2009 EBITDA was achieved at 103% of target, therefore the vesting of this grant was 109% of target, or 3,161 shares.
- (14) The stock options under this grant vest in the amount of 2,766 on August 31, 2010, 2,766 on August 31, 2011, and 2,768 on August 31, 2012.
- (15) The restricted stock under this grant vests in the amount of 2,966 on August 31, 2010, 2,966 on August 31, 2011, and 2,968 on August 31, 2012.
- (16) The restricted stock under this grant vested on March 15, 2010, as performance measure conditions were satisfied. The performance measure of 2009 EBITDA was achieved at 103% of target, therefore the vesting of this grant was 109% of target, or 3,161 shares.
- (17) The stock options under this grant vested in the amount of 7,500 on March 1, 2009 and 7,500 on March 1, 2010. The remaining stock options under this grant vest in the amount of 7,500 on March 1, 2011 and 7,500 on March 1, 2012.
- (18) The performance stock options under this grant were forfeited in the amount of 5,000 on March 1, 2009 due to failure to meet performance measure conditions of 2008 domestic comparable sales. The amount of 5,000 options vested on March 1, 2009 as performance measure conditions of 2009 domestic comparable sales were satisfied. The remaining options under this grant vest in the amount of 5,000 on March 1, 2011 and 5,000 on March 1, 2012, subject to achievement of 2010 and 2011 domestic comparable sales performance measure conditions.
- (19) The stock options under this grant vest in the amount of 2,766 on August 31, 2010, 2,766 on August 31, 2011, and 2,768 on August 31, 2012.
- (20) The restricted stock under this grant vests in the amount of 2,966 on August 31, 2010, 2,966 on August 31, 2011, and 2,968 on August 31, 2012.
- (21) The restricted stock under this grant vested on March 15, 2010, as performance measure conditions were satisfied. The performance measure of 2009 EBITDA was achieved at 103% of target, therefore the vesting of this grant was 109% of target, or 3,161 shares.
- (22) The figures in these columns were calculated using the closing price of our stock on the last business day of fiscal 2009 in the amount of \$8.38 multiplied by the number of restricted stock shares that were not vested on December 27, 2009.

OPTION EXERCISES AND STOCK VESTED IN 2009

The following table includes information regarding exercises of stock options and restricted stock that vested during 2009 for the named executive officers.

<u>Name</u>	<u>Stock Awards</u>		<u>Option Awards</u>	
	<u>Number of Shares Acquired on Vesting (#)</u>	<u>Value Realized on Vesting (\$)</u>	<u>Number of Shares Acquired on Exercise (#)</u>	<u>Value Realized on Exercise (\$)</u>
Cheryl A. Bachelder	—	—	—	—
Ralph Bower	11,500	56,235 ⁽¹⁾	—	—
H. Melville Hope, III	11,500	91,195 ⁽²⁾	—	—
Harold M. Cohen	11,500	91,195 ⁽²⁾	—	—
Richard H. Lynch	11,500	47,840 ⁽³⁾	—	—

(1) Restricted stock vested on February 1, 2009. The closing market price of our common stock on the next business day following February 1, 2009, the date of vesting of the restricted stock, was \$4.89 per share.

(2) Restricted stock vested on August 13, 2009. The closing market price of our common stock on August 13, 2009, the date of vesting of the restricted stock, was \$7.93 per share.

(3) Restricted stock vested on March 1, 2009. The closing market price of our common stock on the next business day following March 1, 2009, the date of vesting of the restricted stock, was \$4.16 per share.

POTENTIAL PAYMENTS UPON TERMINATION OR CHANGE IN CONTROL

Our Compensation Committee believes that companies should provide reasonable severance benefits to employees, and that it is necessary to provide these benefits in order to retain our management. With respect to senior management, these severance benefits are intended to reflect the fact that it may be difficult for employees at the senior level to find comparable employment within a short period of time.

As of the end of our fiscal year 2009, we had employment agreements with our named executive officers that provide for defined severance benefits upon the occurrence of certain employment termination events including death, disability, termination without cause and termination as a result of a change of control which is discussed further below.

Where the termination is without “cause,” these employment agreements provide for benefits equal to (a) two years of base salary and targeted bonus and a pro rata portion of the target bonus in the year of termination in the cases of our CEO and General Counsel and (b) one year of base salary and targeted bonus in the case of our COO, CFO and CMO. In March 2010, the employment agreement for our chief financial officer, Mr. Hope, was amended to provide for benefits of 1.5 years of base salary and targeted bonus where there is termination without “cause” or a change in control triggering severance benefits. These employment agreements also provide that we accelerate unvested rights under any equity grants. The benefits described above are conditioned upon the delivery of a general release in favor of us. In addition, these employment agreements provide that the terminated employee is entitled to receive any benefits that the employee otherwise would have been entitled to receive under our 401(k) plan.

Where the termination is for “cause” or voluntary on the part of any member of senior management, our employment agreements do not provide for severance benefits and there is no acceleration of any unvested rights under any equity grants. We consider early retirement a voluntary termination for these purposes and our employment agreements do not provide for severance benefits and there is no acceleration of any unvested rights under any equity grants in this event.

For our executives, “cause” will be deemed to exist where the individual commits fraud or is convicted of a crime involving moral turpitude, has been guilty of gross neglect or gross misconduct resulting in harm to us, failed to materially comply with our policies or shall have refused to follow or comply with our policies or the duly promulgated directives of the Board of Directors, breached a covenant not to disclose proprietary or confidential information, non-disparagement, or non-solicitation, or otherwise materially breaches the terms of employment with us.

For purposes of these benefits, a change in control is deemed to occur, in general, if there is dissolution or liquidation of the Company, or reorganization, merger or consolidation which results in new owners of over 50% of our outstanding shares, or a disposition of all or substantially all of our assets.

The following table reflects the amounts that would be payable to each of the named executive officers, in the event of a change in control and certain subsequent termination events triggering payments, involuntary not-for-cause termination, and in the event of death or disability. The amounts

Table of Contents

shown assume that such termination, death or disability was effective as of December 27, 2009. Our closing stock price on December 27, 2009 was \$8.38.

Name	Base Salary (\$)⁽⁷⁾	Short Term Incentives (\$)⁽⁷⁾	Stock Options (unvested and accelerated) (\$)⁽⁸⁾	Stock Awards (unvested and accelerated) (\$)⁽⁸⁾	Career Planning (\$)⁽⁹⁾	Estimated Tax Gross-Up (\$)⁽¹⁰⁾	Total (\$)
Cheryl A. Bachelder⁽¹⁾							
<i>Change in Control Termination Without Cause</i>	1,300,000	1,300,000	5,272	693,864	—	1,238,778	4,537,914
<i>Death⁽²⁾</i>	1,300,000	1,300,000	5,272	693,864	4,200	—	3,303,336
<i>Disability⁽²⁾</i>	—	650,000	—	—	—	—	650,000
<i>Disability⁽²⁾</i>	—	650,000	—	—	—	—	650,000
Ralph Bower⁽³⁾							
<i>Change in Control Termination Without Cause</i>	275,000	165,000	664	98,884	—	—	539,548
<i>Death⁽²⁾</i>	275,000	165,000	664	98,884	4,200	—	543,748
<i>Disability⁽²⁾</i>	—	165,000	—	—	—	—	165,000
<i>Disability⁽²⁾</i>	—	165,000	—	—	—	—	165,000
H. Melville Hope, III⁽⁴⁾							
<i>Change in Control Termination Without Cause</i>	290,000	159,500	664	98,884	—	—	549,048
<i>Death⁽²⁾</i>	290,000	159,500	664	98,884	4,200	—	553,248
<i>Disability⁽²⁾</i>	—	159,500	—	—	—	—	159,500
<i>Disability⁽²⁾</i>	—	159,500	—	—	—	—	159,500
Harold M. Cohen⁽⁵⁾							
<i>Change in Control Termination Without Cause</i>	560,000	308,000	664	98,884	—	—	967,548
<i>Death⁽²⁾</i>	560,000	308,000	664	98,884	4,200	—	971,748
<i>Disability⁽²⁾</i>	—	154,000	—	—	—	—	154,000
<i>Disability⁽²⁾</i>	—	154,000	—	—	—	—	154,000
Richard H. Lynch⁽⁶⁾							
<i>Change in Control Termination Without Cause</i>	300,000	180,000	31,789	98,884	—	—	610,673
<i>Death⁽²⁾</i>	300,000	180,000	31,789	98,884	4,200	—	614,873
<i>Disability⁽²⁾</i>	—	180,000	—	—	—	—	180,000
<i>Disability⁽²⁾</i>	—	180,000	—	—	—	—	180,000

- (1) For purposes of this table, we assumed Ms. Bachelder's compensation is as follows on the date of termination or change in control: base salary equal to \$650,000 and annual non-equity incentive target equal to \$650,000.
- (2) Assumes death or disability occurred on December 27, 2009. In such event, such executive or his or her estate, as the case may be, would be entitled to receive 1 x his or her annual non-equity incentive target.
- (3) For purposes of this table, we assumed Mr. Bower's compensation is as follows on the date of termination or change in control: base salary equal to \$275,000 and annual non-equity incentive target equal to \$165,000.
- (4) For purposes of this table, we assumed Mr. Hope's compensation is as follows on the date of termination or change in control: base salary equal to \$290,000 and annual non-equity incentive target equal to \$159,500.
- (5) For purposes of this table, we assumed Mr. Cohen's compensation is as follows on the date of termination or change in control: base salary equal to \$280,000 and annual non-equity incentive target equal to \$154,000.
- (6) For purposes of this table, we assumed Mr. Lynch's compensation is as follows on the date of termination or change in control: base salary equal to \$300,000 and annual non-equity incentive target equal to \$180,000.
- (7) For Ms. Bachelder and Mr. Cohen, assumes the severance benefit triggered upon a change in control meeting the applicable employment agreement criteria for payment of a severance benefit or upon a termination without cause is equal to 2 x base salary and 2 x annual non-equity incentive target. For Messrs. Bower, Hope and Lynch, assumes the severance benefit triggered upon a change in control meeting the applicable employment agreement criteria for payment of a severance benefit or upon a termination without cause is equal to 1 x base salary and 1 x annual non-equity incentive target. Effective March 9, 2010, we entered into an amended and restated employment agreement with Mr. Hope which provides for, among other things, an increase in the severance benefit triggered upon a change in

control meeting the criteria in such agreement for payment of a severance benefit or upon a termination without cause to 1.5 x base salary and 1.5 x annual non-equity incentive target.

- (8) Assumes unvested time based stock options and all restricted stock would accelerate and vest upon a change in control or upon a termination without cause. Pursuant to the terms of Ms. Bachelder’s employment agreement, there is no acceleration of the 200,000 performance stock options with vesting conditions upon performance measure conditions related to achieving and maintaining various levels of stock price during the five year period after the original grant date. For purposes of this table, it is assumed that all of the stock options and restricted stock shares of Messrs. Bower, Hope, Cohen and Lynch would accelerate as of December 27, 2009. Our closing stock price on December 27, 2009 was \$8.38. Some of Ms. Bachelder’s and Mr. Bower’s stock options have option exercise prices greater than \$8.38, the value of our closing stock price on December 27, 2009, therefore no value is attributable to those options.
- (9) Upon a termination without cause, we would provide outplacement services for a period of 6 months.
- (10) In accordance with the terms of Ms. Bachelder’s employment agreement, we are required to provide tax gross-ups in connection with a payout made to Ms. Bachelder upon a change of control being subject to an excise tax. In calculating the tax gross-up payment, we assumed an excise tax rate under Section 280G of the Internal Revenue Code of 1986, as amended, of 20%, a 35% federal income tax rate, a 1.45% Medicare tax rate and a 6% state income tax rate.

DIRECTOR COMPENSATION FOR 2009

We use a combination of cash and stock-based compensation to attract and retain qualified candidates to serve on the Board of Directors. In setting director compensation, the Board of Directors considers the significant amount of time that Directors expend in fulfilling their duties to us as well as the experience and skills of the Board member.

Upon election to the Board at our annual meeting of shareholders, members of the Board (other than the Chairman of the Board) who are not our employees receive an annual cash retainer of \$45,000. The Chairman of the Board receives an annual cash retainer of \$150,000. The Directors who serve as chair of the Audit Committee and the People Services (Compensation) Committee each receive \$15,000 annually in addition to the annual cash retainer. The Director who serves as chair of the Corporate Governance and Nominating Committee receives \$7,500 annually in addition to the annual cash retainer. Additionally, all members of the Board of Directors receive an annual grant of restricted stock units equal to \$50,000, with the number of restricted stock units granted being based on our closing stock price on the date of the grant.

Cheryl A. Bachelder receives no additional compensation for serving as a member of the Board of Directors. Ms. Bachelder’s compensation as CEO and President can be found in the Summary Compensation Table above.

The following table includes information regarding the compensation paid to our non-employee Directors:

<u>Name</u>	<u>Fees Earned or Paid in Cash</u> (\$) ⁽¹⁾	<u>Stock Awards</u> (\$) ⁽²⁾	<u>Total</u> (\$)
Victor Arias, Jr.	56,666	49,998	106,664
Carolyn Hogan Byrd	58,333	49,998	108,331
John M. Cranor, III	150,000	49,998	199,998
John F. Hoffner	45,000	49,998	94,998
R. William Ide, III	51,666	49,998	101,664
Kelvin J. Pennington	45,000	49,998	94,998

- (1) The amounts shown in this column include annual cash retainers and committee chairmanship fees. In August 2009, the committee chairmanship fees were raised to the amounts described above. Therefore the amounts in this column reflect a prorated share of the 2009 annual committee chairmanship fees for the committee chairmen.
- (2) Amounts in this column are calculated utilizing the grant date fair value of restricted stock units under FASB ASC Topic 718. The grant date fair values of the restricted stock unit awards are calculated using the Nasdaq Global Market closing

Table of Contents

price on the date of grant. The following table reflects the unexercised stock options and unvested restricted stock units held by our non-employee directors as of December 27, 2009:

<u>Name</u>	<u>Unvested Restricted Stock Units</u>	<u>Unexercised Stock Options</u>
Victor Arias, Jr.	3,555	19,246
Carolyn Hogan Byrd	3,555	19,246
John M. Cranor, III	3,555	0
John F. Hoffner	3,555	0
R. William Ide, III	3,555	19,246
Kelvin J. Pennington	3,555	19,246
TOTAL:	21,330	76,984

COMPENSATION COMMITTEE REPORT

The People Services (Compensation) Committee has reviewed the Compensation Discussion and Analysis (“CD&A”) and discussed it with management. Based on the review and the discussions with management, the Compensation Committee recommended to the Board of Directors that the CD&A be included in the 2010 proxy statement and incorporated by reference in the Annual Report on Form 10-K for the year ended December 27, 2009 filed with the Securities and Exchange Commission.

The People Services (Compensation) Committee

Victor Arias, Jr.
Kelvin J. Pennington
John M. Cranor, III
Carolyn Hogan Byrd

APPROVAL OF THE PERFORMANCE GOALS UNDER THE ANNUAL EXECUTIVE BONUS PROGRAM

Our People Services (Compensation) Committee has recommended, and our Board has adopted, the AFC Enterprises, Inc. Annual Executive Bonus Program (the “Program”). The Board is requesting that our shareholders approve the material terms of the performance goals under the Program for purposes of Section 162(m) of the Internal Revenue Code. Approval of the performance goals under the Program is needed to ensure that our federal tax deductions for certain awards under the Program are not limited by Section 162(m). Section 162(m) imposes an annual deduction limit of \$1 million on the amount of compensation paid to “covered employees” (our chief executive officer and our three other most highly compensated executive officers other than the chief financial officer). The deduction limit does not apply to “performance-based compensation.” In order to qualify as performance-based compensation, awards must be subject to performance goals, the material terms of which have been approved by our shareholders. The material terms of the performance goals that must be approved include who is eligible to participate in the Program, the business criteria on which the performance goals will be based and the maximum award payable to any participant.

Purpose

The purpose of the Program is to give each participant the opportunity to receive an annual bonus in each fiscal year payable in cash if, and to the extent, the committee administering the Program (the “Committee”) determines that the performance goals set by the Committee for each participant for such year have been satisfied.

Administration

The Committee administering the Program will be the People Services (Compensation) Committee of the Board of Directors or, if all the members of such Committee fail to satisfy the requirements to be an “outside director” under Section 162(m), a sub-Committee of such Committee which consists solely of members who satisfy such requirements.

Participants

The Committee has the right to designate any of our executive officers, including our chief executive officer and any other of our employees whom the Committee deems a key employee, as a participant in the Program provided (1) such designation is made no later than 90 days from the beginning of our fiscal year or (2) such designation is effective on the date an individual is first employed if he or she will be a key employee on the date he or she is first employed by us.

Performance Criteria Upon Which Performance Goals are Based

The Committee will establish performance goals for each participant for each fiscal year no later than 90 days after the beginning of such year (or for an individual who is a key employee on the date he or she is first employed, within the 30-day period that starts on the date he or she is first employed by us). The performance goals for participants may be different and, further, each participant’s performance goals may be based on different performance criteria. However, all performance goals will be based on one or more of the following performance criteria, or any variations of the following business criteria: (1) the Company’s return over capital costs or increases in return over capital costs, (2) the Company’s total earnings or the growth in such earnings, (3) the Company’s consolidated earnings or the growth in such earnings, (4) the Company’s earnings per share or the growth in such earnings, (5) the Company’s net earnings or the growth in such earnings, (6) the Company’s earnings before interest expense, taxes, depreciation, amortization and other non-cash items or the growth in such earnings, (7) the Company’s earnings before interest and taxes or the growth in such earnings, (8) the Company’s consolidated net income or the growth in such income, (9) the value of the

Company's stock or the growth in such value, (10) the Company's stock price or the growth in such price, (11) the Company's return on assets or the growth on such return, (12) the Company's cash flow or the growth in such cash flow, (13) the Company's total shareholder return or the growth in such return, (14) the Company's expenses or the reduction of such expenses, (15) the sales growth, including same store/restaurant sales growth, of the Company and/or of the Popeyes restaurant system (including stores/restaurants operated by a franchisee of the Company), (16) the number of new stores/restaurants opened by the Company and/or by the Popeyes restaurant system (including stores/restaurants operated by a franchisee of the Company), (17) the Company's overhead ratios or changes in such ratios, (18) the Company's expense-to-sales ratios or the changes in such ratios, (19) the Company's economic value added or changes in such value added, or (20) the number of stores/restaurants at the Company and/or as part of the Popeyes restaurant system (including stores/restaurants operated by a franchisee of the Company), or the change or increase in such number of stores/restaurants.

The performance goals for a participant may be based on company-wide performance, Popeyes restaurant system performance (including restaurants operated directly by the Company and/or by a franchisee of the Company), division-specific performance, department-specific performance, region-specific performance, restaurant-specific performance, personal performance or on any combination of such criteria or other criteria the Committee deems appropriate under the circumstances. The Committee may express any goal in terms of alternatives, or a range of alternatives, as the Committee deems appropriate under the circumstances, such as including or excluding (1) any acquisitions or dispositions, restructuring, discontinued operations, extraordinary items and other unusual or non-recurring charges, (2) any event either not directly related to the operations of the Company or not within the reasonable control of the Company's management or (3) the effects of tax or accounting changes.

Maximum Annual Bonus

The maximum annual bonus payable under the Program to any participant for any fiscal year cannot exceed 200% of the base salary which is paid to such participant in such fiscal year or \$2.0 million, whichever is less. The Committee has the discretion to set a lower cap on the bonus payable to any participant for any fiscal year.

A bonus will be paid to a participant under the Program for a fiscal year only to the extent the participant satisfies his or her performance goals for such bonus for such fiscal year, and the Committee certifies in writing prior to payment of any bonus under the Program the extent, if any, to which a participant has satisfied his or her performance goals for each fiscal year. In addition, the Committee has the discretion to reduce but not to increase the bonus payable to any participant if the Committee acting in its discretion determines that such reduction is appropriate.

Amending and Terminating the Program

The Committee shall have the power to amend the Program from time to time as the Committee deems necessary or appropriate and to terminate the Program if the Committee deems such termination in the best interest of our Company.

Target Awards Approved under the Program

The following target awards were approved under the Program for the named executive officers, subject to shareholder approval of the material terms of the performance goals under the Program. If shareholders do not approve the proposal, the target awards are forfeited.

<u>Name</u>	<u>Target Award Under Program</u>
Cheryl A. Bachelder	\$ 650,000
Ralph Bower	\$ 165,000
H. Melville Hope, III	\$ 192,000
Harold M. Cohen	\$ 168,000
Richard H. Lynch	\$ 180,000

THE BOARD OF DIRECTORS OF THE COMPANY RECOMMENDS THAT THE SHAREHOLDERS VOTE FOR THE APPROVAL OF THE MATERIAL TERMS OF THE PERFORMANCE GOALS UNDER THE ANNUAL EXECUTIVE BONUS PROGRAM.

EQUITY COMPENSATION PLAN INFORMATION

The following table gives information about our common stock that may be issued upon the exercise of options, warrants and rights under all of our existing equity compensation plans as of December 27, 2009.

<u>Plan Category</u>	<u>Number of Securities to be Issued Upon Exercise of Outstanding Options, Warrants and Rights</u>	<u>Weighted-average Exercise Price of Outstanding Options, Warrants and Rights ⁽¹⁾</u>	<u>Number of Securities Remaining Available for Future Issuance Under Equity Compensation Plans</u>
Equity compensation plans approved by security holders:			
1996 Nonqualified Stock Option Plan	0	0	0
1996 Nonqualified Performance Stock Option Plan — Executive	0	0	0
2002 Incentive Stock Plan	215,199	\$ 11.55	0
2006 Incentive Stock Plan	773,868	\$ 11.11	2,174,920
Equity compensation plans not approved by security holders:			
	0	N/A	0
Total	989,067	\$ 11.22	2,174,920

(1) During 2005, in connection with the declaration of a special cash dividend, our Board of Directors approved adjustments to outstanding options under our employee stock option plans. The modifications adjusted the exercise price and the number of shares associated with each employee's outstanding stock options to preserve the value of the options after the special cash dividend. We did not recognize a change as a result of the modifications because the intrinsic value of the awards and the ratio of the exercise price to the market value per share for each award did not change.

RATIFICATION OF INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM

Our Audit Committee has appointed PricewaterhouseCoopers LLP (“PwC”) as our independent registered public accounting firm to audit our consolidated financial statements for the year ending December 26, 2010. A representative of PwC will be present at the annual meeting of shareholders, will have the opportunity to make a statement and will be available to respond to appropriate questions by shareholders. Notwithstanding the ratification, the Audit Committee in its discretion may select a different independent registered public accounting firm at any time during the year if it determines that the change would be in the best interests of the Company and our shareholders. In the event that the appointment of PwC is not ratified, the Audit Committee will consider the appointment of another independent registered public accounting firm, but will not be required to appoint a different firm.

Grant Thornton LLP (“Grant Thornton”) served as our independent registered public accounting firm for fiscal year 2009 and reported on our consolidated financial statements for that year. Representatives of Grant Thornton will not be present at the annual meeting of shareholders.

Change in Accountants

The Audit Committee recently conducted a competitive process to determine our independent registered public accounting firm for the year ending December 26, 2010. As a result of this process, effective April 9, 2010, the Audit Committee approved the engagement of PwC as our independent registered public accounting firm for our 2010 fiscal year.

Also effective April 12, 2010, the Audit Committee informed Grant Thornton that it would not be re-engaged as the independent registered public accounting firm and that it would be dismissed no later than the date of the filing of this proxy statement.

During the fiscal years ended December 27, 2009 and December 28, 2008, and the subsequent interim period through April 23, 2010, the Company had (i) no disagreements with Grant Thornton on any matter of accounting principles or practices, financial statement disclosure, or auditing scope or procedure, any of which that, if not resolved to Grant Thornton’s satisfaction, would have caused it to make reference to the subject matter of any such disagreement in connection with its reports for such years and interim period and (ii) no reportable events within the meaning of Item 304(a)(1)(v) of Regulation S-K.

Grant Thornton’s reports on our consolidated financial statements for the fiscal years ended December 27, 2009 and December 28, 2008 did not contain an adverse opinion or disclaimer of opinion, and were not qualified or modified as to uncertainty, audit scope or accounting principles.

During the fiscal years ended December 27, 2009 and December 28, 2008, and the subsequent interim period through April 23, 2010, neither the Company nor anyone on its behalf has consulted with PwC regarding (i) the application of accounting principles to a specific transaction, either completed or proposed, (ii) the type of audit opinion that might be rendered on the Company’s financial statements, (iii) any matter that was the subject of a disagreement within the meaning of Item 304(a)(1)(iv) of regulation S-K, or (iv) any reportable event within the meaning of Item 304(a)(1)(v) of Regulation S-K.

In accordance with Item 304(a)(3) of Regulation S-K, the Company provided Grant Thornton a copy of the disclosures the Company made in a Current Report on Form 8-K/A filed with the SEC on April 23, 2010 (the “Form 8-K/A”) prior to filing the Form 8-K/A with the SEC. The Company requested that Grant Thornton furnish the Company with a letter addressed to the SEC stating whether or not Grant Thornton agrees with the statements made in the Form 8-K/A. A copy of such letter, dated April 23, 2010, is filed as Exhibit 16.1 to the Form 8-K/A.

Board Recommendation

THE BOARD OF DIRECTORS OF THE COMPANY RECOMMENDS THAT THE SHAREHOLDERS VOTE FOR THE RATIFICATION OF THE INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM.

GENERAL

Compensation Committee Interlocks and Insider Participation

For fiscal 2009, the People Services (Compensation) Committee established the compensation for all our executive officers.

During fiscal 2009, Messrs. Arias, Cranor, Pennington and Ms. Byrd were members of the People Services (Compensation) Committee. In addition, in 2007 Ms. Bachelder was a member of our People Services (Compensation) Committee prior to becoming CEO and President. She resigned from the Committee upon her appointment as CEO and President. None of our executive officers currently serve on the compensation committee or Board of Directors of any other company of which any member of our People Services (Compensation) Committee is an executive officer.

Related Party Transactions

In accordance with our Corporate Governance and Nominating Committee charter, our Corporate Governance and Nominating Committee is responsible for assisting the Board with its responsibilities for oversight of the Company's Honor Code, which includes policies relating to conflicts of interest. Although we have not entered into any such transactions that meet the requirements for disclosure in this proxy statement, if there were to be such a transaction, it would need to be approved by our Corporate Governance and Nominating Committee and the Board.

Section 16(a) Beneficial Ownership Reporting Compliance

Section 16(a) of the Securities Exchange Act of 1934 requires our directors and executive officers and persons who own more than 10% of a registered class of our equity securities to file with the SEC reports of ownership and changes in ownership of our common stock. Directors, executive officers and greater than 10% shareholders are required by SEC regulations to furnish us with copies of all Section 16(a) forms they file. Based solely on a review of the copies of these reports furnished to us or written representations that no other reports were required, we believe that during 2009, all of our directors, executive officers and greater than 10% beneficial owners complied with these requirements.

Shareholder Proposals

To be eligible to include a shareholder proposal in our proxy statement for the 2011 annual meeting of shareholders pursuant to Rule 14a-8 under the Exchange Act, we must receive the shareholder proposal on or before December 23, 2010.

Under our bylaws, a shareholder is eligible to submit a shareholder proposal outside the processes of Rule 14a-8 if the shareholder is of record based on the record date for determining shareholders entitled to vote at the annual meeting. The shareholder also must provide timely notice of the proposal to us. To be timely under our bylaws, we must receive advance notice of the proposal by January 20, 2011 (120 days before May 20, 2011, the anniversary of our 2010 Annual Meeting) or, if the 2011 Annual Meeting date is more than 30 days before or after May 20, 2011, advance notice of the proposal must be received not less than 120 days before such annual meeting or, if later, within 10 days after the first public announcement of the date of the 2011 Annual Meeting. These time limits also apply in determining whether notice is timely for purposes of rules adopted by the SEC relating to the exercise of discretionary voting authority. Any shareholder proposal notice must comply with the content and other requirements for such notices specified in our bylaws. All written proposals should be submitted to AFC Enterprises, Inc., Attention: Corporate Secretary, 5555 Glenridge Connector, NE, Suite 300, Atlanta, Georgia 30342.

Shareholder Communications with our Board of Directors

Our Board of Directors has adopted a formal process by which shareholders may communicate with our Board. Shareholders who wish to communicate with our Board of Directors may do so by sending written communications addressed to the Corporate Secretary, c/o Office of General Counsel of AFC Enterprises, Inc., Attention: Board



GENERAL

of Directors, 5555 Glenridge Connector, NE, Suite 300, Atlanta, Georgia 30342.

Solicitation by Board; Expenses of Solicitation

Our Board of Directors has sent you this proxy statement and your proxy is solicited by our Board of Directors. Our directors, officers and associates may solicit proxies by telephone or in person, without additional compensation. We will pay for the expense of soliciting proxies, including the fees and expenses of brokers and other nominees who forward proxies and proxy materials to our shareholders so they can vote their shares.

Availability of Form 10-K and Annual Report to Shareholders

SEC rules require us to provide an Annual Report to shareholders who receive this proxy statement. We will also provide copies of the Annual Report to brokers and other nominees for the benefit of their beneficial owners of record. Additional copies of this Annual Report, which includes our Annual Report on Form 10-K for the fiscal year ended December 27, 2009 (not including documents incorporated by reference), are available without charge to shareholders upon written request to AFC Enterprises, Inc., Attention: Investor Relations, 5555 Glenridge Connector, NE, Suite 300, Atlanta, Georgia 30342, by calling (404) 459-4450 or on our website at www.afce.com.





2010 Annual Shareholders Meeting

Admission Card

You should bring this Admission Card to the Annual Meeting to be admitted.

Only the shareholder whose name appears on this card will be admitted.

Due to space limitation, admission to the meeting will be on a first-come, first-served basis.

Registration will begin at 8:00 A.M.

Thursday May 20, 2010, 8:30 A.M. Local Time

Hilton Garden Inn Atlanta Perimeter

1501 Lake Hearn Drive

Atlanta, Georgia 30319

YOUR VOTE IS IMPORTANT

If you do not vote by telephone or Internet, please sign and date this proxy card and return it promptly in the enclosed postage-paid envelope to Computershare Trust Company, N.A., P.O. Box 43101, Providence, RI 02940-3070, so your shares may be represented at the Annual Meeting. If you vote by telephone or Internet, it is not necessary to return this proxy card.

Proxy card must be signed and dated on the reverse side.

Please fold and detach card at perforation before mailing.

▼ IF YOU HAVE NOT VOTED VIA THE INTERNET OR TELEPHONE, FOLD ALONG THE PERFORATION, SIGN, DETACH AND RETURN THE BOTTOM PORTION IN THE ENCLOSED ENVELOPE. ▼



Proxy — AFC ENTERPRISES, INC.

THIS PROXY IS SOLICITED ON BEHALF OF THE BOARD OF DIRECTORS OF AFC ENTERPRISES, INC.

The undersigned hereby appoints H. Melville Hope, III and Harold M. Cohen, and each of them, as proxies with full power of substitution, for and in the name of the undersigned, to vote all shares of common stock, par value \$.01 per share, of AFC Enterprises, Inc. that the undersigned would be entitled to vote on the matters described in the accompanying Proxy Statement and Notice of 2010 Annual Shareholders Meeting, receipt of which is hereby acknowledged, and upon any other business which may properly come before the Annual Meeting to be held at the Hilton Garden Inn Atlanta Perimeter, 1501 Lake Hearn Drive, Atlanta, Georgia 30319, on Thursday, May 20, 2010 at 8:30 a.m., local time, or any adjournment thereof. This proxy, if properly executed and delivered, will revoke all prior proxies.

The proxies shall vote subject to the directions indicated on this proxy card, and the proxies are authorized to vote in their discretion upon other business as may properly come before the Annual Meeting or any adjournment thereof. The proxies will vote as the Board of Directors recommends where a choice has not been specified. If you wish to vote in accordance with the recommendations of the Board of Directors, all you need to do is sign and return this card. The proxies cannot vote your shares unless you sign, date and return this proxy card.

IF YOU DO NOT VOTE BY TELEPHONE OR INTERNET, PLEASE SIGN, DATE AND MAIL THIS PROXY CARD IN THE ACCOMPANYING ENVELOPE.

