



Workforce Profile from Fiscal Year 2024 to 2026

2024

2025

2026

 RESTAURANT	LEVEL	WOMEN	POC*	WOMEN	POC*	WOMEN	POC*
	HOURLY	58%	56%	58%	57%	58%	56%
	RESTAURANT MANAGER	46%	39%	45%	41%	45%	42%
	GENERAL MANAGER / MANAGING PARTNER	37%	29%	39%	31%	39%	30%
	DIRECTOR OF OPERATIONS	28%	24%	27%	25%	26%	24%
	SENIOR VP / EXECUTIVE VP	37%	26%	38%	31%	38%	21%

 CORPORATE	LEVEL	WOMEN	POC*	WOMEN	POC*	WOMEN	POC*
	EXEMPT / NON-EXEMPT	50%	47%	50%	48%	51%	49%
	MANAGER / SUPERVISOR	57%	30%	60%	30%	58%	30%
	DIRECTOR / SENIOR DIRECTOR	52%	31%	50%	30%	55%	34%
	VP / SENIOR VP / EXECUTIVE VP	41%	16%	40%	21%	45%	23%
	SENIOR EXECUTIVE	15%	46%	22%	33%	33%	28%

*Indicates People of Color (POC) who identify as Black/African American, Hispanic/Latin, Asian American, American Indian, Hawaiian or 2 or more races