



Workforce Profile from Fiscal Year 2023 to 2025

2023

2024

2025

 RESTAURANT	LEVEL	WOMEN	POC*	WOMEN	POC*	WOMEN	POC*
	HOURLY	58%	55%	58%	56%	58%	57%
	RESTAURANT MANAGER	58%	39%	46%	39%	45%	41%
	GENERAL MANAGER / MANAGING PARTNER	37%	28%	37%	29%	39%	31%
	DIRECTOR OF OPERATIONS	27%	22%	28%	24%	27%	25%
	SENIOR VP / EXECUTIVE VP	29%	21%	37%	26%	38%	31%

 CORPORATE	LEVEL	WOMEN	POC*	WOMEN	POC*	WOMEN	POC*
	EXEMPT / NON-EXEMPT	50%	45%	50%	47%	50%	48%
	MANAGER / SUPERVISOR	54%	31%	57%	30%	60%	30%
	DIRECTOR / SENIOR DIRECTOR	52%	29%	52%	31%	50%	30%
	VP / SENIOR VP / EXECUTIVE VP	42%	17%	41%	16%	40%	21%
	SENIOR EXECUTIVE	14%	43%	15%	46%	22%	33%

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