

**CHARTER OF THE COMPENSATION COMMITTEE  
OF THE  
BOARD OF DIRECTORS  
OF  
RED ROBIN GOURMET BURGERS, INC.**

1. **Formation.** The Board of Directors (the “Board”) of Red Robin Gourmet Burgers, Inc. (the “Company”) has established a compensation committee of the Company (the “Committee”) to consider matters relating to compensation of the executive officers and directors of the Company, and the Company’s short-term and long-term incentive compensation programs and benefit plans.

2. **Statement of Purpose.** The Committee will assist the Board in fulfilling its responsibility to stockholders of the Company to ensure that the Company’s executive officers and directors are compensated in accordance with the Company’s total compensation objectives and executive compensation policy. The Committee will advise, recommend, and approve compensation policies, strategies, and pay levels necessary to support organizational objectives.

3. **Membership; Appointment.** The Committee shall be composed of three or more members of the Company’s Board. The members of the Committee shall be appointed by and serve at the discretion of the Board following consideration of the recommendation of the Company’s Nominating and Governance Committee. The Board shall elect one of the Committee’s members as the chairperson of the Committee (the “Chairperson”). Committee members may be removed at any time, or vacancies filled, by a majority vote of independent directors then serving on the Board. Each member of the Committee shall be independent in accordance with the rules of the NASDAQ Stock Market. In addition, each member of the Committee also shall satisfy all requirements necessary from time to time to be “non-employee directors” under the Securities and Exchange Commission Rule 16b-3. A majority of the members of the Committee shall be qualified as “outside directors” directors under Section 162(m) of the Internal Revenue Code and related regulations, all to the extent applicable and as amended from time to time.

4. **Oversight Responsibilities.** The Board delegates to the Committee the express authority to do the following, to the full extent permitted by applicable law and the Company’s charter and bylaws:

(a) Develop and recommend to the Board an annual performance evaluation of the Company’s Chief Executive Officer;

(b) Set the compensation of the CEO and other executive officers (in each case herein as defined under Section 16 of the Securities Exchange Act of 1934 and the rules promulgated thereunder) including salary, short-term annual incentive compensation (bonus) programs and long-term incentive compensation programs;

(c) Review and approve salary increases for executive officers;

(d) Review and approve hiring of executive officers (except CEO, which is reserved to the full Board), and the annual performance, promotion, and employment, retention, and

severance agreements (and material amendments thereto) for executive officers (including CEO).

- (e) Review and adopt, terminate, or modify equity compensation, health and retirement benefit plans for employees, and/or exercise oversight over any committee appointed by the Board to exercise administrative and/or investment authority of any such plans in accordance with the plan's governing documents and the Employee Retirement Income Security Act of 1974 ("ERISA");
- (f) Approve and administer the Company's stock option or other equity incentive plans, and employee stock purchase programs (each to the extent authorized by the Board or under the applicable plan);
- (g) Review and approve the required disclosure, including the Compensation Discussion and Analysis, and reports on executive officer and director compensation for inclusion in the Company's annual report on Form 10-K and its annual proxy statement, as applicable, that comply with the rules and regulations of the Securities and Exchange Commission;
- (h) Review and consider at least annually whether the Company's compensation policies and practices contain incentives for executive officers and other key employees to take risks in performing their duties that are reasonably likely to have a material adverse effect on the Company. Review and discuss with management any additional disclosures that may be required in the Company's annual proxy statement or annual report on Form 10-K regarding such risks;
- (i) Review and approve annually the Company's compensation program for service on the Board or any of its committees;
- (j) Determine and maintain stock ownership guidelines for the executive officers and directors and monitor compliance with such guidelines.
- (k) Maintain minutes of meetings (to be kept with the Company's corporate books and records) and regularly report to the Board on significant results of the foregoing activities;
- (l) Annually review the Committee's own performance;
- (m) Review and assess the adequacy of this Charter annually and recommend any proposed changes to the Board for approval; and
- (n) Perform any other activities consistent with the Charter, the Company's bylaws, and governing law, as the Committee or the Board deems necessary or appropriate.

5. **Meetings**. The Committee shall hold regular meetings on such days as it shall determine and at least four times per year, or more frequently as the Committee determines necessary or desirable. Special meetings of the Committee will be held at the request of the Chairperson of the Committee or

any two other Committee members. The Company's Chief Executive Officer shall not be present or voting during deliberations with respect to his or her compensation.

6. **Outside Assistance.** The Committee shall have the authority to request and receive access to any internal or external information it requires to fulfill its duties and responsibilities. The Committee is authorized to engage such outside professional or other services as in its sole discretion it deems necessary to fulfill its responsibilities. The Committee will be directly responsible for the appointment, compensation, and oversight of the work of any compensation consultant, independent legal counsel, or other outside advisor. The Company must provide for appropriate funding, as determined by the Committee, for the payment of reasonable compensation to outside advisors. Prior to selecting or receiving advice from any outside advisor (other than in-house legal counsel and other advisors consulting on broad-based plans or providing non-customized compensation information), and from time to time as the Committee deems appropriate, the Committee shall assess the independence of such advisor, taking into consideration factors relevant to such advisor's independence, including the factors specified in the applicable rules of the U. S. Securities and Exchange Commission and the NASDAQ Stock Market.